

ARTICLE XVII – SALARY

- A. The base salaries for all Type "E" and Type "J" employees shall be as set forth in this Article. The base salaries of all Type "G" teachers shall be set forth in Article VIII of this Agreement. Below is the grandfathered Salary Schedule for 2017-18 and the Pay-for-Performance Model:

2018-19 SALARY SCHEDULES

NOTE: In addition to all salaries reflected in the salary schedules, all employees will be paid a one-time bonus of \$650.

GRANDFATHERED RANGES			PAY FOR PERFORMANCE RANGES	
AA	38,490 - 43,777		39,226 - 43,782	
BB	38,604 - 43,891		39,340 - 43,896	
CC	39,121 - 44,408		39,857 - 44,413	
DD	39,743 - 45,030		40,479 - 45,035	
EE	40,467 - 45,754		41,203 - 45,759	
FF	41,399 - 46,686		42,135 - 46,691	
GG	42,538 - 47,825		43,274 - 47,830	
HH	43,884 - 49,171		44,620 - 49,176	
II	45,333 - 50,620		46,069 - 50,625	
JJ	46,990 - 52,277		47,726 - 52,282	
KK	48,854 - 54,141		49,590 - 54,146	
LL	50,925 - 56,212		51,661 - 56,217	
MM	53,202 - 58,489		53,938 - 58,494	
NN	55,584 - 60,871		56,320 - 60,876	
OO	59,145 - 64,432		59,881 - 64,437	
	Value of E \$825		Value of E \$825	
	Value of HE \$1,100		Value of HE \$1,101	

Salary adjustment will be based on the outcome of the Summative Part 1 combined with the Student Achievement Scores to create the Summative Part 2 Evaluation. Salary increases will be paid retroactively to July 1, 2018 and will be paid in a lump sum. To be eligible of the salary increase, members of the bargaining until must be employed with the District at time of payout.

2018-19 PLACEMENT SALARY SCHEDULE

	Years of verified teaching experience	
AA	0-5	39,226
BB	6-7	39,340
CC	8-10	39,857
DD	11	40,479
EE	12	41,203
FF	13-14	42,135
GG	15-16	43,274
HH	17-18	44,620
II	19-20	46,069
JJ	21-22	47,726
KK	23-24	49,590
LL	25	51,661
MM	26	53,938
NN	27	56,320
OO	28+	59,881

During the 2010-2011 Legislative session, the Student Success Act (SB 736) was passed and one of the provisions of this bill addressed advanced degrees. The language states: *"A District school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired after July 1, 2011, unless the advanced degree is held in an individual's area of certification and is only a salary supplement"*.

The District has adopted a Pay-for-Performance Salary Schedule as set forth in Florida Statute 1012.22 that provides annual salary adjustments for instructional personnel based upon performance determined under Florida Statute, 1012.34, rather than on years of experience. The placement schedule above reflects initial placement only.

Please call Human Resources at 321-633-1000 Ext. 220 for more information.

The 2015-2016 amended salary schedule will become known as the "Grandfathered" salary schedule.

New teachers hired after the effective date of this contract will be placed on the salary schedule commensurate with Brevard Public School teachers' years of experience.

Teachers shall accrue annual leave consistent with board policies for all other 12-month employees.

Movement of employees on the Instructional Salary Schedule is accomplished only through negotiations between the Union and the Board subject to the provisions of Chapter 447, F.S. It is further understood that upon expiration of the Agreement, incremental steps on the salary schedule are subject to renegotiations and are not automatically payable until such time as a new salary schedule has been ratified.

Except as otherwise provided herein, a teacher who is assigned to work in an instructional capacity involving direct contact with students, e.g. elementary school foreign language programs, and when such assignments are during the teacher's normal work year and beyond the normal teacher forty (40) hour workweek, time spent on such assignments shall be paid at the affected teacher's hourly rate. For each one hour of work time, the teacher shall be scheduled for no less than fifteen (15) minutes of preparation time.

A teacher must have worked a minimum of two consecutive nine-week grading periods in the same school with the same students to be eligible for the District's state-approved Pay for Performance Program.

- B. Two (2) years of credit for purposes of placement on the salary schedule shall be given for military service completed since January 1, 1940. A year of experience shall be granted for twelve (12) months of active duty service. A partial year shall be counted if the active military service is within thirty (30) days of being a full year. Additional credit shall not be allowed for teaching assignments while in military service.
- C. Ninety-nine (99) or more days of full-time teaching, to include paid leave, in any single year shall be considered as one (1) full year of experience. If a full-time Brevard Public School (BPS) teacher works no less than one (1) full semester and such full semester has fewer than ninety-nine (99) days, one year of experience will be granted for pay purposes.
- D. Teachers hired before July 1, 2011, who had earned an advanced degree are grandfathered and will continue to be paid a supplement for the highest degree the teacher has earned. Teachers hired on or after July 1, 2011, will be paid a salary supplement annually for advanced degrees provided the advanced degree is held in the individual's area of certification. The teacher is responsible to submit appropriate academic credentials.

Master's Supplement	\$2,730.00
Specialist's Supplement	\$4,056.00

Doctorate Supplement

\$5,408.00

- E. The Board shall provide terminal pay to any teacher upon the teacher's retirement or to his/her estate or beneficiary if service is terminated by death. However, such terminal pay shall not exceed the amount shown as follows:
1. During the first three (3) years of district service, the daily rate of pay multiplied by thirty-five percent (35%) times the number of days of accumulated sick leave.
 2. During the next three (3) years of district service, the daily rate of pay multiplied by forty percent (40%) times the number of days of accumulated sick leave.
 3. During the next three (3) years of district service, the daily rate of pay multiplied by forty-five percent (45%) times the number of days of accumulated sick leave.
 4. During the next three (3) years of district service, the daily rate of pay multiplied by fifty percent (50%) times the number of days of accumulated sick leave.
 5. During and after the thirteenth (13th) year of district service, the daily rate of pay multiplied by one hundred percent (100%) times the number of days of accumulated sick leave.
 6. The four (4) days of sick leave credited to each teacher shall be treated as four (4) days of entitlement upon the teacher's retirement or to his/her estate or beneficiary if service is terminated by death.
 7. Payment for terminal pay as described above will be paid sixty (60) days after the date of normal retirement.
- F. To calculate a teacher's daily rate of pay, the base salary shall be divided by one hundred ninety-six (196). To calculate an eleven (11) or twelve (12) month teaching contract salary, the ten (10) month base salary shall be divided by one hundred ninety-six (196) days and multiplied by the actual number of contract days.
- G. Salaries shall be paid twice a month in twenty-four (24) pays.
- H. A teacher whose employment is terminated for any reason shall receive his/her terminal pay, if any, and all salary earned prior to the date of said