

The district introduced a new performance-based salary schedule in 2014-2015. Veteran district teachers had the option of remaining on the traditional step and lane salary schedule - now known as the grandfathered salary schedule (listed below on p. E-1). Employees hired after July 1, 2014 will be paid on the new performance-based salary schedule (found on p. E-6). Per the Teacher Contract Database' policy, our database answers reflect the salary that pertains to new hires, so our calculations are based of the salaries noted on p. E-6. The district confirmed that this same placement scale is used for new hires for 2015-2016 and that credit is awarded for a maximum of 13 years of previous experience.

**APPENDIX E
TEACHERS SALARY SCHEDULE**

**YEAR 1 GRANDFATHERED SALARY SCHEDULE
2013-2014 SCHOOL YEAR, Effective the first day of each employee's 2013-2014
work calendar.**

Step	Salary	Salary & Cafe
1	\$39,000	\$39,300
2	\$39,328	\$39,628
*4	*\$41,000	*\$41,300
5	\$41,500	\$41,800
6	\$41,900	\$42,200
7	\$42,300	\$42,600
8	\$42,400	\$42,700
10	\$42,800	\$43,100
11	\$43,200	\$43,500
12	\$44,300	\$44,600
13	\$45,050	\$45,350
**15	**\$45,600	**\$45,900
16	\$47,100	\$47,400
17	\$48,100	\$48,400
18	\$49,250	\$49,550
19	\$50,500	\$50,800
20	\$52,877	\$53,177
21A	\$56,377	\$56,677
22A	\$65,677	\$65,977
22	\$71,250	\$71,550

*Elimination of Step 3 and acceleration to Step 4.

**Elimination of Step 14 and acceleration to Step 15.

1. a. ~~The salary of a teacher who was on Step 22 during the 2011-2012 and 2012-2013 school years shall be increased by \$500.~~

The parties acknowledge that during negotiations for the 2012-2013 school year, the parties agreed that the salary of a teacher who was on Step 22 during the 2011-2012 and 2012-2013 school years would receive a recurring stipend (Recurring Stipend Group) of \$500 each year. For the 2014-2015 school year, all teachers in the Recurring Stipend Group shall receive an additional one-time, non-recurring stipend of \$500.

Those employees who moved from Step 21 to Step 22 in the 2012-2013 school year were not eligible for the recurring \$500 stipend.

2. The parties acknowledge that for the 2009-2010, 2010-2011 and 2011-2012 fiscal years, there have been no step increases provided to employees. As a result, the years of teaching experience are no longer equivalent to the step

placement of current employees. ~~The parties agree that newly hired bargaining unit members shall receive the same credit for all experience that is provided under this agreement to current employees as of the effective date of this contract for the 2011-2012 and subsequent fiscal years.~~

All eligible employees shall receive a step increase in 2013-2014. The step shall be effective the first day of each employee's 2013-2014 work calendar.

Employees on Step 20 of the 2012-2013 Salary Schedule shall be placed on Step 21A of the 2013-2014 Salary Schedule. Employees on Step 21 of the 2012-2013 Salary Schedule shall be placed on Step 22A of the 2013-2014 Salary Schedule.

Teachers on Step 22 shall receive a one-time \$1,500 lump sum salary increase effective on the employee's first day of the 2013-2014 work calendar. Said increase will qualify for FRS benefits.

Effective July 1, 2014, newly hired bargaining unit members shall receive up to thirteen (13) years of credit for all verified teaching experience. ~~Current e~~Employees returning from a Board approved leave shall be placed ~~on the 2013-2014 Salary Schedule~~ at the same level the employee was on prior to the leave. Under no circumstances shall any teacher returning from a Board approved leave be placed at a salary less than what the teacher was earning prior to the leave. Although not guaranteed, teachers may be granted teaching experience credit for the work performed during the Board approved leave for verified teaching experience according to the table below: Teachers Returning from Leave Step Placement Schedule.

**~~2013-2014 2014-2015 Teachers Returning from Leave Step Placement
effective the first day of each employee's 2013-2014 work calendar~~**

Years of Experience	Step	<u>Level</u>
0	1	<u>A</u>
1	2 <u>1</u>	<u>A</u>
2	4 <u>2</u>	<u>B</u>
3	4	<u>C</u>
4	4	<u>C</u>
5	4	<u>C</u>
6	5 <u>4</u>	<u>C</u>
7	6 <u>5</u>	<u>D</u>
8	6	<u>E</u>
9	7 <u>6</u>	<u>E</u>
10	8 <u>7</u>	<u>F</u>
11	9 <u>8</u>	<u>G</u>
12	10	<u>H</u>
13	12 <u>11</u>	<u>I</u>
14	12	<u>J</u>
15	13 <u>12</u>	<u>J</u>
16	15 <u>13</u>	<u>K</u>
17	16 <u>15</u>	<u>L</u>
18	17 <u>16</u>	<u>M</u>
19	17	<u>N</u>
20	18 <u>17</u>	<u>N</u>
21	18	<u>O</u>
22	20 <u>19</u>	<u>P</u>
23	21 <u>A20</u>	<u>Q</u>
24	22 <u>A21A</u>	<u>R</u>
25+	22 <u>22A</u>	<u>S</u>
<u>26+</u>	<u>22</u>	<u>Longevity Level A</u>

~~*Employees were accelerated through step in years prior to 2011-2012.~~

~~3. Salaries contained in the schedule for 2013-2014 shall become effective on the first day of each employees 2013-2014 work calendar.~~

43. The parties agree that employees shall not advance a step on the Salary Schedule unless the Collective Bargaining Agreement specifically calls for a step increase for the specific school year in question. If there is no Collective Bargaining Agreement in effect at the start of a school year, then step increases shall not be granted unless the subsequent contract specifically requires one. Any employee who receives an unsatisfactory rating(s) on his/her annual evaluation shall become eligible for and shall receive payment for a negotiated step advancement retroactive to the date of salary schedule improvements after he/she has satisfactorily fulfills the terms of the professional development plan resulting from the

unsatisfactory rating(s) and has been rated satisfactory. Until that occurs, the employee's salary shall remain frozen at the rate of pay for the previous year.

54. Advanced Degree Stipends:

	Out-of-Field*	In-Field
Master's Degree	\$2,600	\$3,650
Specialist Degree	\$5,000	\$6,800
Doctor's Degree	\$7,000	\$8,000
Basic Incentive Award	\$1,400	\$2,000
Advanced Incentive Award	\$2,200	\$2,700

*Effective November 1, 1994, bargaining unit members may only qualify to earn degree's in-field. However, unit members who held out-of-field degrees and incentives on November 1, 1994, shall continue to receive the remuneration listed above in the column entitled "out-of-field" for as long as they work for the Board in this bargaining unit without a break in service. A Board approved leave is not considered a break in service.

Bargaining unit members hired prior to July 1, 2011 who earn an advanced degree shall be granted an in-field advanced degree stipend as defined in Appendix A.

Bargaining unit members hired on or after July 1, 2011 who earn an advanced degree shall be paid a salary supplement in the amount equal to the advanced degree stipend above; but only if the advanced degree is in the bargaining unit member's area of certification.

65. New Educator Professional Improvement Supplement: A three hundred dollar (\$300) payment shall be payable to any teacher who has less than three (3) years of credited experience and accumulates a minimum of six (6) college credits or the equivalent in-service coursework within any of the first three (3) years of teaching experience on the salary schedule. The courses should enable employees to become highly qualified or to improve their skills in their teaching field(s).

76. Pursuant to Article 18 of the collective bargaining agreement, between the School Board of Broward County, Florida and the Broward Teachers Union, instructional personnel who demonstrate outstanding performance are eligible to earn a supplement equal to at least 5% of the employee's annual base salary. Eligibility is based upon meeting and maintaining satisfactory performance ratings and maintaining the requirements of either National Board Certification (NBC) or the Broward County Recognition Program (if ineligible to apply for NBC). This program is in conformance with existing Florida statute, detailed in

s1012.34, and Broward County School Board policy 4214, Professional Pathways.

87. The parties agree that the tentative agreements for the 2014-2015 and 2015-2016 Salary Schedules shall be implemented once both parties determine through collective bargaining that additional and sufficient funding exists.

~~TEACHERS PAY FOR PERFORMANCE SALARY SCHEDULE~~
~~EFFECTIVE JULY 1, 2014~~

		Compared to Proposed Year 1 of Transition Period	Proposed Pay for performance teacher salary ranges		
Step	Level			Minimum	Maximum
1	A	\$39,328	Foundational	\$39,328	\$42,300
2	B	\$41,000			
4	C	\$41,500			
5	D	\$41,900			
6	E	\$42,300	Proficient	\$41,900	\$44,500
7	F	\$42,500			
8	G	\$42,900			
10	H	\$43,200			
11	I	\$44,500	Accomplished	\$43,200	\$49,550
12	J	\$45,100			
13	K	\$45,700			
15	L	\$47,400			
16	M	\$48,100	Exemplary	\$49,550	\$64,000
17	N	\$49,550			
18	O	\$50,600			
19	P	\$52,500			
20	Q	\$53,377			
21	R	\$62,677			
22	S	\$71,250			

**2014-2015 PAY FOR PERFORMANCE INITIAL PLACEMENT CHART FOR
TEACHERS HIRED AFTER JUNE 30, 2014**

<u>Years of Experience</u>	<u>Level</u>	<u>Salary</u>
<u>0-1</u>	<u>A</u>	<u>\$40,000</u>
<u>2</u>	<u>B</u>	<u>\$41,000</u>
<u>3-6</u>	<u>C</u>	<u>\$42,000</u>
<u>7</u>	<u>D</u>	<u>\$42,500</u>
<u>8-9</u>	<u>E</u>	<u>\$43,200</u>
<u>10</u>	<u>F</u>	<u>\$43,700</u>
<u>11</u>	<u>G</u>	<u>\$44,000</u>
<u>12</u>	<u>H</u>	<u>\$44,450</u>
<u>13</u>	<u>I</u>	<u>\$44,700</u>
<u>14-15</u>	<u>J</u>	<u>\$45,600</u>
<u>16</u>	<u>K</u>	<u>\$46,400</u>
<u>17</u>	<u>L</u>	<u>\$47,000</u>
<u>18</u>	<u>M</u>	<u>\$48,100</u>
<u>19-20</u>	<u>N</u>	<u>\$49,200</u>
<u>21</u>	<u>O</u>	<u>\$50,400</u>
<u>22</u>	<u>P</u>	<u>\$51,600</u>
<u>23</u>	<u>Q</u>	<u>\$54,000</u>
<u>24</u>	<u>R</u>	<u>\$58,500</u>
<u>25</u>	<u>S</u>	<u>\$66,700</u>
<u>26+</u>	<u>Longevity Level A</u>	<u>\$71,250</u>

**PAY FOR PERFORMANCE SCHEDULE PLACEMENT CHART
FOR TEACHERS**

New teachers on the Pay for Performance Salary Schedule shall be initially placed on the salary level reflected in the Pay for Performance Schedule Placement Chart. The Pay for Performance Schedule Placement Chart shall be adjusted annually and aligned to the Grandfathered schedule as negotiated between the parties.

The Years of Experience column is solely for initial placement of teachers on the Pay for Performance Schedule. Annual salary increases following initial placement shall be based upon the outcome of each teacher's overall evaluation rating and/or negotiated increases. In accordance with F.S. 1012.22 only teachers receiving an overall evaluation rating of Highly Effective or Effective are entitled to a Pay for Performance salary increase. Teachers receiving an overall evaluation rating of Needs Improvement or Unsatisfactory, or teachers who do not receive an evaluation, are not entitled to a Pay for Performance salary increase. Once placed upon the Pay for Performance Placement Chart,

each teacher will receive salary increases based upon performance and will therefore have an individualized salary.

Rules for placement and negotiations regarding salary increases on the Pay for Performance Salary Schedule shall be governed by the Memorandum of Understanding signed on October 18, 2013, contained in this Agreement. In the event of a conflict between the wages, terms and conditions of the October 18, 2013 MOU and the newly negotiated 2014-2015 wages, terms and conditions, the newly negotiated stipulations shall control.

Placement for teachers on the Pay for Performance Salary Schedule Placement Chart hired after July 1, 2014 shall be based on prior teaching experience up to thirteen (13) years of verified experience. Employees hired prior to July 1, 2014, including teachers who forfeit their Continuing Contract (CC) or Professional Services Contract (PSC) status, shall be initially placed on the Pay for Performance Schedule at their last salary prior to placement on the Pay for Performance Schedule.

For the 2014-2015 school year, teachers on the Pay for Performance Salary Schedule shall receive an additional salary adjustment based on the 2013-2014 overall evaluation ratings in the following manner:

1. Highly Effective – 4.26%
2. Effective – 2.13%

**PAY FOR PERFORMANCE
(FOR EMPLOYEES HIRED PRIOR TO JULY 1, 2014)**

Level	2013-2014 Salary Amount	Highly Effective 4.26% Increase	New Highly Effective Salary	Effective 2.13% Increase	New Effective Salary	*Effective Equity Adjustment
A	\$39,000	\$1,661.40	\$40,661.40	\$830.70	\$39,830.70	\$40,000.00
B	\$39,328	\$1,675.37	\$41,003.37	\$837.69	\$40,165.69	\$41,000.00
C	\$41,000	\$1,746.60	\$42,746.60	\$873.30	\$41,873.30	\$42,000.00
D	\$41,500	\$1,767.90	\$43,267.90	\$883.95	\$42,383.95	\$42,500.00
E	\$41,900	\$1,784.94	\$43,684.94	\$892.47	\$42,792.47	\$43,200.00
F	\$42,300	\$1,801.98	\$44,101.98	\$900.99	\$43,200.99	\$43,700.00
G	\$42,400	\$1,806.24	\$44,206.24	\$903.12	\$43,303.12	\$44,000.00
H	\$42,800	\$1,823.28	\$44,623.28	\$911.64	\$43,711.64	\$44,450.00
I	\$43,200	\$1,840.32	\$45,040.32	\$920.16	\$44,120.16	\$44,700.00
J	\$44,300	\$1,887.18	\$46,187.18	\$943.59	\$45,243.59	\$45,600.00
K	\$45,050	\$1,919.13	\$46,969.13	\$959.57	\$46,009.57	\$46,400.00
L	\$45,600	\$1,942.56	\$47,542.56	\$971.28	\$46,571.28	\$47,000.00
M	\$47,100	\$2,006.46	\$49,106.46	\$1,003.23	\$48,103.23	**\$48,103.23
N	\$48,100	\$2,049.06	\$50,149.06	\$1,024.53	\$49,124.53	\$49,200.00
O	\$49,250	\$2,098.05	\$51,348.05	\$1,049.03	\$50,299.03	\$50,400.00
P	\$50,500	\$2,151.30	\$52,651.30	\$1,075.65	\$51,575.65	\$51,600.00
Q	\$52,877	\$2,252.56	\$55,129.56	\$1,126.28	\$54,003.28	**\$54,003.28
R	\$56,377	\$2,401.66	\$58,778.66	\$1,200.83	\$57,577.83	\$58,500.00
S	\$65,677	\$2,797.84	\$68,474.84	\$1,398.92	\$67,075.92	**\$67,075.92
Longevity Level A	\$71,250	\$3,035.25	\$74,285.25	\$1,517.63	\$72,767.63	**\$72,767.63

*An Effective Equity Adjustment shall be given to employees when the effective salary falls below the same salary level amount on the 2014-2015 Pay for Performance Initial Placement Chart. Salaries reflected in the Effective Equity Adjustment column shall be the employees' new salary and shall be used to calculate the 2015-2016 school year salary increase.

**Equity adjustment not required.

**YEAR 2 GRANDFATHERED SALARY SCHEDULE
EFFECTIVE 2014-2015 SCHOOL YEAR**

Step	Level	Salary
1	A	\$40,000
2	B	\$41,000
4	C	\$42,000
5	D	\$42,500
6	E	\$43,200
7	F	\$43,700
8	G	\$44,000
10	H	\$44,450
11	I	\$44,700
12	J	\$45,600
13	K	\$46,400
15	L	\$47,000
16	M	\$48,100
17	N	\$49,200
18	O	\$50,400
19	P	\$51,600
20	Q	\$54,000
21A	R	\$58,500
22A	S	\$66,700
22	Longevity Level A	\$71,250

The parties agree that the tentative agreements for the 2014-2015 and 2015-2016 Salary Schedules shall be implemented once both parties determine through collective bargaining that additional and sufficient funding exists.

For the 2014-2015 school year, teachers on Step 22/Longevity Level A shall receive a one-time non-recurring longevity supplement of \$500.

During the 2014-2015 school year, employees shall remain at the same level and receive salary increases as mutually agreed upon by the parties. Salary amounts for the 2014-2015 school year can be found on Year 2 of the Grandfathered Salary Schedule above.

**YEAR 3 GRANDFATHERED SALARY SCHEDULE
EFFECTIVE 2015-2016 SCHOOL YEAR**

Step	Level	Salary
1	A	\$41,000
2	B	\$41,800
4	C	\$42,500
5	D	\$43,200
6	E	\$44,000
7	F	\$44,500
8	G	\$44,900
10	H	\$45,490
11	I	\$45,700
12	J	\$46,300
13	K	\$47,200
15	L	\$48,200
16	M	\$48,900
17	N	\$49,700
18	O	\$50,900
19	P	\$52,110
20	Q	\$55,000
21	R	\$59,100
22A	S	\$69,000

*Employees who were on Longevity Level A during the 2014-2015 school year, shall continue to receive the salary of \$71,250 as long as employment is continuous with the School Board of Broward County, FL in this bargaining unit. A Board approved leave does not constitute a break in service.

The parties agree that the tentative agreements for the 2014-2015 and 2015-2016 Salary Schedules shall be implemented once both parties determine through collective bargaining that additional and sufficient funding exists.

During the 2015-2016 school year, employees shall remain at the same level and receive salary increases as mutually agreed upon by the parties. Salary amounts for the 2015-2016 school year can be found on Year 3 Grandfathered Salary Schedule above.



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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MEMORANDUM OF UNDERSTANDING BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA, AND THE BROWARD TEACHERS UNION

This Memorandum of Understanding is entered into between the Broward Teachers Union and The School Board of Broward County, Florida.

In accordance with the mandates outlined in Florida Statute 1012, the parties hereby agree to implement the Grandfathered and Pay for Performance Salary Schedules in the following manner.

The following guidelines shall govern the administration of the Pay for Performance Salary Schedule:

1. Employees hired after July 1, 2014 shall be placed on the performance salary schedule according to their years of experience. Effective July 1, 2014, no newly hired employee shall receive more than thirteen (13) years of verified teaching experience.
2. Once employee reaches range maximum, movement to the next salary range occurs assuming Effective performance.
3. Three consecutive Highly Effective evaluation ratings will result in salary progression of the next salary range.
4. Employees shall not receive a reduction in salary as a result of a less than effective rating.
5. Salary shall remain the same if an employee receives an overall evaluation rating of a Needs Improvement (NI) within three (3) consecutive years or Unsatisfactory (U) or a combination of NI/U evaluation ratings within two (2) consecutive years. Once the employee achieves a minimum of an overall rating of Effective, salary progression shall resume.

MEMORANDUM OF UNDERSTANDING

Administration of the Grandfathered and Pay for Performance Salary Schedules

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6. Once an employee reaches the maximum salary within a range, s/he shall progress to the next range as long as they receive an Effective or higher overall evaluation rating.
7. Employees opting in shall elect to do so in May of the prior year. Employee's current salary shall remain the same when opting into the Performance Salary Schedule.
8. Any changes to employee placement, levels, salary amounts, and/or salary ranges on the salary performance schedule shall be annually negotiated with the BTU.

The following guidelines shall govern the administration of the Grandfathered Salary Schedule:

1. Effective in the 2014-15 school year, step assignment shall be changed to alpha/numeric level assignments.
2. Employees at each level shall remain at the same level and receive salary adjustments mutually agreed to by both parties.
3. Employees in Longevity Level A shall continue to receive compensation based on mutual agreement between both parties.
4. Salary schedule for the FY 2013-14, 2014-15 and 2015-16 shall be defined as a transition period and may be extended by mutual agreement between both parties.
5. Once the transition period has concluded, both parties agree to negotiate compensation across four assigned categories on the Grandfathered Salary Schedule: Levels A-Q; Level R; Level S; and Longevity Level A.
6. Both parties agree that salary progression shall occur within assigned categories once the transition period has concluded.
7. Salary ranges on the Pay-for-Performance schedule shall be adjusted annually and aligned to the Grandfathered Salary Schedule as negotiated between both parties.
8. Employees hired prior to July 1, 2014 shall have the right to voluntarily opt to participate in the District's pay for performance salary schedule.

MEMORANDUM OF UNDERSTANDING

Administration of the Grandfathered and Pay for Performance Salary Schedules

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9. Employees on the grandfathered salary schedule in Appendix E and the salary performance schedule in Appendix E shall receive salary increases on the same date.
10. The parties agree and understand that changes in the salary performance schedule and other related issues may be required by statute or considered mutually desirable. Accordingly, changes may be made by mutual consent through the collective bargaining process established by the parties. Any ruling by a court of component jurisdiction overturning all or part of the salary performance schedule requires the parties enter into the collective bargaining process.

Dorothy W. Davis 10/18/13
School Board of Broward County, FL Date

10/17/13

LaFrancis Flynn Motter 10-18-2013
Broward Teachers Union Date