



**THE SCHOOL DISTRICT OF PALM BEACH COUNTY
DIVISION OF HUMAN RESOURCES**

3300 Forest Hill Blvd., A-152, West Palm Beach, FL 33406
https://www.palmbeachschools.org/careers/compensation_and_job_information

**Instructional
SALARY INFORMATION**

For NCTQ's analysis of 2019-2020 salary schedules, this 2018-2019 salary document was used again, as it remained posted on the district website as of August 2020. NCTQ's policy is to analyze salary schedules posted as of January 1, 2020. Furthermore, the new hire placement salaries below match the salaries effective July 1, 2019, as noted in the 2017-2020 contract's 2020 modifications (see pp. 142-144, App. A). The contract, however, did not include the referendum amounts, so this document provides the full new hire salary amounts.

PAYMENT FOR TEACHING EXPERIENCE

Salaries are based on training and experience. In accordance with the Classroom Teachers Association (CTA) contract, Teachers may be given credit for up to 25 years prior full-time creditable school teaching experience, to be granted on an equitable basis according to the NEW HIRE SALARY PLACEMENT SCHEDULE outlined below. Experience must be verifiable as a certified teacher.

Retired Teachers returning to teaching (retired from Florida or elsewhere) who are re-employed as Teachers may be placed up to \$46,200.

Upon employment, it is the responsibility of the employee to have experience verified on the appropriate forms. Verification forms (PBSD 2044) can be obtained from Compensation & Employee Information Services, A-152 at FHESC, 3300 Forest Hill Boulevard, WPB, FL 33406 or online at <https://www2.palmbeachschools.org/formssearch/>.

Teachers will be paid the beginning teacher salary until verification of previous teaching experience has been received and approved by the Compensation & Employee Information Services Department. **Verification must be received within 90 days after hire for initial experience credit payment to be effective as of hire date.**

SCHOOL PSYCHOLOGISTS, OCCUPATIONAL/PHYSICAL THERAPISTS, AUDIOLOGISTS, SPEECH PATHOLOGISTS, AND ROTC INSTRUCTORS (Must submit Form PBSD 2277)

The above positions shall be paid an initial salary on the Performance Salary Schedule based on experience and contract status. The entry level for these positions shall be \$49,680, provided established criteria are met.

- School Psychologists holding a current "National Certified School Psychologist" (NCSP) Certificate may receive \$2,000* annual supplement in addition to base salary.
- Speech Language Pathologists (SLP) holding a valid Certificate of Clinical Competence (CCC) through ASHA and current ASHA card may receive \$2,000* annual supplement in addition to base salary.
- Teachers who have been awarded National Board Certification will receive \$2,000* in addition to any supplemental amount appropriated by the Florida State Legislature.

* May only be receiving one of the above supplements at any one time.

Teachers will be paid beginning teacher salary until verification of a qualified advanced degree has been received and approved by the Compensation & EE Information Services Dept. Teachers serving in areas of professional certification (e.g., Speech Pathologist, Physical/Occupational Therapists, etc.) may receive payment for advanced degrees in those areas if holding a Teaching Certificate in those areas (per State Law).

**Effective July 1, 2018
Performance Salary Schedule – Bachelor Degree**

| Salary Range | Annual Contract |
|--------------|-----------------|
| Minimum | \$ 41,000 |
| Maximum | \$ 84,246 |

The Performance Salary Schedule is established pursuant to Florida Statute §1012.22(1)(c)(1)(d) and includes, but is not limited to the following Student Success Act legislative provisions:

- The annual salary adjustment under the Performance Salary Schedule for an employee that is rated as 'Highly Effective' must be greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the District.
- The Performance Salary Schedule shall not provide an annual performance salary adjustment for an employee who receives a rating other than 'Highly Effective' or 'Effective' for the evaluation year.
- Teachers new to the District or Teachers that are rehired after a break in service must successfully complete a one (1) year probationary annual contract before becoming eligible for one (1) year non-probationary annual contract. A Teacher may be terminated at any time during the probationary period as a regular probationary Teacher.

SUPPLEMENT FOR ADVANCED DEGREES FROM ACCREDITED INSTITUTIONS (Submit Form PBSD 2277)

| | |
|----------------|--------------------------------|
| Master: | Add \$3,000 to Bachelor degree |
| Double Master: | Add \$4,500 to Bachelor degree |
| Specialist: | Add \$4,500 to Bachelor degree |
| Doctorate: | Add \$6,000 to Bachelor degree |

Effective July 1, 2011, as provided in State Law, Teachers that are new to the District or Teachers that are rehired after a break in service may receive pay for advanced degrees **provided** the degree is held in their teaching certification area.** (Must submit Form PBSD 2277)

** Per the CTA CBA, excludes Educational Leadership certification.

TEACHING EXPERIENCE Verification Form PBSD 2044 is available online at <https://www2.palmbeachschools.org/formssearch/>.

Department of Compensation & Employee Information Services

3300 Forest Hill Blvd, A-152, West Palm Beach FL 33406, Phone: (561)434-8777 / Fax: (561)357-1179

Teaching Experience verification forms should be submitted to A-152 within 90 days after hire for payment to be effective from initial hire date.

NEW HIRE SALARY PLACEMENT SCHEDULE *

| Completed Years of Experience | New Hire – Base Salary Placement | Referendum Supplement for Eligible Experience |
|--------------------------------------|---|--|
| 0 | \$ 41,000 | \$ 0 |
| 1 – 2 | \$ 41,000 | \$ 1,000 |
| 3 – 4 | \$ 41,470 | \$ 1,000 |
| 5 – 6 | \$ 41,940 | \$ 5,000 |
| 7 | \$ 42,420 | \$ 5,000 |
| 8 | \$ 42,530 | \$ 5,000 |
| 9 | \$ 42,930 | \$ 5,000 |
| 10 | \$ 43,440 | \$ 10,000 |
| 11 | \$ 44,180 | \$ 10,000 |
| 12 | \$ 44,970 | \$ 10,000 |
| 13 | \$ 46,200 | \$ 10,000 |
| 14 | \$ 47,420 | \$ 10,000 |
| 15 | \$ 48,540 | \$ 10,000 |
| 16 | \$ 49,680 | \$ 10,000 |
| 17 | \$ 50,900 | \$ 10,000 |
| 18 | \$ 51,970 | \$ 10,000 |
| 19 | \$ 53,310 | \$ 10,000 |
| 20 | \$ 55,120 | \$ 10,000 |
| 21 | \$ 56,690 | \$ 10,000 |
| 22 | \$ 58,180 | \$ 10,000 |
| 23 | \$ 59,720 | \$ 10,000 |
| 24 | \$ 61,000 | \$ 10,000 |
| 25 | \$ 62,270 | \$ 10,000 |

**Effective July 1, 2018
Grandfather Salary Schedule – Bachelor Degree**

| Salary Range | Contract |
|---------------------|-----------------|
| Minimum | \$ 40,999 |
| Maximum | \$ 84,245 |

* Per the CTA bargaining agreement, the District treats teaching experience out-of-the-District the same as teaching experience in-the-District. Therefore, experience credit for purposes of salary may be based on one (1) year less than shown above pending outcome of each year's CTA bargaining negotiations.