



New hires are automatically placed on the Performance Pay schedule. After initial placement, salary increases are based on evaluation rating for teachers on both the Performance schedule and Grandfathered schedule. The district confirmed that raises for 2015-2016 were \$1,700 for teachers rated Highly Effective and \$1,275 for teachers rated Effective.

THE SCHOOL DISTRICT OF PALM BEACH COUNTY
DIVISION OF HUMAN RESOURCES
 3300 Forest Hill Blvd., A-152, West Palm Beach, FL 33406
www.palmbeachschools.org

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 \$44,835.

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, West Palm Beach, FL 33406 or online at www.palmbeachschools.org/Forms/Index.asp.

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 \$48,315, 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).

Instructional SALARY INFORMATION

Effective July 1, 2015

Performance Salary Schedule – Bachelor Degree

Salary Range	Annual Contract
Minimum	\$40,775
Maximum	\$76,930

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 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 www.palmbeachschools.org/Forms/Index.asp.

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

Years of Experience	New Hire – Base Salary Placement
0 – 2	\$40,775
3 – 4	40,870
5 – 6	40,960
7	41,055
8	41,165
9	41,565
10	42,075
11	42,815
12	43,605
13	44,835
14	46,055
15	47,175
16	48,315
17	49,535
18	50,605
19	51,945
20	53,755
21	55,325
22	56,815
23	58,355
24	59,635
25	60,905

Effective July 1, 2015
Grandfather Salary Schedule – Bachelor Degree

Salary Range	Contract
Minimum	\$40,774
Maximum	\$76,929