



PAYMENT FOR TEACHING EXPERIENCE

Salaries are based on training and experience. In accordance with the Classroom Teachers Association (CTA) contract, the District will treat years of teaching experience out of the District the same as years of experience within the District. Teachers may be given credit for up to twenty-six (26) years prior full-time creditable school teaching experience, to be granted on an equitable basis comparable to existing District Teachers. **As existing District Teachers have received a combination of pay increases and step increases for the fiscal years 07/08, 08/09, 09/10, 10/11, 11/12, and 12/13, Teachers new to the District after 12/17/13 may receive all their years of creditable / verifiable teaching experience minus four (4) years for purposes of equity.** Experience must be as a certified teacher.

For retired Teachers returning to teaching, effective April 12, 2011, retirees from Florida or elsewhere who are re-employed as Teachers may be placed up to step seven (7) on the Teacher Salary Schedule. A year is based upon completion of more than one-half the number of days in the contractual period. Experience must be as a certified teacher.

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 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 experience step payment to be effective as of hire date.**

As provided in State Law, 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 contracts. During the initial year of employment as a regular Teacher, a Teacher may be terminated at any time.

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

The above positions shall be paid on the Teacher Salary Schedule based on experience and contract status. The entry level for these positions shall be Step 10 on the Teacher Salary Schedule, provided established criteria are met. Only actual years of teaching experience can be credited toward achieving step 19 on the salary schedule.

- 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.

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)434-8383

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

Effective for FY2014

Teacher Salary Schedule – Bachelor Degree

Salary Step	Annual / Professional Service/ Continuing Contract
1	\$39,000
2	39,100
3	39,500
4	40,000
5	40,724
6	41,500
7	42,700
8	43,900
9	45,000
10	46,110
11	47,308
12	48,354
13	49,670
14	51,447
15	52,990
16	54,448
17	55,952
18	57,211
19	58,452
20	60,029
21	61,532
22	63,632
23	65,346
24	67,151
25	68,987
26	70,800
27	71,800
LS	73,750

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.

Teachers will be paid beginning teacher salary until verification of a qualified advanced degree has been received and approved by the Compensation & HR Planning Department. 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).