

APPENDICES-
APPENDIX A – DIFFERENTIATED INSTRUCTIONAL SALARY SCHEDULES

DIFFERENTIATED INSTRUCTIONAL SALARY SCHEDULES FOR 2020-2021
(196 days, 7.5 hr. work day, includes a 35 minute paid lunch)

<u>Grandfathered Salary Schedule</u>			<u>Performance Salary Schedule</u>		
<i>(for all EMPLOYEES holding a Continuing or Professional Service Contract who have not opted into the Performance Salary Schedule)</i>				<u>Initial Placement with the following years of experience. Years listed below ONLY apply to newly hired EMPLOYEES with a start date on or after 7/1/14*</u>	
<u>Step</u>	<u>Bachelors</u>	<u>Masters</u>	<u>Step</u>		<u>Bachelors</u>
A	\$42,000	\$44,700	E2	0 - 4	\$47,720
B	\$43,320	\$46,200	E3	5	\$48,160
C	\$44,640	\$47,700	F1		\$48,600
D	\$45,960	\$49,200	F2		\$49,040
E	\$47,280	\$50,700	F3	6	\$49,480
F	\$48,600	\$52,200	G1		\$49,920
G	\$49,920	\$53,700	G2		\$50,360
H	\$51,240	\$55,200	G3	7	\$50,800
I	\$52,560	\$56,700	H1		\$51,240
J	\$53,880	\$58,200	H2		\$51,680
K	\$55,200	\$59,700	H3	8	\$52,120
L	\$56,520	\$61,200	I1		\$52,560
M	\$57,840	\$62,700	I2		\$53,000
N	\$59,160	\$64,200	I3	9	\$53,440
O	\$60,480	\$65,700	J1		\$53,880
P	\$61,800	\$67,200	J2		\$54,320
Q	\$63,120	\$68,700	J3	10	\$54,760
R	\$64,440	\$70,200	K1		\$55,200
S	\$65,760	\$71,700	K2		\$55,640
T	\$67,080	\$73,200	K3		\$56,080
U	\$68,400	\$74,700	L1		\$56,520
V	\$69,720	\$76,200	L2		\$56,960
W	\$71,040	\$77,700	L3		\$57,400
X	\$72,360	\$79,200	M1		\$57,840
Y	\$73,680	\$80,700	M2		\$58,280
			M3		\$58,720
			N1		\$59,160
			N2		\$59,600
			N3		\$60,040
			O1		\$60,480

			O2	\$60,920
			O3	\$61,360
			P1	\$61,800
			P2	\$62,240
			P3	\$62,680
			Q1	\$63,120
			Q2	\$63,560
			Q3	\$64,000
			R1	\$64,440
			R2	\$64,880
			R3	\$65,320
			S1	\$65,760
			S2	\$66,200
			S3	\$66,640
			T1	\$67,080
			T2	\$67,520
			T3	\$67,960
			U1	\$68,400
			U2	\$68,840
			U3	\$69,280
			V1	\$69,720
			V2	\$70,160
			V3	\$70,600
			W1	\$71,040
			W2	\$71,480
			W3	\$71,920
			X1	\$72,360
			X2	\$72,800
			X3	\$73,240
			Y1	\$73,680
			Y2	\$74,120
			Y3	\$74,560
			Z1	\$75,000
			Z2	\$75,440
			Z3	\$75,880
			AA1	\$76,320
			AA2	\$76,760
			AA3	\$77,200
			AB1	\$77,640
			AB2	\$78,080
			AB3	\$78,520
			AC1	\$78,960
			AC2	\$79,400
			AC3	\$79,840
			AD1	\$80,280
			AD2	\$80,720

			AD3	\$81,160
			AE1	\$81,600
			AE2	\$82,040
			AE3	\$82,480
			AF1	\$82,920
			AF2	\$83,360
			AF3	\$83,800

<p><u>Differentiated pay for Advanced Degrees for Grandfathered Salary Schedule (add to Master's):</u></p> <p>\$1,500 Specialist in Education or the equivalent degree or unconditional admission to Doctoral Candidacy (ABD) from an accredited college or university</p> <p>\$2,000 Specialist in Education or the equivalent degree or unconditional admission to Doctoral Candidacy (ABD) from an accredited college or university if in the area of assignment</p> <p>\$2,000 Certificate of Clinical Competence in Speech-Language Pathology (CCC)</p> <p>\$2,500 Doctoral degree from an accredited college or university</p> <p>\$3,000 Doctoral degree from an accredited college or university if in the area of assignment</p>	<p>*Per F.S. 1012.22, the base salary for EMPLOYEES who hold an Annual Contract on or after 7/1/14 or those employees who move off the Grandfathered Salary Schedule by opting into the Performance Salary Schedule shall be the salary paid in the prior year, including adjustments only. EMPLOYEES who have an advanced degree and were hired prior to 7/1/2011 shall not be assigned a step when placed on the above Performance Salary Schedule, but shall receive the base salary paid in the prior year, including adjustments only.</p> <p><u>Degree Supplements for Performance Salary Schedule (applies only to degrees in area(s) of certification)</u></p> <p>Masters: \$2,700 Specialist: \$4,000 CCC: \$2,000 Doctorate: \$5,000</p>
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- Differentiated pay for the additional responsibility and difficulties of teaching an extra course in lieu of a planning block/period:
 - High School EMPLOYEES shall receive an additional 16% instructional supplement if regularly scheduled to teach each block within the 4 X 4 block schedule. Middle and high school EMPLOYEES on a six (6) or seven (7) period and who are regularly scheduled to teach during their planning period shall be paid a 12% instructional supplement.
- Differentiated pay for Immokalee EMPLOYEES:
 - Immokalee EMPLOYEES shall receive a supplement of \$2500. The supplement shall be paid in two equal installments, the first in December and the second in May. EMPLOYEES with a start date on or after January 1 shall only be eligible to receive the second installment of \$1250 paid in May. Only those EMPLOYEES who are current EMPLOYEES as of the date on which the supplement is paid shall be eligible to receive the supplement.
- Differentiated pay for lead teacher responsibilities in Alternative Schools:
 - Alternative School Lead Teacher at specific sites as recommended by the principal shall receive an addition 10% instructional supplement. Duties and responsibilities will vary depending on the progress and will be determined by the principal.
- Computation of Salaries:
 - Salaries are computed on the basis of 196 working days except for an EMPLOYEE's initial contract. All instructional positions which are more or fewer than 196 days will be computed at the daily rate of 1/196 of the instructional salary. An EMPLOYEE's initial contract will be computed on the basis of 198 days pursuant to Article 4.11.
- Differentiated pay for Speech Language Pathologists:
 - Speech Language Pathologists shall receive an additional instructional supplement of \$3,000.