

APPENDIX E - SALARY SCHEDULE

~~2004-2005~~ **2005-2006 SCHOOL YEAR**, Effective the first day of each employee's ~~2004-2005~~ **2005-2006** work calendar.

<u>Step</u>	<u>Salary</u>	<u>Salary & Cafe</u>
1	\$35,000	\$35,300
2	\$35,025	\$35,325
3	\$35,096	\$35,396
4	\$35,375	\$35,675
5	\$35,800	\$36,100
6	\$36,190	\$36,490
7	\$36,951	\$37,251
8	\$37,205	\$37,505
9	\$37,936	\$38,236
10	\$38,495	\$38,795
11	\$39,220	\$39,520
12	\$39,914	\$40,214
13	\$40,875	\$41,175
14	\$41,995	\$42,295
15	\$43,134	\$43,434
16	\$44,300	\$44,600
17	\$45,644	\$45,944
18	\$47,325	\$47,625
19	\$49,855	\$50,155
20	\$53,350	\$53,650
21	\$62,613	\$62,913
22	\$65,000	\$65,300

1. ~~For the fourth year of the contract, there shall be an average increase of 4% in the salary schedule, including step increase, for 2004-2005, retroactive to July 1, 2004. During the fifth year of the contract, there shall be a minimum 3% increase in the salary schedule, including step increase for the 2005-2006.~~

Employees who worked one (1) day more than half of their assigned work calendar in ~~the previous~~ a school year shall advance one (1) step on the salary schedule, the first day of each employee's subsequent work calendar ~~in the subsequent school year.~~

2. Newly hired bargaining unit members shall receive credit for all verified teaching experience with the following placement on the salary schedule:

~~(2004-2005)~~(2005-2006)

<u>Years of Experience</u>	<u>Step</u>
0	1
1	2
2	3
3	4

4	5
5	6
6	7
7	8
8	9
9	10
10	11
11	12
12	13
13	14
14	15
15	16
16	17
17	18
18-23	19
<u>19-24</u>	<u>20</u>

3. In ~~2004-2005~~ 2005-2006, Broward teachers with more than ~~twenty-three (23)~~ twenty-four (24) years of experience will be placed on the step, which is four (4) years less than their verified experience credit.

4. 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. ~~Except, the parties agree that in 2004-2005, qualified employees shall advance a step on the 2004-2005 salary schedule effective at the beginning of their school year regardless of whether or not a Collective Bargaining Agreement is in effect.~~ The parties agree that in ~~2005-2006~~ 2006-2007, qualified employees shall advance a step on the 2005-2006 salary schedule effective at the beginning of their school year regardless of whether or not a Collective Bargaining Agreement is in effect ~~if the increase in funds as determined by the Defined Formula in Article 36 is at least 1.5%.~~ 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.

5. Advanced Degree Stipends:-

	Out-of-Field*	In-Field
Master's Degree	2,100 <u>\$2,600</u>	3,000 <u>\$3,650</u>
Specialist Degree	4,050 <u>\$5,000</u>	5,500 <u>\$6,800</u>
Doctor's Degree	5,500 <u>\$7,000</u>	6,700 <u>\$8,000</u>
Basic Incentive Award	1,200 <u>\$1,400</u>	1,700 <u>\$2,000</u>
Advanced Incentive Award	1,900 <u>\$2,200</u>	2,400 <u>\$2,700</u>

*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.

~~5. Teachers having received the bonus offered in Appendix I of this Agreement for the 2002-2003 school year shall be compensated at their annual salary as noted on the salary schedule above, less the bonus.~~

6. New Educator Professional Improvement Supplement: A three hundred dollar (\$300) payment shall be payable to any annual contract teacher on Steps 1, 2 or 3 of the salary schedule who accumulates a minimum of six (6) college credits or the equivalent in-service coursework within any of the years that they are at Steps 1, 2, or 3 on the salary schedule. The courses should enable employees to become highly qualified or to improve their skills in their teaching field(s).

7. 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.