

ARTICLE XVII – SALARY

A. The base salaries for all Type "E" and Type "J" employees shall be as set forth in this Article. The base salaries of all Type "G" teachers shall be set forth in Article VIII of this Agreement. Below is the grandfathered Salary Schedule for 2015-2016 and the Pay-for-Performance Model:

2015-16 SALARY SCHEDULES

NOTE: All figures below include a COLA of \$650

GRANDFATHERED RANGES				PAY FOR PERFORMANCE RANGES			
AA	38,490	-	41,221	39,226	-	41,223	
BB	38,604	-	41,335	39,340	-	41,337	
CC	39,121	-	41,852	39,857	-	41,854	
DD	39,743	-	42,474	40,479	-	42,476	
EE	40,467	-	43,198	41,203	-	43,200	
FF	41,399	-	44,130	42,135	-	44,132	
GG	42,538	-	45,269	43,274	-	45,271	
HH	43,884	-	46,615	44,620	-	46,617	
II	45,333	-	48,064	46,069	-	48,066	
JJ	46,990	-	49,721	47,726	-	49,723	
KK	48,854	-	51,585	49,590	-	51,587	
LL	50,925	-	53,656	51,661	-	53,658	
MM	53,202	-	55,933	53,938	-	55,935	
NN	55,584	-	58,315	56,320	-	58,317	
OO	59,145	-	61,876	59,881	-	61,878	
Value of E \$1,312				Value of E \$1,312			
Value of HE \$1,750				Value of HE \$1,751			

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**2015-2016
PLACEMENT SALARY SCHEDULE**

Years of Experience	Level	10 –Month Salary
0-5	AA	\$39,226
6-7	BB	\$39,340
8-10	CC	\$39,857
11	DD	\$40,479
12	EE	\$41,203
13-14	FF	\$42,135
15-16	GG	\$43,274
17-18	HH	\$44,620
19-20	II	\$46,069
21-22	JJ	\$47,726
23-24	KK	\$49,590
25	LL	\$51,661
26	MM	\$53,938
27	NN	\$56,320
28+	OO	\$59,881

During the 2010-2011 Legislative session, the Student Success Act (SB 736) was passed and one of the provisions of this bill addressed advanced degrees. The language states: *"A District school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired after July 1, 2011, unless the advanced degree is held in an individual's area of certification and is only a salary supplement"*.

The District has adopted a Pay-for-Performance Salary Schedule as set forth in Florida Statute 1012.22 that provides annual salary adjustments for instructional personnel based upon performance determined under Florida Statute, 1012.34, rather than on years of experience. The placement schedule above reflects initial placement only.

Please call Human Resources at 321-633-1000 Ext. 220 for more information.

The 2015-2016 amended salary schedule will become known as the "Grandfathered" salary schedule.

New teachers hired after the effective date of this contract will be placed on the salary schedule commensurate with Brevard Public School teachers' years of experience.

Teachers shall accrue annual leave consistent with board policies for all other 12-month employees.

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1 Movement of employees on the Instructional Salary Schedule is
2 accomplished only through negotiations between the Union and the Board
3 subject to the provisions of Chapter 447, F.S. It is further understood that
4 upon expiration of the Agreement, incremental steps on the salary schedule
5 are subject to renegotiations and are not automatically payable until such
6 time as a new salary schedule has been ratified.
7

8 Except as otherwise provided herein, a teacher who is assigned to work in
9 an instructional capacity involving direct contact with students, e.g.
10 elementary school foreign language programs, and when such assignments
11 are during the teacher's normal work year and beyond the normal teacher
12 forty (40) hour workweek, time spent on such assignments shall be paid at
13 the affected teacher's hourly rate. For each one hour of work time, the
14 teacher shall be scheduled for no less than fifteen (15) minutes of
15 preparation time.
16

17 Hold Harmless language: For the 2015-2016 school year, the salary
18 adjustment will be based on the outcome of the Summative Part 1 teacher
19 evaluation due to the implementation of new state assessments.
20

21 A teacher must have worked a minimum of two consecutive nine-week
22 grading periods in the same school with the same students to be eligible for
23 the District's state-approved Pay for Performance Program.
24

- 25 B. Two (2) years of credit for purposes of placement on the salary schedule
26 shall be given for military service completed since January 1, 1940. A year of
27 experience shall be granted for twelve (12) months of active duty service. A
28 partial year shall be counted if the active military service is within thirty (30)
29 days of being a full year. Additional credit shall not be allowed for teaching
30 assignments while in military service.
31
- 32 C. Ninety-nine (99) or more days of full-time teaching, to include paid leave, in
33 any single year shall be considered as one (1) full year of experience. If a
34 full-time Brevard Public School (BPS) teacher works no less than one (1) full
35 semester and such full semester has fewer than ninety-nine (99) days, one
36 year of experience will be granted for pay purposes.
37
- 38 D. Teachers hired before July 1, 2011, who had earned an advanced degree
39 are grandfathered and will continue to be paid a supplement for the highest
40 degree the teacher has earned. Teachers hired on or after July 1, 2011, will
41 be paid a salary supplement annually for advanced degrees provided the
42 advanced degree is held in the individual's area of certification. The teacher
43 is responsible to submit appropriate academic credentials.
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1	Master's Supplement	\$2,625.00
2	Specialist's Supplement	\$3,900.00
3	Doctorate Supplement	\$5,200.00
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5 E. The Board shall provide terminal pay to any teacher upon the teacher's
6 retirement or to his/her estate or beneficiary if service is terminated by
7 death. However, such terminal pay shall not exceed the amount shown as
8 follows:

- 9 1. During the first three (3) years of district service, the daily rate of pay
10 multiplied by thirty-five percent (35%) times the number of days of
11 accumulated sick leave.
- 12
- 13 2. During the next three (3) years of district service, the daily rate of pay
14 multiplied by forty percent (40%) times the number of days of
15 accumulated sick leave.
- 16
- 17 2. During the next three (3) years of district service, the daily rate of pay
18 multiplied by forty-five percent (45%) times the number of days of
19 accumulated sick leave.
- 20
- 21 4. During the next three (3) years of district service, the daily rate of pay
22 multiplied by fifty percent (50%) times the number of days of
23 accumulated sick leave.
- 24
- 25 5. During and after the thirteenth (13th) year of district service, the daily
26 rate of pay multiplied by one hundred percent (100%) times the number
27 of days of accumulated sick leave.
- 28
- 29 6. The four (4) days of sick leave credited to each teacher shall be treated
30 as four (4) days of entitlement upon the teacher's retirement or to
31 his/her estate or beneficiary if service is terminated by death.
- 32
- 33 7. Payment for terminal pay as described above will be paid sixty (60) days
34 after the date of normal retirement.
- 35

36 F. To calculate a teacher's daily rate of pay, the base salary shall be divided by
37 one hundred ninety-six (196). To calculate an eleven (11) or twelve (12)
38 month teaching contract salary, the ten (10) month base salary shall be
39 divided by one hundred ninety-six (196) days and multiplied by the actual,
40 number of contract days.

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42 G. Salaries shall be paid twice a month in twenty-four (24) pays.
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