

## 2023-2024 SALARY SCHEDULES

<b>Grandfathered Ranges</b>			<b>Pay for Performance Ranges</b>		
AA	38940	48725	48725	48725	
BB	38604	48725	48725	48725	
CC	39121	48725	48725	48725	
DD	39743	48725	48725	48725	
EE	40467	53548	48725	48725	
FF	41399	55125	48725	48725	
GG	42538	56264	48725	48725	
HH	43884	57610	48725	48725	
II	45333	59059	48725	48725	
JJ	46990	60716	48725	58727	
KK	48854	62580	49590	60591	
LL	50925	64651	51661	62567	
MM	53202	66928	53938	64939	
NN	55584	69220	56320	67321	
OO	59145	72871	59881	70882	
Value of E			\$100	Value of E	\$125
Value of HE			\$125	Value of HE	\$175

In cases where a teacher takes an approved medical leave during the year from which the Summative Part 2 score is derived but works the equivalent of two (2) nine-week grading periods (99 days or more) for that school year and received a full Summative Part 1 and Summative Part 2 evaluation, the teacher will be eligible for pay for Performance.

To be eligible for the salary increase, members of the bargaining unit must be employed with the district at time of payout.

### Brevard Public Schools Instructional Placement Schedule 2023 – 2024

Initial placement based on 196 Days, 8.0-hour workday.

Teachers entering Brevard Public Schools with previous years of experience will be credited with no more than twenty (20) years' experience for compensation purposes.

Years zero (0) to twenty (20) in the placement schedule is minimum base salary.

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.

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.

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

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

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

- B. Two (2) years of credit for purposes of placement on the salary schedule shall be given for military service completed since January 1, 1940. A year of experience shall be granted for twelve (12) months of active-duty service. A partial year shall be counted if the active military service is within thirty (30) days of being a full year. Additional credit shall not be allowed for teaching assignments while in military service.
- C. Ninety-nine (99) or more days of full-time teaching, to include paid leave, in any single year shall be considered as one (1) full year of experience. If a full-time Brevard Public School (BPS) teacher works no less than one (1) full semester and such full semester has fewer than ninety-nine (99) days, one year of experience will be granted for pay purposes.
- D. Teachers hired before July 1, 2011, who had earned an advanced degree are grandfathered and will continue to be paid a supplement for the highest degree the teacher has earned. Teachers hired on or after July 1, 2011, will be paid a salary supplement annually for advanced degrees provided the advanced degree is held in the individual’s area of certification. The teacher is responsible for submitting appropriate academic credentials.

DEGREE	AMOUNT
Masters	\$2,730
Specialist	\$4,056
Doctorate	\$5,408

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For those teachers hired on or after July 1, 2011, an advanced degree shall be deemed held in the individual’s area of certification in accordance with section 1012.22(1)(c)3, Fla Stat. Florida Statutes (20128), if the official transcript issued by the accredited post-secondary educational institution or an authorized clarifying letter from the educational institution, submitted directly from the university on letterhead in a sealed envelope, clearly and specifically provides a major, concentration, or specialization in the individual’s certification subject (e.g. mathematics, English, Elementary Education). The Bureau of Education Certification Degree Major List of the Florida Department of Education shall be used by the district as a tool in determining whether the advanced degree major is acceptable for the supplement. Once documentation is provided and verified, the teacher will begin receiving the supplement pay from the date of verification forward. Teachers hired on or after July 1, 2011, may submit advanced supplement documentation as described above; however, payment will not begin until the verification process has been completed. No retroactive payments will be made.

- E. The Board shall provide terminal pay to any teacher upon the teacher's retirement or to his/her estate or beneficiary if service is terminated by death. However, such terminal pay shall not exceed the amount shown as follows:
1. During the first three (3) years of district service, the daily rate of pay multiplied by thirty-five percent (35%) times the number of days of accumulated sick leave.
  2. During the next three (3) years of district service, the daily rate of pay multiplied by forty percent (40%) times the number of days of accumulated sick leave.
  3. During the next three (3) years of district service, the daily rate of pay multiplied by forty-five percent (45%) times the number of days of accumulated sick leave.
  4. During the next three (3) years of district service, the daily rate of pay multiplied by fifty percent (50%) times the number of days of accumulated sick leave.
  5. During and after the thirteenth (13th) year of district service, the daily rate of pay multiplied by one hundred percent (100%) times the number of days of accumulated sick leave.
  6. The four (4) days of sick leave credited to each teacher shall be treated as four (4) days of entitlement upon the teacher's retirement or to his/her estate or beneficiary if service is terminated by death.
  7. Payment for terminal pay as described above will be paid sixty (60) days after the date of normal retirement.