

1 **Section M - Child Care**

2 A fifty-percent (50%) discount will be offered to school board teachers on the  
 3 district program rates for school board operated child-care at school board  
 4 facilities.

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6 **Section "N" – Retroactivity of Contribution (Premium) Collections**

7 Payroll deductions for employee contributions (premiums) for insurance benefits  
 8 shall be retroactive to January 1 of each insurance plan year should the Union  
 9 and Board fail to approve and ratify agreement as to those contributions  
 10 (premiums) prior to January 1 of each calendar year.

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12 **ARTICLE XVII – SALARY**

13 A. The base salaries for all Type "E" and Type "J" employees shall be as set  
 14 forth in this Article. The base salaries of all Type "G" teachers shall be set forth in  
 15 Article VIII of this Agreement. Below is the grandfathered Salary Schedule for  
 16 2014-2015 and the Pay-for-Performance Model:

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<u>Grandfathered Salary Schedule</u>				<u>Pay-for-Performance Salary Schedule</u>			
<u>Level</u>	<u>10-Month</u>	<u>Effective</u>	<u>Highly Effective</u>	<u>Level</u>	<u>10-Month</u>	<u>Effective</u>	<u>Highly Effective</u>
AA	37,840	AA + X	AA + Y	AA	37,840	AA + X	AA + Y + 1
BB	37,954	BB + X	BB + Y	BB	37,954	BB + X	BB + Y + 1
CC	38,471	CC + X	CC + Y	CC	38,471	CC + X	CC + Y + 1
DD	39,093	DD + X	DD + Y	DD	39,093	DD + X	DD + Y + 1
EE	39,817	EE + X	EE + Y	EE	39,817	EE + X	EE + Y + 1
FF	40,749	FF + X	FF + Y	FF	40,749	FF + X	FF + Y + 1
GG	41,888	GG + X	GG + Y	GG	41,888	GG + X	GG + Y + 1
HH	43,234	HH + X	HH + Y	HH	43,234	HH + X	HH + Y + 1
II	44,683	II + X	II + Y	II	44,683	II + X	II + Y + 1
JJ	46,340	JJ + X	JJ + Y	JJ	46,340	JJ + X	JJ + Y + 1
KK	48,204	KK + X	KK + Y	KK	48,204	KK + X	KK + Y + 1
LL	50,275	LL + X	LL + Y	LL	50,275	LL + X	LL + Y + 1
MM	52,552	MM + X	MM + Y	MM	52,552	MM + X	MM + Y + 1
NN	54,934	NN + X	NN + Y	NN	54,934	NN + X	NN + Y + 1
OO	58,495	OO + X	OO + Y	OO	58,495	OO + X	OO + Y + 1

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19 Note: Effective = X; Highly Effective = Y X=75% of Y

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21 The 2014-2015 amended salary schedule will become known as the  
 22 "Grandfathered" salary schedule.

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

Per the district's Human Resources office, here are additional details on how the pay-for-performance and grandfathered salary schedules operate:

Instructional personnel in Brevard Schools had the option of remaining on the GF schedule or moving to the PFP schedule. This was a one-time option; once selection was made, it was final.

Here is an example of the formula and how the calculations are made:

Formula

Highly Effective	Y	$Y = \$1,000$	\$ 1,000.00
Effective	X (=75% of Y)		\$ 750.00

<b>Grandfathered</b>	Base Pay	Performance Amount	Total Salary
Highly Effective	\$ 37,840.00	\$ 1,000.00	\$ 38,840.00
Effective	\$ 37,840.00	\$ 750.00	\$ 38,590.00

<b>Pay-For-Performance</b>	Base Pay	Performance Amount	Total Salary
Highly Effective	\$ 37,840.00	\$ 1,000.00 + \$1.00	\$ 38,841.00
Effective	\$ 37,840.00	\$ 750.00	\$ 38,590.00

*Highly Effective on the PFP schedule is \$1 more than all others*

TOTAL SALARY becomes the BASE salary for the following year

## 2014-2015

### PAY-FOR-PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE

LEVEL	10-Month
AA	\$37,840
BB	\$37,954
CC	\$38,471
DD	\$39,093
EE	\$39,817
FF	\$40,749
GG	\$41,888
HH	\$43,234
II	\$44,683
JJ	\$46,340
KK	\$48,204
LL	\$50,275
MM	\$52,552
NN	\$54,934
OO	\$58,495

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

Movement of employees on the Instructional Salary Schedule is accomplished only through negotiations between the Union and the School 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.

During the 2010-2011 Legislative session, the Student Success Act (SB 736) was passed and one of the provision 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 individual's area of certification and is only a salary supplement"*.

Per the district's Human Resources office, the following is the years of experience to salary step conversion chart in use for 2014-2015:

In order to accurately place a teacher in the correct slot, four years (to account for previous years' step freezes) must be subtracted from the years credited. For example, a teacher with 6 years of experience would be placed on slot CC (6 years - 4 years = 2 years of experience).

Our current Teacher Salary Slot allocation is as follows:

Years Credited	Slot
0	AA
1	BB
2	CC
3	DD
4/5	EE
6/7	FF
8/9	GG
10/11	HH
12/13	II
14/15	JJ
16/17	KK
18	LL
19	MM
20	NN
21+	OO

In addition, in order to receive a pay differential for advanced degree, the degree MUST match the certification area (FL School Law – 01 JULY 2011)