

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the
POLK EDUCATION ASSOCIATION, INC.**

TEACHER

COLLECTIVE

BARGAINING

AGREEMENT

2010-2012

**APPENDIX C
TEACHER SALARY SCHEDULE (196 Days)**

For the 2009-2010 school year, employees deemed eligible, including psychologists, will advance one year of experience on the salary schedule beginning January 1, 2010. Pay will only be retroactive back to January 1, 2010 and salaries will be adjusted to pay the increased rate for only the remaining partial school year.

Years of Experience in 2009-2010	Level I	Level II	Level III A	Level III B	Level III C	Level IV
0	\$35,000	\$37,181	\$37,206	\$37,839	\$37,899	\$38,220
1, 2	\$35,657	\$37,838	\$37,863	\$38,496	\$38,556	\$38,877
3	\$36,273	\$38,454	\$38,479	\$39,112	\$39,172	\$39,493
4	\$36,722	\$38,903	\$38,928	\$39,561	\$39,621	\$39,942
5	\$37,174	\$39,355	\$39,380	\$40,013	\$40,073	\$40,394
6	\$37,627	\$39,808	\$39,833	\$40,466	\$40,526	\$40,847
7	\$38,123	\$40,304	\$40,329	\$40,962	\$41,022	\$41,343
8	\$38,727	\$40,908	\$40,933	\$41,566	\$41,626	\$41,947
9	\$39,361	\$41,542	\$41,567	\$42,200	\$42,260	\$42,581
10	\$40,024	\$42,205	\$42,230	\$42,863	\$42,923	\$43,244
11	\$40,720	\$42,901	\$42,926	\$43,559	\$43,619	\$43,940
12	\$41,448	\$43,629	\$43,654	\$44,287	\$44,347	\$44,668
13	\$42,231	\$44,412	\$44,437	\$45,070	\$45,130	\$45,451
14	\$43,048	\$45,229	\$45,254	\$45,887	\$45,947	\$46,268
15	\$43,890	\$46,071	\$46,096	\$46,729	\$46,789	\$47,110
16	\$44,751	\$46,932	\$46,957	\$47,590	\$47,650	\$47,971
17	\$45,628	\$47,809	\$47,834	\$48,467	\$48,527	\$48,848
18	\$46,521	\$48,702	\$48,727	\$49,360	\$49,420	\$49,741
19	\$47,433	\$49,614	\$49,639	\$50,272	\$50,332	\$50,653
20	\$48,363	\$50,544	\$50,569	\$51,202	\$51,262	\$51,583
21	\$49,312	\$51,493	\$51,518	\$52,151	\$52,211	\$52,532
22	\$50,618	\$52,799	\$52,824	\$53,457	\$53,517	\$53,838
23	\$53,478	\$55,659	\$55,684	\$56,317	\$56,377	\$56,698
24+	\$55,175	\$57,356	\$57,381	\$58,014	\$58,074	\$58,395

NATIONAL BOARD CERTIFICATION

Teachers with National Board Certification will be guaranteed a supplement from the State. If the State funding of this supplement falls below \$1,000.00 the Board will make up the difference up to a \$1,000.00 maximum. **If the State funding is unexpectedly withdrawn or withheld, the parties agree to reopen discussion on this issue.**

TEACHER OF THE YEAR

\$15,750.00 will be set aside to reward the Area Finalists, Overall Runner-Up, and the Winner of the Teacher of the Year for their performance.

ADVANCED DEGREES

Level II (All Master's Degrees): Adds \$2,181 to a Level I Bachelor's Degree.

Level III (Specialist Degrees):

- A. Master's Degree (in Administration) + Specialist/IA/I (in Administration) – Adds \$2,206 to a Level I Bachelor's Degree.
- B. Master's Degree (in field of certification) + Specialist/IA/I (in Administration) – Adds \$2,839 to a Level I Bachelor's Degree.
- C. Master's Degree (in field of certification) + Specialist/IA/I (in field of certification) – Adds \$2,899 to a Level I Bachelor's Degree.

Level IV (All Doctorate Degrees): Adds \$3,220 to a Level I Bachelor's Degree.

Secondary Guidance Counselors: Secondary Guidance Counselors shall receive 1/196 additional salary for up to 20 days based on the 196-day Teacher Salary Schedule.

PSYCHOLOGIST SALARY SCHEDULE (216-day Work Schedule)

Years of Experience 0 is based on Years of Experience 11, Teacher Salary Schedule

Years of Experience as Psychologist in 2009-2010	Level II (MA plus Intern or Previous Experience)
0	\$47,279
1, 2	\$48,081
3	\$48,944
4	\$49,844
5	\$50,772
6	\$51,721
7	\$52,687
8	\$53,672
9	\$54,677
10	\$55,702
11	\$56,747
12	\$58,187
13	\$61,338
14+	\$63,209

SPEECH/LANGUAGE PATHOLOGIST SUPPLEMENT

Bachelor of Arts (grandfathered)	\$1,045
Master of Arts	262
Master of Arts w/Certificate of Clinical Competency	5,227

Speech/Language Pathologists with a Certificate of Clinical Competency are given a supplement from IDEA funds. If IDEA funds are not available for this purpose, the Polk County School Board will make up the difference up to \$1,000 maximum.