

ADDENDUM A
INSTRUCTIONAL SALARIES
August 28, 2024

Rules Governing Instructional Salaries

1. Instructional Salaries

- a. Instructional Pay Plans - All teachers shall be paid according to the applicable performance pay or grandfathered pay plans, established by the economic proposal of this agreement and the rules governing its application. Both plans utilize the Instructional Salary Range, which consists of a minimum and maximum base salary. The attached placement schedule will be used to establish the starting salary for teachers hired on or after July 1, ~~2024~~ 2023.
- b.-j. Same

2. Differentiated Pay - Same

3. Teaching/Related Creditable Work Experience - Same

4. Advanced Degree/18 Hour Credit

Instructional personnel who wish to receive additional compensation for an advanced degree or eighteen (18) semester hours successfully completed after the conferral date of a Bachelor's or Master's degree, must submit to the Office for Human Resources and Educator Quality according to procedures established by the department:

- one (1) set of official transcripts,
- the appropriate form,
- and in the case of a Specialist of Education degree, verification of being awarded the Specialist of Education degree and/or unconditional admission to candidacy for the Doctorate degree.

A representative from the Office for Human Resources and Educator Quality will acknowledge receipt of the form and transcripts to the applying employee.

Instructional personnel will receive the appropriate salary supplement once the advanced degree or additional semester hours and applicable certification are verified. The supplement for advanced degrees shall be retroactive to the first pay period following the date of eligibility according to the requirements listed below, or the beginning of the school year in which the supporting documentation is submitted, whichever is later, and an adjustment will be made in subsequent paychecks.

~~Teachers hired on or after July 1, 2011, shall be entitled to receive additional compensation for advanced degrees or additional credit hours earned in the individual teacher's appropriate area(s) of certification as specified by Florida Statute 1012.22.~~

~~Teachers hired prior to July 1, 2011, shall be entitled to receive additional compensation for advanced degrees or additional credit hours, regardless of certification areas.~~

Instructional personnel who successfully complete eighteen (18) hours of credit after the conferral date of their bachelor's or master's degree will receive a salary supplement retroactive to the first pay period following the term during which the last course which establishes eligibility is completed, or the beginning of the school year in which the supporting documentation is submitted, whichever is later.

Credit hours under this agreement refer to semester hours. Quarter hours will be equated to semester hours by making a quarter hour equal to two-thirds (2/3) of a semester hour.

It is understood that it is the responsibility of the employee to initiate the above action. A representative from the Office for Human Resources and Educator Quality will acknowledge receipt of the form and transcripts to the applying employee.

Retroactive action applies during the school year in which the form is submitted. For this purpose, a form accompanied with transcripts must be submitted to the Office for Human Resources and Educator Quality no later than June 30. In case of extenuating circumstances, the June 30 deadline may be extended at the discretion of the Superintendent or his/her designee.

Advanced degree supplements will be paid at the following rates, which are based upon a 196 day school year:

- a) Bachelors +18 - \$800 total
- b) Masters Degree - \$2,700 total
- c) Masters + 18 - \$3,400 total
- d) Education Specialist - \$4,400 total
- e) Doctoral Degree - \$5,400 total

5. Full Year of Experience – Same

6. Pay Dates

For the 2024-2025 school year, all instructional employees shall be paid in twenty-seven (27) equal installments. All 196-day instructional employees hired after July 1, 2018, and those hired prior July 1, 2018, who chose to move to the 27-pay cycle will be paid their first paycheck on August, 2024, their second paycheck on August 30, 2024, with the rest at two (2) week intervals year-round.

For the instructional employees with balloon pay, those on a 196-day contract shall receive their first paycheck on August 23, 2024, their second paycheck on August 30, 2024, subsequent paychecks will be issued at two (2) week intervals thereafter, five (5) and four (4) paychecks on June 6, 2025, and a final paycheck on June 20, 2025, less any unpaid leave time from the final pay period. Instructional employees who work 206 days shall receive their first paycheck on August 23, 2024, their second paycheck on August 30, 2024, subsequent paychecks will be issued at two (2) week intervals, and will receive four (4) paychecks on June 20, 2025.

7. Termination Pay Dates – Same

8. Daily Rate Calculation - Same

9. Hourly Rate Calculation - Same

10. Marchman 1.2 Salary Rate – Same

11. East Pasco Education Academy and West Pasco Education Academy

Instructors at East Pasco Education Academy and West Pasco Education Academy who work an eight (8) hour day will be paid their regular hourly rate as provided by subsection nine (9) of this section and be compensated for the additional one-half (1/2) hour. Instructional employees at these worksites who serve in 8-hour supplemented positions shall be compensated at their hourly rate for the additional one-half (1/2) hour instead of receiving the required supplement(s) listed in Addendums B and C.

12. Teachers Providing an Additional Period of Instruction

Teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of ~~\$6,695~~ ~~\$6,500~~ annually, or ~~\$3,347.50~~ ~~\$3,250~~ on a semester basis. Effective July 1, 2014, full time teachers employed at Marchman not covered by item 10 above will also be compensated this amount.

Salary Range (196 Days/7.5 Hrs)	Min*	Max
	\$50,000.00	\$79,500.00

The "Total Salary" listed below represents the Base Salary + Salary Referendum Supplement. Amounts will be adjusted to reflect employee's contracted work schedule.

New Hire Placement Schedule						
Years	Total Salary 196 Days 7.5 Hrs	Base salary 196 Days 7.5 Hrs	Salary Referendum Supplement (New Rate Effective 11/01/24)	Total Salary 230 Days 7.5 Hrs	Total Salary 245 Days 7.5 Hrs	Total Salary 196 Days 8 Hrs
0	\$50,000	\$47,500.00	\$2,500	\$58,673.47	\$62,500.00	\$53,333.33
1	\$50,250	\$47,500.00	\$2,750	\$58,966.84	\$62,812.50	\$53,600.00
2	\$50,850	\$47,500.00	\$3,350	\$59,670.92	\$63,562.50	\$54,240.00
3	\$51,025	\$47,500.00	\$3,525	\$59,876.28	\$63,781.25	\$54,426.67
4	\$51,200	\$47,500.00	\$3,700	\$60,081.63	\$64,000.00	\$54,613.33
5	\$51,375	\$47,500.00	\$3,875	\$60,286.99	\$64,218.75	\$54,800.00
6	\$51,550	\$47,500.00	\$4,050	\$60,492.35	\$64,437.50	\$54,986.67
7	\$51,725	\$47,500.00	\$4,225	\$60,697.70	\$64,656.25	\$55,173.33
8	\$51,900	\$47,500.00	\$4,400	\$60,903.06	\$64,875.00	\$55,360.00
9	\$52,075	\$47,500.00	\$4,575	\$61,108.42	\$65,093.75	\$55,546.67
10	\$52,250	\$47,500.00	\$4,750	\$61,313.78	\$65,312.50	\$55,733.33
11	\$52,425	\$47,500.00	\$4,925	\$61,519.13	\$65,531.25	\$55,920.00
12	\$52,600	\$47,500.00	\$5,100	\$61,724.49	\$65,750.00	\$56,106.67
13	\$52,775	\$47,500.00	\$5,275	\$61,929.85	\$65,968.75	\$56,293.33
14	\$52,950	\$47,500.00	\$5,450	\$62,135.20	\$66,187.50	\$56,480.00
15	\$53,125	\$47,500.00	\$5,625	\$62,340.56	\$66,406.25	\$56,666.67
16	\$53,300	\$47,500.00	\$5,800	\$62,545.92	\$66,625.00	\$56,853.33
17	\$53,475	\$47,500.00	\$5,975	\$62,751.28	\$66,843.75	\$57,040.00

18	\$54,425	\$48,275.00	\$6,150	\$63,866.07	\$68,031.25	\$58,053.33
19	\$55,430	\$49,105.00	\$6,325	\$65,045.41	\$69,287.50	\$59,125.33
20	\$56,420	\$49,920.00	\$6,500	\$66,207.14	\$70,525.00	\$60,181.33
21	\$57,145	\$50,470.00	\$6,675	\$67,057.91	\$71,431.25	\$60,954.67
22	\$58,420	\$51,570.00	\$6,850	\$68,554.08	\$73,025.00	\$62,314.67
23	\$59,455	\$52,430.00	\$7,025	\$69,768.62	\$74,318.75	\$63,418.67
24	\$60,510	\$53,310.00	\$7,200	\$71,006.63	\$75,637.50	\$64,544.00
25	\$61,555	\$54,180.00	\$7,375	\$72,232.91	\$76,943.75	\$65,658.67

Supplements for Advanced Degrees¹

Degree	196 Days 7.5 Hrs	196 Days 8.0 Hrs	216 Days 7.5 Hrs	230 Days 7.5 Hrs	245 Days 7.5 Hrs
Bachelors + 18:	\$800.00	\$853.33	\$881.63	\$938.78	\$1,000.00
Masters:	\$2,700.00	\$2,880.00	\$2,975.51	\$3,168.37	\$3,375.00
Masters + 18:	\$3,400.00	\$3,626.67	\$3,746.94	\$3,989.80	\$4,250.00
Ed Specialist:	\$4,400.00	\$4,693.33	\$4,848.98	\$5,163.27	\$5,500.00
Doctorate:	\$5,400.00	\$5,760.00	\$5,951.02	\$6,336.73	\$6,750.00

A salary supplement will be paid for advanced degrees. In order to receive credit for an advanced degree, employees must provide an official transcript of record showing the award of the earned degree to the Office for Human Resources and Educator Quality.


For the Board

8/28/24
Date


For the Union

08/28/2024
Date