

ADDENDUM A
INSTRUCTIONAL SALARIES

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, ~~2019~~ 2020.
- b.-j. Same

2. Differentiated Pay

The Board's salary schedules for instructional personnel allow for and provide differentiated pay as required in the Florida Statute 1012.22.

Differentiated pay is provided as listed below:

- Supplements for Title I eligible or DDD/F schools as provided in the economic proposal;
- Supplements for Critical shortage area as provided in the economic proposal;
- Supplements for advanced degrees;
- Academic Supplements listed in Addendum B;
- Athletic Supplements listed in Addendum B;
- Supplements to instructional positions identified in Addendum C;

Compensation for additional teaching assignment beyond the regular teaching assignment as listed in Addendum A. (These additional teaching assignments include Part-Time Adult Education, Part-Time Homebound Instruction, After-Hour ESE Activities, After-Hour Instructional Programs, and After-Hour Project Work)

Extended School Year Assignments;

Additional compensation for teachers working at a school covered by Memorandum of Understanding specific to it in individual circumstance, i.e. ~~The Differentiated Accountability School(s)~~.

3. Teaching/Related Creditable Work Experience – Same

4. Advanced Degree/18 Hour Credit – Same

5. Full Year of Experience – Same

6. Pay Dates

For the ~~2019-2020~~ 2020-2021 school year, all instructional employees shall be paid in twenty-six (26) equal installments. All 196-day instructional employees hired after July 1, 2018, and those hired prior July 1, 2018, who choose to move to the 26-pay cycle, will be paid at two (2) week intervals year-round, with the first pay date coinciding with the 22-pay cycle.

For the 22-pay cycle, teachers and school psychologists on a 196-day contract shall receive their first paycheck on August 21, 2020 ~~23, 2019~~, and subsequent paychecks will be issued at two (2) week intervals thereafter and five (5) paychecks on May 28, 2021 ~~29, 2020~~. All teachers and school psychologists on a 196-day contract will receive a sixth (6th) paycheck on June 11, 2021 ~~12, 2020~~, less any unpaid leave time from the final pay period. Instructional employees who work 206 days shall receive their first paycheck on August 21, 2020 ~~23, 2019~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive five (5) paychecks, including the final, on June 25, 2021 ~~26, 2020~~. Instructional employees who work 216 days will receive their first paycheck on August 7, 2020 ~~9, 2019~~, and all subsequent paychecks at two (2) week intervals thereafter, and three (3) paychecks on June 25, 2021 ~~26, 2020~~.

7. Termination Pay Dates – Same

8. Daily Rate Calculation - Same

9. Hourly Rate Calculation - Same

10. Marchman 1.2 Salary Rate – Same

11. James Irvin Education Center, Harry Schwettman Education Center, and Achieve Centers of Pasco - Same

12. Teachers Providing an Additional Period of Instruction - Same

2020-2021 Instructional Salary Range (Base Pay): \$44,820 - \$66,215.00

FL Statute 1012.22 (1)(c)3 -- A district school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired on or after July 1, 2011, unless the advanced degree is held in the individual's area of certification and is only a salary supplement.

New Teacher Placement Schedule					
Years	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
0	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
1	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
2	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
3	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
4	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
5	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
6	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
7	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
8	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
9	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
10	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
11	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
12	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
13	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
14	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
15	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
16	\$45,575.00	\$48,613.33	\$50,225.51	\$53,480.87	\$56,968.75
17	\$46,385.00	\$49,477.33	\$51,118.16	\$54,431.38	\$57,981.25
18	\$47,195.00	\$50,341.33	\$52,010.82	\$55,381.89	\$58,993.75
19	\$48,015.00	\$51,216.00	\$52,914.49	\$56,344.13	\$60,018.75
20	\$48,825.00	\$52,080.00	\$53,807.14	\$57,294.64	\$61,031.25
21	\$49,635.00	\$52,944.00	\$54,699.80	\$58,245.15	\$62,043.75

22	\$50,445.00	\$53,808.00	\$55,592.45	\$59,195.66	\$63,056.25
23	\$51,305.00	\$54,725.33	\$56,540.20	\$60,204.85	\$64,131.25
24	\$52,175.00	\$55,653.33	\$57,498.98	\$61,225.77	\$65,218.75
25	\$53,035.00	\$56,570.67	\$58,446.73	\$62,234.95	\$66,293.75
Supplements for Advanced Degrees ¹					
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
Supplement for Teaching Additional Period ²					
\$5,500					

¹A salary supplement will be paid for advanced degrees. For all employees hired after July 1, 2011, the advanced degree must be held in the employee's area of certification. 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.

²Teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at their school shall be paid a supplement of \$5,500 annually or \$2,750 on a semester basis.

END OF ADDENDUM A

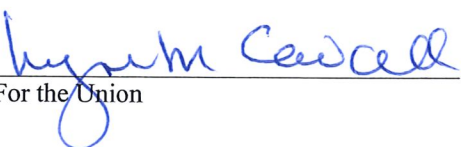
ADDENDUM A-1 - Same



 For the Board

1-11-21

 Date



 For the Union

1-11-21

 Date