

APPENDIX D—Teacher Salary Schedule

2018-19 Teacher Salary Schedule

Years of Qualified Service	Salary Placement
0	36,076
1	36,682
2	37,298
3	37,925
4	38,562
5	39,210
6	39,869
7	40,539
8	41,220
9	41,913
10	42,617
11	43,333
12	44,061
13	44,801
14	45,554
15	46,320
16	47,385
17	48,475
18	49,590
19	50,731
20	51,898
21	53,092
22	54,313
23	55,562
24	56,840
25	58,147
26	59,484
27	60,852
28	62,252
29	63,684
30*	65,149

*Instructional employees with 31+ years of qualified service will receive a longevity supplement of 2% which will be FRS eligible.

PERFORMANCE PAY

Effective July 1, 2018, all current and new instructional employees for 18-19 will be placed on the Appendix D—Teacher Salary Schedule as negotiated annually. Any instructional employees on PSC or CC opting to move to the Performance Pay system relinquishes their contract status and may not return to PSC or CC.

There will be two components used to annually calculate the current year's base salary for all Instructional Personnel (IP). An IP's base salary shall be the sum of the prior year's salary and any negotiated amount for awarding a salary improvement and/or performance pay adjustment. The two components are defined as follows:

1. Base Salary: 2018-19 placement for all IP's will be based on the number of qualified years of service. A qualified years of service is awarded for each year of full time teaching experience for which the employee received at least a satisfactory or effective performance evaluation. Any increase in base pay will be determined by an IP's overall performance evaluation score and must be negotiated each year. Any employee receiving a rating of Needs Improvement or Unsatisfactory does not earn a qualified year of service and shall not be eligible for any negotiated improvements to their salary.
2. Performance Pay: This amount is negotiated each year to be calculated and applied using the following formulas:
 - a. X = Annual contract IP earning a Highly Effective on their overall annual performance evaluation.
 - b. $.99X$ = Grandfathered IP earning a Highly Effective on their overall annual performance evaluation.
 - c. $.75X$ = Annual contract and Grandfathered IP's earning an Effective on their overall annual performance evaluation.
 - d. 2018-2019 value for X = \$1.00 (one dollar).

This schedule lists the base salary for instructional personnel holding a valid Florida Educator's Certificate, regardless of each individual's contractual status. The schedule list salary as an annual figure.