

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

**TEACHER
COLLECTIVE
BARGAINING
AGREEMENT
2016-2019**

**Amended January 23, 2018
*(Salary Schedules Excerpt)***

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the
POLK EDUCATION ASSOCIATION, INC.
APPENDIX C – 2017-2018 TEACHER SALARY SCHEDULES**

§1012.22(1), *Florida Statutes*, requires two salary schedules for paying teachers beginning in 2015-2016. Teachers who hold and choose to retain their Continuing Contract (CC) or their Professional Service Contract (PSC) (both CC and PSC contracts statutorily require due process for a teacher prior to termination) are required to be placed on a “Grandfathered Salary Schedule” and are denied access to “merit pay.”

All other teachers, regardless of their date of hire, are statutorily required to be placed on a “Performance Salary Schedule” which includes “merit pay.” Florida Statutes allow any teacher on the “Performance Salary Schedule” to have their employment terminated for no reason at the end of any year. CC and PSC teachers who choose to be paid on the “Performance Salary Schedule” are required to permanently relinquish their due process rights to continuing employment and become Annual Contract teachers.

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APPENDIX C – 2017-2018 TEACHER SALARY SCHEDULES

TEACHER GRANDFATHERED SALARY SCHEDULE (196 days)

(Statutorily mandated for teachers with a Professional Service or Continuing Contract)

***This schedule includes Teacher Network Managers
who will remain on the Grandfathered Schedule.
Years of Experience 0-7 are only available to Network Managers.**

Years of Experience prior to 2017-2018	Bachelor's Degree	Master's Degree	Specialist Degree	Doctorate Degree
0*	\$ 41,272	\$ 43,453	\$ 44,171	\$ 44,492
1*	\$ 41,571	\$ 43,752	\$ 44,470	\$ 44,791
2*	\$ 42,170	\$ 44,351	\$ 45,069	\$ 45,390
3*	\$ 42,470	\$ 44,651	\$ 45,369	\$ 45,690
4*	\$ 42,770	\$ 44,951	\$ 45,669	\$ 45,990
5*	\$ 43,070	\$ 45,251	\$ 45,969	\$ 46,290
6*	\$ 43,370	\$ 45,551	\$ 46,269	\$ 46,590
7*	\$ 43,670	\$ 45,851	\$ 46,569	\$ 46,890
8	\$ 43,970	\$ 46,151	\$ 46,869	\$ 47,190
9	\$ 44,270	\$ 46,451	\$ 47,169	\$ 47,490
10	\$ 45,170	\$ 47,351	\$ 48,069	\$ 48,390
11	\$ 45,470	\$ 47,651	\$ 48,369	\$ 48,690
12	\$ 46,070	\$ 48,251	\$ 48,969	\$ 49,290
13	\$ 46,670	\$ 48,851	\$ 49,569	\$ 49,890
14	\$ 47,270	\$ 49,451	\$ 50,169	\$ 50,490
15	\$ 47,870	\$ 50,051	\$ 50,769	\$ 51,090
16	\$ 48,470	\$ 50,651	\$ 51,369	\$ 51,690
17	\$ 49,070	\$ 51,251	\$ 51,969	\$ 52,290
18	\$ 49,670	\$ 51,851	\$ 52,569	\$ 52,890
19	\$ 50,270	\$ 52,451	\$ 53,169	\$ 53,490
20	\$ 50,870	\$ 53,051	\$ 53,769	\$ 54,090
21	\$ 51,470	\$ 53,651	\$ 54,369	\$ 54,690
22	\$ 52,070	\$ 54,251	\$ 54,969	\$ 55,290
23	\$ 52,670	\$ 54,851	\$ 55,569	\$ 55,890
24	\$ 53,270	\$ 55,451	\$ 56,169	\$ 56,490
25	\$ 54,770	\$ 56,951	\$ 57,669	\$ 57,990
26	\$ 55,970	\$ 58,151	\$ 58,869	\$ 59,190
27	\$ 57,170	\$ 59,351	\$ 60,069	\$ 60,390
28	\$ 59,870	\$ 62,051	\$ 62,769	\$ 63,090
29+	\$ 61,970	\$ 64,151	\$ 64,869	\$ 65,190

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APPENDIX C – 2017-2018 TEACHER SALARY SCHEDULES**

**TEACHER PERFORMANCE SALARY SCHEDULE
INITIAL PLACEMENT MATRIX FOR THE 2018-2019 SCHOOL YEAR**

This Matrix is only for the initial placement of teachers based upon their credited years of experience on the Teacher Performance Salary Schedule below.

Years of Experience Completed Prior to the 2017-2018 School Year	Initial Placement Level
0	001
1	003
2	005
3	007
4	009
5	010
6	011
7	012
8	013
9	014
10	015
11	017
12	019
13	021
14	023
15	025
16	027
17	029
18	031
19	033
20	035
21	037
22	039
23	041
24	043
25	045
26	047
27	049
28	051
29	053
30	055
31	057
32	059
33	061

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Performance Salary Schedule Movement – Annually, Instructional Personnel on the Performance Schedule will move according to their most recently completed annual evaluation. 2017-2018 uses the overall rating for the 2016-2017 school year – Instructional Personnel rated as *Effective* will move one (1) level on the Performance Schedule. Instructional Personnel rated as *Highly Effective* will move two (2) levels on the Performance Schedule.

Instructional Personnel that are rated *Developing* or *Not Evaluated* will be treated the same as *Effective* Instructional Personnel. Instructional Personnel rated as *Needs Improvement* will not move on the Performance Schedule. Instructional Personnel rated as *Unsatisfactory* will not move on the Performance Schedule, however if the level they are on increases they will receive that increase.

**TEACHER PERFORMANCE SALARY SCHEDULE (196 days)
(Statutorily mandated for teachers holding or accepting Annual Contracts or
Probationary Contracts)**

Level	Salary
001	\$40,672
004	\$41,572
007	\$42,472
010	\$43,372
013	\$44,272
016	\$45,172
019	\$46,072
022	\$46,972
025	\$47,872
028	\$48,772
031	\$49,672
034	\$50,572
037	\$51,472
040	\$52,372
043	\$53,272
046	\$54,172
049	\$55,072
052	\$55,972
055	\$56,872
058	\$57,772
061	\$58,672
064	\$59,572
067	\$60,472
070	\$61,372
073	\$62,272

Level	Salary
002	\$40,972
005	\$41,872
008	\$42,772
011	\$43,672
014	\$44,572
017	\$45,472
020	\$46,372
023	\$47,272
026	\$48,172
029	\$49,072
032	\$49,972
035	\$50,872
038	\$51,772
041	\$52,672
044	\$53,572
047	\$54,472
050	\$55,372
053	\$56,272
056	\$57,172
059	\$58,072
062	\$58,972
065	\$59,872
068	\$60,772
071	\$61,672
074	\$62,572

Level	Salary
003	\$41,272
006	\$42,172
009	\$43,072
012	\$43,972
015	\$44,872
018	\$45,772
021	\$46,672
024	\$47,572
027	\$48,472
030	\$49,372
033	\$50,272
036	\$51,172
039	\$52,072
042	\$52,972
045	\$53,872
048	\$54,772
051	\$55,672
054	\$56,572
057	\$57,472
060	\$58,372
063	\$59,272
066	\$60,172
069	\$61,072
072	\$61,972
075	\$62,872

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ADVANCED DEGREES

For employees paid on the Teacher Salary Schedule, the compensation for a credited Advanced Degree shall be added to their assigned pay level and be a part of their permanent base pay unless earned after June 30, 2011. For all advanced degrees earned after June 30, 2011 and for employees hired after June 30, 2011, the additional compensation for a credited advanced degree will be paid as a supplement. Advanced degree pay is part of an employee’s daily rate of pay calculation when employees are contracted for additional days or hours.

All Master’s Degree: Adds \$2,181 to an employee’s salary.

Specialist Degree: Adds \$2,899 to an employee’s salary.

Doctorate Degree: Adds \$3,220 to an employee’s salary.

**PSYCHOLOGIST GRANDFATHERED SALARY SCHEDULE
(216-day Work Schedule)**

(Statutorily mandated for Psychologists with a
Professional Service or Continuing Contract)

Years of Experience 0 is based on Years of Experience 12, Teacher Salary Schedule

Years of Experience as Psychologist Prior to 2017-2018	Annual Salary
7	\$57,803
8	\$58,464
9	\$59,126
10	\$59,787
11	\$60,448
12	\$61,109
13	\$62,762
14	\$64,085
15	\$65,407
16	\$68,383
17+	\$70,697

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APPENDIX C – 2017-2018 TEACHER SALARY SCHEDULES**

**PSYCHOLOGIST PERFORMANCE SALARY SCHEDULE
INITIAL PLACEMENT MATRIX *PRIOR TO JULY 1, 2017***

This Matrix is only for the initial placement of psychologists on the Psychologist Salary Performance Schedule below.

Years of Experience Completed Prior to the Current Year	Placement Level
0	020
1	022
2	024
3	026
4	028
5	030
6	032
7	034
8	036
9	038
10	040
11	045
12	049
13	053
14	062
15+	069

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APPENDIX C – 2017-2018 TEACHER SALARY SCHEDULES**

PSYCHOLOGIST PERFORMANCE SALARY SCHEDULE (216 days)
(Statutorily mandated for psychologists holding or accepting
Annual Contracts or Probationary Contracts)

All Levels are based on the equivalent level on the
Teacher Performance Salary Schedule.

Level	Salary
022	\$54,169
025	\$55,160
028	\$56,152
031	\$57,144
034	\$58,136
037	\$59,128
040	\$60,120
043	\$61,111
046	\$62,103
049	\$63,095
052	\$64,087
055	\$65,079
058	\$66,071
061	\$67,062
064	\$68,054
067	\$69,046
070	\$70,038
073	\$71,030

Level	Salary
020	\$53,507
023	\$54,499
026	\$55,491
029	\$56,483
032	\$57,475
035	\$58,467
038	\$59,458
041	\$60,450
044	\$61,442
047	\$62,434
050	\$63,426
053	\$64,418
056	\$65,409
059	\$66,401
062	\$67,393
065	\$68,385
068	\$69,377
071	\$70,369
074	\$71,360

Level	Salary
021	\$53,838
024	\$54,830
027	\$55,822
030	\$56,814
033	\$57,805
036	\$58,797
039	\$59,789
042	\$60,781
045	\$61,773
048	\$62,765
051	\$63,756
054	\$64,748
057	\$65,740
060	\$66,732
063	\$67,724
066	\$68,716
069	\$69,707
072	\$70,699
075	\$71,691

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APPENDIX C – 2017-2018 TEACHER SALARY SCHEDULES
OCCUPATIONAL THERAPIST AND PHYSICAL THERAPIST
SALARY SCHEDULE (196-day Work Schedule)**

Initial Step	Annual Salary 2017-2018
0	\$46,952
1	\$47,251
2	\$47,850
3	\$48,750
4	\$49,650
5	\$50,550
6	\$51,450
7	\$52,350
8	\$53,250
9	\$54,150
10	\$55,050
11	\$55,950
12	\$56,850
13	\$57,750
14	\$58,650
15	\$59,550
16	\$60,450
17	\$61,350
18	\$62,250
19	\$63,150
20	\$64,050
21	\$64,950
22	\$65,850
23	\$66,750
24	\$67,650
25	\$68,550
26+	\$69,450

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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.

SPEECH/LANGUAGE PATHOLOGIST SUPPLEMENT

Bachelor of Arts (grandfathered)	
Bachelor Level SLP with permanent DOE certification	\$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.

EXTENDED CONTRACTS

Employees with extended contracts shall receive 1/196 additional salary for all additional days based on the appropriate 196-day Teacher Salary Schedule.