

APPENDIX E

P.K. YONGE SALARY SCHEDULE

The parties acknowledge that salary schedules and systems are subject to change as the Legislature and the Department of Education work to implement changes resulting from SB 736. What follows became effective for the 2013-14 year based on current understanding of Legislative intent and technical assistance by the Florida Department of Education. The system will remain in place for the entire contract, unless Florida statute or state board rules change the system. If changed, the parties agree to re-open Appendix E to modify as appropriate. The re-opener negotiations shall be in accordance with the provisions of Article 33.

All raises for P.K. Yonge faculty shall be in accordance with the provisions of Article 24.7.

The state requires two salary schedules: Grandfathered and Performance. They are described below.

Grandfathered Salary System

- Limited to fulltime school employees who remain on a permanent status contract
- Raises for promotions shall be in accordance with the provisions of Article 24
 - the basis for promotion raises shall be prior year's salary plus any degree supplement
- Employees are eligible for salary supplements in accordance with Appendix F
- Employees are eligible for advanced degree supplements described below
- Employees are eligible for career milestone supplements for promotions at the University

Grandfathered Salary Schedule

- **Advanced degree supplement**
 - With the new salary system(s) advanced degrees are removed from current salary and transferred in to a permanent salary supplement
 - The supplements are:
 - Masters \$2000
 - Specialist \$3600
 - Doctorate \$5550
 - Supplements are only awarded for an advanced degree held in an individual's area of certification (for advanced degrees earned after July 1, 2011).
 - Applies only to the highest degree earned
 - The total supplement is adjusted for degrees already earned (that is, an individual who has a master's degree who then earns a Specialist degree would receive an additional \$1600 when the Specialist degree is awarded)

- **Annual adjustment and evaluation adjustment**
 - \$400 annual adjustment
 - \$100 for Effective/Highly Effective summative evaluation rating (requirement of S.1012.22, F.S.)

Performance Salary System

- For all instructional personnel on annual contract and permanent status faculty members who “opt in” to the Performance Pay System in lieu of permanent status
 - once they opt in, they may not return to the Grandfather System nor regain permanent status
- Annual performance adjustments may not be provided for an employee who receives an evaluation other than highly effective or effective for the year
- Raises for promotions shall be in accordance with the provisions of Article 24
 - the basis for promotion raises shall be prior year’s salary plus any degree supplement
- Employees are eligible for salary supplements in accordance with Appendix F
- Employees are eligible for advanced degree supplements described below
- Employees are eligible for career milestone supplements for promotions at the University

Performance Salary Schedule

- **Base entry level = \$33,750**
 - New hires may be credited for documented, effective, full-time equivalent K-12 teaching
 - Each year of credit is \$500 and will be added to the base entry level figure above
- **Advanced degree supplement**
 - With the new salary system(s) advanced degrees are removed from current salary and transferred in to a permanent salary supplement
 - The supplements are:
 - Masters \$2000
 - Specialist \$3600
 - Doctorate \$5550
 - Supplements are only awarded for an advanced degree held in an individual’s area of certification (for advanced degrees earned after July 1, 2011).
 - Applies only to the highest degree earned
 - The total supplement is adjusted for degrees already earned (that is, an individual who has a master’s degree who then earns a Specialist degree would receive an additional \$1600 when the Specialist degree is awarded)
- **Annual Performance Adjustment**

○ Unsatisfactory	No salary adjustment
○ Developing/Needs Improvement	No salary adjustment
○ Effective	\$ 500
○ Highly Effective	\$ 675

Note: for both the grandfathered and performance systems, the faculty member's salary will be base salary plus any degree supplement plus cumulative annual performance adjustment plus any promotion supplement that was awarded after October 1, 2013.