ADDENDUM A

INSTRUCTIONAL SALARIES

Rules Governing Instructional Salaries

1. Instrucional Salary Range

a. Instructional Salary Range

All teachers shall be paid according to the instructional salary range established by the economic proposal of this agreement and the rules governing its application.

b. Extended School Year Program Schedule / Summer School Schedule

Teachers employed for the Extended School Year Program Summer School will be paid at their regular hourly rate as determined by their placement within the instructional salary range in the Instructional Master Contract in effect for the preceding school year.

c. Part-Time Adult Education

Teachers regularly employed as full-time teachers in the district shall be paid their regular hourly rate as provided by subsection nine (9) of this section, exclusive of supplements, for a part-time adult education instructional assignment which is F.T.E. supported. This rate will not be applicable to fee supported courses.

d. Part-Time Homebound Instruction

Teachers regularly employed as full-time teachers in the district shall be paid their regular hourly rate as provided by subsection nine (9) of this section, exclusive of supplements, for a part-time homebound instructional assignment.

e. After-Hour Required ESE Activities

Teachers who attend any required ESE activities after regular work hours related to IEP development and/or ESE Matrix Computation shall be paid at their regular hourly rate. Such time must be pre-approved by the school principal.

f. After-Hour Staff Development Activities

If payment is provided, teachers who attend after-hour staff development activities will be paid at the rate of ~~$14.75~~ $18.00 per hour. ~~(This increase will be effective September 5, 2006.)~~ This increase will be effective upon ratification of this agreement.

g. After-Hour Instructional Programs

Effective June 6, 2002, a teacher employed in any after-hour program for the purpose of instructing students, will be compensated at his/her regular rate of pay. In the event funds provided for an after-hour instructional program couldn't support the regular hourly rate, the Board will notify the Union and discuss the salary exceptions.

h. Noncertificated

Noncertificated bargaining unit members shall be paid on salary schedule #55 and the rules governing its application.

2. Differentiated Pay

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

Differentiated pay is provided as listed below:

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, and After-Hour Instructional Programs);

Extended School Year assignments;

Additional compensation for teachers working at a school covered by a School Improvement Grant or Differentiated Accountability Memoranda of Understanding;

Alternative School assignment; and,

Advanced degrees and/or completion of additional credit hours beyond a degree as shown on the instructional salary range.

3. **Teaching/Related Creditable Work Experience**

Newly employed teachers shall be placed on the instructional salary range by utilizing the instructional salary range placement schedule as follows:

a. Effective July 1, 2011, all newly hired teachers shall be given year for year experience for each year of full-time teaching service for which a teacher held a valid teaching certificate and received a satisfactory evaluation, with the following two (2) exceptions:

i. teachers previously retired from the District School Board of Pasco County, shall be given year for year experience for each year of full-time teaching service for which a teacher held a valid teaching certificate and received a satisfactory evaluation, not to exceed seven (7) years; or

ii. teachers previously retired from any other school or school District, shall be given year for year experience for each year of full-time teaching service for which a teacher held a valid teaching certificate and received a satisfactory evaluation, not to exceed five (5) years.

Other related creditable work experience for which the District counts toward placement on the salary schedule shall not exceed seven (7) years of service. When a combination of teaching experience and related-creditable work experience is to be considered, related-creditable work experience cannot be used to increase the total years beyond seven (7) years of experience.

Effective July 1, 2006, all newly hired Speech Language Pathologists holding either teacher certification or professional licensure shall be given year for year experience for each year of full-time therapy experience with school age children. Speech Language Pathologists will continue to be eligible for other related creditable work experience as provided in the above paragraph.

b. Between July 1, 2001, and June 30, 2011, all newly hired teachers shall be given year for year experience for each year of full-time teaching service for which a teacher held a valid teaching certificate and received a satisfactory evaluation. Other related creditable work experience for which the District counts toward placement on the salary schedule shall not exceed seven (7) years of service. When a combination of teaching experience and related-creditable work experience is to be considered, related-creditable work experience cannot be used to increase the total years beyond seven (7) years of experience.

Effective March 10, 2003, all teachers hired before July 1, 2001, whose teaching experience was capped at seven (7) years and who had not yet obtained step 26 on the salary schedule, were advanced to the step they would have been on if all applicable experience was recognized as if hired on or after July 1, 2001.

Prior to July 1, 2001, each year of teaching or creditable work experience shall be considered as experience within the District on a year-for-year basis to a maximum of seven (7) years for teachers employed after July 1, 1977. For all teachers employed prior to July 1, 1977, each year of teaching or creditable work experience shall be considered as experience within the District on a year-for-year basis to a maximum of ten (10) years.

c. Any teacher employed in Pasco County whose teaching was interrupted due to active military service shall be granted experience for a maximum of four (4) years as if he/she had been teaching within the District.

d. State Teacher of the Year: As provided by Florida Statute 1012.22(c)(2), creditable work experience shall be considered as experience within the district on a year-for-year basis for the total prior teaching experience of a person who has been designated state teacher of the year by any state in the United States.

e. A Teacher-Headstart-Noncertified or Teacher-Prekindergarten-Noncertified shall be granted one (1) year for every two (2) years experience to a maximum of seven (7) years credit when he/she earns a Bachelor Degree and is eligible to receive a state teaching certificate. Such experience must be earned while serving in such capacity and within the district.

f. In no event shall any experience credited to any teacher currently employed be diminished by the provisions of the above paragraphs.

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 Department of Human Resources 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 IMC pg 43- to candidacy for the Doctorate degree. Upon receipt, a representative from the Department of Human Resources will verify that the degree/hours were taken at a college or university which is recognized as an accredited institution by the Florida Department of Education.

Instructional personnel who earn an advanced degree will receive the appropriate salary supplement retroactive to the first pay period following the conferral date of the advanced degree, and an adjustment will be made in subsequent paychecks.

In order for instructional personnel to be paid an Education Specialist supplement, the Education Specialist degree must have been conferred and/or the employee been unconditionally admitted to candidacy for the Doctorate degree. The supplement shall be effective retroactively to the first pay period following the term when the employee successfully completes his/her Education Specialist degree or the date of the employee's unconditional admission to candidacy for the Doctorate degree.

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.

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 Department of Human Resources 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 Department of Human Resources 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:

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**

A teacher under employment for one day more than one half the number of days of any given school year which contains at least 196 days shall receive a full year of experience credit in determining the teachers's placement on the instructional salary range. Any adult education teacher who works a total of 750 hours or more during a school term (July 1 - June 30) will be granted one (1) year of experience for pay purposes.

6. **Pay Dates *(TO BE DETERMINED)***

All instructional employees shall be paid in twenty-six (26) equal installments. Teachers on a 196 day contract shall receive their first paycheck on (TBD) , and all subsequent paychecks will be issued at two (2) week intervals thereafter and six (6) paychecks at the end of the school year except those teachers who have unpaid leave reported to the leave department after (TBD). Teachers who have unpaid leave reported to the leave department after (TBD) will receive five (5) paychecks at the end of the school year and the sixth (6^{th}) check will be issued on (TBD).School psychologists shall receive their first paycheck on (TBD) and all subsequent paychecks at two (2) week intervals thereafter.

In the event that any regular pay date falls on a weekend or during any holiday period, paychecks shall be issued on the last working day preceding said weekend or holiday period. Further, after the end of the school year, teachers shall receive all paychecks owed them at the last regular pay date in June.

7. **Termination Pay Dates**

A teacher who terminates his/her employment during the school year shall receive all pay owed him/her within twenty (20) days of the termination date except that as stipulated in Article X, Section G 1g) of this Agreement.

8. **Daily Rate Calculation**

A teacher's daily rate of pay shall be determined by the following formula: (total salary for days contracted as determined by placement on the instructional salary range/total days contracted) + (required and advanced degree supplements/days contracted).

A required supplement is that which is attached to a regular full-time teaching position requiring an eight (8) hour workday. All other supplements are excluded from the above formula. Any other supplement which a teacher receives is excluded from the above calculation.

9. **Hourly Rate Calculation**

When it is necessary that a teacher be paid his/her hourly rate, such rate will be calculated using the following formula (total salary as determined by placement on the instructional salary range divided by 196), divided by 7.5.

10. **Marchman 1.2 Salary Rate**

Instructors employed at Marchman Technical Education Center prior to July 1, 1997, will continue to receive compensation at the rate of 1.2 as long as their current teaching assignment remains the same. After July 1, 1997, teachers employed at Marchman will be compensated at the rate of 1.0. Effective July 1, 2014, instructors at this school will receive compensation at the rate of 1.2 of their daily rate of pay.

11. **Moore Mickens 1.2 Salary Rate**

The instructors currently serving either the Child Care Program or the Culinary Arts Program shall be paid at the salary rate of 1.2 retroactive to August 19, 1996 and will continue at this rate as long as they remain in these specific programs. Any instructor employed after July 1, 1997 in any Secondary Job Preparatory Program at Moore Mickens Education Center will be compensated at the rate of 1.0. Effective July 1, 2014, instructors at this school will receive compensation at the rate of 1.2 of their daily rate of pay.

12. **James Irvin Education Center and Harry Schwettman Education Center**

Instructors at James Irvin Education Center and Harry Schwettman Education Center 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.

13. **Teachers Providing an Additional Period of Instruction**

For the 2013-2014 school year, the practice of providing an additional .2 salary rate to secondary teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be suspended. For the 2013-2014 school year, 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 $5000, annually, or $2500 on a semester basis. Effective July 1, 2014, the District will reinstate the practice of compensating teachers for providing an additional period of instruction beyond what is expected of other teachers at their school at the rate of an additional ".2" of their daily rate of pay.

14. **Teachers Providing Instructional Substitution**

a. Teachers who volunteer to substitute shall receive twenty-five dollars ($25.00) for each fifty (50)-minute period/increment of time providing such coverage. When subsituting extends beyond the initial fifty (50)-minute period/increment, teachers shall be paid fifteen dollars ($15.00) for each additional fifty (50)-minute period/increment.

b. When school-based administration determines that class coverage is best accomplished by "splitting" students among teachers, the Board shall pay each receiving teacher fifteen dollars (15.00) per each fifty (50)-minute period/increment.

c. The Board shall pay teachers who agree to provide long-term substituing coverage beyond five (5) work days, the daily salary rate of 1.2 rate of pay for the duration of the long-term substitution.

END OF ADDENDUM A