

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, ~~2022~~ 2021.
- b.-e. Same
- f. After-Hour Staff Development Activities - If payment is provided, teachers who participate in after-hour training ~~attend after-hour staff development activities~~ will be paid at the rate of ~~\$25.00~~ \$15.00 per hour pursuant to Addendum A-1. ~~(This increase will be effective July 1, 2015.)~~
- g.-j. Same

2. Differentiated Pay – Same

3. Teaching/Related Creditable Work Experience

Pay for newly employed teachers shall be determined according to the instructional placement schedule as follows:

- a. Effective July 1, ~~2022~~ 2011, all ~~newly hired~~ teachers shall be given year-for-year experience on the District's New Hire Placement Schedule for each year of full-time teaching service for which ~~a~~ the 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.~~
- b. Effective July 1, 2022, all teachers holding professional licensure required for his/her position with the District shall be given year-for-year experience on the District's New Hire Placement Schedule for each year of full-time experience where such licensure was required and work related to his/her position with the District was performed.

~~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.~~
- d. A Teacher-Headstart-Noncertified or Teacher-Prekindergarten-Noncertified shall be granted one (1) year for every two (2) years of experience to a maximum of seven (7) years credit when he/she earns a bachelor's degree and is eligible to receive a state teaching certificate. Such experience must be earned while serving in such capacity and within the district.
- e. In no event shall any experience credited to any teacher currently employed be diminished by the provisions of the above paragraphs.
- f. To receive experience credit, a teacher must submit evidence of such experience, according to the procedures established by the Office for Human Resources and Educator Quality. The time-period to submit such documentation shall not be less than ninety (90) days from the date of hire.

4. Advanced Degree/18 Hour Credit – Same

5. Full Year of Experience – Same

6. Pay Dates

For the ~~2022-2023~~ ~~2021-2022~~ 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 19, 2022~~ ~~August 20, 2021~~, and subsequent paychecks will be issued at two (2) week intervals thereafter and ~~four (4) five (5)~~ paychecks on ~~June 9, 2023~~ ~~May 27, 2022~~. All teachers and school psychologists on a 196-day contract will receive a ~~fifth (5th) sixth (6th)~~ paycheck on ~~June 23, 2023~~ ~~June 10, 2022~~, less any unpaid leave time from the final pay period. Instructional employees who work 206 days shall receive their first paycheck on ~~August 19, 2022~~ ~~August 20, 2021~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive one (1) paycheck on ~~June 9, 2023~~ ~~June 10, 2022~~ and four (4) paychecks, on ~~June 23, 2023~~ ~~June 24, 2022~~. Instructional employees who work 216 days will receive their first paycheck on ~~August 5, 2022~~ ~~August 6, 2021~~, and all subsequent paychecks at two (2) week intervals thereafter, and three (3) paychecks on ~~June 23, 2023~~ ~~June 24, 2022~~.

7. Termination Pay Dates – Same

8. Daily Rate Calculation - Same

9. Hourly Rate Calculation - Same

10. Marchman 1.2 Salary Rate – Same

11. East Pasco Education Academy and West Pasco Education Academy

Instructors at East Pasco Education Academy and West Pasco Education Academy 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. Instructional employees at these worksites who serve in 8-hour supplemented positions shall be compensated at their hourly rate for the additional one-half (1/2) hour instead of receiving the required supplement(s) listed in Addendums B and C.

12. Teachers Providing an Additional Period of Instruction – Same

Salary Range (196 Days/7.5 Hrs):	Min	Max
	\$46,425.00	\$75,000.00

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 Hire 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	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
1	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
2	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
3	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
4	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
5	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
6	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
7	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
8	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
9	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
10	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
11	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
12	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
13	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
14	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
15	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
16	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
17	\$46,425.00	\$49,520.00	\$51,162.24	\$54,478.32	\$58,031.25
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 Degrees¹					
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 Period²					
\$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.

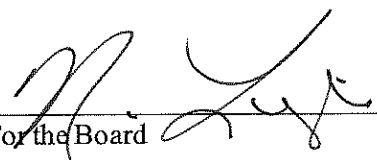
²Teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at their school shall be paid a supplement of \$5,500 annually or \$2,750 on a semester basis.

ADDENDUM A-1

Student supervision (voluntary, non-instructional time outside of contract hours)	\$15.00 per hour
Attending focus or user groups	\$15.00 per hour
Training participation	\$25.00 per hour
Attend vendor demonstrations	\$15.00 per hour
Training delivery and facilitation (includes development)	Instructors shall receive one and one-half (1 ½) times their regular hourly rates of pay. Training provided during the workday will result in being paid an additional ½ of the hourly wage, exclusive of all supplements except those provided for advanced degrees.
Training development (no facilitation)	\$18.00 per hour

Evaluations of students (outside of contract days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees.
IEPs (outside of contract days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
Screenings of students (outside of contracted days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
Servicing Equipment (Job-related, outside of contracted days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
Staffing of ESE students (outside of contracted days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
ESE Testing (outside of contracted days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
Bid evaluations	\$18.00 per hour
Curriculum development	\$18.00 per hour (requires District approval)
Manual revisions	\$18.00 per hour
Procedure development	\$18.00 per hour
Program development	\$18.00 per hour
Test blueprints	\$18.00 per hour
Test development	\$18.00 per hour
Test review	\$18.00 per hour
Item writing	\$25.00 per approved item
Item review	\$5.00 per item
Work performed during a declared emergency via Policy 8415 – Emergency and Crisis Management.	Two times their hourly rate as provided in Policy 8415 – Emergency and Crisis Management.

END OF ADDENDUM A-1



 For the Board

8-31-22

 Date



 For the Union

8/31/22

 Date