

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, 2023 ~~2022~~.
- b.-e. Same
- f. After-Hour Staff Development Activities - If payment is provided, teachers who participate in after-hour training will be paid at the rate of \$25.00 per hour pursuant to Addendum A-1.
- g.-j. Same

2. Differentiated Pay – Same

3. Teaching/Related Creditable Work Experience - Same

4. Advanced Degree/18 Hour Credit – Same

5. Full Year of Experience – Same

6. Pay Dates

For the 2023-2024 ~~2022-2023~~ 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 18, 2023 ~~August 19, 2022~~, and subsequent paychecks will be issued at two (2) week intervals thereafter and four (4) paychecks on June 7, 2024 ~~June 9, 2023~~. All teachers and school psychologists on a 196-day contract will receive a fifth (5th) paycheck on June 21, 2024 ~~June 23, 2023~~, less any unpaid leave time from the final pay period. Instructional employees who work 206 days shall receive their first paycheck on August 18, 2023 ~~August 19, 2022~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive one (1) paycheck on June 7, 2024 ~~June 9, 2023~~ and four (4) paychecks, on June 21, 2024 ~~June 23, 2023~~. Instructional employees who work 216 days will receive their first paycheck on August 4, 2023 ~~August 5, 2022~~, and all subsequent paychecks at two (2) week intervals thereafter, and three (3) paychecks on June 21, 2024 ~~June 23, 2023~~.

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
	\$49,000.00	\$75,950.00

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.

* Total salary represents the base salary + salary referendum supplement. Amounts will be adjusted to reflect employee's contracted work schedule.

New Hire Placement Schedule						
Years	Total Salary 196 Days 7.5 Hrs	Base salary 196 Days 7.5 Hrs	Salary Referendum Supplement (RSS)	Total Salary 230 Days 7.5 Hrs	Total Salary 245 Days 7.5 Hrs	Total Salary 196 Days 8 Hrs
0	\$49,000	\$47,000.00	\$2,000	\$57,500.00	\$61,250.00	\$52,266.67
1	\$49,750	\$47,000.00	\$2,750	\$58,380.10	\$62,187.50	\$53,066.67
2	\$49,905	\$47,000.00	\$2,905	\$58,561.99	\$62,381.25	\$53,232.00
3	\$50,060	\$47,000.00	\$3,060	\$58,743.88	\$62,575.00	\$53,397.33
4	\$50,215	\$47,000.00	\$3,215	\$58,925.77	\$62,768.75	\$53,562.67
5	\$50,370	\$47,000.00	\$3,370	\$59,107.65	\$62,962.50	\$53,728.00
6	\$50,525	\$47,000.00	\$3,525	\$59,289.54	\$63,156.25	\$53,893.33
7	\$50,680	\$47,000.00	\$3,680	\$59,471.43	\$63,350.00	\$54,058.67
8	\$50,835	\$47,000.00	\$3,835	\$59,653.32	\$63,543.75	\$54,224.00
9	\$50,990	\$47,000.00	\$3,990	\$59,835.20	\$63,737.50	\$54,389.33
10	\$51,145	\$47,000.00	\$4,145	\$60,017.09	\$63,931.25	\$54,554.67
11	\$51,300	\$47,000.00	\$4,300	\$60,198.98	\$64,125.00	\$54,720.00
12	\$51,455	\$47,000.00	\$4,455	\$60,380.87	\$64,318.75	\$54,885.33
13	\$51,610	\$47,000.00	\$4,610	\$60,562.76	\$64,512.50	\$55,050.67
14	\$51,765	\$47,000.00	\$4,765	\$60,744.64	\$64,706.25	\$55,216.00
15	\$51,920	\$47,000.00	\$4,920	\$60,926.53	\$64,900.00	\$55,381.33
16	\$52,075	\$47,000.00	\$5,075	\$61,108.42	\$65,093.75	\$55,546.67
17	\$52,230	\$47,000.00	\$5,230	\$61,290.31	\$65,287.50	\$55,712.00
18	\$53,155	\$47,770.00	\$5,385	\$62,375.77	\$66,443.75	\$56,698.67
19	\$54,130	\$48,590.00	\$5,540	\$63,519.90	\$67,662.50	\$57,738.67
20	\$55,095	\$49,400.00	\$5,695	\$64,652.30	\$68,868.75	\$58,768.00
21	\$55,790	\$49,940.00	\$5,850	\$65,467.86	\$69,737.50	\$59,509.33
22	\$57,035	\$51,030.00	\$6,005	\$66,928.83	\$71,293.75	\$60,837.33
23	\$58,040	\$51,880.00	\$6,160	\$68,108.16	\$72,550.00	\$61,909.33
24	\$59,065	\$52,750.00	\$6,315	\$69,310.97	\$73,831.25	\$63,002.67
25	\$60,080	\$53,610.00	\$6,470	\$70,502.04	\$75,100.00	\$64,085.33
Supplements for Advanced Degrees ¹						
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	

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.

For the Board

Date

For the Union

Date