

ADDENDUM A
INSTRUCTIONAL SALARIES
September 23, 2025

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, 2024.
- 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 base hourly rate, exclusive of all supplements except those provided for advanced degrees, 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 all supplements except those provided for advanced degrees, 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, exclusive of all supplements except those provided for advanced degrees. Such time must be pre-approved by the school principal.
- 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. 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, exclusive of all supplements except those provided for advanced degrees. 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 according to the performance pay or grandfathered pay plan and the rules governing its application.
- i. After-Hour Project Work - Teachers regularly employed as full-time teachers in the district shall be paid for voluntary after-hours project work, as mutually agreed in advance by the teacher and the district, as provided in Addendum A-1.
- j. School Psychologist - School psychologists shall be paid according to the school psychologist placement schedule and salary range.

2. Differentiated Pay

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

Differentiated pay is provided as listed below:

- Supplements for Title I eligible or DDD/F schools as provided in the economic proposal;
- Supplements for Critical shortage area as provided in the economic proposal;
- Supplements for advanced degrees;
- 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, After-Hour Instructional Programs, and After-Hour Project Work) Extended School Year Assignments; Additional

compensation for teachers working at a school covered by Memorandum of Understanding specific to it in individual circumstance, i.e.

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, all 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 the teacher held a valid teaching certificate and received a satisfactory evaluation.
- 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.
- 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. 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

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 Office for Human Resources and Educator Quality according to procedures established by the department:

- 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 admission to candidacy for the Doctorate degree.

A representative from the Office for Human Resources and Educator Quality will acknowledge receipt of the form and transcripts to the applying employee.

Instructional personnel will receive the appropriate salary supplement once the advanced degree or additional semester hours and applicable certification are verified. The supplement for advanced degrees shall be retroactive to the first pay period following the date of eligibility according to the requirements listed below, or the beginning of the school year in which the supporting documentation is submitted, whichever is later, and an adjustment will be made in subsequent paychecks.

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, or the beginning of the school year in which the supporting documentation is submitted, whichever is later.

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 Office for Human Resources and Educator Quality 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 Office for Human Resources and Educator Quality 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, which are based upon a 196 day school year:

- 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 that contains at least 196 days shall receive a full year of experience credit in determining the teacher's pay, including initial placement on the instructional salary range and eligibility for pay increases. 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

For the ~~2025-2026~~ 2024-2025 school year, all instructional employees shall be paid in ~~twenty-six (26)~~ twenty-seven (27). All 196-day instructional employees hired after July 1, 2018, and those hired prior July 1, 2018, who chose to move to the ~~26-pay~~ 27-pay cycle will be paid their first paycheck on August ~~29, 2025~~ 2024, ~~their second paycheck on August 30, 2024~~, with the rest at two (2) week intervals year-round.

For the instructional employees with balloon pay, those on a 196-day contract shall receive their first paycheck on August ~~29, 2025~~ 23, 2024, ~~their second paycheck on August 30, 2024~~, subsequent paychecks will be issued at two (2) week intervals thereafter; five (5) and four (4) paychecks on June ~~5, 2026~~ 6, 2025, and a final paycheck on ~~June 18, 2026~~ June 20, 2025, less any unpaid leave time from the final pay period.

Instructional employees who work 206 days shall receive their first paycheck on August ~~29, 2025~~ 23, 2024, ~~their second paycheck on August 30, 2024~~, subsequent paychecks will be issued at two (2) week intervals, and will receive four (4) paychecks on ~~July 3, 2026~~ June 20, 2025.

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, exclusive of all supplements except as otherwise noted, divided by the number of contracted days, divided by number of contracted hours.) A typical teacher contract is for 196 days, 7.5 hours per day.

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.

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

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 ~~\$6,855~~ \$6,695 annually, or ~~\$3,427.50~~ \$3,347.50 on a semester basis. Effective July 1, 2014, full time teachers employed at Marchman not covered by item 10 above will also be compensated this amount.

Salary Range (196 Days/7.5 Hrs)	Min*	Max
	\$51,000.00	\$81,000.00

The "Total Salary" listed below 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 (New Salary Referendum Rate Effective 11/1/25) 196 Days 7.5 Hrs	Base salary 196 Days 7.5 Hrs	Salary Referendum Supplement (New Rate Effective 11/1/25) 196 Days 7.5 Hrs	Total Salary (New Salary Referendum Rate Effective 11/1/25) 230 Days 7.5 Hrs	Total Salary (New Salary Referendum Rate Effective 11/1/25) 245 Days 7.5 Hrs	Total Salary (New Salary Referendum Rate Effective 11/1/25) 196 Days 8 Hrs
0	\$51,000.00	\$48,000.00	\$3,000.00	\$59,846.94	\$63,750.00	\$54,400.00
1	\$51,100.00	\$48,000.00	\$3,100.00	\$59,964.29	\$63,875.00	\$54,506.67
2	\$51,450.00	\$48,000.00	\$3,450.00	\$60,375.00	\$64,312.50	\$54,880.00
3	\$52,050.00	\$48,000.00	\$4,050.00	\$61,079.08	\$65,062.50	\$55,520.00
4	\$52,275.00	\$48,000.00	\$4,275.00	\$61,343.11	\$65,343.75	\$55,760.00
5	\$52,450.00	\$48,000.00	\$4,450.00	\$61,548.47	\$65,562.50	\$55,946.67
6	\$52,625.00	\$48,000.00	\$4,625.00	\$61,753.83	\$65,781.25	\$56,133.33
7	\$52,800.00	\$48,000.00	\$4,800.00	\$61,959.18	\$66,000.00	\$56,320.00
8	\$53,225.00	\$48,000.00	\$5,225.00	\$62,457.91	\$66,531.25	\$56,773.33
9	\$53,400.00	\$48,000.00	\$5,400.00	\$62,663.27	\$66,750.00	\$56,960.00
10	\$53,575.00	\$48,000.00	\$5,575.00	\$62,868.62	\$66,968.75	\$57,146.67
11	\$53,750.00	\$48,000.00	\$5,750.00	\$63,073.98	\$67,187.50	\$57,333.33
12	\$53,925.00	\$48,000.00	\$5,925.00	\$63,279.34	\$67,406.25	\$57,520.00
13	\$54,100.00	\$48,000.00	\$6,100.00	\$63,484.69	\$67,625.00	\$57,706.67
14	\$54,275.00	\$48,000.00	\$6,275.00	\$63,690.05	\$67,843.75	\$57,893.33
15	\$54,700.00	\$48,000.00	\$6,700.00	\$64,188.78	\$68,375.00	\$58,346.67
16	\$54,785.00	\$48,000.00	\$6,785.00	\$64,288.52	\$68,481.25	\$58,437.33
17	\$55,050.00	\$48,000.00	\$7,050.00	\$64,599.49	\$68,812.50	\$58,720.00
18	\$56,250.00	\$48,775.00	\$7,475.00	\$66,007.65	\$70,312.50	\$60,000.00
19	\$57,255.00	\$49,605.00	\$7,650.00	\$67,186.99	\$71,568.75	\$61,072.00
20	\$58,245.00	\$50,420.00	\$7,825.00	\$68,348.72	\$72,806.25	\$62,128.00
21	\$58,970.00	\$50,970.00	\$8,000.00	\$69,199.49	\$73,712.50	\$62,901.33
22	\$60,245.00	\$52,070.00	\$8,175.00	\$70,695.66	\$75,306.25	\$64,261.33
23	\$61,280.00	\$52,930.00	\$8,350.00	\$71,910.20	\$76,600.00	\$65,365.33
24	\$62,585.00	\$53,810.00	\$8,775.00	\$73,441.58	\$78,231.25	\$66,757.33
25	\$63,630.00	\$54,680.00	\$8,950.00	\$74,667.86	\$79,537.50	\$67,872.00

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

¹A salary supplement will be paid for advanced degrees. 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.

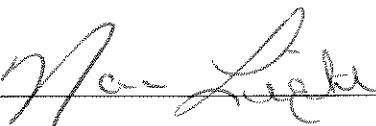
END OF ADDENDUM A

ADDENDUM A-1

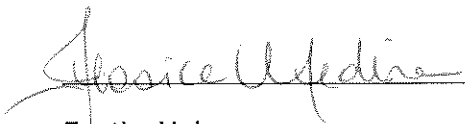
Student supervision (voluntary, non-instructional time outside of contract hours)	\$15.00 per hour
Attending focus or user groups	\$15.00 per hour
Training participation	\$25.00 per hour
Attend vendor demonstrations	\$15.00 per hour
Training delivery and facilitation (includes development)	Instructors 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	One and one half (1.5) times their hourly rate in addition to any regular pay, if any, provided to all District employees during the declared emergency.

END OF ADDENDUM A-1


For the Board

9/23/25
Date


For the Union

9/23/2025
Date