



Book	Policy Manual
Section	Vol. 25, No. 1, June 2024 - Revisions
Title	Copy of Copy of COMPENSATION
Code	po3410 caj 3/6/25
Status	
Legal	F.S. 215.425 F.S. 1001.42 F.S. 1001.43 F.S. 1011.60 F.S. 1012.01 F.S. 1012.22 F.S. 1012.32 F.S. 1012.33 F.S. 1012.335 F.S. 1012.34 F.S. 1012.56 F.A.C. 6A-1.052, Salary Schedules to be Adopted for All Personnel F.A.C. 6A-1.064, Forms for Contracts for Instructional and Professional Administrative Personnel, and Other Personnel
Adopted	June 21, 2022
Last Revised	November 22, 2022

3410 - **COMPENSATION**

Salaries of all instructional staff members shall be determined by the School Board and shall be authorized by the following salary schedules adopted by the Board upon the recommendation of the Superintendent:

- A. grandfathered salary schedule for instructional staff who have continuing contracts or professional service contracts and were hired before July 1, 2014; or
- B. the performance salary schedule for instructional staff who were hired after July 1, 2014, or who held annual contracts as of July 1, 2014.

The annual salary schedule shall provide a salary adjustment for advanced degrees earned, if the degree is held in the individual's area of certification.

The base salary set forth in these salary schedules, as well as the amounts provided for adjustments and supplements, shall be subject to collective bargaining.

If budget constraints in any given year limit the Board's ability to fully fund all adopted salary schedules, the performance salary schedule shall not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the District.

Any compensation for longevity of service awarded to instructional personnel who are on any other salary schedule must be included in calculating the salary adjustments required by, and in accordance with, F.S. 1012.22.

Grandfathered Salary Schedule for Instructional Staff

The grandfathered salary schedule for instructional staff shall be used as the basis for paying instructional personnel hired before July 1, 2014, who have a continuing contract or a professional service contract. Each year instructional staff members who were hired before July 1, 2014, and who have a continuing contract or a professional service contract will have the opportunity to move from this salary schedule to the performance salary schedule for instructional staff.

A portion of each employee's compensation paid pursuant to the grandfathered salary schedule for instructional staff shall be based on demonstrated performance as evaluated in accordance with State law and Policy 3220, Evaluation of Instructional Personnel.

Pursuant to statutory requirements and subject to negotiation, the grandfathered salary schedule for instructional staff shall provide for differentiated pay for based upon the following District-determined factors:

A. additional responsibilities;

The list of additional responsibilities for which instructional staff members shall receive differentiated pay is set forth in the collective bargaining agreement in the Differentiated Pay Plan.

B. school demographics;

The list of school demographics for which instructional staff members shall receive differentiated pay is set forth in the collective bargaining agreement in the Differentiated Pay Plan.

C. critical shortage areas as identified as critical shortage areas by the State Board of Education or the District;

D. level of job performance difficulties;

The list of job performance difficulties for which instructional staff members shall receive differentiated pay are set forth in the collective bargaining agreement in the Differentiated Pay Plan.

The amount paid for each of these District-determined factors shall be subject to collective bargaining.

The grandfathered salary schedule for instructional staff shall provide step increases, which are subject to collective bargaining agreement each year and are not automatic that does not discriminate among comparable classes of employees based on the salary schedule under which they are compensated and does not exceed fifty percent (50%) of the annual adjustment provided to instructional staff rated as effective.

Further, as provided by law, these annual salary adjustments become part of the instructional staff member's base salary for the next school year.

Salary Supplements

In addition to the annual salary adjustments described above, the Board shall also award salary supplements that are annual additions to the instructional staff member's salary. Salary supplements shall be paid to all instructional staff members who were hired before July 1, 2011, for any advanced degree held, and to all instructional staff members hired after July 1, 2011, but before July 1, 2014, for advanced degrees held in the individual's area of certification.

As provided by law, these annual salary supplements shall not become part of the instructional staff member's permanent base salary for teachers hired after July 1, 2021.

Performance Salary Schedule for Instructional Staff

Beginning July 1, 2014, the performance salary schedule shall be the basis for paying instructional staff members new to the District, returning to the District after a break in service without an authorized leave of absence, or appointed for their first time to an instructional staff position in the District.

The performance salary schedule shall also be the basis for paying instructional staff members on annual contract as of July 1, 2014.

Additionally, the performance salary schedule shall be the basis for paying instructional staff members with a continuing contract or a professional service contract who opt out of the grandfathered annual salary schedule and into the performance salary schedule.

The base salary for instructional staff members who opt into the performance salary schedule or who are required by State law to move to the performance salary schedule must be the salary paid in the prior year, including adjustments only.

The annual salary adjustment under the performance salary schedule for an instructional staff member rated as "highly effective" must be greater than the highest annual salary adjustment available to an instructional staff member of the same classification through any other salary schedule adopted by the Board.

The performance salary schedule must not provide an annual salary adjustment for an instructional staff member who receives a rating other than highly effective or effective for the year.

Salary Supplements

The performance salary schedule for instructional staff shall provide for the following salary supplements:

- A. assignment to a Title I eligible school when less than 50% of schools are Title I eligible;
- B. certification and teaching in the critical teacher shortage areas identified by the State Board of Education and/or District pursuant to State law;
- C. assignment of additional academic responsibilities;
- D. advanced degree in the area of certification.

The amount paid for each of these salary supplements shall be subject to collective bargaining.

Credit for Previous Experience

The salary established for instructional personnel under the grandfathered salary schedule, and the base salary established under the performance salary schedule, will include a credit for previous teaching experience earned as follows:

- A. The minimum time that will be recognized as a year of service is full-time actual service rendered for more than one-half (1/2) of the number of days or more than one-half (1/2) of the number of hours for the normal contractual period of service for the position held. In determining such service, sick leave and paid holidays shall be counted, but all other types of leave and holidays will be excluded.
- B. Credit for service in another state or as otherwise allowed under the adopted salary schedule shall be determined by using the minimum service required in this District for a comparable position and in accordance with provisions of the applicable collective bargaining agreement. In determining the number of days that must be served to constitute a full year of out-of-state teaching experience, the existing regulations of the State or District in which the contract was executed shall be used as the criteria.
- C. Transfer of previous experience in a teaching position:
 - 1. will include all previous experience with this District;
 - 2. must have been earned in a position that contributed to a State retirement system or at a school that was, at the time the experience was earned, fully accredited by one (1) of the six (6) regional accrediting bodies listed below:
 - a. Southern Association of Colleges and Schools
 - b. Western Association of Schools and Colleges
 - c. Northwest Association of Accredited Schools
 - d. North Central Association of Colleges and Schools

e. New England Association of Schools and Colleges

f. Middle States Association of Colleges and Schools

D. An employee who claims credit for previous experience must have documentation of verification of experience submitted by the HR Department of previous Districts/schools in order to receive credit for years of service.

Bonuses and/or Severance Pay

If the Board provides bonuses to instructional staff that are not included in an individual employment contract and/or pursuant to a collective bargaining contract, those bonuses and/or severance pay are subject to negotiations, but must strictly comply with the provisions of F.S. 215.425 that pertain to such bonuses.

Instructional staff members should refer to the current collective bargaining agreement for more information regarding compensation.

Revised 11/22/22

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