

## PERFORMANCE PAY TEACHER 2018-2019

LEVELS  
OF PAY

0	39,535
1	39,535
2	39,535
3	39,535
4	40,055
5	40,576
6	40,836
7	41,356
8	41,928
9	42,163
10	42,969
11	43,489
12	44,321
13	45,465
14	46,922
15	48,639
16	50,043
17	51,708
18	53,268
19	54,881
20	56,390
21	57,950
22	59,511
23	60,031
24	60,343
25	60,551
26	61,124
27	61,644
28+	62,580

This total becomes the teacher's new base.

**Highly Effective: Add 1% to teacher's current base**

**Effective: Add .5% to teacher's current base**

Teachers on performance pay will receive the annually negotiated increase plus 1% highly effective or .05% for effective. for effective.

This total becomes the teacher's new base.

**PAY FOR HIGHER DEGREES**

Employees hired AFTER Jan. 18, 2011 add:

**\$2,140 MASTER'S**

**\$3,000 SPECIALIST**

**\$5,000 DOCTORATE**

F.S. 1012.22 (1) ('C) 3:

For instructional personnel hired on or after July 1, 2011 credit for the advanced degree held must be in the individual's area of certification.

Teachers shall be initially placed on the performance pay salary schedule based on teaching experience. Credit shall be given for each year of full time teaching experience for which the employee received at least a satisfactory or effective performance evaluation. After the initial placement on the salary schedule all future salary increases shall be based on performance and become added to and will become part of their new base salary.

Teachers on the performance pay plan who are rated effective or highly effective shall receive the same annually negotiated salary increase as teachers on the grandfathered salary schedule highly effective plus 1% for highly effective or .5% for Effective. In accordance with F.S. 2012.22 The payment for highly effective or effective shall not receive an annual salary adjustment.

This schedule lists the base salary for instructional personnel holding a valid Florida Educator's Certificate, regardless of each individuals contractual status, The schedule list salary as an annual figure. For working part-time beyond the regular contract year, (including summer school) pay will be computed in terms of the individual's professional hourly rate. The professional hourly rate is derived by dividing the annual base salary rate by the number of contracted days and then dividing the daily rate by seven and one half (7-1/2) to obtain the hourly rate.

**11 AND 12 MONTHS INSTRUCTIONAL PERSONNEL:** Salary based on teacher's contract salary plus 1/10= 11 Months, 2/10 = 12 Months.

**\*PLANNED POST GRADUATE PROGRAM:**

Documentation of additional credit hours must be received by OCTOBER 1, each year

**CURRICULUM DEVELOPMENT AND INSERVICE ACTIVITIES: ..... \$120**  
**CCC SPEECH THERAPIST: .....\$4000**

**STATE APPROPRIATED BONUS. .... \$50**

1. Advance Placement Test - 3 or higher per student: (D & F school \$500, Maximum Pay \$2000) Contingent on State Funding

**PERFORMANCE PAY:** Performance pay paid under approved grants (School Improvement, others as applicable)

**CRITICAL SHORTAGE AREAS.....\$3000**

**READING ENDORSEMENT (ONE TIME BONUS).....\$1000**

to receive bonus, teachers must have the Reading Endorsement on their DOE certificate

**LEVEL INCREASES WILL NOT BE PAID AUTOMATICALLY EACH YEAR. PAYMENT OF LEVEL INCREASES OR FUTURE INCREASES IN SALARY, IF ANY WILL RESULT FROM THE BARGAINING PROCESS. THE FUTURE USE OF THIS SALARY SCHEDULE IS CONTINGENT UPON RECEIVING SUFFICIENT FUNDS FROM THE STATE, DESIGNATED FOR SALARIES. IF THIS FUNDING DECREASES BOTH PARTIES AGREE TO RETURN TO THE NEGOTIATION TABLE.**

If budget constraints limit the district's ability to fully adopt salary schedules the performance salary schedule shall not be reduced in a manner that is proportionally greater than reductions to any other salary schedule adopted by the district.

**Performance Pay for Highly Effective and Effective shall only be paid to teachers under contract with the Hendry County School District when these distributions are made.**

**ATTENDANCE BONUS**

The bonus will be paid at the end of each semester in recognition of outstanding attendance.

0 time absent First Semester	\$250.00
1 day or less absent First Semester	\$225.00
2 days or less absent First Semester	\$200.00
0 time absent Second Semester	\$250.00
1 day or less absent Second Semester	\$225.00
2 days or less absent Second Semester	\$200.00

The only excused days are for Jury Duty or Temporary Duty Elsewhere (TDE)

A day equals the entire work day with no time missed during the day

Effective: ~~July 1, 2018~~

Adopted: **Oct. 2, 2018**

Revised: