

**District School Board of Putnam County
Instructional Salary Schedule
2018-2019**

| LEVEL | BACHELOR DEGREE | MASTER DEGREE |
|-------|-----------------|---------------|
| 0 | \$ 36,251 | \$ 38,397 |
| 1 | \$ 37,120 | \$ 39,266 |
| 2 | \$ 37,989 | \$ 40,135 |
| 3 | \$ 38,858 | \$ 41,181 |
| 4 | \$ 39,727 | \$ 42,050 |
| 5 | \$ 40,596 | \$ 42,869 |
| 6 | \$ 41,465 | \$ 43,738 |
| 7 | \$ 42,334 | \$ 44,607 |
| 8 | \$ 43,203 | \$ 45,920 |
| 9 | \$ 44,072 | \$ 46,789 |
| 10 | \$ 44,941 | \$ 47,655 |
| 11 | \$ 45,810 | \$ 48,524 |
| 12 | \$ 46,679 | \$ 49,393 |
| 13 | \$ 47,548 | \$ 50,964 |
| 14 | \$ 48,417 | \$ 51,833 |
| 15 | \$ 49,286 | \$ 53,625 |
| 16 | \$ 50,155 | \$ 54,494 |
| 17 | \$ 51,024 | \$ 55,363 |
| 18 | \$ 51,893 | \$ 56,226 |
| 19 | \$ 52,762 | \$ 57,095 |
| 20 | \$ 53,631 | \$ 58,277 |
| 21 | \$ 54,500 | \$ 59,146 |
| 22 | \$ 55,369 | \$ 60,015 |

Employees who work one (1) day over half the year will automatically advance to the next level on July 1st.

**Advanced Degree Supplement Schedule
Master's Degree**

| Years of Experience | Supplement |
|---------------------|------------|
| 0-2 | \$2,146 |
| 3-4 | \$2,323 |
| 5-7 | \$2,273 |
| 8-9 | \$2,717 |
| 10-12 | \$2,714 |
| 13-14 | \$3,416 |
| 15-17 | \$4,339 |
| 18-19 | \$4,333 |
| 20+ | \$4,646 |

These supplement amounts are already included in the Grandfathered Salary Schedule Master's Degree column. They are not in addition to the Master's Degree column.

Specialist Degree – add \$1,500 to the Master's Degree Salary.

Doctor's Degree – add \$3,000 to the Master's Degree Salary.

*Physical Therapists, Occupational Therapists, School Psychologists – hired before June 30, 2014 – \$65,619 (12 months) or \$54,682.50 (10 months).

*Physical Therapists, Occupational Therapists, School Psychologists – hired after June 30, 2014 – Instructional salary schedule plus \$7,000 supplement (10 months).

*Speech/Language Pathologists – hired before June 30, 2016 – \$55,000 per year with Certification of Clinical Competence (3-C's) (10 months).

*Speech/Language Pathologists – hired after June 30, 2016 – Instructional salary schedule plus \$7,000 supplement (10 months).

Program and Resource Specialist/Migrant Education/Title I Basic salary: \$63,967 (12 months).

JROTC Instructors and Senior Army Instructors hired after 2/29/00 will be paid the minimum salary required by our contract with The Army. New hires as of 1/2015 will be a 10 month position.

Teacher – Title I/Migrant Ed. salary: \$53,013 (12 months).

12 month instructional personnel will be paid at a factor of 1.2 of the 10 month salary (20% more) unless specifically addressed above.

A teacher on the Performance Pay Schedule will be awarded the following increases as an adjustment to base salary:

| Evaluation Rating | Salary Adjustment |
|-------------------------|-------------------|
| <u>Highly Effective</u> | <u>\$870.00</u> |
| <u>Effective</u> | <u>\$869.75</u> |

*Physical Therapists, Occupational Therapists, and School Psychologists hired after June 30, 2014 will be placed on the Instructional Salary Schedule (in accordance with their degree and years of experience) and receive an annual supplement of \$7,000. Those hired before June 30, 2014 will be grandfathered in at their current salary (\$65,619 for 12 month, 54,682.50 for 10 month) with the option to move to the new 10 month salary (Instructional Salary Schedule plus \$7,000 supplement) at the time of their choosing.

*Speech/Language Pathologists hired after June 30, 2016 will be placed on the Instructional Salary Schedule (in accordance with their degree and years of experience) and receive an annual supplement of \$7,000. Those hired before June 30, 2016 will be grandfathered in at their current salary (\$55,000 for 10 months per year with Certification of Clinical Competence – 3-Cs) with the option to move to the new 10 month salary (Instructional Salary Schedule plus \$7,000 supplement) when they reach level 11.

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June 19, 2018

The Superintendent may award \$250 to each school's nominee for Putnam County Teacher of the Year.

Upon recommendation of the Principal or supervisor, and with approval of the Superintendent, instructional personnel may receive a supplement not to exceed \$3,000.00 annually for other duties assigned not currently covered by existing supplements.

The hourly rate of compensation for additional grant funded employment opportunities will be negotiated with PFT/U prior to the submission of the grant application if compensation will be at less than the employee's hourly rate of pay.

The benefits listed below are available to full-time employees:

1. Life Insurance – 1 times annual salary (maximum \$50,000).
2. Retirement – Board paid retirement (as set by the Florida Legislature).
3. FICA/Medicare – Board portion currently 7.65% of salary (as set by the Federal Government).
4. Section 125 Cafeteria Plan – enrollment fees paid by The Board.
5. Group Health Insurance.

Differentiated Pay: Beginning with the 2007-2008 school year, the District will offer eligible and approved instructional personnel differentiated compensation in one or more of the qualifying areas that follow:

1. **Additional Responsibilities** – eligible and approved personnel may receive additional supplements for other duties assigned by their site supervisor as listed on the attached Supplementary Salary Schedule (Appendix "C").
2. **School Demographics** – eligible and approved personnel may receive up to \$2500 as a one-time supplement to relocate to schools which have been identified by the District as "hard to staff" schools.
3. **Level of Job Difficulty** – eligible and approved personnel may receive up to \$2500 as a supplement for difficult duties or challenging instructional assignments not normally associated with their job description. This includes Exceptional Education teachers who have been assigned as full-time teachers in a standard classroom but are additionally responsible for the writing of Individual Educational Education Plans for students at their work site.
4. **District or State Defined Critical Shortage Areas** – the District may award up to \$2500 as a one-time supplement to attract teaching personnel for instructional assignments determined by the District or State to be critical teacher shortage areas.

All teachers new to Putnam County shall receive credit with the Florida Retirement System (FRS) for all previous teaching experience in Florida and be placed at the same step on the salary schedule as other Putnam County teachers with the same number of years of experience for which the new teacher has an effective or higher summative evaluation (See Article 10, section A, para. 8). Teachers from out of state or from non-public schools (recognized by a national or regional accrediting association) who held a state issued teaching credential during the time of service shall receive credit for experience which qualifies under Article 10, section A, para 8 and be placed at the same step on the salary schedule as other Putnam County teachers with the same number of years of experience.

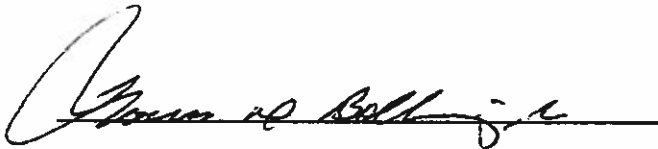
Board Approved
June 19, 2018

MEMORANDUM OF UNDERSTANDING

The Putnam Federation of Teachers/United and the District School Board of Putnam County agree to the following:

Salary Proposal for Mental Health Counselor

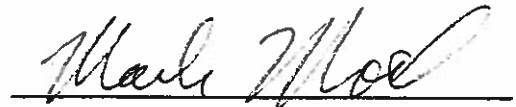
- Mental Health Counselors (10 month contract) will be placed on the Instructional Salary Schedule (in accordance with their degree and years of experience) and receive an annual supplement of \$7000.00.



Thomas D. Bolling Sr., Chief Negotiator, PCSD

Date Signed: _____

8/31/18



Mark Motl, President, PFT/U

Date Signed: _____

8/31/18