



PAYMENT FOR TEACHING EXPERIENCE

Salaries are based on training and experience. In accordance with the Classroom Teachers Association (CTA) contract, the District will treat years of teaching experience out of the District the same as years of experience within the District. Teachers may be given credit for up to twenty-five (25) years prior full-time creditable school teaching experience, to be granted on an equitable basis as comparable to existing District Teachers. As existing District Teachers have not received step increases for the fiscal years 07/08, 08/09, 09/10 and 10/11, Teachers new to the District for fiscal year 11/12 may receive all their years of creditable / verifiable teaching experience minus four (4) years for purposes of equity. Experience must be as a certified teacher.

For retired Teachers returning to teaching, effective April 12, 2011, retirees from Florida or elsewhere who are re-employed as Teachers may be placed up to step seven (7) on the Teacher Salary Schedule. A year is based upon completion of more than one-half the number of days in the contractual period. Experience must be as a certified teacher.

Upon employment, it is the responsibility of the employee to have experience verified on the appropriate forms. Verification forms (PBSD 2044) can be obtained from Compensation & HR Planning, A-115 at FHESC, 3300 Forest Hill Boulevard, West Palm Beach, FL 33406 or online at www.palmbeachschools.org/Forms/Index.asp. Teachers will be paid beginning teacher salary until verification of previous teaching experience has been received and approved by the Compensation & HR Planning Department. **Verification must be received within 90 days after hire for experience step payment to be effective as of hire date.**

As provided in State Law, Teachers new to the District or Teachers that are rehired after a break in service must successfully complete a one (1) year probationary annual contract before becoming eligible for one (1) year non-probationary annual contracts. During the initial year of employment as a regular Teacher, a Teacher may be terminated at any time.

SCHOOL PSYCHOLOGISTS, OCCUPATIONAL/PHYSICAL THERAPISTS, AUDIOLOGISTS, SPEECH PATHOLOGISTS, AND ROTC INSTRUCTORS (Must submit Form PBSD 2277)

The above positions shall be paid on the Teacher Salary Schedule based on experience and contract status. The entry level for these positions shall be Step 10 on the Teacher Salary Schedule, provided established criteria are met. Only actual years of teaching experience can be credited toward achieving step 19 on the salary schedule.

- School Psychologists holding a current "National Certified School Psychologist" (NCSP) Certificate may receive \$2,000* annual supplement in addition to base salary.
- Speech Language Pathologists (SLP) holding a valid Certificate of Clinical Competence (CCC) through ASHA and current ASHA card may receive \$2,000* annual supplement in addition to base salary.
- Teachers who have been awarded National Board Certification will receive \$2,000* in addition to any supplemental amount appropriated by the Florida State Legislature.

** May only be receiving one of the above supplements at any one time.*

Effective May 1, 2011 and for FY2012
 Teacher Salary Schedule – Bachelor Degree

Salary Step	Annual / Professional Service/ Continuing Contract
1	\$37,322
2	37,424
3	37,985
4	38,760
5	38,903
6	39,923
7	40,879
8	41,810
9	43,008
10	44,054
11	45,370
12	47,147
13	48,690
14	50,148
15	51,652
16	52,911
17	54,152
18	55,629
19	57,118
20	58,832
21	60,546
22	62,351
23	64,187
24	65,131
25	66,076
26	66,700
Longevity Step	71,745

PAYMENT FOR ADVANCED DEGREES FROM ACCREDITED INSTITUTIONS (Submit Form PBSD 2277)

Master:	Add \$3,000 to Bachelor degree
Double Master:	Add \$4,500 to Bachelor degree
Specialist:	Add \$4,500 to Bachelor degree
Doctorate:	Add \$6,000 to Bachelor degree

Effective July 1, 2011, as provided in State Law, Teachers that are new to the District or Teachers that are rehired after a break in service may receive pay for advanced degrees **provided** the degree is held in their teaching certification area.** (Must submit Form PBSD 2277)

*** Per the CTA CBA, excludes Educational Leadership certification.*

Teachers will be paid beginning teacher salary until verification of a qualified advanced degree has been received and approved by the Compensation & HR Planning Department. Teachers serving in areas of professional certification (e.g., Speech Pathologist, Physical/Occupational Therapists, etc.) may receive payment for advanced degrees in those areas if holding a Teaching Certificate in those areas (per State Law).