

CTA - Variable Pay

Advanced Degree / Certification Pay

Doctorate	Add \$6000 to Bachelor's
Double Master's	Add \$4500 to Bachelor's
Specialist's *	Add \$4500 to Bachelor's
Master's	Add \$3000 to Bachelor's
National Board Cert (NBPTS) **	Add \$2000 to Bachelor's
SCCC or NCSP Cert ***	Add \$2000 to Bachelor's
Bachelor's	Add \$0 (Minimum Requirement)

Advanced degree pay is a stipend that is paid to qualified teachers in addition to regular base wages.

One of the three (3) following conditions must be met:

1. The major of the advanced degree is in one of the approved areas under the terms of the CTA Agreement;
2. The major of the advanced degree is in one of the areas of certification as a regular classroom teacher;

OR

3. The degree includes, or is subsequently followed by, twelve (12) graduate hours or equivalent in:
 - a) One of the content areas of certification as a regular teacher,
 - b) Reading,
 - c) Mathematics,
 - d) Special Education,
 - e) Science, or
 - f) English to Speakers of Other Languages (ESOL)

Where an employee adds 'Reading Endorsement' to their FL State Dept issued teaching certification, such endorsement for purposes of calculating graduate hours shall equate to six (6) semester hours toward the established twelve (12) graduate hour requirement for Advanced Degree pay.

Each advanced degree must meet above requirements including a second Master, Specialist or Doctorate. Advanced degrees must include at least fifteen (15) semester hours in the field with no more than three (3) hours for practicum or thesis. Content area courses must bear the prefix of the appropriate subject area on the certificate. The Chief of Human Resources or designee shall have the final determination as to which graduate courses qualify.

Teachers serving in areas of professional certification may receive pay for advanced degrees in their area, e.g., Media Specialist, Certified Speech Pathologist, Occupational / Physical Therapist.

** A degree comparable to the Specialist Degree in Florida, as determined by the District, will be recognized.*

*** Will be paid to holder of a valid 'National Board for Professional Teaching Standards' (NBPTS) certificate.*

**** Will be paid to Speech Language Pathologists holding a valid 'Standards for the Certificate of Clinical Competence' (SCCC); or a holder of a valid 'National Certified School Psychologist' (NCSP) certificate.*