

	CTA	AESOP	FPSU
New Hire	New Teacher No Experience = Step 1 on the Salary Schedule; Experienced Teacher = 1 step granted for each year of verifiable certified teaching experience to max of 26 yrs; includes in and out of District experience, including Interim status in the District. Probationary period = 97 working days. Once a Teacher has completed a probationary period, then separates from the District and is rehired as a Teacher, they are NOT required to complete a new probation.	All new hires begin at step 1 of the assigned pay grade level; previous experience does not count for purposes of determining step placement at time of hire; employees that separate in good standing and are rehired to the same grade within 18 months shall be reinstated to same pay rate and step OR the new minimum, whichever is greater. Currently, all salaries posted are based on a 12 month, 8 hour day position. Probation period = 90 working days.	All new hires are placed on step one (1) of the assigned grade level unless the Superintendent authorizes a higher entry step for a new employee; Entry Level Step Exceptions Are: Bus Driver (6); Bus Attendant (6); Custodian (5); Custodial Foreperson 1 (5); Custodial Foreperson 2 (3); Lead Custodian (3); Lunchroom Aide (3); Transportation Mechanic I, II & Master-III (8); HVAC Tech (4); Plumber (4). If separated in good standing and reinstated within 18 months, pay rate and step shall be the same or new minimum, whichever is greater. Probation period = 90 working days.
Promotion	Teacher promoting to Assistant Principal or a Staff level position receives 5% of base salary rounded up to the nearest step on the applicable pay grade level OR up to the minimum rate of the new assignment level, whichever is greater. Promotional Probationary Period = 97 working days when promoting to Assistant Principal; Promotional Probationary Period = 90 calendar days when promoting to Staff.	5% Base Salary Increase - Employee is placed at minimum of new salary level OR lowest step in their new salary level that results in a minimum of 5% increase to base pay excluding supplements. If an employee that is in a promoted position for less than 12 months requests or is reassigned to the previous position or level held, s/he will be returned to the previous annual salary plus any raises that occurred in the interim. To calculate, multiply the employee's base pay by 1.05 (5%). The closest step UP from this result is the new rate of pay. Promotion probation period = 90 WORK days.	5% Base Salary Increase - Employees shall be placed at the minimum of the new salary level or the lowest step in the new salary level that results in a minimum of 5% increase to the employee's annualized pay, which shall INCLUDE any Leadership supplements earned in the previous position. Leadership Supplements are based on the square footage of the area of responsibility. Promotional probationary period = 90 WORK days.
Voluntary Transfer	Compensation Not Affected By Transfer except for schools designated ER&D: 20% increase to base for Boynton Beach High, JFK Middle, Glades Central High, Gold Coast Community, Lincoln Elementary, and Pleasant City Elementary. Pay is reduced by 20% when transferring to a non-ER&D designated school. ER&D pay for Teachers will cease beginning FY 2008/2009 in accordance with CTA bargaining agreement.	Lower Level Position: Employee shall not experience a salary decrease provided they have occupied the position being vacated for a minimum of 12 months AND their current salary is at or below the maximum of the transfer position's pay range. If employee's time in position is less than 12 months, base pay shall be reduced 5% and placed up to the nearest step in range (or to the range maximum if current salary exceeds the transfer range maximum).	Lower Level Position: Employee may voluntarily transfer to a lower level position s/he previously held and shall be placed on the same step s/he was assigned in the lower level job.
Involuntary Reassign	Compensation Not Affected By Reassignment	In the event of excess, reorganization or other imposed change, employee's salary remains unchanged for remainder of the fiscal year. At the end of the fiscal year, if employee's salary exceeds the maximum of the new assignment level, employee's salary shall be reduced to the new pay level's maximum. If employee's salary is at or below the maximum of the new assignment level, their salary shall remain unchanged.	In the event of excess, reorganization or other imposed change, employee's salary remains unchanged PROVIDED the employee's salary is within the range of the new assignment level. If employee's salary exceeds the maximum of the new assignment level, employee's salary shall be reduced to the new pay level's maximum.
Glades Supplement	Supplement is paid out annually; Employee's hire date thru Year 2=\$3000; Year 3 thru completed Year 8 = \$4500; Year 9 and thereafter = \$5500	Not eligible	Not specifically limited to the Glades; eligible employees report mileage, which is verified by the appropriate NBU supervisor and reimbursed.
GENERAL GUIDELINES: Costs associated with regular position new hires - Base pay + 21% of base pay (to account for benefits) + \$5800 = Total District Startup Cost Per Employee			

	NBU - Principals & Asst Principals	NBU - Staff, Confidential & Miscellaneous	PBA	Substitutes
New Hire	An experienced Principal is granted one (1) step for each year of verifiable Principal experience; same rule for Asst Principal, which must be AP experience; includes both District and non-District experience. No other forms of experience shall count for toward initial step. For Teacher to AP to Teacher experience, the employee only receives credit as an AP. For AP to Teacher to AP experience, the employee only receives credit for the AP experience. Probation period = 97 working days.	All new hires are placed on step one (1) of the assigned grade level. A hiring manager, however, may request a review of a candidate's previous vocational experience for a possible higher entry step.* In such cases, identical or nearly identical non-District experience may result in the granting of one (1) step advancement for every two completed years of non-District experience. Employees that previously worked for the District and are returning ARE NOT guaranteed their previous rate. Such employees may, however, be considered for granting of one (1) step for each year of identical or nearly identical previous District experience. Only 1 Confidential Secretary is assigned per Principal. *If this is questioned, refer employee back to their hiring manager. Probation period = 90 working days.	New employees assigned to step 1 of the PBA pay scale. For school year 2008/2009, step 1 is \$24.21 per hour. The probationary period is 18 months.	Rate based on college hours: \$11 per hour with 30+ completed hours; \$11.25 w/60+; \$13 w/Bachelor's degree or higher; \$13.50 for retired Teachers
Promotion	5% Base Salary Increase - Employees shall be placed at the minimum of the new salary level OR the lowest step in the new salary level that results in a minimum of 5% increase to base pay excluding any supplements. No adjustments shall be made for differences in duty days between the current and promotional assignment. For Principals, promotion is movement to level S9 or higher; for APs, promotion is movement to level S4 or higher. Probation period = 97 working days (Statute Interpretation 1012.321)	5% Base Salary Increase - Employees shall be placed at the minimum of the new salary level OR the lowest step in the new salary level that results in a minimum of 5% increase to base pay excluding any supplements. No adjustments shall be made for differences in duty days between the current and promotional assignment, EXCEPT when the promotional assignment occurs within the same salary schedule. For example a 216 day level S2 promotion to a 12 month level S4 position WILL be adjusted for differences in duty days. (Employee's daily rate will be multiplied by the new # of duty days to arrive at the promotional base salary.) Promotion probationary period = 90 WORK days.	Officers that are promoted to Sergeant receive no change in base pay. Annual supplement of \$4000 is awarded for Sergeant status.	Determined according to the schedule to which employee is being promoted.
Voluntary Transfer	Complexity Pay - Principal or Asst Principal complexity assignment pay is adjusted to the new school effective the date of the voluntary transfer. If the transfer is to a new school for which the complexity assignment has not been determined, employee shall retain their current complexity until such time as their new school assignment's school complexity is determined. (Typically occurs in January of each fiscal year.)	If transferring to a lower level assignment, employee's current base salary shall be reduced by 5% with placement on the step closest to the reduced amount. Probation periods do not apply to assignments that are considered lateral transfers, which are assignments that reflect comparable pay.	Not Applicable	Not Applicable
Involuntary Reassign	Complexity Pay - Principal or Asst Principal complexity pay is adjusted to the new school effective the date of the reassignment if the complexity assignment is higher at the reassigned school. If the school has a lower complexity assignment, employee shall maintain the higher level complexity pay from the previous assignment until January 1 of the new calendar year.	Base pay shall remain unchanged through the remainder of the fiscal year (through June 30). In the new fiscal year (July 1), employee's base pay shall be adjusted to the appropriate salary schedule and level for the new position with placement on the closest step that does NOT result in a salary increase. Such step placement cannot exceed the pay range maximum for the employee's new assignment level. Confidentials: Multi-year contract employees shall maintain their salary level until expiration of their contract, at which time they shall be placed on step pursuant to the rules outlined above.	Officer's pay remains unchanged in the event of involuntary reassignment to a different school. Given 2 weeks notice in the event of reassignment.	Not Applicable
Glades Supplement	Receives \$20 daily based on their duty day schedule; 206 = \$4120; 216 = \$4320; 226 = \$4520; 236 = \$4720	Staff salary schedule employees only; receives \$20 daily based on their duty day schedule; 206 = \$4120; 216 = \$4320; 226 = \$4520; 236 = \$4720	Not Applicable	\$3.00 per hour for each hour worked in the Glades