



CALHOUN COUNTY SCHOOL DISTRICT

2015-2016 INSTRUCTIONAL SALARY SCHEDULE

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Calhoun County School District Instructional Salary Schedules

Senate Bill 736 passed in 2011 and was incorporated into Florida Statute **1012.22**. As a result of this legislation and beginning with the 2014-2015 school year, school districts will be required to develop two instructional salary schedules: Grandfathered and Performance.

Grandfathered Salary Schedule

The following guidelines shall govern the administration of the Grandfathered Salary Schedule:

1. The Grandfathered Salary Schedule includes those employees who currently hold a Continuing Contract or Professional Services Contract. **F.S. 1012.22(4)(a)** An Annual Contract classroom teacher will remain on the Grandfathered Salary Schedule until the subject(s) they teach are assessed through either a state assessment exam, end of course exam, or other District selected assessments. **F.S. 1012.22(5)**
2. Instructional personnel hired before July 1, 2011, will receive a salary increase of: \$2425 for a Masters Degree; \$3695 for a Specialist Degree; and \$4910 for a Doctorate Degree. Any employee who receives an advanced degree must supply an official transcript listing such degree to the Human Resources Department by September 1 in order to receive compensation for that school year. Payment for advanced degrees will not be paid for partial years.
3. Instructional personnel employed prior to July 1, 2011 shall remain on the grandfathered schedule for as long as employed with the school district, but may choose to opt in to the performance salary schedule if s/he relinquishes their continuing or professional service contract and agrees to be employed on an annual contract under s.1012.335. This decision is irrevocable. **F.S. 1012.22(4)(a)**. Employees opting into the Performance Salary Schedule may do so in writing by July 1 of each year. The employee will be eligible for performance pay based on the previous year's student learning growth measures.
4. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34 and shall provide differentiated pay for both instructional personnel and school administrators based on district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level or job-performance difficulties. **F.S. 1012.22(4)(b)**
5. An employee who receives an unsatisfactory rating on his or her evaluation shall receive an improvement plan and have their salary frozen at the rate from the previous year. Once the employee satisfactorily fulfills the terms of the improvement plan their salary will be paid retroactive to the salary schedule.

Performance Salary Schedule

The following guidelines shall govern the administration of the Performance Salary Schedule:

1. The Performance Salary Schedule will be used as the basis for paying all instructional personnel hired on or after July 1, 2011 who are on annual contract or employees who choose to move from the grandfathered salary schedule. Instructional personnel employed prior to July 1, 2011 shall remain on the grandfathered schedule for as long as employed, but may choose to opt in to the performance salary schedule if s/he relinquishes their continuing or professional service contract and agrees to be employed on an annual contract under s.1012.335. This decision is irrevocable. **F.S. 1012.22(4)(a)**
2. For newly hired teachers in the District, the Grandfathered Salary Schedule will serve as a placement schedule. Verified years of service will be used to determine the teacher's beginning salary. Newly hired teachers with an evaluation rating of Highly Effective will be compensated at the same rate as teachers in the Calhoun County School District were paid for the corresponding years. Verified years of service and teacher evaluation ratings will only be accepted from a school district's human resource department.
3. As provided for in F.S. 1012.22, employees may receive a Cost of Living Adjustment (COLA). The COLA adjustment must not discriminate across comparable classes of employees based on the schedule. The COLA adjustment must not exceed 50% of the adjustment provided to instructional personnel with a performance rating of Effective.
4. Advanced degrees are considered a permanent salary supplement. For instructional personnel or school administrators hired on or after July 1, 2011, the advanced degree must be held in the individual's area of certification to be eligible for the supplement. The supplement amounts are: Masters: \$2425; Specialist: \$3695; Doctorate: \$4910. Any employee who receives an advanced degree must supply an official transcript listing such degree to the Human Resources Department by September 1 in order to receive compensation for that school year. Payment for advanced degrees will not be paid for partial years.
5. The Performance Salary Schedule shall provide differentiated pay for both instructional and school administrative personnel for activities that must include, but are not limited to: assignment to a Title I eligible school; assignment to a school in the bottom two categories of the school improvement system under s.1008.33 such that the supplement remains force for at least 1 year following improved performance in that school; certification and teaching in critical teaching shortage areas; assignment of additional academic responsibilities. **F.S. 1012.22(5)(c)**
6. The salary adjustment under the Performance Salary Schedule for an evaluation rating of Highly Effective must be greater than the highest salary adjustment available for an employee of the same classification through any other salary schedule adopted by the district. The salary for an evaluation rating of Effective must be equal to at least 50% and no more than 75% of the adjustment provided for the Highly Effective in the same classification.

7. The School Board will determine and budget the available amount for salary adjustments for evaluation ratings of Effective or Highly Effective each year during budget planning.
8. No salary adjustment will be paid to instructional personnel and school administrators with an evaluation rating of needs improvement, developing, or unsatisfactory. **F.S. 1012.22(5)(b)(III)**
9. Teachers will not receive a reduction in salary as a result of a less than effective evaluation rating.

Years Exp.	Performance 2015-2016
1	33,375
2	33,375
3	33,375
4	33,500
5	33,625
6	33,750
7	34,135
8	34,550
9	35,085
10	35,625
11	36,170
12	36,730
13	37,300
14	37,870
15	38,460
16	39,055
17	39,660
18	40,280
19	40,905
20	41,535
21	42,185
22	42,845
23	43,510
24	44,190
25	44,875
26	45,575
27	46,285
28	47,005
29	47,750
30	49,275
31	50,315
32	51,355
33	52,395
34	53,435
35	54,475
36	55,515
37	56,555
38	57,595
39	58,635
40	59,675
41	60,715
*Highly Effective: Add \$1467	
*Effective: Add \$1100	

Pay Grade	Years Exp.	Grandfathered 2015-2016
	0	33,825
0	1	34,475
1	2	34,475
2	3	34,475
3	4	34,600
4	5	34,725
5	6	34,850
6	7	35,235
7	8	35,650
8	9	36,185
9	10	36,725
10	11	37,270
11	12	37,830
12	13	38,400
13	14	38,970
14	15	39,560
15	16	40,155
16	17	40,760
17	18	41,380
18	19	42,005
19	20	42,635
20	21	43,285
21	22	43,945
22	23	44,610
23	24	45,290
24	25	45,975
25	26	46,675
26	27	47,385
27	28	48,105
28	29	48,850
29	30	50,375
30	31	51,415
31	32	52,455
32	33	53,495
33	34	54,535
34	35	55,575
35	36	56,615
36	37	57,655
37	38	58,695
38	39	59,735
39	40	60,775
40	41	61,815