

**APPENICES –
APPENDIX A – DIFFERENTIATED INSTRUCTIONAL SALARY SCHEDULES**

DIFFERENTIATED INSTRUCTIONAL SALARY SCHEDULES FOR 2023-2024 * Approved Nov.14, 2023
(196 days, 7.5 hr. work day, includes a 35 minute paid lunch)

<u>Grandfathered Salary Schedule</u>			<u>Performance Salary Schedule</u>		
<i>(for all EMPLOYEES holding a Continuing or Professional Service Contract who have not opted into the Performance Salary Schedule)</i>				<u>Initial Placement with the following years of experience. Years listed below ONLY apply to newly hired EMPLOYEES with a start date on or after 7/1/14*</u>	
<u>Step</u>	<u>Bachelors</u>	<u>Masters</u>	<u>Step</u>		<u>Bachelors</u>
L	\$62,800	\$67,480	E2	0 - 4	\$54,000
M	\$64,120	\$68,980	E3	5	\$54,440
N	\$65,440	\$70,480	F1		\$54,880
O	\$66,760	\$71,980	F2		\$55,320
P	\$68,080	\$73,480	F3	6	\$55,760
Q	\$69,400	\$74,980	G1		\$56,200
R	\$70,720	\$76,480	G2		\$56,640
S	\$72,040	\$77,980	G3	7	\$57,080
T	\$73,360	\$79,480	H1		\$57,520
U	\$74,680	\$80,980	H2		\$57,960
V	\$76,000	\$82,480	H3	8	\$58,400
W	\$77,320	\$83,980	I1		\$58,840
X	\$78,640	\$85,480	I2		\$59,280
Y	\$79,960	\$86,980	I3	9	\$59,720
Z	\$81,260	\$88,480	J1		\$60,160
AA	\$82,580	\$89,980	J2		\$60,600
BB	\$83,900	\$91,480	J3	10	\$61,040
			K1		\$61,480
			K2		\$61,920
			K3	11	\$62,360
			L1		\$62,800
			L2		\$63,240
			L3	12	\$63,680
			M1		\$64,120
			M2		\$64,560
			M3	13	\$65,000
			N1		\$65,440
			N2		\$65,880
			N3	14	\$66,320
			O1		\$66,760
			O2		\$67,200
			O3	15	\$67,640

			P1		\$68,080
			P2		\$68,520
			P3	16	\$68,960
			Q1		\$69,400
			Q2		\$69,840
			Q3	17	\$70,280
			R1		\$70,720
			R2		\$71,160
			R3	18	\$71,600
			S1		\$72,040
			S2		\$72,480
			S3		\$72,920
			T1		\$73,360
			T2		\$73,800
			T3		\$74,240
			U1		\$74,680
			U2		\$75,120
			U3		\$75,560
			V1		\$76,000
			V2		\$76,440
			V3		\$76,880
			W1		\$77,320
			W2		\$77,760
			W3		\$78,200
			X1		\$78,640
			X2		\$79,080
			X3		\$79,520
			Y1		\$79,960
			Y2		\$80,400
			Y3		\$80,840
			Z1		\$81,280
			Z2		\$81,720
			Z3		\$82,160
			AA1		\$82,600
			AA2		\$83,040
			AA3		\$83,480
			AB1		\$83,920
			AB2		\$84,360
			AB3		\$84,800
			AC1		\$85,240
			AC2		\$85,680
			AC3		\$86,120
			AD1		\$86,560
			AD2		\$87,000
			AD3		\$87,440
			AE1		\$87,880
			AE2		\$88,320

			AE3	\$88,760
			AF1	\$89,200
			AF2	\$89,640
			AF3	\$90,080
			AG1	\$90,520
			AG2	\$90,960
			AG3	\$91,400
			AH1	\$91,840
			AH2	\$92,280
			AH3	\$92,720
			AI1	\$93,160
			AI2	\$93,600
			AI3	\$94,040
			AJ1	\$94,480
			AJ2	\$94,920
			AJ3	\$95,360
			AK1	\$95,800
			AK2	\$96,240
			AK3	\$96,680
			AL1	\$97,120
			AL2	\$97,560
			AL3	\$98,000
			AM1	\$98,440
			AM2	\$98,880
			AM3	\$99,320
			AN1	\$99,760
			AN2	\$100,200
			AN3	\$100,640
			AO1	\$101,080
			AO2	\$101,520
			AO3	\$101,960

<p><u>Differentiated pay for Advanced Degrees for Grandfathered Salary Schedule (add to Master's):</u></p> <p>\$1,500 Specialist in Education or the equivalent degree or unconditional admission to Doctoral Candidacy (ABD) from an accredited college or university</p> <p>\$2,000 Specialist in Education or the equivalent degree or unconditional admission to Doctoral Candidacy (ABD) from an accredited college or university if in the area of assignment</p> <p>\$2,500 Certificate of Clinical Competence in Speech-Language Pathology (CCC)</p> <p>\$2,500 Doctoral degree from an accredited college or university</p> <p>\$3,000 Doctoral degree from an accredited college or university if in the area of assignment</p>	<p>*Per F.S. 1012.22, the base salary for EMPLOYEES who hold an Annual Contract on or after 7/1/14 or those employees who move off the Grandfathered Salary Schedule by opting into the Performance Salary Schedule shall be the salary paid in the prior year, including adjustments only. EMPLOYEES who have an advanced degree and were hired prior to 7/1/2011 shall not be assigned a step when placed on the above Performance Salary Schedule, but shall receive the base salary paid in the prior year, including adjustments only.</p> <p><u>Degree Supplements for Performance Salary Schedule (applies only to degrees in area(s) of certification)</u></p> <p>Masters: \$3,500 Specialist: \$4,000 CCC: \$2,500 Doctorate: \$5,000</p>
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- Differentiated pay for the additional responsibility and difficulties of teaching an extra course in lieu of a planning block/period:
 - Middle and high school EMPLOYEES on a six (6) or seven (7) period and who are regularly scheduled to teach during their planning period shall be paid a 16% instructional supplement.
- Differentiated pay for Immokalee EMPLOYEES:
 - Immokalee EMPLOYEES shall receive a supplement of \$2500. The supplement shall be paid in two equal installments, the first in December and the second in May. EMPLOYEES with a start date on or after January 1 shall only be eligible to receive the second installment of \$1250 paid in May. Only those EMPLOYEES who are current EMPLOYEES as of the date on which the supplement is paid shall be eligible to receive the supplement.
- Differentiated pay for lead teacher responsibilities in Alternative Schools:
 - Alternative School Lead Teacher at specific sites as recommended by the principal shall receive an addition 10% instructional supplement. Duties and responsibilities will vary depending on the progress and will be determined by the principal.
- Computation of Salaries:
 - Salaries are computed on the basis of 196 working days except for an EMPLOYEE's initial contract. All instructional positions which are more or fewer than 196 days will be computed at the daily rate of 1/196 of the instructional salary.
- Differentiated pay for Speech Language Pathologists:
 - Speech Language Pathologists shall receive an additional instructional supplement of \$3,000.
- Differentiated Pay for Dual Enrollment Teacher/ Student Performance:
 - High School EMPLOYEES who teach high school students in any dual enrollment college credit course on a District High School campus will receive fifty dollars (\$50) for a student performance grade of B or higher, per student, per course.