

APPENDIX D—Teacher Salary Schedule

Grandfathered Teachers' Salary and New Annual Contract Teachers' Salary Placement Schedule 2017-18*

Years of Qualified Service	Salary Placement
0-6	36076
7	36974
8	37888
9	38830
10	39769
11	40736
12	41720
13	42723
14	43745
15	44787
16	45849
17	46930
18	48033
19	49157
20	50281
21	51472
22	52664
23	53879
24	55119
25	56384
26	57674
27	58991
28	60334
29	61705
30	63103

Effective July 1, 2017 the Santa Rosa County School Board will award the following increases:

Grandfathered	Instructional	Highly Effective/Effective	1.20%
Performance Pay	Instructional	Highly Effective	1.60%
Performance Pay	Instructional	Effective	1.20%

***The Board must emphasize that this solution only addresses the issue for one year and new placement schedules must be negotiated to prevent this cost from reoccurring in the future. Failure to address this issue will result in fewer dollars being available salary increases in the future negotiations.**

2018-19 Teacher Salary Schedule

1
2

Years of Qualified Service	Salary Placement
0	36,076
1	36,682
2	37,298
3	37,925
4	38,562
5	39,210
6	39,869
7	40,539
8	41,220
9	41,913
10	42,617
11	43,333
12	44,061
13	44,801
14	45,554
15	46,320
16	47,385
17	48,475
18	49,590
19	50,731
20	51,898
21	53,092
22	54,313
23	55,562
24	56,840
25	58,147
26	59,484
27	60,852
28	62,252
29	63,684
30*	65,149

3

4 *Instructional employees with 31+ years of qualified service will receive a longevity supplement
5 of 2% which will be FRS eligible.

6

PERFORMANCE PAY SCHEDULE

7

8
9 ~~All Instructional employees hired on or after July 1, 2014 will automatically be placed on a~~
10 ~~Performance Pay Salary Schedule. The Performance Pay Salary Schedule will be negotiated in~~
11 ~~the future in accordance with state statute. Until July 1, 2014, Effective July 1, 2018, all current~~
12 ~~and new instructional employees for 18-19 will be placed on the Grandfathered salary scale~~
13 ~~Appendix D—Teacher Salary Schedule as negotiated annually. unless they opt to be placed on~~

1 ~~the Performance Pay system. Any instructional employees on PSC or CC opting to move to the~~
2 ~~Performance Pay system relinquishes their contract status and may not return to PSC or CC. or~~
3 ~~Grandfathered Salary Schedule. Performance Pay Schedule which will remain in effect until~~
4 ~~such time as it is overturned by the Courts or Legislature.~~
5

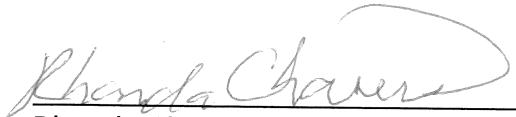
6 There will be two components used to annually calculate the current year's base salary for all
7 Instructional Personnel (IP). An IP's base salary shall be the sum of the prior year's salary and
8 any negotiated amount for awarding a salary improvement and/or performance pay adjustment.
9 The two components are defined as follows:

- 10 1. Base Salary: 2018-19 placement for all IP's will be based on the number of qualified
11 years of service. A qualified years of service is awarded for each year of full time
12 teaching experience for which the employee received at least a satisfactory or effective
13 performance evaluation. Any increase in base pay will be determined by an IP's overall
14 performance evaluation score and must be negotiated each year. Any employee receiving
15 a rating of Needs Improvement or Unsatisfactory does not earn a qualified year of
16 service and shall not be eligible for any negotiated improvements to their salary.
17 2. Performance Pay: This is amount is negotiated each year to be calculated and applied
18 using the following formulas:
19 a. X = Annual contract IP earning a Highly Effective on their overall annual
20 performance evaluation.
21 b. .99X = Grandfathered IP earning a Highly Effective on their overall annual
22 performance evaluation.
23 c. .75X = Annual contract and Grandfathered IP's earning an Effective on their
24 overall annual performance evaluation.
25 d. 2018-2019 value for X = \$1.00 (one dollar).

26 This schedule lists the base salary for instructional personnel holding a valid Florida Educator's
27 Certificate, regardless of each individual's contractual status. The schedule list salary as an
28 annual figure.
29

30 **SANTA ROSA**
31 **PROFESSIONAL EDUCATORS**

30 **SANTA ROSA COUNTY**
31 **SCHOOL BOARD**

32
33
34 
35 Rhonda Chavers
36 Chief Negotiator
37 President

32
33
34 
35 David A. Gunter
36 Chief Negotiator

38
39 
40
41 David Godwin
42 Negotiator