

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
POLK EDUCATION ASSOCIATION, INC.**

**TEACHER**

**COLLECTIVE**

**BARGAINING**

**AGREEMENT**

**2013-2016**

**Amended May 10, 2016**  
***(Salary Schedules Excerpt)***

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
POLK EDUCATION ASSOCIATION, INC.  
2015-2016 SALARY SCHEDULES**

**APPENDIX C**

**TEACHER SALARY SCHEDULES**

**§1012.22(1), *Florida Statutes*, requires two salary schedules for paying teachers beginning in 2015-2016. Teachers who hold and choose to retain their Continuing Contract (CC) or their Professional Service Contract (PSC) (both CC and PSC contracts statutorily require due process for a teacher prior to termination) are required to be placed on a “Grandfathered Salary Schedule” and are denied access to “merit pay.”**

**All other teachers, regardless of their date of hire, are statutorily required to be placed on a “Performance Salary Schedule” which includes “merit pay.” Florida Statutes allow any teacher on the “Performance Salary Schedule” to have their employment terminated for no reason at the end of any year. CC and PSC teachers who choose to be paid on the “Performance Salary Schedule” are required to permanently relinquish their due process rights to continuing employment and become Annual Contract teachers.**

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
POLK EDUCATION ASSOCIATION, INC.  
2015-2016 SALARY SCHEDULES**

**APPENDIX C – TEACHER SALARY SCHEDULES cont.**

**TEACHER GRANDFATHERED SALARY SCHEDULE (196 days)  
(Statutorily mandated for teachers with a Professional Service or Continuing Contract)**

**\*This schedule includes Teacher Network Managers  
who will remain on the Grandfathered Schedule.  
Years of Experience 0-5 are only available to Network Managers.**

<b>Years of Experience prior to 2015-2016</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>Specialist Degree</b>	<b>Doctorate Degree</b>
0*	\$41,272	\$43,453	\$44,171	\$44,492
1*	\$41,572	\$43,753	\$44,471	\$44,792
2*	\$41,872	\$44,053	\$44,771	\$45,092
3*	\$42,172	\$44,353	\$45,071	\$45,392
4*	\$42,472	\$44,653	\$45,371	\$45,692
5*	\$42,772	\$44,953	\$45,671	\$45,992
6	\$43,072	\$45,253	\$45,971	\$ 46,292
7	\$43,372	\$45,553	\$46,271	\$ 46,592
8	\$44,272	\$46,453	\$47,171	\$47,492
9	\$44,572	\$46,753	\$47,471	\$47,792
10	\$45,172	\$47,353	\$48,071	\$48,392
11	\$45,772	\$47,953	\$48,671	\$48,992
12	\$46,372	\$48,553	\$49,271	\$49,592
13	\$46,972	\$49,153	\$49,871	\$50,192
14	\$47,572	\$49,753	\$50,471	\$50,792
15	\$48,172	\$50,353	\$51,071	\$51,392
16	\$48,772	\$50,953	\$51,671	\$51,992
17	\$49,372	\$51,553	\$52,271	\$52,592
18	\$49,972	\$52,153	\$52,871	\$53,192
19	\$50,572	\$52,753	\$53,471	\$53,792
20	\$51,172	\$53,353	\$54,071	\$54,392
21	\$51,772	\$53,953	\$54,671	\$54,992
22	\$52,372	\$54,553	\$55,271	\$55,592
23	\$53,872	\$56,053	\$56,771	\$57,092
24	\$55,072	\$57,253	\$57,971	\$58,292
25	\$56,272	\$58,453	\$59,171	\$59,492
26	\$58,972	\$61,153	\$61,871	\$62,192
27+	\$61,072	\$63,253	\$63,971	\$64,292

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
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2015-2016 SALARY SCHEDULES**

**APPENDIX C – TEACHER SALARY SCHEDULES cont.**

**TEACHER PERFORMANCE SALARY SCHEDULE  
INITIAL PLACEMENT MATRIX**

**This Matrix is only for the initial placement of teachers based upon their credited years of experience on the Teacher Performance Salary Schedule below.**

<b>Years of Experience Completed Prior to the Current Year.</b>	<b>Placement Level</b>
0	001
1	004
2	005
3	006
4	007
5	008
6	009
7	010
8	013
9	014
10	016
11	018
12	020
13	022
14	024
15	026
16	028
17	030
18	032
19	034
20	036
21	038
22	040
23	045
24	049
25	053
26	062
27+	069

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
POLK EDUCATION ASSOCIATION, INC.  
2015-2016 SALARY SCHEDULES**

**APPENDIX C – TEACHER SALARY SCHEDULES cont.**

**TEACHER PERFORMANCE SALARY SCHEDULE (196 days)  
(Statutorily mandated for teachers holding or accepting  
Annual Contracts or Probationary Contracts)**

<b>Level</b>	<b>Salary</b>
001	\$40,672
004	\$41,572
007	\$42,472
010	\$43,372
013	\$44,272
016	\$45,172
019	\$46,072
022	\$46,972
025	\$47,872
028	\$48,772
031	\$49,672
034	\$50,572
037	\$51,472
040	\$52,372
043	\$53,272
046	\$54,172
049	\$55,072
052	\$55,972
055	\$56,872
058	\$57,772
061	\$58,672
064	\$59,572
067	\$60,472
070	\$61,372
073	\$62,272

<b>Level</b>	<b>Salary</b>
002	\$40,972
005	\$41,872
008	\$42,772
011	\$43,672
014	\$44,572
017	\$45,472
020	\$46,372
023	\$47,272
026	\$48,172
029	\$49,072
032	\$49,972
035	\$50,872
038	\$51,772
041	\$52,672
044	\$53,572
047	\$54,472
050	\$55,372
053	\$56,272
056	\$57,172
059	\$58,072
062	\$58,972
065	\$59,872
068	\$60,772
071	\$61,672
074	\$62,572

<b>Level</b>	<b>Salary</b>
003	\$41,272
006	\$42,172
009	\$43,072
012	\$43,972
015	\$44,872
018	\$45,772
021	\$46,672
024	\$47,572
027	\$48,472
030	\$49,372
033	\$50,272
036	\$51,172
039	\$52,072
042	\$52,972
045	\$53,872
048	\$54,772
051	\$55,672
054	\$56,572
057	\$57,472
060	\$58,372
063	\$59,272
066	\$60,172
069	\$61,072
072	\$61,972
075	\$62,872

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
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2015-2016 SALARY SCHEDULES**

**APPENDIX C – TEACHER SALARY SCHEDULES cont.**

**ADVANCED DEGREES**

For employees paid on the Teacher Salary Schedule, the compensation for a credited Advanced Degree shall be added to their assigned pay level and be a part of their permanent base pay unless earned after June 30, 2011. For all advanced degrees earned after June 30, 2011 and for employees hired after June 30, 2011, the additional compensation for a credited advanced degree will be paid as a supplement. Advanced degree pay is part of an employee’s daily rate of pay calculation when employees are contracted for additional days or hours.

All Master’s Degree: Adds \$2,181 to an employee’s salary.

Specialist Degree: Adds \$2,899 to an employee’s salary.

Doctorate Degree: Adds \$3,220 to an employee’s salary.

**PSYCHOLOGIST GRANDFATHERED SALARY SCHEDULE  
(216-day Work Schedule)**

**(Statutorily mandated for Psychologists with a  
Professional Service or Continuing Contract)**

**Years of Experience 0 is based on Years of Experience 12, Teacher Salary Schedule**

<b>Years of Experience as Psychologist Prior to 2015-2016</b>	<b>Annual Salary</b>
6	<b>\$57,475</b>
7	<b>\$58,136</b>
8	<b>\$58,797</b>
9	<b>\$59,458</b>
10	<b>\$60,120</b>
11	<b>\$61,773</b>
12	<b>\$63,095</b>
13	<b>\$64,418</b>
14+	<b>\$67,393</b>

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
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2015-2016 SALARY SCHEDULES**

**APPENDIX C – TEACHER SALARY SCHEDULES cont.**

**PSYCHOLOGIST PERFORMANCE SALARY SCHEDULE  
INITIAL PLACEMENT MATRIX**

**This Matrix is only for the initial placement of psychologists on the  
Psychologist Salary Performance Schedule below.**

<b>Years of Experience Completed Prior to the Current Year</b>	<b>Placement Level</b>
<b>0</b>	<b>020</b>
<b>1</b>	<b>022</b>
<b>2</b>	<b>024</b>
<b>3</b>	<b>026</b>
<b>4</b>	<b>028</b>
<b>5</b>	<b>030</b>
<b>6</b>	<b>032</b>
<b>7</b>	<b>034</b>
<b>8</b>	<b>036</b>
<b>9</b>	<b>038</b>
<b>10</b>	<b>040</b>
<b>11</b>	<b>045</b>
<b>12</b>	<b>049</b>
<b>13</b>	<b>053</b>
<b>14</b>	<b>062</b>
<b>15+</b>	<b>069</b>

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
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2015-2016 SALARY SCHEDULES**

**APPENDIX C – TEACHER SALARY SCHEDULES cont.**

**PSYCHOLOGIST PERFORMANCE SALARY SCHEDULE (216 days)  
(Statutorily mandated for psychologists holding or accepting  
Annual Contracts or Probationary Contracts)**

All Levels are based on the equivalent level on the  
Teacher Performance Salary Schedule.

<b>Level</b>	<b>Salary</b>
<b>022</b>	<b>\$54,169</b>
<b>025</b>	<b>\$55,160</b>
<b>028</b>	<b>\$56,152</b>
<b>031</b>	<b>\$57,144</b>
<b>034</b>	<b>\$58,136</b>
<b>037</b>	<b>\$59,128</b>
<b>040</b>	<b>\$60,120</b>
<b>043</b>	<b>\$61,111</b>
<b>046</b>	<b>\$62,103</b>
<b>049</b>	<b>\$63,095</b>
<b>052</b>	<b>\$64,087</b>
<b>055</b>	<b>\$65,079</b>
<b>058</b>	<b>\$66,071</b>
<b>061</b>	<b>\$67,062</b>
<b>064</b>	<b>\$68,054</b>
<b>067</b>	<b>\$69,046</b>
<b>070</b>	<b>\$70,038</b>
<b>073</b>	<b>\$71,030</b>

<b>Level</b>	<b>Salary</b>
<b>020</b>	<b>\$53,507</b>
<b>023</b>	<b>\$54,499</b>
<b>026</b>	<b>\$55,491</b>
<b>029</b>	<b>\$56,483</b>
<b>032</b>	<b>\$57,475</b>
<b>035</b>	<b>\$58,467</b>
<b>038</b>	<b>\$59,458</b>
<b>041</b>	<b>\$60,450</b>
<b>044</b>	<b>\$61,442</b>
<b>047</b>	<b>\$62,434</b>
<b>050</b>	<b>\$63,426</b>
<b>053</b>	<b>\$64,418</b>
<b>056</b>	<b>\$65,409</b>
<b>059</b>	<b>\$66,401</b>
<b>062</b>	<b>\$67,393</b>
<b>065</b>	<b>\$68,385</b>
<b>068</b>	<b>\$69,377</b>
<b>071</b>	<b>\$70,369</b>
<b>074</b>	<b>\$71,360</b>

<b>Level</b>	<b>Salary</b>
<b>021</b>	<b>\$53,838</b>
<b>024</b>	<b>\$54,830</b>
<b>027</b>	<b>\$55,822</b>
<b>030</b>	<b>\$56,814</b>
<b>033</b>	<b>\$57,805</b>
<b>036</b>	<b>\$58,797</b>
<b>039</b>	<b>\$59,789</b>
<b>042</b>	<b>\$60,781</b>
<b>045</b>	<b>\$61,773</b>
<b>048</b>	<b>\$62,765</b>
<b>051</b>	<b>\$63,756</b>
<b>054</b>	<b>\$64,748</b>
<b>057</b>	<b>\$65,740</b>
<b>060</b>	<b>\$66,732</b>
<b>063</b>	<b>\$67,724</b>
<b>066</b>	<b>\$68,716</b>
<b>069</b>	<b>\$69,707</b>
<b>072</b>	<b>\$70,699</b>
<b>075</b>	<b>\$71,691</b>



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2015-2016 SALARY SCHEDULES**

**APPENDIX C – TEACHER SALARY SCHEDULES cont.**

**OCCUPATIONAL THERAPIST AND PHYSICAL THERAPIST  
SALARY SCHEDULE (196-day Work Schedule)**

**For the 2015-2016 school year, employees on this schedule who are deemed eligible will advance one year of experience on the salary schedule.**

<b>Initial Step 2014-2015</b>	<b>Annual Salary</b>
0	\$46,952
1	\$47,852
2	\$48,752
3	\$49,652
4	\$50,552
5	\$51,452
6	\$52,352
7	\$53,252
8	\$54,152
9	\$55,052
10	\$55,952
11	\$56,852
12	\$57,752
13	\$58,652
14	\$59,552
15	\$60,452
16	\$61,352
17	\$62,252
18	\$63,152
19	\$64,052
20	\$64,952
21	\$65,852
22	\$66,752
23	\$67,652
24+	\$68,552