

~~2024-2025~~-2026 Salary

Total # Teachers Total Amount Available for Raises	
	Factor
Grandfather Effective or Highly	1
Associate Teacher Effective	0.5
Associate Teacher Highly Effective	0.67
Perform @ Min Salary Level	0.75
Perform Effective	1.0
Perform Highly Effective	1.34

*This will impact Article 17.1

~~2024-2025~~-2026 Classroom Teacher and Other Personnel Salary Increase

The state has allocated additional funding in order to increase the teacher salary for the ~~2024-2025~~-2026 school year. The District's allocation includes funding for district instructional personnel as well as charter school instructional personnel. The District's portion of the allocation is ~~\$784,732~~\$1,585,540. The raises will be implemented using the following guidelines:

Guidelines and order of the process:

1. Identify all employees on the instructional pay scale as of the date of ratification. These employees will receive ~~\$1,750~~ \$500 each as an increase in base pay.
2. All instructional employees hired after the date of ratification will be placed on the new Performance Pay Schedule.

ABCE Proposal #15
District Counter #1
October 2, 2025

APPENDIX D - Instructional Performance Pay Placement Schedule
Salary Schedule 1

Effective ~~July 30, 2024~~ July 1, 2025

PG	AMOUNT
0	50,500
1	50,500
2	50,500
3	50,500
4	51,600
5	51,600
6	51,600
7	52,700
8	52,700
9	52,700
10	53,800
11	53,800
12	53,800
13	54,900
14	54,900
15	54,900
16	56,000
17	56,000
18	56,000
19	57,100
20	57,100
21	57,100
22	58,200
23	58,200
24	58,200
25	59,300

An Associate Teacher is a full-time employee and will be paid a salary of \$26,000 a year plus benefits.

TA date: _____

BDS Chief Negotiator: _____

ABCE Chief Negotiator: _____

ABCE Executive Director: _____

Master's degree will earn an additional \$2,500 per year
Specialist degree will earn an additional \$5,100 per year
Doctorate degree will earn an additional \$7,800 per year
In accordance with Florida State Statute 1012.22, all individuals hired after July 1, 2011 with an advanced degree in the individual's area of certification will receive payment as indicated on the Placement Schedule for applicable degree as a supplement as this amount will not be included in the individual's base salary.

Performance Pay Placement Schedule will be used for instructional personnel hired after July 1, 2014. (ABCE Contract 16.1)

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.