

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

TEACHER

COLLECTIVE

BARGAINING

AGREEMENT

2019-2022

School Board Approval April 27, 2021

SALARY SCHEDULES EXCERPT

APPENDIX B

TEACHER SALARY SCHEDULES

Section 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.

APPENDIX B – TEACHER SALARY SCHEDULES
TEACHER GRANDFATHERED SALARY SCHEDULE (196 days)
(Statutorily mandated for teachers with either a
Professional Service Contract or Continuing Contract)

***This schedule includes Teacher Network Managers
who will remain on the Grandfathered Schedule. New 2020-2021 Salary Level “AA GF”
(formerly 2019-2020 Levels 00-07) is only available to Network Managers.**

2019-2020 OLD NUMERICAL SALARY LEVEL	OLD 2019-2020 SALARY	NEW 2020-2021 ALPHABETICAL SALARY LEVEL	NEW 2020-2021 Bachelor’s Degree	NEW 2020-2021 Master’s Degree	NEW 2020-2021 Specialist Degree	NEW 2020-2021 Doctorate Degree
00 YEARS*	\$— 41,572	AA GF*	\$ 45,172	\$ 47,353	\$ 48,071	\$ 48,392
01 YEARS*	\$— 41,871	AA GF*	\$ 45,172	\$ 47,353	\$ 48,071	\$ 48,392
02 YEARS*	\$— 42,470	AA GF*	\$ 45,172	\$ 47,353	\$ 48,071	\$ 48,392
03 YEARS*	\$— 42,770	AA GF*	\$ 45,172	\$ 47,353	\$ 48,071	\$ 48,392
04 YEARS*	\$— 43,070	AA GF*	\$ 45,172	\$ 47,353	\$ 48,071	\$ 48,392
05 YEARS*	\$— 43,370	AA GF*	\$ 45,172	\$ 47,353	\$ 48,071	\$ 48,392
06 YEARS*	\$— 43,670	AA GF*	\$ 45,172	\$ 47,353	\$ 48,071	\$ 48,392
07 YEARS*	\$— 43,970	AA GF*	\$ 45,172	\$ 47,353	\$ 48,071	\$ 48,392
08 YEARS	\$— 44,270	AB GF	\$ 45,472	\$ 47,653	\$ 48,371	\$ 48,692
09 YEARS	\$— 44,870	AC GF	\$ 46,072	\$ 48,253	\$ 48,971	\$ 49,292
10 YEARS	\$— 45,170	AD GF	\$ 46,372	\$ 48,553	\$ 49,271	\$ 49,592
11 YEARS	\$— 46,070	AE GF	\$ 47,272	\$ 49,453	\$ 50,171	\$ 50,492
12 YEARS	\$— 46,370	AF GF	\$ 47,572	\$ 49,753	\$ 50,471	\$ 50,792
13 YEARS	\$— 46,970	AG GF	\$ 48,172	\$ 50,353	\$ 51,071	\$ 51,392
14 YEARS	\$— 47,570	AH GF	\$ 48,772	\$ 50,953	\$ 51,671	\$ 51,992
15 YEARS	\$— 48,170	AI GF	\$ 49,372	\$ 51,553	\$ 52,271	\$ 52,592
16 YEARS	\$— 48,770	AJ GF	\$ 49,972	\$ 52,153	\$ 52,871	\$ 53,192
17 YEARS	\$— 49,370	AK GF	\$ 50,572	\$ 52,753	\$ 53,471	\$ 53,792
18 YEARS	\$— 49,970	AL GF	\$ 51,172	\$ 53,353	\$ 54,071	\$ 54,392
19 YEARS	\$— 50,570	AM GF	\$ 51,772	\$ 53,953	\$ 54,671	\$ 54,992
20 YEARS	\$— 51,170	AN GF	\$ 52,372	\$ 54,553	\$ 55,271	\$ 55,592
21 YEARS	\$— 51,770	AO GF	\$ 52,972	\$ 55,153	\$ 55,871	\$ 56,192
22 YEARS	\$— 52,370	AP GF	\$ 53,572	\$ 55,753	\$ 56,471	\$ 56,792
23 YEARS	\$— 52,970	AQ GF	\$ 54,172	\$ 56,353	\$ 57,071	\$ 57,392
24 YEARS	\$— 53,570	AR GF	\$ 54,772	\$ 56,953	\$ 57,671	\$ 57,992
25 YEARS	\$— 54,170	AS GF	\$ 55,372	\$ 57,553	\$ 58,271	\$ 58,592
26 YEARS	\$— 55,670	AT GF	\$ 56,872	\$ 59,053	\$ 59,771	\$ 60,092
27 YEARS	\$— 56,870	AU GF	\$ 58,072	\$ 60,253	\$ 60,971	\$ 61,292
28 YEARS	\$— 58,070	AV GF	\$ 59,272	\$ 61,453	\$ 62,171	\$ 62,492
29 YEARS	\$— 60,770	AW GF	\$ 61,972	\$ 64,153	\$ 64,871	\$ 65,192
30 YEARS	\$— 62,870	AX GF	\$ 64,072	\$ 66,253	\$ 66,971	\$ 67,292

APPENDIX B – TEACHER SALARY SCHEDULES

**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.

PENDING NEGOTIATIONS.

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

For the 2020-2021 school year eligible employees on 2019-2020 numerical salary levels 001 through 011 will be paid the new 2020-2021 alphabetical Salary Level AAA PFP annual base salary of \$45,172.

OLD 2019 - 2020 NUMERICAL SALARY LEVEL	OLD 2019 - 2020 NUMERICAL SALARY	NEW 2020 - 2021 ALPHABETICAL SALARY LEVEL	NEW 2020 - 2021 ALPHABETICAL ANNUAL SALARY	OLD 2019 - 2020 NUMERICAL SALARY LEVEL	OLD 2019 - 2020 NUMERICAL SALARY	NEW 2020 - 2021 ALPHABETICAL SALARY LEVEL	NEW 2020 - 2021 ALPHABETICAL ANNUAL SALARY
001	\$ 40,972	AAA PFP	\$ 45,172	040	\$ 52,672	ABD PFP	\$ 53,872
002	\$ 41,272	AAA PFP	\$ 45,172	041	\$ 52,972	ABE PFP	\$ 54,172
003	\$ 41,572	AAA PFP	\$ 45,172	042	\$ 53,272	ABF PFP	\$ 54,472
004	\$ 41,872	AAA PFP	\$ 45,172	043	\$ 53,572	ABG PFP	\$ 54,772
005	\$ 42,172	AAA PFP	\$ 45,172	044	\$ 53,872	ABH PFP	\$ 55,072
006	\$ 42,472	AAA PFP	\$ 45,172	045	\$ 54,172	ABI PFP	\$ 55,372
007	\$ 42,772	AAA PFP	\$ 45,172	046	\$ 54,472	ABJ PFP	\$ 55,672
008	\$ 43,072	AAA PFP	\$ 45,172	047	\$ 54,772	ABK PFP	\$ 55,972
009	\$ 43,372	AAA PFP	\$ 45,172	048	\$ 55,072	ABL PFP	\$ 56,272
010	\$ 43,672	AAA PFP	\$ 45,172	049	\$ 55,372	ABM PFP	\$ 56,572
011	\$ 43,972	AAA PFP	\$ 45,172	050	\$ 55,672	ABN PFP	\$ 56,872
012	\$ 44,272	AAB PFP	\$ 45,472	051	\$ 55,972	ABO PFP	\$ 57,172
013	\$ 44,572	AAC PFP	\$ 45,772	052	\$ 56,272	ABP PFP	\$ 57,472
014	\$ 44,872	AAD PFP	\$ 46,072	053	\$ 56,572	ABQ PFP	\$ 57,772
015	\$ 45,172	AAE PFP	\$ 46,372	054	\$ 56,872	ABR PFP	\$ 58,072
016	\$ 45,472	AAF PFP	\$ 46,672	055	\$ 57,172	ABS PFP	\$ 58,372
017	\$ 45,772	AAG PFP	\$ 46,972	056	\$ 57,472	ABT PFP	\$ 58,672
018	\$ 46,072	AAH PFP	\$ 47,272	057	\$ 57,772	ABU PFP	\$ 58,972
019	\$ 46,372	AAI PFP	\$ 47,572	058	\$ 58,072	ABV PFP	\$ 59,272
020	\$ 46,672	AAJ PFP	\$ 47,872	059	\$ 58,372	ABW PFP	\$ 59,572
021	\$ 46,972	AAK PFP	\$ 48,172	060	\$ 58,672	ABX PFP	\$ 59,872
022	\$ 47,272	AAL PFP	\$ 48,472	061	\$ 58,972	ABY PFP	\$ 60,172
023	\$ 47,572	AAM PFP	\$ 48,772	062	\$ 59,272	ABZ PFP	\$ 60,472
024	\$ 47,872	AAN PFP	\$ 49,072	063	\$ 59,572	ACA PFP	\$ 60,772
025	\$ 48,172	AAO PFP	\$ 49,372	064	\$ 59,872	ACB PFP	\$ 61,072
026	\$ 48,472	AAP PFP	\$ 49,672	065	\$ 60,172	ACC PFP	\$ 61,372
027	\$ 48,772	AAQ PFP	\$ 49,972	066	\$ 60,472	ACD PFP	\$ 61,672
028	\$ 49,072	AAR PFP	\$ 50,272	067	\$ 60,772	ACE PFP	\$ 61,972
029	\$ 49,372	AAS PFP	\$ 50,572	068	\$ 61,072	ACF PFP	\$ 62,272
030	\$ 49,672	AAT PFP	\$ 50,872	069	\$ 61,372	ACG PFP	\$ 62,572
031	\$ 49,972	AAU PFP	\$ 51,172	070	\$ 61,672	ACH PFP	\$ 62,872
032	\$ 50,272	AAV PFP	\$ 51,472	071	\$ 61,972	ACI PFP	\$ 63,172
033	\$ 50,572	AAW PFP	\$ 51,772	072	\$ 62,272	ACJ PFP	\$ 63,472
034	\$ 50,872	AAX PFP	\$ 52,072	073	\$ 62,572	ACK PFP	\$ 63,772
035	\$ 51,172	AAZ PFP	\$ 52,372	074	\$ 62,872	ACL PFP	\$ 64,072
036	\$ 51,472	AAZ PFP	\$ 52,672	075	\$ 63,172	ACM PFP	\$ 64,372
037	\$ 51,772	ABA PFP	\$ 52,972	076	\$ 63,472	ACN PFP	\$ 64,672
038	\$ 52,072	ABB PFP	\$ 53,272	077	\$ 63,772	ACO PFP	\$ 64,972
039	\$ 52,372	ABC PFP	\$ 53,572	078	\$ 64,072	ACP PFP	\$ 65,272

APPENDIX B – TEACHER SALARY SCHEDULES

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 Degrees: 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.

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

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

**Salary Levels are based on the equivalent Teacher Grandfathered Salary Level.

Old 2019-2020 Numerical Salary Level	Old 2019-2020 Annual Salary	NEW 2020-2021 Alphabetical Salary Level**	NEW 2020-2021 Annual Salary
8	\$58,795	AB GF	\$ 59,995
9	\$59,456	AC GF	\$ 60,656
10	\$60,117	AD GF	\$ 61,317
11	\$60,779	AE GF	\$ 61,979
12	\$61,440	AF GF	\$ 62,640
13	\$62,101	AG GF	\$ 63,301
14	\$63,754	AH GF	\$ 64,954
15	\$65,077	AI GF	\$ 66,277
16	\$66,399	AJ GF	\$ 67,599
17	\$69,375	AK GF	\$ 70,575
18+	\$71,689	AL GF	\$ 72,889

APPENDIX B – TEACHER SALARY SCHEDULES

**SCHOOL PSYCHOLOGIST PERFORMANCE SALARY SCHEDULE
INITIAL PLACEMENT MATRIX**

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

PENDING NEGOTIATIONS.

APPENDIX B – TEACHER SALARY SCHEDULES

**SCHOOL PSYCHOLOGIST PERFORMANCE SALARY SCHEDULE
(216 days)**

(Statutorily mandated for school psychologists holding or accepting
Annual Contracts or Probationary Contracts)

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

Old Numerical Salary Level	Old 2019-2020 Annual Salary	NEW 2020-2021 Alphabetical Salary Level	NEW 2020-2021 Annual Salary
020	\$53,837	AAI PFP	\$55,037
021	\$54,168	AAJ PFP	\$55,368
022	\$54,499	AAK PFP	\$55,699
023	\$54,829	AAL PFP	\$56,029
024	\$55,160	AAM PFP	\$56,360
025	\$55,490	AAN PFP	\$56,690
026	\$55,821	AAO PFP	\$57,021
027	\$56,152	AAP PFP	\$57,352
028	\$56,482	AAQ PFP	\$57,682
029	\$56,813	AAR PFP	\$58,013
030	\$57,144	AAS PFP	\$58,344
031	\$57,474	AAT PFP	\$58,674
032	\$57,805	AAU PFP	\$59,005
033	\$58,135	AAV PFP	\$59,335
034	\$58,466	AAW PFP	\$59,666
035	\$58,797	AAX PFP	\$59,997
036	\$59,127	AAZ PFP	\$60,327
037	\$59,458	AAZ PFP	\$60,658
038	\$59,788	ABA PFP	\$60,988
039	\$60,119	ABB PFP	\$61,319
040	\$60,450	ABC PFP	\$61,650
041	\$60,780	ABD PFP	\$61,980
042	\$61,111	ABE PFP	\$62,311
043	\$61,441	ABF PFP	\$62,641
044	\$61,772	ABG PFP	\$62,972
045	\$62,103	ABH PFP	\$63,303
046	\$62,433	ABI PFP	\$63,633
047	\$62,764	ABJ PFP	\$63,964

APPENDIX B – TEACHER SALARY SCHEDULES

SCHOOL PSYCHOLOGIST PERFORMANCE SALARY SCHEDULE cont.

Old Numerical Salary Level	Old 2019-2020 Annual Salary	NEW 2020-2021 Alphabetical Salary Level	NEW 2020-2021 Annual Salary
048	\$63,095	ABK PFP	\$64,295
049	\$63,425	ABL PFP	\$64,625
050	\$63,756	ABM PFP	\$64,956
051	\$64,086	ABN PFP	\$65,286
052	\$64,417	ABO PFP	\$65,617
053	\$64,748	ABP PFP	\$65,948
054	\$65,078	ABQ PFP	\$66,278
055	\$65,409	ABR PFP	\$66,609
056	\$65,739	ABS PFP	\$66,939
057	\$66,070	ABT PFP	\$67,270
058	\$66,401	ABU PFP	\$67,601
059	\$66,731	ABV PFP	\$67,931
060	\$67,062	ABW PFP	\$68,262
061	\$67,392	ABX PFP	\$68,592
062	\$67,723	ABY PFP	\$68,923
063	\$68,054	ABZ PFP	\$69,254
064	\$68,384	ACA PFP	\$69,584
065	\$68,715	ACB PFP	\$69,915
066	\$69,046	ACC PFP	\$70,246
067	\$69,376	ACD PFP	\$70,576
068	\$69,707	ACE PFP	\$70,907
069	\$70,037	ACF PFP	\$71,237
070	\$70,368	ACG PFP	\$71,568
071	\$70,699	ACH PFP	\$71,899
072	\$71,029	ACI PFP	\$72,229
073	\$71,360	ACJ PFP	\$72,560
074	\$71,690	ACK PFP	\$72,890
075	\$72,021	ACL PFP	\$73,221
076	\$72,351	ACM PFP	\$73,551
077	\$72,681	ACN PFP	\$73,881
078	\$73,011	ACO PFP	\$74,211

APPENDIX B – TEACHER SALARY SCHEDULES

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

Old 2019-2020 Numerical Salary Level	Old 2019-2020 Annual Salary	NEW 2020-2021 Alphabetical Salary Level	NEW 2020-2021 Annual Salary
0	\$46,350	BA OPT	\$ 47,550
1	\$47,250	BB OPT	\$ 48,450
2	\$48,150	BC OPT	\$ 49,350
3	\$49,050	BD OPT	\$ 50,250
4	\$49,950	BE OPT	\$ 51,150
5	\$50,850	BF OPT	\$ 52,050
6	\$51,750	BG OPT	\$ 52,950
7	\$52,650	BH OPT	\$ 53,850
8	\$53,550	BI OPT	\$ 54,750
9	\$54,450	BJ OPT	\$ 55,650
10	\$55,350	BK OPT	\$ 56,550
11	\$56,250	BL OPT	\$ 57,450
12	\$57,150	BM OPT	\$ 58,350
13	\$58,050	BN OPT	\$ 59,250
14	\$58,950	BO OPT	\$ 60,150
15	\$59,850	BP OPT	\$ 61,050
16	\$60,750	BQ OPT	\$ 61,950
17	\$61,650	BR OPT	\$ 62,850
18	\$62,550	BS OPT	\$ 63,750
19	\$63,450	BT OPT	\$ 64,650
20	\$64,350	BU OPT	\$ 65,550
21	\$65,250	BV OPT	\$ 66,450
22	\$66,150	BW OPT	\$ 67,350
23	\$67,050	BX OPT	\$ 68,250
24	\$67,950	BY OPT	\$ 69,150
25	\$68,850	BZ OPT	\$ 70,050
26+	\$69,750	CA OPT	\$ 70,950

APPENDIX B – TEACHER SALARY SCHEDULES cont.

NATIONAL BOARD CERTIFICATION

Teachers with National Board Certification will be guaranteed a supplement from the State. If the State funding of this supplement falls below \$1,000.00 the Board will make up the difference up to a \$1,000.00 maximum. If the State funding is unexpectedly withdrawn or withheld, the parties agree to reopen discussion on this issue.

TEACHER OF THE YEAR

\$15,750.00 will be set aside to reward the Area Finalists, Overall Runner-Up, and the Winner of the Teacher of the Year for their performance.

SPEECH/LANGUAGE PATHOLOGIST SUPPLEMENT

Bachelor of Arts (grandfathered)	
Bachelor Level SLP with permanent DOE certification	\$1,045
Master of Arts	\$262
Master of Arts w/Certificate of Clinical Competency	\$5,227

Speech/Language Pathologists with a Certificate of Clinical Competency are given a supplement from IDEA funds. If IDEA funds are not available for this purpose, the Polk County School Board will make up the difference up to \$1,000 maximum.

EXTENDED CONTRACTS

Employees with extended contracts shall receive 1/196 additional salary for all additional days based on the appropriate 196-day Teacher Salary Schedule.