





FLORIDA STATE UNIVERSITY
OFFICE OF THE GENERAL COUNSEL

MEMORANDUM

THRU: Carolyn Egan 
General Counsel

TO: John Thrasher
President

FROM: Michael Cramer 
Deputy General Counsel

Re: 2014-2017 FSU/FSUS, Inc. – UFF Collective Bargaining Agreement Reopener
for 2016-2017

Date: January 11, 2017

Attached for your signature is the 2014-2017 Collective Bargaining Agreement Reopener for 2016-2017 between The Florida State University Board of Trustees and Florida State University Schools, Inc. Board of Directors and the United Faculty of Florida. A summary of the changes agreed to is attached to this memorandum.

All other parties have executed the Agreement. The Finance Officer at FSUS will assist in implementing the new Agreement once it is fully executed. The Florida State University representatives on the bargaining team included Dr. Stacy Chambers, Director, FSU Schools, Rebecca Peterson, FSU-HR, and me. Mr. Jon C. Moyle, Jr., Legal Counsel to the Florida State University Schools, Inc. Board of Directors, served as Chief Negotiator for the joint employer.

Request that you sign and date in the spaces provided on the first page of the CBA. When executed, request that the Agreement be returned to Carolyn Egan or me.

If you have any questions, please do not hesitate to contact me at x44408.

Attachment – Collective Bargaining Summary 2016-2017

FSUS Collective Bargaining Agreement 2016-2017 Key Bargaining Points

Compensation Article 17 updated for fiscal year and to include salary increase amount. Salary Increase of \$104,827 plus benefits – approximately a 2% overall increase. Increases are based on appendix G-Performance pay for returning Faculty and a 2% increase to each step for entry level salaries used for new Faculty employees. (Updates included in new Appendix D, F, G and H)

Evaluation Article 11 - changed o Evaluation Criteria changing number of evaluations from a minimum of 2 to 1 for Category 1 and 2 Teachers.

Changes to Salary Supplements - four new supplements:

Dance team \$600

MS Math Competition \$600

Challenger \$600

Model United Nations \$600

Event supplement for faculty that meets requirements \$75 per event. This was established school year 2015-2016 per MOU.

Employee Work Year Article 19 - updated to clarify that faculty are not required to take leave on non-duty days.

Personal Leave Days Article 28.12 – Allows faculty to take the 32 hours of personal leave taken from sick leave to be used in hourly increments. Also clarifies that this article does not apply to 12 month faculty that earn annual leave.

2016-2017 Reopener

To the

2014-2017 Collective Bargaining Agreement

Between

Florida State University, Board of Trustees

And

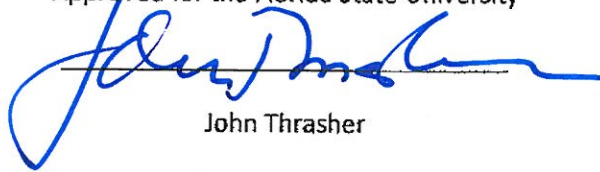
Florida State University Schools, Inc.,

Board of Directors

And the

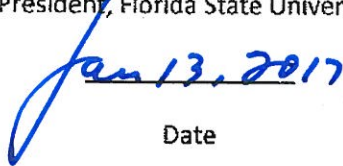
United Faculty of Florida

Approved for the Florida State University



John Thrasher

President, Florida State University



Date

2016-2017 Reopener

To the

2014-2017 Collective Bargaining Agreement

Between

Florida State University, Board of Trustees

And

Florida State University Schools, Inc.,

Board of Directors

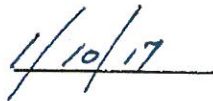
And the

United Faculty of Florida

Approved for the United Faculty of Florida

A handwritten signature in cursive script, reading "Marshall Gletzer", is written over a horizontal line.

UFF Executive Director

A handwritten date "4/10/17" is written over a horizontal line.

Date

2016-2017 Reopener

To the

2014-2017 Collective Bargaining Agreement

Between

Florida State University, Board of Trustees

And

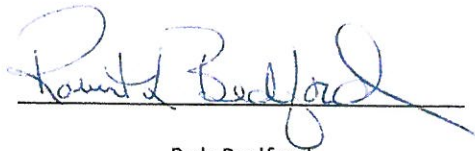
Florida State University Schools, Inc.,

Board of Directors

And the

United Faculty of Florida

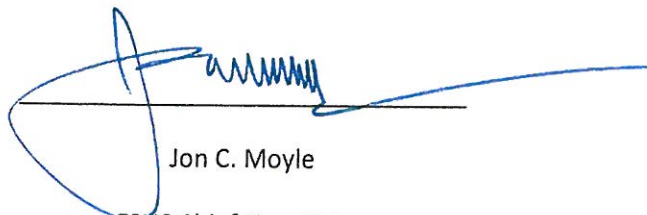
Approved for the United Florida State University Schools, Inc.:



Bob Bedford

Chairman, Florida State University Schools, Inc.

Board of Directors



Jon C. Moyle

FSUS Chief Negotiator

Jan. 10, 2017

Date

ARTICLE 11 EMPLOYEE EVALUATION

11.1 The parties recognize that the evaluation of the performance of all employees is the responsibility of the administration, and that the evaluation process is designed to improve the quality of service performed by the employees and is not designed to be used as a punitive measure. The parties further recognize the importance and value of a procedure for assisting and evaluating the progress and success of both newly employed and experienced personnel. The parties agree the following guidelines should be used to accomplish these goals with employees.

- A. During preplanning, or at commencement of employment, all employees will be provided a copy of the evaluation criteria and the form(s) to be used, or made aware that this information can be located at the Florida State University Schools (FSUS) website. An explanation and discussion of the evaluation process shall accompany this distribution.
- B. Selection of the appropriate employee assessment instrument shall be the responsibility of the Principal or Director. The selection of the instrument and process for use with employees shall be made after consultation with UFF. The instrument selected may be changed by the Principal or Director only during the first semester of the school year, with advance notice and the reasons therefore provided to the affected employee(s).
- C. UFF asserts that it has agreed to the provisions of this Article with great reluctance, and believes that the following terms may hinder the educational process. However, UFF recognizes that state law requires it to negotiate certain provisions to be compliant with state law. FSUS asserts that it fully intends to comply with state law in managing and overseeing the day-to-day operations, functions and management responsibilities of the school, and that FSUS intends for this section, and the entire Collective Bargaining Agreement, to comply with state law. To the extent there is a conflict or ambiguity between state law and this Agreement, the requirements of state law will control.
- D. It is acknowledged that the current employee assessment instrument is based on the Florida model of the Performance Evaluation System which is grounded in the work of Robert Marzano and aligned with the Florida Educator Accomplished Practices (FEAPs - revised as of December 17, 2010). A copy of this assessment instrument is attached as Appendix E to this Agreement. It is further acknowledged that, to the extent there is a conflict or ambiguity between the attached assessment instrument and this Collective Bargaining Agreement, the Collective Bargaining Agreement will control and govern. Accordingly, the parties have agreed that the following language, clarifying in nature, will control and govern:
 - E. The following operational definitions are provided:
 - 1. Stakeholders: Administrators and Teachers.
 - 2. Professional Learning Partner ("PLP"): Teacher peers serving in the role of peer review and feedback;
 - 3. State Assessments; Any standardized state approved assessment for a given subject;

4. District Assessments: A district created and/or approved assessment for a given subject across the district in a given subject area;
5. Value-Added State model: Formula developed by the state to measure student learning growth;
6. Three years of data: Current year plus two immediately preceding years;
7. Teacher Evaluation System ("TES"): The term for the overall evaluation of an FSUS teacher
8. Learning Targets: Locally agreed upon goals for measurement of student progress;
9. Unsatisfactory Performance: The final Summative Teacher Evaluation Score that will correspond to the following:

- a. The Final Summative Teacher Evaluation score will be determined using three scores – Student Growth, Instructional Practice and Professional Development (IPDP). The Student Growth Score shall count as 35%, the Instructional Practice score shall count as 40% and the Professional Development (IPDP) score shall count as 25%, respectively, of the final Summative Teacher Evaluation Score.
- b. Weighting and combining the scores will be accomplished by converting each score to a percentage, multiplying by the appropriate weighting factor, adding the scores and multiplying by 100. This will give a Final Summative Teacher Evaluation Score that will then correspond to the following scale range:

HIGHLY EFFECTIVE	EFFECTIVE	NEEDS IMPROVEMENT or DEVELOPING	UNSATISFACTORY
88-100	63-87	38-62	0-37

(Also see Proficiency Scale, Appendix E, FSUS TES)

F. Additional Provisions:

1. Teachers in Category III or who are rated Highly Effective may elect to not have a Peer Reviewer.
2. Survey forms seeking parental input or feedback will be made available on the Teacher Evaluation System page of the FSUS Blackboard site.

3. Only the Student Growth portion of teacher evaluations may be amended after receipt of Assessment data.

4. Certain subject areas, such as the yearbook, newspaper and media, will have special criteria developed by which to evaluate teachers in those subject areas for the Value-Added portion of the teacher evaluation.

5. No layoff decisions will be made until all results from the appropriate state assessments or district assessments have been included in the Student Growth portion of a teacher's Summative Evaluation Score and Rating.

6. A teacher shall not be requested nor required to sign a blank or incomplete evaluation form. A teacher's signature on the form merely acknowledges receipt of the document and not necessarily agreement with its content.

7. Whenever a teacher is required to appear before the Principal or Director for the express purpose of discussing matters that question the teacher's professional or instructional competency, the teacher and the SC/TA shall be given no less than 24 hours written notice of the purpose of such meeting or interview and shall be entitled to have a representative of his/her choice present to represent him/her during such meeting or interview.

8. Each teacher shall receive at least one classroom observation^{for} each year. A teacher may request an additional observation. Any additional observation request must be made, in writing, by March 6th. The additional observation and report requested by a teacher shall be completed by an administrator who did not perform the previous evaluation. Teachers who receive more than one evaluation will have their evaluations averaged.

G. Appeal Process if Dissatisfied with Evaluation:

1. Any employee who disagrees with the evaluation may appeal through the Grievance Procedure as outlined in Article 5.

2. Upon written agreement of the parties an expedited arbitration procedure, in accordance with the procedures of the American Arbitration Association, shall be used.

H. Miscellaneous Provisions

1. For the 2015-16 school year, the parties agree to establish a joint committee of FSUS administrators and UFF members who will meet to review and recommend possible changes to policies or procedures related to the following topics:

- a. Detailed criteria for IPDP benchmarks
- b. Observation process
- c. Flexibility of planning time
- d. Leave policies

10/17/16

New Change #8

10-17-16

ARTICLE 17 COMPENSATION

17.1 Florida State University Schools (FSUS) Employees.

A. The parties agree that employees shall be paid during the 2016-2017 fiscal year in accordance with the following pay plans. Effective School year 2016-2017, employees on an annual contract shall be paid based on the Performance Salary Schedule and formula attached hereto as Appendix G. Employees on continuous contract shall be based on a bargained Grandfathered Salary Schedule pay plan attached hereto as Appendix D. New faculty to the school will have their salary set using Appendix H.

1. Florida State University Schools (FSUS) Employee Promotion Increases: Promotion increases shall be granted to Florida State University Schools (FSUS) employees pursuant to Article 26 and as set forth in Appendix H. Educational increases are set forth in Appendix H.

2. Florida State University Schools (FSUS) Employee Salary Schedule Increases. For 2015-2016, each returning employee shall receive a salary increase as provided by the formula in Appendix G. FSUS agrees to provide \$104,827, plus benefits, toward salary increases, utilizing the calculation contained in Appendix G and Appendix H for new faculty. The final amount of salary increases will depend on the number of annual faculty who receive Highly Effective 2015-2016 performance ratings. New salary rates will be implemented within two pay periods after final ratings are received by FSUS and ratification has been completed. Salary increases will be retroactive to the first day of the 2016-2017 school year. The schedule attached as Appendix D takes into consideration a number of factors, including, but not limited to:

- a. the Florida State University Schools (FSUS) faculty rank structure;
- b. years of service;
- c. attainment of an advanced degree;
- d. fulfillment of professional goals and professional advancement; and
- e. local market factors.

3. Merit Pay Increases. The parties, in an effort to recognize and promote faculty excellence and productivity, agree that merit pay increases may be provided so long as the criteria by which the merit pay increases will be awarded is identified in advance of the award of any merit pay.

4. Florida State University Schools (FSUS) Supplements. Florida State University Schools (FSUS) employees shall receive salary supplements for approved extracurricular activities assigned by the Director under the following conditions:

- a. The activity must involve duties which extend beyond the normal workday;

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Jenny
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WPM
10/17/16

b. Employees shall receive a separate salary supplement for each assigned activity;

c. The parties further agree that salary supplements shall be paid in accordance with the supplement schedule attached hereto as Appendix F. The parties may amend the supplement schedule by mutual agreement.

d. Salary supplements are not to be included in the base salary rate upon which future salary increases are calculated and shall be paid during the semester in which the supplementary work is performed.

17.2 Eligibility for Annual Salary Increases. Bargaining unit employees on annual contract with the most recent annual evaluation rating is effective or highly effective and who are in pay status are eligible for the increases described in Appendix G.

17.3 Effective Dates for Salary Increases. Salary for Florida State University Schools (FSUS) bargaining unit members shall be effective retroactive to the beginning of the employee's 2016-2017 contract. Implementation of the new salary schedule will begin upon tentative acceptance of this Agreement by UFF, subject to, and contingent upon, ratification by the Joint Employer and availability of evaluation results.

17.4 Grievability. The only issues to be addressed in a grievance filed pursuant to Article 5 alleging violation of this Article are whether there is unlawful discrimination under Article 10, or whether there is an arbitrary and capricious application of the provisions of one or more sections of this Article.

17.5 Employees who teach more than five (5) contact hours shall be paid at their regular hourly rate for the additional assigned teaching time.

17.6 Loss of pay for personnel during the regular school term for daily absences not otherwise covered by provisions in this Agreement shall be made at the regular hourly rate of pay determined by dividing the employee's annual contract salary by 1712.

17.7 Any employee whose regular contractual duties are extended beyond the 214 days shall be paid at the daily rate of 1/214th of their regular annual contract salary.

17.8 Employees are to be given credit for previous experience according to the following plan:

A. Beginning with the 2005-06 school year, credit for one year's experience shall be given for each year of teaching in any state or regionally accredited public school (K-12), junior or community college, or university (graduate assistant experience shall not be counted). Credit shall also be given for teaching in a U.S. government sponsored military base school, upon a determination by the Principal or Director that such schools have the equivalent of state or regional accreditation. Credit shall also be provided for holding a valid teaching certificate while teaching in an accredited prekindergarten program. The affected employee shall be responsible for providing the Principal or Director with the necessary documentation of such experience and the determination of the Principal or Director shall be final. To receive experience credit for the upcoming semester, such documentation must be submitted to and received by the



Principal or Director or his/her designee prior to the start of the semester for which the employee seeks to receive credit for educational experience. An employee may submit a written request for waiver of paragraph 17.08 (A.). The waiver must reflect that reasonable efforts were made to comply with paragraph 17.08 (A.) and the failure to provide the information in a timely manner was not attributable to the employee. The Director has discretion to grant or deny the written waiver request.

B. Credit for one (1) years' experience is to be given for a major portion of a year's work (i.e., 1/2 year plus one day). Out-of-state and Florida experience which occur during the same school year shall be combined. If a major portion of a year is unable to be determined from verification received from the previous employer, working at least 97 days at the previous place of employment will entitle the employee to be credited with one year experience.

C. Part-time employees will receive credit for one year's experience when working over fifty percent (50%) of the hours required for full-time employees (including sick leave); however, only one (1) year of service may be earned during one school year. No more than a cumulative total of three (3) years may be earned by use of paragraphs B and C of this section.

D. Private School Experience Credit.

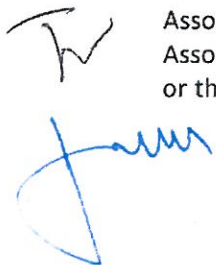
1. Beginning with the 2005-06 school year, credit is allowed for certified teaching experience at private schools or institutions that have Southern Association of Colleges and Schools, Western Association of Schools and Colleges, Northwestern Association of Schools and Colleges, North Central Association of Schools and Colleges, New England Association of Schools and Colleges, or Middle States Association of Colleges and Schools accreditation. Credit shall also be allowed for certified teaching experience at institutions with accreditation from agencies equivalent to that provided by the Southern Association of Colleges and Schools such as the National Academy of Early Childhood Programs, the Florida Council of Independent Schools, the Association of Independent Schools of Florida, the Florida Catholic Conference, and the Florida Association of Christian Colleges and Schools.

2. Credit shall be awarded to employees who held a valid Florida Teacher's Certificate while employed in the appropriate area with an accredited Florida private school.

3. Private school experience credit for out-of-state schools which are accredited and where the employee's experience was in their area(s) of appropriate certification will be provided.

4. Credit as authorized above will be provided on a year- for-year basis.

17.09 Adjustments to higher salary levels shall be made only upon the receipt of an official transcript signifying the award of the advanced degree from an institution of higher education that has Southern Association of Colleges and Schools, Western Association of Schools and Colleges, Northwestern Association of Schools and Colleges, North Central Association of Schools and Colleges, New England Association of Schools and Colleges, or Middle States Association of Colleges and Schools accreditation, or the verification of appropriate experience. Salary adjustments associated with the receipt of such an



official transcript, copy of updated teaching certificate listing the degree on the certificate (only for those hired after July 1, 2011) or written verification of appropriate experience shall be effective within 2 pay periods following receipt of the transcript or other written verification. The increase will be prorated for the balance of the school year.

17.10 Health Insurance Program.

- A. The Joint Employer and UFF will support legislation to provide adequate and affordable health insurance to all employees.

17.11 Director's Awards: The Director may present awards annually to teachers whose performance the Director believes is deserving of special recognition. The Director may present up to five (5) such awards and may provide a payment of up to \$250 for each award. The criteria for each award shall be articulated and appropriate recognition of the recipient of each award provided.

17.12 Teachers hired after July 1, 2011: The parties acknowledge and recognize that Chapter law 2011-1, which passed the 2011 Florida Legislature as Senate Bill 736, imposes certain legal requirements on the parties. It is the parties' intent to comply with Florida law, and new teachers hired after July 1, 2011 are subject to the provisions of Chapter law 2011-1, which are not restated herein, but to which the parties agree to be incorporated into this Agreement. The parties further agree that to the extent that a final judicial determination affects the validity of provisions of Chapter law 2011-1, this Agreement shall be interpreted consistent with that determination.

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J. J. J.

ARTICLE 19

EMPLOYEE WORK YEAR

19.01 The employee work year for all bargaining unit members who are not on twelve (12) month contracts shall consist of two hundred fourteen (214) days for which pay is due. One hundred ninety one (191) days will be actual duty days. FSUS, the Principal and Director will consider, but are not bound to follow, the calendars of local school districts in establishing the calendar for Florida State University Schools (FSUS). An employee shall not be required to use leave on non-duty days.

19.02

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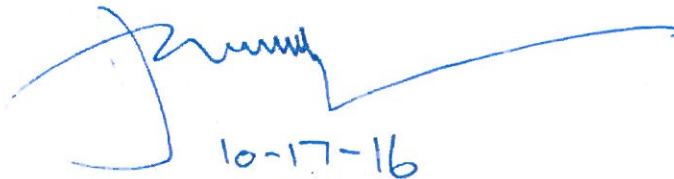
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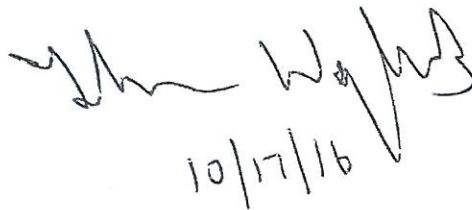
28.12 Personal Leave Days.

An employee may be granted ~~five (5) days~~ 40 hours (noncumulative) of leave per year for emergencies or for other personal reasons. One day shall be administrative leave and must be used in an eight hour increment and ~~four days~~ 32 hours shall be taken from sick leave. Except in the case of emergency, the employee shall provide at least two day's notice of the intended leave. Such leave shall not be used on the day immediately preceding or following a holiday. Employees shall not be required to give reasons for personal leave, except that the leave is for personal reasons.

This article does not apply to 12 month faculty that earn annual leave.

Personal leave may be taken in increments of one hour.


10-17-16


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SUPPLEMENTS FOR FSUS
ACADEMIC YEAR 2014-15 2016-17

ACADEMIC SUPPLEMENTS	YEARLY AMOUNT	ACTIVITY SUPPLEMENTS	131017 610
Team Leader Kindergarten	\$1,200	MS Brain Bowl	\$600
Team Leader Grade 1	\$1,200	Key Club	\$600
Team Leader Grade 2	\$1,200	Middle Sch. Student Gov't	\$600
Team Leader Grade 3	\$1,200	9th Grade Sponsor	\$600
Team Leader Grade 4	\$1,200	10th Grade Sponsor	\$600
Team Leader Grade 5	\$1,200	11th Grade Sponsor	\$600
Team Leader Special Areas	\$1,200	11th Grade Sponsor	\$600
		12th Grade Sponsor	\$600
		12th Grade Sponsor	\$600
Dept. Head English Curriculum Leader	\$1,200	12th Grade Sponsor	\$600
Dept Head Math Curriculum Leader	\$1,200	FBLA (Hospitality)	\$600
Dept. Head Performing Arts	\$1,200	Mu Alpha Theta	\$600
Dept. Head Foreign Lang	\$1,200	Latin Club	\$600
Dept. Head Science Curriculum Leader	\$1,200	Science Club	\$600
Dept. Head Visual Arts	\$1,200	Spanish Club	\$600
Dept. Head Social Studies Curriculum	\$1,200	JNHIS	\$600
Dept. Head Voc Tech	\$1,200	NHS/Brain Bowl	\$600
Dept. Head PE	\$1,200	NHS/Brain Bowl	\$600
Dept. Head Reading	\$1,200	NHS/Brain Bowl	\$600
Team Leader Grade 6	\$1,200	Safety Patrol - Elem	\$600
Team Leader Grade 7	\$1,200	Yearbook	\$1,200
Team Leader Grade 8	\$1,200	Newspaper	\$1,200
		Student Govt	\$1,200
A+ Bonuses as approved by school board		Choral	\$1,200
voted on by faculty and staff (if eligible)		Orchestra	\$1,200
Advance Placement Bonuses		Band	\$2,400
\$50 per student passing with 3 or higher		K-5 Kids Club	\$600
Career Tech		State Lab School Journal	\$1,200
\$25/\$50 for each student passing		K-5 Mini Mu	\$600
Grant Funded supplements:		Singing Seminoles	\$1,200
Mentor bonuses for faculty members		Rho Gamma <i>Loggia</i>	\$600
Teacher Induction Program I	\$900	Engineering Club	\$600
Teacher Induction Program II	\$300	Thespian Club	\$600
		Dance Team	\$600
		MS Math Competition	\$600
Event Supplement for faculty that	\$75 per event	Challenger	\$600
meet requirements		Model United Nations	\$600

Appendix F

W. H. H. H.
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Summary
10-17-16

Professional Employee Compensation
Salary Schedule/Formulas for Performance Pay under F.S. 1012. 22
2016-2017 School Year

GF (Grand Father)	=	x
PE (Pay for Per effective)	=	1.00005x
PHE (Pay for Per Highly Eff.)	=	1.35x

Grandfather Schedule		Performance Pay Schedule	
		Factors (2)	
X		1.0005	1.35
GF		PE	PHE
# of Employees (1)		# of Employees (1)	
54	+	44	2
			100
Employees times factor (3)		Employees times factor (3)	
54		44	3
			101
Funds available (4)		X (5)	
\$	90,000	Div \$	101
			\$ 891

2% overall salary plus benefits has been agreed to using the above formula once evaluations are finalized.

Increase per employee (6)		Increase per employee (6)	
GF		PE	PHE
\$891		\$892	\$1,203
\$	48,114	+	\$ 39,248
		+	\$ 2,406
		=	\$ 89,768

74.15% PE must be between 50% and 75% of PHE

Formula:

- Determine the number of teachers in each Category:
 - Grandfather (GF)
 - Effective (PE)
 - Highly Effective PHE

actual 2% = \$86,709

- Determine funding factors for each employee category

- Multiply the number of teachers in each category by the corresponding factor.

- Determine the total amount of funds available.

- Divide the total amount of funds available by the total teacher factor.

- Multiply the amount determined by the funding ratio for each category to determine base salary increase.

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Table 2: Observation Frequency and Type

Status	Formal Observations (Announced)			Informal Observations (Announced or Unannounced)			Walkthroughs		
	Minimum Number	Observer Classification	Feedback Process	Minimum Number	Observer Classification	Feedback Process	Minimum Number	Observer Classification	Feedback Process
Category 1 Teacher: Teachers who have 0-2 years of experience	2	School or District Administrator	Pre and post observation conferences with written feedback iObservation	1	School or District Administrator PLP*	Written feedback iObservation	4**	School or District Administrator PLP	Informal
Category 2 Teacher: Experienced teachers who have at least 3 years of experience but are a new hire	2	School or District Administrator	Pre and post observation conferences with written feedback iObservation	1	School or District Administrator PLP*	Written feedback iObservation	4	Administrator PLP	Informal
Category 3 Teacher: Experienced teachers who have at least 3 years of teaching experience (4th year of teaching)	1	School or District Administrator	Pre and post observation conferences with written feedback iObservation	0	School or District Administrator PLP*	Written feedback iObservation	4	School or District Administrator PLP	Informal
Struggling Teacher (See Table 10)	3	School or District Administrator	Pre and post observation	2	School or District Administrator	Written feedback iObservation	Twice a month**	School or District Administrator	Informal

Florida State University Schools, Inc. -- Florida State University

ENTRY SALARY SCHEDULE 2016-2017

Salary Schedule
Level

Bachelors

0	36,261.00
1	36,771.00
2	37,077.00

BASE SALARY \$36,261

ADD TO BASE:

EDUCATIONAL INCREASES	Increase per level	Total increase added to base
Master's	1000	1000
Ed Specialist or 30 additional graduate hours	1000	2000
PHD	1000	3000

3	37,383.00
4	37,689.00
5	37,995.00
6	38,301.00
7	38,709.00
8	39,117.00
9	39,525.00
10	39,933.00
11	40,341.00
12	40,851.00
13	41,361.00
14	41,871.00
15	42,381.00
16	42,891.00
17	43,707.00
18	44,523.00
19	45,339.00
20	46,155.00
21	46,971.00
22	48,093.00
23	49,215.00
24	50,337.00
25	51,459.00
26	52,581.00
27	53,295.00
28	54,009.00
29	54,723.00
30	55,437.00
31	56,151.00
32	56,865.00
33	57,579.00
34	58,293.00
35	59,007.00

PROMOTIONAL INCREASES	Increase per level	Total increase added to base
Asst. Professor	1500	1500
Assoc. Professor	2500	4000
Professor	3000	7000

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2016-2017 GRANDFATHERED SALARY SCHEDULE
FLORIDA STATE UNIVERSITY SCHOOLS

	BA/BA	MA/MS	Master's +30/Ed Specialist	Doctorate
1	37,968	38,968	39,968	40,968
2	38,468	39,468	40,468	41,468
3	38,968	39,968	40,968	41,968
4	39,268	40,368	41,368	42,368
5	39,568	40,768	41,768	42,768
6	39,868	41,168	42,168	43,168
7	40,168	41,568	42,568	43,568
8	40,468	41,968	42,968	43,968
9	40,868	42,468	43,468	44,468
10	41,268	42,968	43,968	44,968
11	41,668	43,468	44,468	45,468
12	42,068	43,968	44,968	45,968
13	42,468	44,468	45,468	46,468
14	42,968	45,068	46,068	47,068
15	43,468	45,668	46,668	47,668
16	43,968	46,268	47,268	48,268
17	44,468	46,868	47,868	48,868
18	44,968	47,468	48,468	49,468
19	45,768	48,268	49,268	50,268
20	46,568	49,068	50,068	51,068
21	47,368	49,868	50,868	51,868
22	48,168	50,668	51,668	52,668
23	48,968	51,468	52,468	53,468
24	50,068	52,568	53,568	54,568
25	51,168	53,668	54,668	55,668
26	52,268	54,768	55,768	56,768
27	53,368	55,868	56,868	57,868
28	54,468	56,968	57,968	58,968
29	55,168	57,668	58,668	59,668
30	55,868	58,368	59,368	60,368
31	56,568	59,068	60,068	61,068
32	57,268	59,768	60,768	61,768
33	57,968	60,468	61,468	62,468
34	58,668	61,168	62,168	63,168
35	59,368	61,868	62,868	63,868
36	60,068	62,568	63,568	64,568

All eligible teachers whose salary is determined by the Grandfathered Salary Schedule will receive an increase of \$957 over their 2015-2016 salary.