



F.E.N. Survey - Recurring Enhancements

The name of your school district is	Does your district currently provide recurring salary enhancements for instructional personnel BEYOND pay for performance mandates?	If you answered YES to item # 2 above please identify/describe them AND provide an example	Does your district renegotiate the dollar amount(s) of recurring enhancements for each contract period?	If you publish any and/or all recurring enhancements as a portion of your salary schedule(s) please provide a link and/or attachment as additional information to share with fellow FEN members on this topic.	Additional Information as Provided
Alachua	Yes	We negotiate a supplement on a yearly basis for all Differentiated Accountability school. Last year, we negotiated \$750/ semester	Yes	https://fl02219191.schoolwires.net/site/handlers/filedownload.ashx?moduleinstanceid=34708&dataid=52089&FileName=2018-2019%20SalarySchedules%20Manual.pdf	
Collier	Yes	\$2500 dollars only to those teachers who work in our Immokalee Schools	No		
DeSoto	Yes	Advanced Degree supplements for Master's, Specialist's, or Doctorate. Must be In-Field	Yes		
Highlands	No				
Hillsborough	Yes	Supplements, Salary-Differential, Reading Incentives, Teacher Leader, and other supplements.	Yes	https://www.sdhc.k12.fl.us/docs/00/00/06/82/Employee_Salary_Schedules.pdf	We do offer an increase every three years based on the attached Schedule E for 10 month instructional employees.
Marion	Yes	In the 2018-2019 SY in addition to PFP, we gave both a cost of living increase (\$100) and a market adjustment (\$750) to all instructional personnel.	Yes	MEA Contract Link (See Addendum B, which begins on page 58): https://www.marionschools.net/Page/54391	
Monroe	Yes	These matters are bargained. The instructional and school related employees are subject to that agreement. It has not been reached for the current school year. The hourly employees received a .60 per hour pay increase and the administrative staff received a \$1,800.00 pay increase.	Yes	The district salary schedules can be found on our website at KeysSchool.com but will not be published until after this current bargaining session has concluded.	https://www.keysschools.com/site/handlers/filedownload.ashx?moduleinstanceid=1554&dataid=19287&FileName=18.19%20Salary%20Schedule%20Revised%207.31.pdf

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Orange	YES	Advanced Degree Supplement – Masters, Specialist, Doctorate. Since 7/1/2011 the District limits the supplement for new recipients to the parameters of the new statute. Those receiving the supplement prior to 7/1/11 continue receiving the supplement. Employees who leave the District and return are subject to reevaluation based on the new statutory definitions	YES	<p>* Contract language requires an increase anytime we increase our base salary amount.</p> <p>1. Supplement for Advanced Degrees</p> <p>a. The Advanced Degree Supplement shall be subject to the following:</p> <p>1) The employee must provide an official college transcript of record showing the award of the earned degree to the Employment Services Department.</p> <p>2) If the transcript does not indicate the date on which the degree was awarded, the employee must provide additional confirmation of the degree by submitting an updated transcript showing the date of the award, a copy of an official letter from the institution indicating the date the degree was awarded, or a copy of an official diploma from the institution indicating the date the advanced degree was awarded.</p> <p>3) It is understood that the advanced degree shall have been granted by a standard institution or shall have been properly validated as described in the State Board of Education Rules.</p> <p>b. The advanced degree differential shall be at least the same percentage as the increase in the entry teacher’s salary.</p> <p>c. The advanced degree must be held in the teacher’s area of certification for teachers hired on or after July 1, 2011.</p> <p>d. Teachers shall be paid the supplement once the advanced degree is verified. The supplement for advanced degrees shall be retroactive to the date the degree was awarded or the beginning of the teacher’s primary contract school year, whichever is later.</p>	
Osecola	No	We do provide supplements for various roles, but there is no guarantee that the same employee shall receive the supplement in the next school year since school principals may assign different employees at their discretion on an annual basis.	No; however, we potentially could		
Pinellas	YES	PCSB provides a multitude of Academic Supplements to Instructional Staff beyond the pay for performance mandates.	YES	https://www.pcsb.org/cms/lib/FL01903687/Centricity/Domain/197/Supplements%20Appendix%20final%20%20061319.pdf	
Polk	Yes	Negotiate MOUs for DA/turnaround school differentiated pay for recruitment, retention, extra duty, and student learning performance bonuses	Yes - School year	Polk’s MOUs are for bonuses and not part of the CBA salary schedule; \$300 COLA added to each salary level in 2018-19.	
Putnam	No				
Wakulla	No				