



# DEVELOPING GREAT



## EDUCATORS & LEADERS



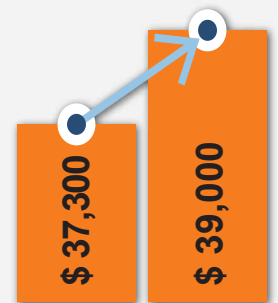
**Historic three-year agreement** reached by the Duval County School Board and Duval Teachers United



**One of first districts in state** to fully comply with Senate Bill 736, FLDOE approved personnel evaluation, systems, student assessments & measurements



**Increased salary** from \$37,300 to \$39,000 for beginning teachers (2014-2015)



**Highest starting salary** in northeast Florida

### Regional Teacher Salaries

Duval	\$ 39,000
Nassau	\$ 38,600
St. Johns	\$ 38,000
Clay	\$ 37,800
Baker	\$ 34,250

**Increased from 7<sup>th</sup> to 4<sup>th</sup>** among "Big 7" in Florida

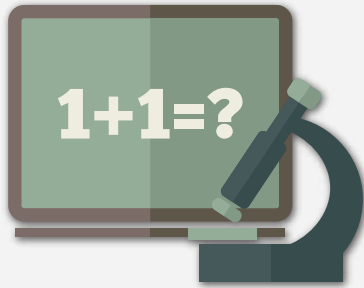
### "Big 7" Teacher Salaries

Miami-Dade	\$ 40,500
Pinellas	\$ 40,294
Broward	\$ 40,000
<b>Duval</b>	<b>\$ 39,000</b>
Palm Beach	\$ 39,000
Hillsborough	\$ 37,569
Orange	\$ 37,500



DUVAL COUNTY  
PUBLIC SCHOOLS

Every School. Every Classroom.  
Every Student. Every Day.



**Improves recruitment and retention** of teachers in critical shortage and hard-to-staff areas with additional pay incentives

**Creates two pay schedules - Grandfather and Performance**



### **Grandfather Salary**

Schedule allows teachers to earn higher salaries sooner and at a higher percentage (2014-2015)



### **Performance-based**

Schedule (2015-2016) requires Highly Effective or Effective summative ratings on student achievement for increases

**Strengthens professional development** opportunities with common planning for elementary-level teachers

