

ARTICLE XIX
PROFESSIONAL COMPENSATION AND FRINGE BENEFITS

XIX .3 Compensation and Pay Schedules

- E. ~~Accomplished Educator Incentive bonus pay is~~ For the 2011-2012, 2012-2013 and 2013-2014 school years, Pay for Performance bonus pay is \$1,000 annually for teachers designated as "highly effective" and \$500 annually for teachers designated as "effective" as reflected on their summative evaluation scores. This pay shall be five percent (5%) of the MBU's base pay as reflected in aAppendix B.2. Pay for Performance monies shall be paid on the Friday before Thanksgiving holiday in the following fiscal year or within four (4) weeks following receipt of the student growth data, whichever is later.
- ~~1. MBUs who obtain Accomplished Educator status during a school year in which they retire, will receive their performance pay on or before June 30th.~~
 - ~~2. MBUs who obtain Accomplished Educator status during a school year, and retirees prior to the December issuance of the performance bonuses, will receive the bonus prior to December 31st.~~

IRCEA (based on December 13, 2011 Counterproposal #2)
 January 18, 2012

Appendix B. 2 Accomplished Educator Pay for Performance Bonus Pay, Full Schedule Supplements

School District of Indian River County
 2009-2010
 2011-2014

Teacher Performance Supplement Pay for
 Performance Bonus Pay
 196 Day Schedule 5% of Base

-	Bachelor	Masters	Specialist	Doctorate
1	\$1,775	\$1,923	\$1,970	\$2,019
2	\$1,811	\$1,958	\$2,006	\$2,054
3	\$1,847	\$1,994	\$2,042	\$2,090
4	\$1,884	\$2,031	\$2,079	\$2,127
5	\$1,921	\$2,069	\$2,117	\$2,165
6	\$1,960	\$2,107	\$2,155	\$2,203
7	\$1,999	\$2,147	\$2,194	\$2,243
8	\$2,039	\$2,187	\$2,234	\$2,283
9	\$2,080	\$2,227	\$2,275	\$2,323
10	\$2,121	\$2,269	\$2,317	\$2,365
11	\$2,164	\$2,311	\$2,359	\$2,407
12	\$2,207	\$2,355	\$2,402	\$2,451
13	\$2,251	\$2,399	\$2,447	\$2,495
14	\$2,296	\$2,444	\$2,492	\$2,540
15	\$2,342	\$2,490	\$2,538	\$2,586
16	\$2,389	\$2,537	\$2,584	\$2,633
17	\$2,437	\$2,584	\$2,632	\$2,680
18	\$2,485	\$2,633	\$2,681	\$2,729
19	\$2,535	\$2,683	\$2,731	\$2,779
20	\$2,586	\$2,734	\$2,781	\$2,830
21	\$2,638	\$2,785	\$2,833	\$2,881
22	\$2,690	\$2,838	\$2,886	\$2,934
23	\$2,744	\$2,892	\$2,940	\$2,988
24	\$2,799	\$2,947	\$2,994	\$3,043
25	\$2,855	\$3,003	\$3,050	\$3,099

School District of Indian River County
 2009-2010
 2011-2014

Teacher Full Schedule Supplement
 196 Day Schedule - 6.16% of Base

	Bachelor	Masters	Specialist	Doctorate
1	\$2,187	\$2,369	\$2,428	\$2,487
2	\$2,231	\$2,412	\$2,471	\$2,531
3	\$2,275	\$2,457	\$2,516	\$2,575
4	\$2,321	\$2,503	\$2,561	\$2,621
5	\$2,367	\$2,549	\$2,608	\$2,667
6	\$2,414	\$2,596	\$2,655	\$2,715
7	\$2,463	\$2,645	\$2,704	\$2,763
8	\$2,512	\$2,694	\$2,753	\$2,812
9	\$2,562	\$2,744	\$2,803	\$2,862
10	\$2,613	\$2,795	\$2,854	\$2,914
11	\$2,666	\$2,848	\$2,906	\$2,966
12	\$2,719	\$2,901	\$2,960	\$3,019
13	\$2,773	\$2,955	\$3,014	\$3,074
14	\$2,829	\$3,011	\$3,070	\$3,129
15	\$2,885	\$3,067	\$3,126	\$3,186
16	\$2,943	\$3,125	\$3,184	\$3,243
17	\$3,002	\$3,184	\$3,243	\$3,302
18	\$3,062	\$3,244	\$3,303	\$3,362
19	\$3,123	\$3,305	\$3,364	\$3,424
20	\$3,186	\$3,368	\$3,427	\$3,486
21	\$3,249	\$3,431	\$3,490	\$3,550
22	\$3,314	\$3,496	\$3,555	\$3,615
23	\$3,381	\$3,563	\$3,622	\$3,681
24	\$3,448	\$3,630	\$3,689	\$3,749
25	\$3,517	\$3,699	\$3,758	\$3,818

Teachers designated as "highly effective" - \$1,000 annually
 Teachers designated as "effective" - \$500 annually