



**PROPOSED ACTUAL LANGUAGE  
2007- 08 INSTRUCTIONAL MASTER CONTRACT**

**ARTICLE VII – Working Conditions, SECTION I – SECTION S - Teaching Assignments and Duties**

1. – 13. Same

14. **Effective with the start of the 2008-2009 school year, elementary** school teachers shall be given no less than 250 minutes of planning time each full week of student attendance and the regular class schedule is in effect. A total of ~~120~~ 150 minutes of this time shall be assigned by the principal during the student day each full week of student attendance when the regular schedule is in effect, in four (4) 30 minute blocks of time on four (4) different student days. Of this 150 minutes, a period of at least 30 minutes will be scheduled on four (4) different student days during each full week. The remaining ~~130~~ 100 minutes ~~may~~ shall be assigned each full week as stipulated in paragraph 15 of this section, schedules permit during the week.

15. Elementary, middle, and high school teachers will receive at least one hundred (100) minutes of planning time each week students are in attendance and the regular class schedule is in effect to plan for their specific classroom activities. At the elementary school level, the one hundred (100) minutes shall be implemented before or after the student day. ~~When possible, in two (2) fifty minute periods will be scheduled.~~ This time may be altered as a result of the following:

- a) parent conferences;
- b) required meetings to implement changes due to state or federal mandate;
- c) voluntary participation in professional activities;
- d) personal activities; or,
- e) emergencies.

Elementary teachers will be informed when planning time is scheduled prior to the week it occurs.

16. Same

17. Planning time for media specialists and other support staff shall be equal in length to that of classroom teachers at their school but may be scheduled at different times each week and before or after the student day to ensure ~~provided~~ that access to their services is not denied.

18. – 23. Same

**ARTICLE X – SALARY AND TEACHER WELFARE, SECTION B – Fringe Benefits**

1. Health Insurance

a) The Board agrees to contribute ~~\$4,900.96~~ \$4,940.46 per eligible employee toward the cost of the benefits package for the ~~2007~~ 2008 insurance plan year. An alternative Health Opt-Out Program shall be provided to bargaining unit members who do not choose one of the Board-approved health plans.

b) through f) SAME

2. Same

**SECTION C - Payroll Deduction for Additional Benefits--Same**

**SECTION D - Early Retirement Monthly Benefit--Same**

**SECTION E - Deferred Retirement Option Program (DROP)--Same**

**SECTION F - Retiree Healthcare Premium--Same**

**SECTION G - Meritorious Attendance Incentive Pay--Same**

**SECTION H - Group Medical Benefits Recovery Incentive Program (Indemnity - PPO and HMO Programs)--Same**

**SECTION I – Employee Assistance Program (EAP)--Same**

**ARTICLE XIII - DURATION**

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2009~~ June 30, 2010, except as provided in paragraphs 3 and 4 below and shall automatically be renewed from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after the giving of such notice.

2.-3. SAME

4. This Agreement shall be reopened for the ~~2007-2008 and~~ 2008-2009 and the 2009-2010 school years upon request of either party on Article X and Addenda A and B. Other items may be reopened if affected by legislation or by mutual consent of both parties. In addition, the Union and Board may each select three (3) additional items for reopeners.

5. SAME

**ADDENDUM A--SALARY SCHEDULE**

**Rules Governing the Salary Schedule**

1. Same

**2. Performance Pay Program**

~~Effective July 1, 1998, a Performance Pay Program will be implemented. Beginning with the 2002-2003 school year, Section 230.23(5)(c), F.S., requires each district to include in its salary structure a provision to fund an additional five percent (5%) supplement to those instructional personnel who demonstrate outstanding performance and to include in its annual budget sufficient monies to fully fund this requirement. An instructional employee demonstrating such outstanding performance in accordance with the DSBPC Pay for Performance Procedures Manual shall receive an additional five percent (5%) of his/her regular salary excluding all supplements/stipends other than those supplements that are required of the position. Should Florida Statutes delete or revise this requirement, the Board and Union agree to meet for the purpose of continuing, deleting, and/or revising this provision. The program is described in part in Addendum E.~~

**Differentiated Pay**

The Board's salary schedules for instructional personnel allows for and provides differentiated pay as required in Florida Statute 1012.22.

Differentiated pay is provided as listed below:

Academic Supplements listed in Addendum B;

Athletic Supplements listed in Addendum B;

Supplements to instructional positions identified in Addendum C;

Compensation for additional teaching assignment beyond the regular teaching assignment as listed in Addendum A. These additional teaching assignments include Part-Time Adult Education, Part-Time Homebound Instruction, After-Hour ESE Activities, and After-Hour Instructional Programs;

Extended School Year assignments;

Alternative School assignment; and

Advanced degrees and/or completion of additional credit hours beyond a degree as shown on Salary Schedules 55 and 55A.

3.-5. Same

**6. Pay Dates**

All instructional employees shall be paid in twenty-six (26) equal installments. Teachers on a 196 day contract shall receive their first paycheck on ~~August 18, 2006~~ August 31, 2007, and all subsequent paychecks will be issued at two (2) week intervals thereafter and six (6) paychecks at the end of the school year except those teachers who have unpaid leave reported to the leave department after ~~May 16, 2007~~ May 28, 2008. Teachers who have unpaid leave reported to the leave department after ~~May 16, 2007~~ May 28, 2008, will receive five (5) pay checks at the end of the school year and the sixth (6th) check will be issued on ~~June 14, 2007~~ June 20, 2008. Adult education teachers on extended contracts (230 days) will receive their first paycheck on ~~July 21, 2006~~ July 20, 2007, and all subsequent paychecks at two (2) week intervals thereafter. School psychologists shall receive their first paycheck on ~~August 18, 2006~~ August 31, 2007, and all subsequent paychecks at two (2) week intervals thereafter. ~~Teachers assigned to the alternative school will receive their first paycheck on August 18, 2006, and all subsequent paychecks at two (2) week intervals thereafter.~~

In the event that any regular pay date falls on a weekend or during any holiday period, paychecks shall be issued on the last working day preceding said weekend or holiday period. Further, after the end of the school year, teachers shall receive all paychecks owed them at the last regular pay date in June.

7.-11. **Same**

**See last Page for Salary Schedules**

**ADDENDUM B--SUPPLEMENT SCHEDULE—SAME as 2006-2007**

**ADDENDUM C--INSTRUCTIONAL BARGAINING UNIT – DESCRIPTION--SAME**

**ADDENDUM E – PERFORMANCE BASED TEACHER COMPENSATION PLAN—DELETE**

**ADDENDUM G -- Reasonable Suspicion Drug Testing Program (All new language)**

As part of its commitment to safeguard the health of its employees, to provide a safe place for its employees to work and our students to attend, and to promote a drug-free working environment, the Pasco County School Board (Board) has established this Reasonable Suspicion Drug Testing Program (Program) relating to the abuse of drugs (including alcohol) by its employees.

This Program has been prepared so as not to conflict with public policy, and, further, not to be discriminatory or abusive. The ultimate goal of the Program is to balance the School Board's respect for privacy with its need to keep a safe, productive, drug-free environment. Reasonable suspicion drug testing shall be required by a supervisor or designee, outside the bargaining unit, who has been trained for at least 60 minutes on alcohol misuse and an additional 60 minutes on controlled substance misuse. All test results will be kept confidential to the extent allowed by law.

Employees who engage in prohibited drug related conduct as verified by the testing results must be immediately removed from duty.

Any employee who is in violation of the Program shall be subject to discipline up to and including dismissal or required to participate in and complete a drug-abuse or alcohol rehabilitation program (rehabilitation program) as a condition of continued employment. The opportunity to participate in a rehabilitation program as a condition of continued employment will be offered only to employees who test positive for drugs or alcohol and who have not been previously found to be in violation of any provision of this Program. The employee is responsible for all costs associated with the rehabilitation program and will provide evidence of satisfactory completion of all phases and terms of the rehabilitation program to the Board. The rehabilitation program will include the involvement of a Substance Abuse Professional (SAP) approved by the Board. The SAP will evaluate the employee and make recommendations relative to fitness to return to work, appropriate education, treatment, follow-up tests, and aftercare. The employee will sign an authorization and release of information form allowing the SAP to release, and the Board to obtain, information relative to the employee's progress in the rehabilitation program. The employee will be on leave pending the successful completion of the rehabilitation program. The employee may use accrued sick leave during this period if available; otherwise, the leave will be unpaid. Upon completion of the rehabilitation program, the employee will be returned to work in a position similar to the position held when the violation occurred and for which he/she is qualified in the judgment of the Superintendent. An employee returning to work following successful completion of a rehabilitation program will be subject to random unannounced follow-up testing for one calendar year or longer if required by the SAP as part of the rehabilitation program.

The provision allowing entry into a rehabilitation program does not preclude the employee from being disciplined for other violations of the Program or other behaviors which would otherwise subject the employee to discipline up to and including termination of employment. These other behaviors include an employee's actions or behaviors at the time suspected drug or alcohol misuse is determined.

When a meeting is called to inform an employee that reasonable suspicion testing is required, a Union representative shall be permitted to attend the meeting with the right to ask questions for the purpose of clarification. Because time is important when giving tests, the meeting will not be delayed if the Union representative is unable to be present at the time specified for the meeting to begin. During the meeting, the supervisor calling the meeting will cite the indicators, which led to the reasonable suspicion, and the employee shall be given an opportunity to give an explanation if he/she desires.

Any employee who is discharged from the rehabilitation program for unsuccessful participation will be recommended for termination from employment. Any employee who is in violation of the Board's Program a second time will be recommended for termination from employment.

**Definitions**

"Drug" is defined as: alcohol, including a distilled spirit, wine, a malt beverage, or an intoxicating liquor; an amphetamine; a cannabinoid; cocaine; phencyclidine (PCP); a hallucinogen; methaqualone; an opiate; a barbiturate; a benzodiazepine; a synthetic narcotic; a designer drug; or a metabolite of any of the substances listed in this paragraph. Employees tested under reasonable suspicion testing shall be tested for the following drugs: cannabinoids, cocaine, opiates (morphine), amphetamines, phencyclidine (PCP), and alcohol.

**Notification**

Prior to implementation, the Board will provide all employees with an orientation that includes educational materials that explain the requirements of this program and the Board's policies with respect to these requirements. Each employee who has received these materials shall be required to sign a form certifying that he/she has received a copy of the materials.

An employee may be subject to a drug screening test under any of the following circumstances:

(1) Where there is a finding of reasonable suspicion based on specific facts and inferences reasonably drawn from these facts in light of experience which would lead a prudent person to reasonably suspect that the employee was under the influence of illegal drugs or alcohol.

(2) When an employee's conduct or appearance is directly observed or perceived as indicative of being under the influence of a drug or alcohol during work time. It is the Board's intention that such an observation be made by two or more supervisors trained in alcohol and controlled substance misuse before requiring a reasonable suspicion drug test. However, this is not a requirement.

(3) When an employee is found in possession of suspected illicit drugs or drug paraphernalia, or when suspected illicit drugs or paraphernalia are found in an area controlled or used exclusively by the employee.

(4) As part of a rehabilitation program or as specified in the agreement.

(5) Evidence that an employee has used, possessed, sold, solicited, or transferred drugs while working or while on school board property.

**Testing**

Testing of employees shall be done in accordance with the applicable Federal and State law.

Refusal to submit to a drug screening test is defined as:

(1) failing to provide adequate breath for alcohol testing without a valid medical explanation;

(2) failing to provide adequate urine for drug testing without a valid medical explanation;

(3) engaging in conduct that clearly obstructs the testing process; or

(4) tampering with a drug test

Failure to comply or provide an adequate urine or breath sample, absent a documented and verified medical excuse, shall be determined to be a positive test result.

**Follow-up Testing**

Should the employee successfully complete the drug-abuse or rehabilitation program, the employee, upon returning to work, shall be subject to follow-up drug or alcohol testing as determined by the SAP or as specified in this agreement.

This program will take effect on September 1, 2008.

Employees in safety sensitive positions covered by provisions of the Omnibus Transportation Testing Act (OTETA) as outlined in Addendum D of this agreement are not subject to this program.

**ECONOMIC PROPOSAL (2007-2008)**

1. Salaries

a) Salary Schedules 55 and 55A

1) Step Increases: The Board shall provide \$2,963,117 to fund employee step advancements as shown on current (2006-2007) Salary Schedules 55 and 55A.

2) The Board shall provide an additional \$5,648,388 to improve Salary Schedules 55 and 55A.

2. Other Economic Issues:

a) The Board will continue to pay re-fingerprinting and fingerprint retention fees for teachers which is estimated to be \$44,350 for the 2007-2008 school year.

b) The Board will maintain the after-hour staff development activities hourly rate of \$14.75.

c) The Board will continue to provide a mileage rate of \$.38 per mile.

The payments and increases shown above will be provided retroactive to July 1, 2007, for current bargaining unit members. However, such increases will not be provided to bargaining unit members who were employed on or after July 1, 2007, but left the system prior to ratification, with the exception of retirees.

3. Fringe Benefits: The Board agrees to contribute \$4,940.46 (an increase of \$39.50) per eligible employee toward the cost of the benefits package for the 2008 insurance plan year. Should there be a reduction in the 2008 plan year health insurance renewal rate, the Board will continue to fund the plan at this level and any savings will be applied to pay any insurance plan deficits for the 2007 plan year. Any remaining savings will be applied to the insurance cost for the 2009 plan year or to salaries for 2008-2009. In addition, the alternate "opt-out" program shall be provided to bargaining unit members with existing coverage who do not choose one of the Board-approved health plans. The amount of this "opt-out" will be \$1,200.

**MEMORANDUM OF UNDERSTANDING—Additional Days for Off-Site Prekindergarten Programs -- SAME**

**MEMORANDUM OF UNDERSTANDING--Alternative to Scheduling – Mitchell High School -- SAME**

**MEMORANDUM OF UNDERSTANDING--Alternative to Scheduling – Seven Springs Middle School -- SAME**

**MEMORANDUM OF UNDERSTANDING—ESE INCLUSION MODEL TASK FORCE**

The Board and Union agree to focus on improving the current inclusionary practices in our schools. To this end, ~~the~~ a joint district-union task force ~~will be established in the 2005-2006 school year to seek improvement in these various models will continue during the 2006-2007 school year.~~ Areas to be addressed will include, but not be limited to, the ratio of ESE/Basic Ed students, initial training for teachers involved (both Basic Ed and ESE), consultation services, resource pull-out and overall ongoing training and support services required to ensure the best educational setting for teachers and students.

All agreed upon recommendations will be presented to the Superintendent and the President of USEP no later than March 1, ~~2007~~.

**MEMORANDUM OF UNDERSTANDING—Extended School Year (ESY)**

The Board and Union agree to meet during the first semester of the school year to review the applicable guidelines and memorandum of understanding for extended school year and other similar programs, and make necessary adjustments.

**MEMORANDUM OF UNDERSTANDING—Extended School Year Program Summer of 2007 (UPDATED FOR NEW YEAR)**

**MEMORANDUM OF UNDERSTANDING – Florida’s K-12 Comprehensive Research-based Reading Plan and Professional Development Protocol Standards -- SAME**

**MEMORANDUM OF UNDERSTANDING – Indoor Air/Environmental Quality Issues--SAME**

**MEMORANDUM OF UNDERSTANDING—Instructional Retiree Health Opt-Out Program -- SAME**

**MEMORANDUM OF UNDERSTANDING--Legislation by the State and Federal Legislature--SAME**

**MEMORANDUM OF UNDERSTANDING--Members of the Teacher Assistance Team--SAME**

**MEMORANDUM OF UNDERSTANDING—No Child Left Behind Impact on Instructional Staff**

In an attempt to minimize the impact of the No Child Left Behind (NCLB) Act on instructional staff, the Board and Union agree to the following provisions.

1. It is the Board’s intent to keep teachers who are currently “highly qualified” in positions for which they hold a temporary or professional certificate with appropriate coverage.
2. The Board shall make every effort to minimize the number of core academic subject areas for which a teacher must obtain a temporary or professional certificate with appropriate coverage.
3. The Board shall provide at no cost to the teacher, staff development opportunities for those teachers seeking to add the reading endorsement to their certificate and shall give priority to those teachers identified as needing the reading endorsement.
4. The Board shall provide reimbursement for subject area examination fees at the regular administration rate to teachers attempting to become “highly qualified.” The Board shall also provide individual teachers reimbursement for a second attempt at passing a specific subject area examination if the teacher is unsuccessful on the first attempt.
5. No new teachers will be hired to fill an advertised position vacancy until all current teachers who do not meet the NCLB “highly qualified” definition are provided the opportunity to apply for and be interviewed for the position; provided they hold either a temporary or professional certificate with appropriate coverage.
6. Teachers wishing to transfer under this provision will make their interest known to the principal within the advertised period and will identify that they are seeking assignment priority in accordance with this Memorandum of Understanding. The Board shall give priority to such current teachers over outside applicants when filling vacant positions. Such priority will not supersede priority for involuntary or voluntary transfers resulting from staff reduction.

7. Some district Title I schools are facing restructuring for the 2008-2009 school year under provisions of NCLB. Any changes as a result of restructuring that are mandatory subjects of collective bargaining will be negotiated prior to the changes being implemented. Additionally, impact bargaining will occur when appropriate.

**MEMORANDUM OF UNDERSTANDING – Paperwork Reduction For Teachers**

The Board and Union agree to continue the work of the Paperwork Reduction for Teachers committee for the purpose of exploring ways to reduce teachers’ paperwork and to better utilize technology as a means of reducing paperwork, processes, and tasks. The committee may also review electronic gradebook/parent communication technology implemented to determine its effectiveness in reducing paperwork, processes, and tasks and make recommendations for improvement to include establishing a list of standardized grading comments to be available for use by teachers when preparing report cards and progress reports. The President of USEP and the Superintendent will each appoint five (5) members to this committee. The committee shall study and recommend ways to reduce, revise, and consolidate paperwork requirements with the overall intent of streamlining or eliminating as much paperwork as possible.

This committee will meet as soon as possible into ~~the 2006-2007 school year with initial recommendations being developed and made to the Superintendent no later than December 1<sup>st</sup>, 2006.~~

The disposition of all recommendations made to the Superintendent will be communicated to the committee prior to March 1<sup>st</sup>, ~~2007~~.

**MEMORANDUM OF UNDERSTANDING – PAYMENT OF SALARY INCREASES: In anticipation of ratification, the Board and the Union agree that the negotiated salary increases for the 2007-2008 school year will be reflected in the December 21, 2007, teacher paycheck.**

**MEMORANDUM OF UNDERSTANDING—Refingerprinting, Retention of Fingerprints, and five (5) Year National Check**

Florida Statutes require retention of fingerprints for teachers in a Florida Department of Law Enforcement (FDLE) automated fingerprint identification system and a national check of the fingerprints every five (5) years. All teacher fingerprints submitted on or after July 1, 2004, have been entered into this system. Teacher fingerprints submitted prior to July 1, 2004, cannot be entered into the system. Therefore, all current teachers fingerprinted prior to July 1, 2004, must be refingerprinted. The refingerprinting must be completed prior to July 1, 2009. The statute states that the cost of the refingerprinting may be borne by the employee or employer.

The refingerprinting fee is currently ~~\$61.00~~ \$47.00 per teacher. The fee includes a \$24.00 fee for a national records check and a \$6.00 fee for the first year of retention of the fingerprints by the FDLE. Thereafter, the retention fee must be paid each year and the fee for the national records check paid every five (5) years.

In order to comply with the law and provide a benefit to teachers, the Board and the Union agree to the following:

- 1.—7. SAME

The estimated cost for ~~2006-2007 is \$59,536~~ 2006-2007 is \$44,350. The fee structure as described is subject to change.

**MEMORANDUM OF UNDERSTANDING—Reservists called to Active Duty Following the September 11, 2001, Terrorist Attack--SAME**

**MEMORANDUM OF UNDERSTANDING—School Choice Preference Employee Request-- SAME**

**MEMORANDUM OF UNDERSTANDING—Substitute Task Force—SAME**

**MEMORANDUM OF UNDERSTANDING--VOLUNTARY PRE – K (VPK) PROGRAM - SUMMER 2007 (Updated for the new year)**

**2006-2007 INSTRUCTIONAL SALARY SCHEDULES**

**2007-2008 SALARY SCHEDULE 55**

**INSTRUCTIONAL ANNUAL, PROFESSIONAL SERVICES, & CONTINUING CONTRACT**

YRS OF EXP	STEP	BACHELOR	BACHELOR +18	MASTERS	MASTERS + 18	ED. SPEC	DOCTOR
0	1	\$36,420.	\$37,220.	\$39,120.	\$39,820.	\$40,820.	\$41,820.
1	2	\$36,770.	\$37,570.	\$39,470.	\$40,170.	\$41,170.	\$42,170.
2	3	\$37,120.	\$37,920.	\$39,820.	\$40,520.	\$41,520.	\$42,520.
3	4	\$37,470.	\$38,270.	\$40,170.	\$40,870.	\$41,870.	\$42,870.
4	5	\$37,870.	\$38,670.	\$40,570.	\$41,270.	\$42,270.	\$43,270.
5	6	\$38,320.	\$39,120.	\$41,020.	\$41,720.	\$42,720.	\$43,720.
6	7	\$38,820.	\$39,620.	\$41,520.	\$42,220.	\$43,220.	\$44,220.
7	8	\$39,370.	\$40,170.	\$42,070.	\$42,770.	\$43,770.	\$44,770.
8	9	\$39,970.	\$40,770.	\$42,670.	\$43,370.	\$44,370.	\$45,370.
9	10	\$40,620.	\$41,420.	\$43,320.	\$44,020.	\$45,020.	\$46,020.
10	11	\$41,320.	\$42,120.	\$44,020.	\$44,720.	\$45,720.	\$46,720.
11	12	\$42,070.	\$42,870.	\$44,770.	\$45,470.	\$46,470.	\$47,470.
12	13	\$42,870.	\$43,670.	\$45,570.	\$46,270.	\$47,270.	\$48,270.
13	14	\$43,670.	\$44,470.	\$46,370.	\$47,070.	\$48,070.	\$49,070.
14	15	\$44,470.	\$45,270.	\$47,170.	\$47,870.	\$48,870.	\$49,870.
15	16	\$45,270.	\$46,070.	\$47,970.	\$48,670.	\$49,670.	\$50,670.
16	17	\$46,070.	\$46,870.	\$48,770.	\$49,470.	\$50,470.	\$51,470.
17	18	\$46,870.	\$47,670.	\$49,570.	\$50,270.	\$51,270.	\$52,270.
18	19	\$47,670.	\$48,470.	\$50,370.	\$51,070.	\$52,070.	\$53,070.
19	20	\$48,470.	\$49,270.	\$51,170.	\$51,870.	\$52,870.	\$53,870.
20	21	\$49,270.	\$50,070.	\$51,970.	\$52,670.	\$53,670.	\$54,670.
21	22	\$50,070.	\$50,870.	\$52,770.	\$53,470.	\$54,470.	\$55,470.
22	23	\$50,920.	\$51,720.	\$53,620.	\$54,320.	\$55,320.	\$56,320.
23	24	\$51,770.	\$52,570.	\$54,470.	\$55,170.	\$56,170.	\$57,170.
24	25	\$52,620.	\$53,420.	\$55,320.	\$56,020.	\$57,020.	\$58,020.
25	26	\$53,470.	\$54,270.	\$56,170.	\$56,870.	\$57,870.	\$58,870.

Pasco Service Incentive (PSI): Effective with the 2003-2004 school year, those teachers who have earned at least one year's service credit in Pasco on step 26 will receive an annual increase of \$1,000. Each subsequent year of service credit earned in Pasco on step 26 will earn an additional \$1,000 annually. Teachers on PSI receive \$1,000 plus any improvement applied to the top step in their salary lane. For 2007-2008, teachers on PSI will receive a \$2,120 salary increase. For example, a teacher at the BA level in his/her first year of PSI will increase from \$52,350 to \$54,470 annual salary, a teacher at the BA level in his/her second year of PSI will increase from \$53,350 to \$55,470, etc.

**2007-2008 SALARY SCHEDULE #55A**

**INSTRUCTIONAL ALTERNATIVE (Includes 8-hr day and 196-day work year)**

YRS OF EXP	STEP	BACHELOR	BACHELOR +18	MASTERS	MASTERS + 18	ED. SPEC	DOCTOR
0	1	\$38,848.	\$39,701.	\$41,728.	\$42,475.	\$43,541.	\$44,608.
1	2	\$39,221.	\$40,075.	\$42,101.	\$42,848.	\$43,915.	\$44,981.
2	3	\$39,595.	\$40,448.	\$42,475.	\$43,221.	\$44,288.	\$45,355.
3	4	\$39,968.	\$40,821.	\$42,848.	\$43,595.	\$44,661.	\$45,728.
4	5	\$40,395.	\$41,248.	\$43,275.	\$44,021.	\$45,088.	\$46,155.
5	6	\$40,875.	\$41,728.	\$43,755.	\$44,501.	\$45,568.	\$46,635.
6	7	\$41,408.	\$42,261.	\$44,288.	\$45,035.	\$46,101.	\$47,168.
7	8	\$41,995.	\$42,848.	\$44,875.	\$45,621.	\$46,688.	\$47,755.
8	9	\$42,635.	\$43,488.	\$45,515.	\$46,261.	\$47,328.	\$48,395.
9	10	\$43,328.	\$44,181.	\$46,208.	\$46,955.	\$48,021.	\$49,088.
10	11	\$44,075.	\$44,928.	\$46,955.	\$47,701.	\$48,768.	\$49,835.
11	12	\$44,875.	\$45,728.	\$47,755.	\$48,501.	\$49,568.	\$50,635.
12	13	\$45,728.	\$46,581.	\$48,608.	\$49,355.	\$50,421.	\$51,488.
13	14	\$46,581.	\$47,435.	\$49,461.	\$50,208.	\$51,275.	\$52,341.
14	15	\$47,435.	\$48,288.	\$50,315.	\$51,061.	\$52,128.	\$53,195.
15	16	\$48,288.	\$49,141.	\$51,168.	\$51,915.	\$52,981.	\$54,048.
16	17	\$49,141.	\$49,995.	\$52,021.	\$52,768.	\$53,835.	\$54,901.
17	18	\$49,995.	\$50,848.	\$52,875.	\$53,621.	\$54,688.	\$55,755.
18	19	\$50,848.	\$51,701.	\$53,728.	\$54,475.	\$55,541.	\$56,608.
19	20	\$51,701.	\$52,555.	\$54,581.	\$55,328.	\$56,395.	\$57,461.
20	21	\$52,555.	\$53,408.	\$55,435.	\$56,181.	\$57,248.	\$58,315.
21	22	\$53,408.	\$54,261.	\$56,288.	\$57,035.	\$58,101.	\$59,168.
22	23	\$54,315.	\$55,168.	\$57,195.	\$57,941.	\$59,008.	\$60,075.
23	24	\$55,221.	\$56,075.	\$58,101.	\$58,848.	\$59,915.	\$60,981.
24	25	\$56,128.	\$56,981.	\$59,008.	\$59,755.	\$60,821.	\$61,888.
25	26	\$57,035.	\$57,888.	\$59,915.	\$60,661.	\$61,728.	\$62,795.

Pasco Service Incentive (PSI): Effective with the 2003-2004 school year, those teachers who have earned at least one year's service credit in Pasco on step 26 will receive an annual increase of \$1,000. Each subsequent year of service credit earned in Pasco on step 26 will earn an additional \$1,000 annually. Teachers on PSI receive \$1,000 plus any improvement applied to the top step in their salary lane. For 2007-2008, teachers on PSI will receive a \$1,987 salary increase. For example, a teacher at the BA level in his/her first year of PSI will increase from \$56,048 to \$58,035 annual salary, a teacher at the BA level in his/her second year of PSI will increase from \$57,048 to \$59,035, etc.