

## F.E.N. Advance Degree Survey - Dec. 2014

School District	Pays Advance Degree Supplements	Eligibility Determination	C.B.A. Contain Language for Advance Degree Supplements	Language or Link to C.B.A.	How does district handle teachers who hold/obtain advance degrees in non-certification areas such as Curriculum & Instruction and/or Secondary in relation to eligibility for supplemental pay?
Collier	Yes	The BEC degree major list is used as a tool to determine if the advanced degree major is acceptable for the supplement. The advanced degree major on the transcript must be the same as on the instructional or administrator Florida Teaching Certificate for the following: **Instructional employees who are on a probationary or annual contract **School site Administrators hired after 7/1/2011	Yes	Any compensation for advance degrees for employees who are compensated per the Salary Schedule in Appendix A-2 will be designated as supplements and must be in the employee's area of certification. In the event the Florida Legislature repeals statute relative to this provision in the 2012 session, all affected employees, shall be appropriately placed on the salary schedule A-1 for the 2012-13 school year.	** A letter from the University for additional clarification is acceptable if the Degree is in a generic area such as Curriculum and Instruction and does not specify a concentration. ** if the major is generic, but there is an obvious concentration of courses in an area that is on the certificate. ** If it's determined that the degree major meets the eligibility requirement for an area of certification not on the certificate, once the area is added to the certificate the employee is eligible to receive the pay retroactive to the date the subject was added to the certificate.
Flagler	Yes	For teachers hired after July 1, 2011 only, advanced degrees must be in the individual's area of assignment.	Yes	See previous answer	See previous answer
Gadsden	Yes	documented college transcripts	No	The only thing we have currently is salary supplement information.	We are currently awarding supplements based on FS language but will be discussing options with union.
Gilchrist	Yes	Any Instructional employee hired on or after July 1, 2011 receives an advanced degree supplement if the degree is in an area specified on the individual's teaching certificate.	No		Employee hired on or after July 1, 2011 holding an advanced degree that is not on their certificate are not eligible to receive compensation for their advanced degree.
Hendry	Yes	Must provide proof of completed advanced degree	Yes	It can be found on our District Website, just Google Hendry County Schools.	We do not pay for advanced degrees that are not in their area of certifications.
Hillsborough	Yes	Employees grandfathered in on our traditional salary schedule (A/B). Please see attached Memorandum of Understanding.	Yes	<a href="http://www.sdhc.k12.fl.us/doc/405/teachercontract-document">http://www.sdhc.k12.fl.us/doc/405/teachercontract-document</a> Item 17.6.3 B. Please note MOU	See Hillsborough attached MOU.

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Miami-Dade	Yes	<a href="http://www.dadeschools.net/employees/labor_union/UTD/UTD_12-15.pdf">http://www.dadeschools.net/employees/labor_union/UTD/UTD_12-15.pdf</a>	Yes	<a href="http://www.dadeschools.net/employees/labor_union/UTD/UTD_12-1">ttp://www.dadeschools.net/employees/labor_union/UTD/UTD_12-1</a>	Teachers may qualify for the advanced degree payment by having 15 graduate semester hours in the subject/field to which they are assigned or in which they are already certified.
Okaloosa	Yes	The degree awarded must be in an area that they hold certification in or are adding to their certification.	Yes	The Board shall pay a teacher for an advanced degree earned from an accredited institution, if the teacher was hired before July 1, 2011. The Board shall pay the teacher for an advanced degree if hired after July 1, 2011, if it is an area that is on his/her current certificate. No teacher currently being paid on the advanced degree schedule will be adversely affected by this provision. Payment for the highest level coverage will begin at the beginning of the pay period following receipt of an official transcript reflecting the degree in the Personnel Department. Employees shall be responsible for furnishing these transcripts.	If a teacher turns in transcripts that are in non-certification areas we issue a memo that lets them know that the degree does not qualify for the supplement. We also will advise them to seek a letter from the college that states the degree had a concentration in a specific subject area.
Orange	Yes	Advanced degree must be held in the area of certification if hired after July 2011	Yes	<a href="https://www.ocps.net/es/legislative/laborrelations/Documents/2014-2015/CTA%20Contract%2013-14%20(3).pdf">https://www.ocps.net/es/legislative/laborrelations/Documents/2014-2015/CTA%20Contract%2013-14%20(3).pdf</a>	They do not receive credit.
Orange				Article XVI.Section B.1, a-d	
Osceola	Yes	The employee's degree major must clearly state the same content area that is on the teacher's certificate. Attached Osceola document <i>Advanced Degree Salary Supplement Law Change</i> .	Yes	ARTICLE XVI: PROFESSIONAL COMPENSATION 16.01 Professional compensation for teachers during the term of this Agreement shall be set forth in the Appendices, which are attached to and made a part of this Contract. 16.02 Teachers shall be paid according to the salary schedule and shall receive years of experience subject to the following criteria: **2. Salary Adjustment Salary adjustments shall be made for the completion of advanced degrees upon receipt of an official transcript. The effective date of the adjustment will be the first day of the employment during the school year or the date of the advance degree was earned, whichever comes later. (09/05/00)	The employee's degree major must clearly state the same content area that is on the teacher's certificate. The employee may request his or her college or university to amend his or her degree or transcript in order to meet this criteria. An employee may appeal to a committee of District administrators that will meet and make a determination that complies with state law.

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Osceola		(See Article XXIV, Section D)		(See Article XXIV – Credential Pay)	
Osceola				(See Osceola Instructional Salary Schedule)	
Palm Beach	Yes	For those employed before July 1, 2011 who have an advanced degree, the District continues to recognize those degrees pursuant to Article VII, Section 1 of the CBA. Those hired on or after July 1, 2011, must have an advanced degree in their area of certification as required by FS 1012.22 (1)(c)(3).	Yes	<a href="http://www.palmbeachschools.org/laborrelations/CTAPage">www.palmbeachschools.org/laborrelations/CTAPage</a>	We do not recognize an advanced degree unless it is in an area on the employee's certificate.
Pasco	Yes	Employees hired after 7/1/11 must have a degree in an area of their certification; for employees hired prior to 7/1/11 the certification requirement does not apply	Yes		handled on a case by case basis – the area of certification must be in a related area under the broad degree major
Putnam	Yes	We pay for all advanced degrees as soon as they are verified and have been added to the employees certificate.	Yes, still in negotiations	Our language basically states that any level change in teacher certification will be recognized, for payroll purposes, as soon as it is verified and added to their certificate.	We are, under the direction of our HR Director, paying a supplement for all advanced degrees for which an employee may be certificated in. An ex. would be a Math teacher who earns a Masters degree in Ed Leadership.

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Seminole	Yes	<p>1. For those teachers hired to the District prior to July 1, 2011, salary adjustments shall be made for completion of advanced degrees earned during the school year upon receipt of the verification of the higher degree.</p> <p>2. For those teachers hired after July 1, 2011, salary supplements shall be made for the completion of an advanced degree which results in a subject area certification being issued/added to the teacher's Florida Educator Certificate.</p>	Yes	<p>1. For those teachers hired to the District prior to July 1, 2011, salary adjustments shall be made for completion of advanced degrees earned during the school year upon receipt of the verification of the higher degree. The effective date of adjustment shall be the completion date of said advanced degree and in no case will precede July 1st of the fiscal year that the request for upgrade was submitted in writing.</p> <p>2. For those teachers hired after July 1, 2011, salary supplements shall be made for the completion of an advanced degree which results in a subject area certification being issued/added to the teacher's Florida Educator Certificate. The effective date of the salary supplement shall be the completion date of said advanced degree and confirmation of subject area certification on the teacher's Florida Educator Certificate. In no case will the salary supplement precede July 1 of the fiscal year that the request for the upgrade was submitted in writing.</p> <p>3. Teachers who were hired to the District prior to July 1, 2011, and are pursuing a specific, planned Doctoral degree from an accredited institution and within the college pf education of that institution on a planned Doctoral degree with completed course work within the planned doctoral program resulting in an area can be utilized in the District's education plan in an area of certification shall be compensated at the Specialist Level, to the title M30 in the salary schedule.</p> <p>The upgrade will be granted upon receipt of "Official Transcripts" documenting the (30) semester hours into the planned Doctoral program. Courses used to obtain a Master's degree cannot be counted towards the Doctorate M/30 requirements. The effective date of adjustment shall in no case precede July 1 of the fiscal year that the request for upgrade was submitted in writing.</p>	<p>If the teacher was employed with our district prior to July 1, 2011 with no break in service we pay a degree supplement for any advanced degree obtained from an accredited college or university. Teachers with an employment start date on or after July 1, 2011 who obtain an advanced degree in a non-certification area are not paid a degree supplement</p>

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Wakulla	Yes	HR reviews advanced degree transcript and checks to see if that major area is reflected on the current active educator certificate.	Yes	<p>Supplements for Advanced Degrees:</p> <p><b>**a.</b> Advanced Degree Supplement for Instructional Personnel hired before July 1, 2011 and other pay class changes require a WMIS PR 298-Credit for Advanced Degree Recommendation Form to be completed by the principal or Program Coordinator then forwarded to the Chief Human Capital Officer (HR). The HR Chief alerts the Payroll Dept. of the Pay Class change. If all paper work is in order at the time the contract of a new hire is completed , then the certified contract will indicate the advanced degree status. If paperwork is not in order, the certified contract will reflect the basic Bachelor's degree status. An employee has 90 calendar days to apply for advanced degree pay from the receipt date of degree confirmation. Retroactive pay will be from the date of confirmation or the beginning of the fiscal year, whichever is less. Failure to apply within the first 90 calendar days after receipt of degree confirmation will result in pay being retroactive to the date of application.</p> <p><b>**b.</b> Advanced Degree Supplement for Instructional Personnel hired on or after July 1, 2011; Pursuant to F.S. 1012.11, credit for an advanced degree supplement will be given to all teachers with a degree in an education related field and that same field is included on their active FL DOE educator's certificates a coverage area.</p> <p><b>**c.</b> Advanced Degree Supplements:</p> <p>&gt;1. Master's Degree - add 2,200 to computed Bachelor Degree            &gt;2. Specialist Degree - add \$2,700 to computed Bachelor Degree     &gt;3.            Doctorate Degree - add \$3,000 to computed Bachelor Degree</p>	We honor all advanced degrees in Education and they receive the supplements. If the degree is Ed. Leadership, Ed Leadership must be on their certificate.

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Walton	Yes	<p>Instructional staff hired before July 1, 2011 and being compensated for advanced degrees were grandfathered in for advanced degree compensation.</p> <p>Instructional staff hired after July 1, 2011 with an advanced degree mus have the advanced degree on the teaching certificate to qualify for a salary supplement.</p>	No	Compensated is awarded when the advanced degree is able to be placed on the teaching certificate.	