

CFK ACADEMY

CFK ACADEMY SALARY SCHEDULE 2024-2025

STARTING SALARY DETERMINATION

New hires in 2024-2025 will receive only the salary increase for placement on the new salary schedule and are not entitled to additional movement. Placement shall be based on all verified years of teaching experience. All years of verified traditional public school or accredited private school teaching experience (in-state or out-of-state) will be recognized by CFK for initial placement on the salary schedule.

Initial placement will occur in the following manner: the first ten (10) years of experience will be credited by granting one full level (three increments) for each year of verified experience; each year thereafter will be credited by granting two-thirds of a level (two increments) per year of verified experience. Starting salary may be adjusted further, if necessary, for pay equity, market demand, or area(s) of critical need, as determined by the Academy Principal, College President, and approved by the Board of Trustees. Initial placement will be in accordance with the following table:

The College of the Florida Keys Academy
2024-2025 Instructional Salary Schedule

Step	Salary	Step	Salary	Step	Salary	Step	Salary
A1	\$62,100	M1	\$72,900	Y1	\$83,700	KK1	\$94,500
A2	\$62,400	M2	\$73,200	Y2	\$84,000	KK2	\$94,800
A3	\$62,700	M3	\$73,500	Y3	\$84,300	KK3	\$95,100
B1	\$63,000	N1	\$73,800	Z1	\$84,600	LL1	\$95,400
B2	\$63,300	N2	\$74,100	Z2	\$84,900	LL2	\$95,700
B3	\$63,600	N3	\$74,400	Z3	\$85,200	LL3	\$96,000
C1	\$63,900	O1	\$74,700	AA1	\$85,500	MM1	\$96,300
C2	\$64,200	O2	\$75,000	AA2	\$85,800	MM2	\$96,600
C3	\$64,500	O3	\$75,300	AA3	\$86,100	MM3	\$96,900
D1	\$64,800	P1	\$75,600	BB1	\$86,400	NN1	\$97,200
D2	\$65,100	P2	\$75,900	BB2	\$86,700	NN2	\$97,500
D3	\$65,400	P3	\$76,200	BB3	\$87,000	NN3	\$97,800
E1	\$65,700	Q1	\$76,500	CC1	\$87,300	OO1	\$98,100
E2	\$66,000	Q2	\$76,800	CC2	\$87,600	OO2	\$98,400
E3	\$66,300	Q3	\$77,100	CC3	\$87,900	OO3	\$98,700
F1	\$66,600	R1	\$77,400	DD1	\$88,200	PP1	\$99,000
F2	\$66,900	R2	\$77,700	DD2	\$88,500	PP2	\$99,300
F3	\$67,200	R3	\$78,000	DD3	\$88,800	PP3	\$99,600
G1	\$67,500	S1	\$78,300	EE1	\$89,100	QQ1	\$99,900
G2	\$67,800	S2	\$78,600	EE2	\$89,400	QQ2	\$100,200
G3	\$68,100	S3	\$78,900	EE3	\$89,700	QQ3	\$100,500
H1	\$68,400	T1	\$79,200	FF1	\$90,000	RR1	\$100,800
H2	\$68,700	T2	\$79,500	FF2	\$90,300	RR2	\$101,100
H3	\$69,000	T3	\$79,800	FF3	\$90,600	RR3	\$101,400
I1	\$69,300	U1	\$80,100	GG1	\$90,900	SS1	\$101,700
I2	\$69,600	U2	\$80,400	GG2	\$91,200	SS2	\$102,000
I3	\$69,900	U3	\$80,700	GG3	\$91,500	SS3	\$102,300
J1	\$70,200	V1	\$81,000	HH1	\$91,800	TT1	\$102,600
J2	\$70,500	V2	\$81,300	HH2	\$92,100	TT2	\$102,900
J3	\$70,800	V3	\$81,600	HH3	\$92,400	TT3	\$103,200
K1	\$71,100	W1	\$81,900	II1	\$92,700	UU1	\$103,500
K2	\$71,400	W2	\$82,200	II2	\$93,000	UU2	\$103,800
K3	\$71,700	W3	\$82,500	II3	\$93,300	UU3	\$104,100
L1	\$72,000	X1	\$82,800	JJ1	\$93,600		
L2	\$72,300	X2	\$83,100	JJ2	\$93,900		
L3	\$72,600	X3	\$83,400	JJ3	\$94,200		

DEGREE SUPPLEMENT

In accordance with Florida Statute (F.S.) 1012.22(1)(c)(3), teachers, hired on or after July 1, 2011, and holding a degree in their area of certification, are eligible for an annual supplement for degree(s) beyond the minimum required per the job description. Supplements for advanced degrees shall be paid in addition to base salary for the term of the negotiated supplement as long as the employee continues his or her employment for the purpose of the supplement. A supplement does not become part of the employee's continuing base salary but is considered compensation for the Florida Retirement System, F.S. 121.021(22). Supplements will be paid in accordance with the following table:

Salary Step	Masters M.Ed., M.A., Ed., M.S., Ed., M.A.T.	Specialist (Ed.S.)	Doctorate (Ph.D., Ed.D.)
A1-J2	\$1,800	\$4,200	\$5,100
J3-M3	\$2,700	\$4,200	\$5,100
N1-U3	\$3,900	\$4,800	\$5,700
V1-UU3	\$4,200	\$5,400	\$6,300

SALARY SCHEDULE ADVANCEMENT

F.S. 1012.22 1(c)(5) provides annual salary adjustments for CFK Academy teachers and CFK Academy administrators (Academy Principal and Academy Assistant Principal) based upon performance determined under F.S. 1012.34. Employees hired on or after July 1, 2014...shall be compensated pursuant to the performance salary schedule once they have received the appropriate performance evaluation for this purpose.

Salary adjustments for highly effective or effective performance shall be established as follows:

- The annual salary adjustment under the performance salary schedule for an employee rated as effective must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification.
- The salary schedule shall not provide an annual salary adjustment for an eligible employee who receives a rating other than highly effective or effective for the year.

CFK Academy teachers shall move on the salary schedule in accordance with the following provisions:

- Eligible employees who achieve a rating of effective on their annual evaluation will have their salary adjusted an additional five steps on the salary schedule effective with the next contract year.
- Eligible employees who achieve a rating of highly effective on their annual evaluation will have their salary adjusted an additional seven steps on the salary schedule effective with the next contract year.