

# The School District of Palm Beach County



## 2023 Job Fair

**Wednesday, March 29, 2023**

**South Florida Fairgrounds**

**EXPO CENTER EAST & WEST**

9067 Southern Blvd.

West Palm Beach, FL 33411

**Join Our Team**



## About US.....

The School District of Palm Beach County is the tenth largest public school district in the United States, and the fifth largest in Florida. The District is also the largest employer in Palm Beach County.

The District operates a total of 180 schools, provides services for approximately 167,000 students, and employs more than 22,000 employees.

### Potential Benefits

- Member of the Florida Retirement System (FRS)
- Automatically eligible for District paid Life insurance
- Provider of Health, Vision, and Dental insurance
- Employee Assistance Program (EAP) participant
- Discounts on leisure activities and everyday necessities
- Opportunities for additional compensation and career advancement
- Paid Time Off



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## Candidate Agenda

Wednesday, March 29, 2023

11:00 – 2:00 Job Fair Open

Candidates will browse School/Department tables and share resumes. Principals/Hiring Managers will review resumes and may either interview candidates immediately or schedule interviews with selected candidates. This is an open job fair. Interviews can be held immediately. Candidates are to be notified by Principals/Hiring Managers of which room and table the interview will take place in.

### Things to know.....

- If you accept a job, see a Human Resources representative for assistance in canceling any remaining interviews.
- Follow the directions on the card given to you by the principal.
- Restrooms, Waiting Areas, Vendors, and Concessions are located in Expo West

## Elementary Schools - Alpha Order

TABLE #	SCHOOL NAME	REGION	TABLE #	SCHOOL NAME	REGION
144	Acreage Pines Elementary	North	54	Lantana Elementary	South
27	Addison Mizner Elementary	South	109	Liberty Park Elementary	Central
145	Allamanda Elementary	North	163	Lighthouse Elementary	North
28	Banyan Creek Elementary	South	164	Limestone Creek Elementary	North
75	Barton Elementary	South	165	Lincoln Elementary	North
146	Beacon Cove Intermediate	North	110	Loxahatchee Groves Elementary	Central
13	Belle Glade Elementary	Glades	55	Manatee Elementary	South
76	Belvedere Elementary	Central	166	Marsh Pointe Elementary	North
84	Benoist Farms Elementary	Central	111	Meadow Park Elementary	Central
85	Berkshire Elementary	Central	112	Melaleuca Elementary	Central
86	Binks Forest Elementary	Central	56	Morikami Park Elementary	South
29	Blue Lake Elementary	South	113	New Horizons Elementary	Central
30	Boca Raton Elementary	South	114	North Grade Elementary	South
31	Calusa Elementary	South	167	Northboro Elementary	North
88	Cholee Lake Elementary	Central	168	Northmore Elementary	North
32	Citrus Cove Elementary	South	57	Orchard View Elementary	South
87	Clifford O. Taylor/Kirklane Elementary	Central	17	Pahokee Elementary	Glades
33	Coral Reef Elementary	South	169	Palm Beach Gardens Elementary	North
34	Coral Sunset Elementary	South	122	Palm Beach Public	Central
35	Crosspointe Elementary	South	123	Palm Springs Elementary	Central
36	Crystal Lakes Elementary	South	124	Palmetto Elementary	Central
89	Cypress Trails Elementary	Central	125	Panther Run Elementary	Central
37	Del Prado Elementary	South	170	Pierce Hammock Elementary	North
38	Diamond View Elementary	South	65	Pine Grove Elementary	South
90	Discovery Key Elementary	Central	126	Pine Jog Elementary	Central
148	Dr. Mary McLeod Bethune Elementary	North	18	Pioneer Park Elementary	Glades
147	Dwight D. Eisenhower Elementary	North	171	Pleasant City Elementary	Central
91	Egret Lake Elementary	Central	66	Plumosa School of the Arts	South
92	Elbridge Gale Elementary	Central	67	Poinciana Elementary	South
93	Equestrian Trails Elementary	Central	127	Rolling Green Elementary	South
94	Everglades Elementary	Central	179	Roosevelt Elementary	North
95	Forest Hill Elementary	Central	19	Rosenwald Elementary	Glades
46	Forest Park Elementary	South	128	Royal Palm Beach Elementary	Central
47	Freedom Shores Elementary	South	62	Royal Palm School (K-12)	South
149	Frontier Elementary	North	68	S. D. Spady Elementary	South
48	Galaxy E3 Elementary	South	69	Sandpiper Shores Elementary	South
14	Glade View Elementary	Glades	129	Seminole Trails Elementary	Central
150	Golden Grove Elementary	North	130	South Grade Elementary	South
15	Gove Elementary	Glades	131	South Olive Elementary	Central
103	Grassy Waters Elementary	Central	132	Starlight Cove Elementary	South
104	Greenacres Elementary	Central	70	Sunrise Park Elementary	South
151	Grove Park Elementary	North	71	Sunset Palms Elementary	South
107	H. L. Johnson Elementary	Central	180	The Conservatory School	North
49	Hagen Road Elementary	South	181	Timber Trace Elementary	North
50	Hammock Pointe Elementary	South	133	U. B. Kinsey/Palmview Elementary	Central
105	Heritage Elementary	Central	72	Verde Elementary	South
51	Hidden Oaks Elementary	South	82	Village Academy (K-12)	South
106	Highland Elementary	Central	182	Washington Elementary	North
108	Hope-Centennial Elementary	Central	73	Waters Edge Elementary	South
52	Indian Pines Elementary	South	141	Wellington Elementary	Central
53	J. C. Mitchell Elementary	South	142	West Gate Elementary	Central
152	Jerry Thomas Elementary	North	183	West Riviera Elementary	North
160	Jupiter Elementary	North	184	Westward Elementary	Central
161	Jupiter Farms Elementary	North	74	Whispering Pines Elementary	South
16	K. E. Cunningham/Canal Point Elem.	Glades	143	Wynnebrook Elementary	Central
162	Lake Park Elementary	North			

## Secondary Schools - Alpha Order

TABLE #	SCHOOL NAME	REGION	TABLE #	SCHOOL NAME	REGION
134	Alexander W. Dreyfoos Jr. School of the Arts	North	41	Lake Worth Middle	South
6	Atlantic Community High	South	42	Lantana Community Middle	South
135	Bak Middle School of the Arts	North	43	Loggers' Run Community Middle	South
136	Bear Lakes Middle	North	44	Okeeheelee Middle	Central
7	Boca Raton Community High	South	45	Olympic Heights Community High	South
20	Boca Raton Community Middle	South	58	Omni Middle	South
21	Boynton Beach Community High	South	155	Osceola Creek Middle	North
22	Carver Community Middle	South	4	Pahokee Middle/High	Glades
23	Christa McAuliffe Middle	South	116	Palm Beach Central High	Central
24	Congress Middle	South	156	Palm Beach Gardens Community High	North
96	Conniston Community Middle	Central	157	Palm Beach Lakes Community High	North
97	Crestwood Middle	Central	59	Palm Springs Community Middle	Central
5	Crossroads Academy (6-12)	Alternative	60	Park Vista Community High	South
83	DJJ	Alternative	61	Plumosa School of the Arts	South
25	Don Estridge High Tech Middle	South	117	Polo Park Middle	Central
98	Dr. Joaquin Garcia High School	Central	176	Riviera Beach Preparatory (5-12)	Alternative
26	Eagles Landing Middle	South	158	Roosevelt Community Middle	North
99	Emerald Cove Middle	Central	118	Royal Palm Beach Community High	Central
100	Forest Hill Community High	Central	62	Royal Palm School (K-12 ESE)	South
1	Glades Central Community High	Glades	63	Santaluces Community High	South
2	Glades Construction Academy	Glades	159	Seminole Ridge Community High	North
39	Hidden Oaks	South	64	Spanish River Community High	South
137	Howell L. Watkins Middle	North	172	Suncoast High	North
138	Independence Middle	North	77	Tradewinds Middle	Central
101	Indian Ridge (K-12)	North	121	Turning Points (6-12)	Central
81	Intensive Transition South (6-12)	Alternative	82	Village Academy (K-12)	South
139	Jeaga Middle	North	173	Watson B. Duncan Middle	North
140	John F. Kennedy Middle	North	119	Wellington Community High	Central
102	John I. Leonard High	Central	120	Wellington Landings Middle	Central
153	Jupiter Community High	North	78	West Boca Raton Community High	South
154	Jupiter Middle	North	79	West Boynton Middle	South
40	L. C. Swain Middle	Central	174	Western Pines Middle	North
3	Lake Shore Middle	Glades	175	William T. Dwyer High	North
115	Lake Worth Community High	Central	80	Woodlands Middle	South

## DEPARTMENTS - ALPHA ORDER

TABLE #	EXPO	DEPARTMENT NAME
218	WEST	AESOP
207-211	WEST	Afterschool Program
187,188	EAST	Behavioral & Mental Health
10, HR Center	EAST	Certification
193	EAST	Choice
HR Center	WEST	Compensation & Employee Info
217	WEST	CTA
177	EAST	Early Childhood Education
193	EAST	Ed Foundation
191.192	EAST	ESE
HR Center	WEST	HR Operations
215	WEST	Maintenance & Plant Ops
195,196	EAST	Multicultural
220	WEST	PBA
11,12,HR Center	EAST	Professional Development
8, HR Center	EAST	Recruitment & Retention
HR Center	WEST	Risk & Benefits
197 - 206	WEST	School Food Services
212-213	WEST	School Police
189,190	EAST	School Psychological Svcs
219	WEST	SEIU
9	EAST	Substitute Office
214	WEST	Transportation Services

## Schools Listed by Municipality (Based on Physical Location)

Local Government/ Municipality	School Name	Type
<b>Belle Glade</b>	Belle Glade Elementary	Elementary
	Crossroads Academy	Alternative
	Glade View Elementary	Elementary
	Glades Central Community High	High
	Gove Elementary	Elementary
	Lake Shore Middle	Middle
	Pioneer Park Elementary	Elementary
	West Transition Elementary (Crossroads)	Alternative
<b>Boca Raton</b>	Addison Mizner K-8	K-8
	Blue Lake Elementary	Elementary
	Boca Raton Community High	High
	Boca Raton Community Middle	Middle
	Boca Raton Elementary	Elementary
	Calusa Elementary	Elementary
	Don Estridge High Tech Middle	Middle
	J. C. Mitchell Elementary	Elementary
	Omni Middle	Middle
	Spanish River Community High	High
	Verde K-8	K-8
<b>Boynton Beach</b>	Boynton Beach Community High	High
	Citrus Cove Elementary	Elementary
	Congress Middle	Middle
	Crosspointe Elementary	Elementary
	Forest Park Elementary	Elementary
	Freedom Shores Elementary	Elementary
	Galaxy Elementary	Elementary
	Poinciana Elementary	Elementary
	Rolling Green Elementary	Elementary
<b>Delray Beach</b>	Atlantic Community High	High
	Banyan Creek Elementary	Elementary
	Carver Community Middle	Middle
	Orchard View Elementary	Elementary
	Pine Grove Elementary	Elementary
	Plumosa School of the Arts K-8	K-8
	S. D. Spady Elementary	Elementary
	Village Academy on the Art & Sara Jo Kobacker Campus	Elementary
<b>Greenacres</b>	Cholee Lake Elementary	Elementary
	Diamond View Elementary	Elementary
	Greenacres Elementary	Elementary
	Heritage Elementary	Elementary
	John I. Leonard High	High
	L. C. Swain Middle	Middle
	Liberty Park Elementary	Elementary
	Okeeheelee Middle	Middle
	Tradewinds Middle	Middle



## Schools Listed by Municipality (Based on Physical Location)

Local Government/ Municipality	School Name	Type
<b>Jupiter</b>	Beacon Cove Intermediate	Intermediate
	Independence Middle	Middle
	Jerry Thomas Elementary	Elementary
	Jupiter Community High	High
	Jupiter Elementary	Elementary
	Jupiter Middle	Middle
	Lighthouse Elementary	Elementary
	Limestone Creek Elementary	Elementary
<b>Lake Park</b>	Lake Park Elementary	Elementary
<b>Lake Worth</b>	Barton Elementary	Elementary
	Highland Elementary	Elementary
	Lake Worth Community High	High
	Lake Worth Middle	Middle
	North Grade K-8	K-8
	South Grade Elementary	Elementary
	South Intensive Transition	Alternative
<b>Lantana</b>	Lantana Community Middle	Middle
	Lantana Elementary	Elementary
<b>Loxahatchee Groves</b>		
	Loxahatchee Groves Elementary	Elementary
<b>North Palm Beach</b>		
	The Conservatory School @ North Palm Beach K-8	K-8
<b>Pahokee</b>		
	Pahokee Elementary	Elementary
	Pahokee High	High
<b>Palm Beach</b>	Pahokee Middle	Middle
<b>Palm Beach</b>	Palm Beach Public	Elementary
<b>Palm Beach Gardens</b>		
	Allamanda Elementary	Elementary
	Howell L. Watkins Middle	Middle
	Marsh Pointe Elementary	Elementary
	Palm Beach Gardens Community High	High
	Palm Beach Gardens Elementary	Elementary
	Timber Trace Elementary	Elementary
	Watson B. Duncan Middle	Middle
	William T. Dwyer High	High
<b>Palm Springs</b>		
	Clifford O. Taylor/Kirklane Elementary	Elementary
	Palm Springs Community Middle	Middle
<b>Riviera Beach</b>	Palm Springs Elementary	Elementary
	Dr. Mary McLeod Bethune Elementary	Elementary
	John F. Kennedy Middle	Middle
	Lincoln Elementary	Elementary
	Riviera Beach Preparatory & Academy	Alternative
	Suncoast High	High
	Washington Elementary	Elementary

## Schools Listed by Municipality (Based on Physical Location)

Local Government/ Municipality	School Name	Type
	West Riviera Elementary	Elementary

## Schools Listed by Municipality (Based on Physical Location)

Local Government/ Municipality	School Name	Type
<b>Royal Palm Beach</b>	Crestwood Middle	Middle
	Cypress Trails Elementary	Elementary
	H. L. Johnson Elementary	Elementary
	Royal Palm Beach Community High	High
	Royal Palm Beach Elementary	Elementary
<b>South Bay</b>	Rosenwald Elementary	Elementary
<b>Unincorporated County</b>	Acreage Pines Elementary	Elementary
	Adult Education Center	Adult & Community
	Benoist Farms Elementary	Elementary
	Berkshire Elementary	Elementary
	Christa McAuliffe Middle	Middle
	Coral Reef Elementary	Elementary
	Coral Sunset Elementary	Elementary
	Crystal Lakes Elementary	Elementary
	Del Prado Elementary	Elementary
	Discovery Key Elementary	Elementary
	Dwight D. Eisenhower Elementary	Elementary
	Eagles Landing Middle	Middle
	Everglades Elementary	Elementary
	Forest Hill Elementary	Elementary
	Frontier Elementary	Elementary
	Grove Park Elementary	Elementary
	Hagen Road Elementary	Elementary
	Hammock Pointe Elementary	Elementary
	Hidden Oaks K-8	K-8
	Hope Centennial Elementary	Elementary
	Indian Pines Elementary	Elementary
	Jupiter Farms Elementary	Elementary
	K. E. Cunningham/Canal Point Elementary	Elementary
	Loggers Run Community Middle	Middle
	Manatee Elementary	Elementary
	Meadow Park Elementary	Elementary
	Melaleuca Elementary	Elementary
	Morikami Park Elementary	Elementary
	North Transition Elementary (Gold Coast)	Alternative
	Olympic Heights Community High	High
	Osceola Creek Middle	Middle
	PACE Center for Girls	Alternative
	Palm Beach County Jail	Alternative
	Palm Beach Juvenile Correction Facility	Alternative
	Panther Run Elementary	Elementary
	Park Vista Community High	High
	Pierce Hammock Elementary	Elementary
	Pine Jog Elementary	Elementary
	Royal Palm School	ESE
	Sandpiper Shores Elementary	Elementary
	Santaluces Community High	High

## Schools Listed by Municipality (Based on Physical Location)

Local Government/ Municipality	School Name	Type
<b>Unincorporated County</b>	Seminole Trails Elementary	Elementary
	Starlight Cove Elementary	Elementary
	Sunrise Park Elementary	Elementary
	Sunset Palms Elementary	Elementary
	Waters Edge Elementary	Elementary
	West Boca Raton Community High	High
	West Gate Elementary	Elementary
	Whispering Pines Elementary	Elementary
	Woodlands Middle	Middle
	Wynnebrook Elementary	Elementary
<b>Wellington</b>	Binks Forest Elementary	Elementary
	Elbridge Gale Elementary	Elementary
	Emerald Cove Middle	Middle
	Equestrian Trails Elementary	Elementary
	New Horizons Elementary	Elementary
	Palm Beach Central High	High
	Polo Park Middle	Middle
	Wellington Community High	High
	Wellington Elementary	Elementary
	Wellington Landings Middle	Middle
<b>West Palm Beach</b>	Alexander W. Dreyfoos Jr. School of the Arts	High
	Bak Middle School of the Arts	Middle
	Bear Lakes Middle	Middle
	Belvedere Elementary	Elementary
	Conniston Community Middle	Middle
	Egret Lake Elementary	Elementary
	Forest Hill Community High	High
	Grassy Waters Elementary	Elementary
	Indian Ridge School	ESE
	Jeaga Middle	Middle
	Northboro Elementary	Elementary
	Northmore Elementary	Elementary
	Palm Beach Lakes Community High	High
	Palmetto Elementary	Elementary
	Pleasant City Elementary	Elementary
	Roosevelt Community Middle	Middle
	Roosevelt Elementary	Elementary
	South Olive Elementary	Elementary
	Turning Points Academy	Alternative
	U. B. Kinsey/Palmview Elementary	Elementary
	Westward Elementary	Elementary
	Palm Beach Virtual	
<b>Westlake</b>	Golden Grove Elementary	Elementary
	Seminole Ridge High	High
	Western Pines Middle	Middle



# Have you been offered a job?

If so, congratulations!

*Instructional positions -verify eligibility for a Florida Educator's Certificate with a Palm Beach County certification representative (Expo West)*

***Please follow the steps below to accept the offer!***

Visit the Human Resources Center located in Expo West today

Or Within 24 hours visit [www.palmbeachschools.org/careers](http://www.palmbeachschools.org/careers)

- Click on "apply for jobs" link on left side of page
- Click on the button "Click Here to Apply for Jobs"
- Click on **New User** (top right of the page)
- Complete the following:
  - Account Information
  - Address Information
- Click **Register** and write down your *Applicant ID*, *Username*, and *Password*. You will need this information for a Job Offer.
- Once you register, look for the **Search Jobs** box and insert the **Job ID** for the position you were offered
- To apply for a specific position, click on the arrow ">" to the right of the **Job Title**.
- The **Job Description** information will display.
- Click on **Apply for Job** and apply.
- Once you have submitted your application, you will receive an email confirming that it has been submitted successfully.
- Notify the school that you have successfully linked yourself to the job offered
- You will be notified of the next steps by one of our HR Technicians/Analysts



# THE SCHOOL DISTRICT OF PALM BEACH COUNTY DIVISION OF HUMAN RESOURCES

3300 Forest Hill Blvd., A-152, West Palm Beach, FL 33406  
[https://www.palmbeachschools.org/careers/compensation\\_and\\_job\\_information](https://www.palmbeachschools.org/careers/compensation_and_job_information)

## Instructional SALARY INFORMATION

### PAYMENT FOR TEACHING EXPERIENCE

Salaries are based on training and experience. In accordance with the Classroom Teachers Association (CTA) contract, Teachers may be given credit for up to 25 years of prior full-time creditable school teaching experience, to be granted on an equitable basis according to the NEW HIRE SALARY PLACEMENT SCHEDULE outlined below. Experience must be verifiable as a certified teacher.

Retired Teachers returning to teaching (retired from Florida or elsewhere) who are re-employed are eligible to be credited for up to 25 years of prior full-time creditable school teaching experience (not to exceed \$63,826).

Upon employment, it is the responsibility of the employee to have experience verified on the appropriate forms. Verification forms (PBSD 2044) can be obtained from Compensation & Employee Information Services, A-152 at FHESC, 3300 Forest Hill Boulevard, WPB, FL 33406 or online at <https://www2.palmbeachschools.org/formssearch/>.

Teachers will be paid the beginning teacher salary until verification of previous teaching experience has been received and approved by the Compensation & Employee Information Services Department. **Verification must be received within 90 days after hire for initial experience credit payment to be effective as of hire date.**

### SCHOOL PSYCHOLOGISTS, OCCUPATIONAL/PHYSICAL THERAPISTS, AUDIOLOGISTS, SPEECH PATHOLOGISTS, AND ROTC INSTRUCTORS (Must submit Form PBSD 2277)

The above positions shall be paid an initial salary on the Performance Salary Schedule based on experience and contract status. The entry level for these positions shall be \$57,813, provided established criteria are met.

- School Psychologists holding a current "National Certified School Psychologist" (NCSP) Certificate may receive \$2,000\* annual supplement in addition to base salary.
- Speech Language Pathologists (SLP) holding a valid Certificate of Clinical Competence (CCC) through ASHA and current ASHA card may receive \$2,000\* annual supplement in addition to base salary.
- Teachers who have been awarded National Board Certification will receive \$2,000\* in addition to any supplemental amount appropriated by the Florida State Legislature.

*\* May only be receiving one of the above supplements at any one time.*

Teachers will be paid beginning teacher salary until verification of a qualified advanced degree has been received and approved by the Compensation & EE Information Services Dept. Teachers serving in areas of professional certification (e.g., Speech Pathologist, Physical/Occupational Therapists, etc.) may receive payment for advanced degrees in those areas if holding a Teaching Certificate in those areas (per State Law).

### Effective July 1, 2022 Performance Salary Schedule – Bachelor Degree

Salary Range	Annual Contract
Minimum	\$ 49,133
Maximum	\$ 97,280

**The Performance Salary Schedule is established pursuant to Florida Statute §1012.22(1)(c)(1)(d) and includes, but is not limited to the following Student Success Act legislative provisions:**

- The annual salary adjustment under the Performance Salary Schedule for an employee that is rated as 'Highly Effective' must be greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the District.
- The Performance Salary Schedule shall not provide an annual performance salary adjustment for an employee who receives a rating other than 'Highly Effective' or 'Effective' for the evaluation year.
- Teachers new to the District or Teachers that are rehired after a break in service must successfully complete a one (1) year probationary annual contract before becoming eligible for one (1) year non-probationary annual contract. A Teacher may be terminated at any time during the probationary period as a regular probationary Teacher.

### SUPPLEMENT FOR ADVANCED DEGREES FROM ACCREDITED INSTITUTIONS (Submit Form PBSD 2277)

Master:	Add \$3,000 to Bachelor degree
Double Master:	Add \$4,500 to Bachelor degree
Specialist:	Add \$4,500 to Bachelor degree
Doctorate:	Add \$6,000 to Bachelor degree

Effective July 1, 2011, as provided in State Law, Teachers that are new to the District or Teachers that are rehired after a break in service may receive pay for advanced degrees **provided** the degree is held in their teaching certification area.\*\* (Must submit Form PBSD 2277)

*\*\* Per the CTA CBA, excludes Educational Leadership certification.*

**TEACHING EXPERIENCE Verification Form PBSD 2044 is available online at <https://www2.palmbeachschools.org/formssearch/>.**

**Department of Compensation & Employee Information Services**

**3300 Forest Hill Blvd, A-152, West Palm Beach FL 33406, Phone: (561)434-8777 / Fax: (561)357-1179**

**Teaching Experience verification forms should be submitted to A-152 within 90 days after hire for payment to be effective from initial hire date.**

# NEW HIRE SALARY PLACEMENT SCHEDULE \*

Completed Years of Experience	New Hire – Base Salary Placement	Referendum Supplement FY2023 for Eligible Experience
0	\$ 49,133	\$ 0
1	\$ 49,133	\$ 1,000
2	\$ 49,133	\$ 1,000
3	\$ 49,133	\$ 1,000
4	\$ 49,133	\$ 1,000
5	\$ 49,133	\$ 5,000
6	\$ 49,133	\$ 5,000
7	\$ 49,133	\$ 5,000
8	\$ 49,133	\$ 5,000
9	\$ 49,133	\$ 5,000
10	\$ 49,133	\$ 10,000
11	\$ 49,133	\$ 10,000
12	\$ 49,133	\$ 10,000
13	\$ 49,133	\$ 10,000
14	\$ 49,133	\$ 10,000
15	\$ 50,151	\$ 10,000
16	\$ 50,922	\$ 10,000
17	\$ 52,172	\$ 10,000
18	\$ 53,269	\$ 10,000
19	\$ 54,642	\$ 10,000
20	\$ 56,498	\$ 10,000
21	\$ 58,107	\$ 10,000
22	\$ 59,634	\$ 10,000
23	\$ 61,213	\$ 10,000
24	\$ 62,525	\$ 10,000
25	\$ 63,826	\$ 10,000

\* Per the CTA bargaining agreement, the District treats teaching experience out-of-the-District the same as teaching experience in-the-District. Therefore, experience credit for purposes of salary may be based on one (1) year less than shown above pending outcome of each year's CTA and District bargaining negotiations.

# Total Compensation

## Benefits of Teaching in Palm Beach County

### BEGINNING TEACHER “HIDDEN PAYCHECK”

Palm Beach County School District is dedicated to providing a competitive and comprehensive compensation plan to attract and retain employees. This total compensation package highlights the actual value of what Palm Beach County School District invests in teachers, as well as other employees.

### TOTAL FOR A BEGINNING TEACHER

**\$49,133**

*Beginning Teacher Salary*

**Package Value: \$70,425**

**\$10,600**

*Medical and Life Insurance (EE + Spouse)*

**\$2,507**

*Paid Time Off (10 Sick/Personal Days)*

**\$4,425**

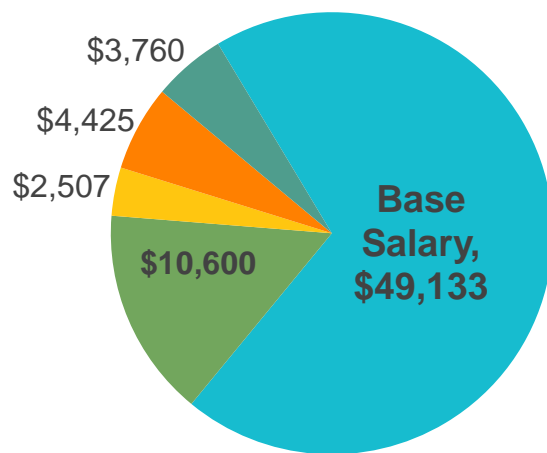
*Pension/Investment Plan Contributions*

**\$3,760**

*Social Security/Medicare Employer Contributions*

**\$70,425 = TOTAL COMPENSATION \***

*\* Plus Teacher Retention Supplement*



■ Base Salary  
■ Benefits  
■ Paid Time Off  
■ Pension  
■ Social Security

### Teacher Retention Supplement

**1 to 4 years of Teacher experience**

★ **\$1,000 annual retention supplement**

**5 to 9 years of Teacher experience**

★ **\$5,000 annual retention supplement**

**10 or + years of Teacher experience**

★ **\$10,000 annual retention supplement**

*\* As voted on and approved by voters of Palm Beach County*

### ADDITIONAL BENEFITS AND EARNINGS POTENTIAL

- ★ **West Area Supplement (\$3,750 +)**
- ★ **ESE Supplement (\$1,000)**
- ★ **Summer School**
- ★ **Athletic Coaching**
- ★ **Department & Grade Chair**
- ★ **Career Advancement**
- ★ **Advanced Degree Supplement (\$3,000 +)**
- ★ **After-School Tutoring (\$37/hr.)**
- ★ **Additional Paid Holidays**
- ★ **Club or Class Sponsors**
- ★ **Employee Discount Programs**
- ★ **Professional Development**

*This sample does not serve as your specific salary plan. A personal benefits selection process will be made available to employees who have secured employment in a benefited position. The posted salaries and amounts are subject to change.*

Visit: [PalmBeachSchools.org/careers](https://PalmBeachSchools.org/careers) Email: [teach@PalmBeachSchools.org](mailto:teach@PalmBeachSchools.org)



# Total Compensation

## Benefits of Teaching in Palm Beach County

### RETIRED TEACHERS “HIDDEN PAYCHECK”

Palm Beach County School District is dedicated to providing a competitive and comprehensive compensation plan to attract and retain employees. This total compensation package highlights the actual value of what Palm Beach County School District invests in retired teachers, as well as other employees.

### TOTAL FOR A RETIRED TEACHER (WITH 25 YEARS TEACHER EXPERIENCE)

**\$63,826** Retired Teacher Salary (with 25 years teaching)

**Package Value: \$92,565**

**\$10,600** Medical and Life Insurance (EE + Spouse)

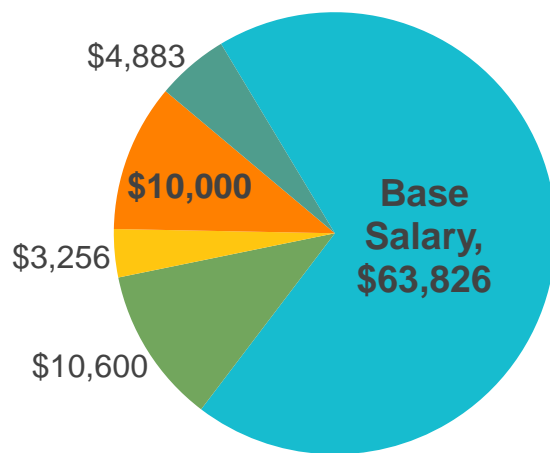
**\$3,256** Paid Time Off (10 Sick/Personal Days)

**\$10,000** Teacher Retention Supplement (10 + years) \*

**\$4,883** Social Security/Medicare Employer Contributions

**\$92,565 = TOTAL COMPENSATION**

\* Teacher Retention Supplement based on years of Teacher experience



■ Base Salary  
■ Benefits  
■ Paid Time Off  
■ Retention  
■ Social Security

### Teacher Retention Supplement

**1 to 4 years of Teacher experience**

★ **\$1,000 annual retention supplement**

**5 to 9 years of Teacher experience**

★ **\$5,000 annual retention supplement**

**10 or + years of Teacher experience**

★ **\$10,000 annual retention supplement**

\* As voted on and approved by voters of Palm Beach County

## ADDITIONAL BENEFITS AND EARNINGS POTENTIAL

- ★ West Area Supplement (\$3,750 +)
- ★ ESE Supplement (\$1,000)
- ★ Summer School
- ★ Athletic Coaching
- ★ Department & Grade Chair
- ★ Career Advancement
- ★ Advanced Degree Supplement (\$3,000 +)
- ★ After-School Tutoring (\$37/hr.)
- ★ Additional Paid Holidays
- ★ Club or Class Sponsors
- ★ Employee Discount Programs
- ★ Professional Development

This sample does not serve as your specific salary plan. A personal benefits selection process will be made available to employees who have secured employment in a benefited position. The posted salaries and amounts are subject to change.

Visit: [PalmBeachSchools.org/careers](https://PalmBeachSchools.org/careers) Email: [teach@PalmBeachSchools.org](mailto:teach@PalmBeachSchools.org)

# Welcome to the Educator Support Program!



**ESP** is the School District of Palm Beach County's official onboarding program for newly hired and emerging educators. Our primary goal is to **embrace** you, **support** you, and **prepare** you for a successful career as a valued member of the SDPBC team! Your participation in the Educator Support Program is the first step towards a successful career with the District.



Temporary certification or Statement of Eligibility



Professional certification with less than 3 completed years of teaching experience or referred to by a supervisor.

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## Your support team includes:

- ❖ Your Principal & ESP Contact
- ❖ Your Voluntary Lead Mentor (VLM)
- ❖ Your Mentor
- ❖ Your Professional Development School Team
- ❖ Your District Professional Development Specialist

## Types of supports for you include:

- ❖ Individual level – Electronic Workbook
- ❖ School level – ESP Huddles, Mentor Connections
- ❖ District level – ESP Forums & Office Hours with your Regional PD Specialists, Google Classroom

**Presented by the Professional Development Department**

Questions? Email [ESP@palmbeachschools.org](mailto:ESP@palmbeachschools.org)

# We have VENGs!

The School District of Palm Beach County  
proudly supports the following  
**Voluntary Employee Networking  
Groups (VENGs)!**

Also known as *Employee Resource Groups*

Voluntary Employee Networking Groups include:

- Black Excellence
- Empower HER
- Great Beginnings
- Haitians Stronger Together
- Hispanic
- Pride in SDPBC
- And more coming soon...



**VENGs** are voluntary employee-led inclusive groups organized around common demographics, characteristics, or shared interests.

**The objectives of the groups are networking and support.**

**All full and part-time employees of SDPBC** are eligible to participate in Voluntary Employee Networking Groups, and all groups are inclusive of employees not matching the demographic or characteristic background of which they are centered. Both non-instructional and instructional employees may participate in Voluntary ERGs equally.



# Florida Teacher Certification Examinations (FTCE) Florida Educational Leadership Examination (FELE)



## 2023 PROGRAM INFORMATION

### What Tests Are Available?

The following tests are available. For specific information about each test, go to [www.fl.nesinc.com](http://www.fl.nesinc.com).

- **Florida Educational Leadership Examination (FELE):** Subtest 1: Leadership for Student Learning, Subtest 2: Organizational Development, Subtest 3: Systems Leadership
- **General Knowledge Test (GK):** Essay, English Language Skills, Reading, Mathematics
- **Professional Education (PED)**
- **Subject Area Examinations (SAE):**
  - Agriculture 6–12
  - ESOL K–12
  - Music K–12
  - Art K–12
  - Exceptional Student Education K–12
  - Physical Education K–12
  - Biology 6–12
  - Family and Consumer Science 6–12
  - Physics 6–12
  - Business Education 6–12
  - French K–12
  - Prekindergarten/Primary PK–3  
(Subtest 1: Developmental Knowledge, Subtest 2: Language Arts and Reading, Subtest 3: Mathematics, Subtest 4: Science)
  - Chemistry 6–12
  - German K–12
  - Preschool Education Birth–Age 4
  - Computer Science K–12
  - Health K–12
  - Reading K–12
  - Deaf or Hard of Hearing K–12
  - Humanities K–12
  - School Counseling PK–12
  - Drama 6–12
  - Latin K–12
  - School Psychologist PK–12
  - Earth/Space Science 6–12
  - Marketing 6–12
  - Social Science 6–12
  - Educational Media Specialist PK–12
  - Mathematics 6–12
  - Spanish K–12
  - Elementary Education K–6  
(Subtest 1: Language Arts and Reading, Subtest 2: Social Science, Subtest 3: Science, Subtest 4: Mathematics)
  - Middle Grades English 5–9
  - Speech-Language Impaired K–12
  - Engineering and Technology Education 6–12
  - Middle Grades General Science 5–9
  - Visually Impaired K–12
  - English 6–12
  - Middle Grades Mathematics 5–9
  - Middle Grades Social Science 5–9

### Visit [www.fl.nesinc.com](http://www.fl.nesinc.com) to

- find all the information you need to register
- make changes to your registration
- register online
- find test preparation materials
- check your registration status
- access your scores and testing history



### How Much Does It Cost to Take a Test?

Registration fees for each type of test are listed below. For information about fees for additional services, go to [www.fl.nesinc.com](http://www.fl.nesinc.com).

REGISTRATION FEE	SUBTESTS/SECTIONS	FIRST ATTEMPT	RETAKE
General Knowledge Test	four subtests	\$130	\$130
	three subtests	\$97.50	\$97.50
	two subtests	\$65	\$65
	single subtest	\$32.50	\$32.50
Professional Education Test	-	\$150	\$150
English 6–12 and MG English 5–9	both sections	\$150	\$150
	single section	-	\$75
Elementary Education K–6 and Prekindergarten/Primary PK–3	four subtests	\$150	\$150
	three subtests	-	\$112.50
	two subtests	-	\$75
	single subtest	-	\$37.50
German K–12	both subtests	\$150	\$150
	single subtest	\$75	\$75
All other Subject Area Examinations	-	\$150	\$150
FELE	any combination of subtests	\$215	\$225
	single section (Subtest 3)	-	\$150

### Where and When Can I Test?

The FTCE and FELE are available year round by appointment, Monday through Saturday (excluding holidays), at over 30 sites throughout the state of Florida and at over 250 sites throughout the rest of the United States, including its territories (e.g., Puerto Rico). To find a test center near you, go to [www.fl.nesinc.com](http://www.fl.nesinc.com).

**Questions? Call FTCE/FELE Customer Service at (866) 613-3281** (toll free, US and Canada only) between 8:00 a.m. and 6:00 p.m. eastern time, Monday–Friday, excluding holidays. (Automated Information System is available by phone 24 hours daily.)





# BECOME A TEACHER & TEACH IN PALM BEACH

**Did you know your degree major  
translates to teacher certification!**

<b>Non-Education Majors</b>	<b>FLDOE Teacher Certification</b>
Art, Architecture	Art
Biological Sciences, Biology, Marine Biology, Exercise Physiology, Medicine	Biology
Business, Business Administration	Business Education
Chemistry	Chemistry
Computer Engineering, Computer Science	Computer Science
Theatre	Drama
English, English Literature, Creative Writing	English 6-12
French, Italian, Spanish	Foreign Language: French, Italian and Spanish
Health, Nursing	Health
Marketing	Marketing
Mathematics, Actuarial Science, Mathematical Sciences	Mathematics 6-12
Civil Engineering, Electrical Engineering, Mechanical Engineering	Mathematics 6-12 and Physics
Physics	Physics
Early Care and Education	*Preschool Education or Pre-K/Primary Certification, depending on coursework that was taken. One would need to apply for teacher certification to see if eligible.
Economics, History, Economics, Political Science, Sociology, Educational Psychology, Social Science	Social Science 6-12
Speech-Language Pathology/Audiology	Speech Language Impaired

- **District Support Programs to assist in transition into teaching**
- **FLDOE Teacher Certification Application Website**
- **School District of Palm Beach County Careers Website**
- **HR Customer Care Center: (561) 434-8777 & (877) 477-3722**  
**Email: [AskHR@Palmbeachschools.org](mailto:AskHR@Palmbeachschools.org)**







## Alternative Certification Options for Non-Education Majors (School District of Palm Beach County)

### **Choice #1: School District Sponsored Program for current teachers - Professional Development Certification Program (PDCP)**

This program is for teachers on an initial temporary certificate that need 6 college courses per their SOE. This option consists of 10 Core Competencies, Reading Competency coursework, ESOL Methods, and SWD/ESE. This program is online and contains job-embedded coursework, as well as scheduled live virtual training over a 2-year period. NOTE: To be eligible for this option, teachers must hold a full time teaching position within a district school and be prequalified by the District's PDCP Coordinators. Questions regarding this program should be directed to Dr. Sherry Gibson at [sherry.gibson@palmbeachschools.org](mailto:sherry.gibson@palmbeachschools.org) or (561) 963-3800. The enrollment deadline for this program is around September 1.

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### **Choice #2: Local State-Approved College Educator Preparation Institute (EPI) - Palm Beach State College Program Cost - \$2,400 includes books and related materials (\$101 per credit hr.)**

This program is for teachers needing 3 to 6 college courses per their SOE. This option consists of 7 courses & 1 Teaching Methods Practicum and can be completed in 3-4 semesters or 1-year. Total program cost is \$2,400 and includes books and related materials (\$101 per credit hr.) Teachers should have at least 1 year remaining on their temporary certificate. Questions regarding this program should be directed to [TeacherEducation@palmbeachstate.edu](mailto:TeacherEducation@palmbeachstate.edu) or (561) 868-3823. The enrollment deadline for this option is established by the college.

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### **Choice #3: PDCP Coursework Via Beacon Educator (online): [www.beaconeducator.com](http://www.beaconeducator.com)**

This program is for teachers needing 5 to 6 college courses per their SOE. This option consists of 6 Core Content Courses (\$700) and Other Content Courses that include Reading Competency, ESOL Methods, and SWD/ESE (up to an additional \$1,840) over a 2-year period. NOTE: To be eligible for this option, teachers must hold a full time teaching position within a district school and be prequalified by the District's PDCP Coordinators. Questions regarding this program should be directed to Dr. Sherry Gibson at [sherry.gibson@palmbeachschools.org](mailto:sherry.gibson@palmbeachschools.org) or (561) 963-3800. The enrollment deadline for this program is January 1, 2023.

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### **Choice #4: Teacher-Selected University Coursework**

Teachers can also opt to complete required coursework through another accredited institution. Be sure to contact the FLDOE for course approval prior to taking a course 1-800-445-6739.

- Grand Canyon University: [www.gcu.edu](http://www.gcu.edu) (877) 860-3951
- University of Phoenix: [www.phoenix.edu](http://www.phoenix.edu) (866) 766-0766
- Florida Southern University: [www.flsouthern.edu](http://www.flsouthern.edu) (866) 680-4111, email: [kfezzie@flsouthern.edu](mailto:kfezzie@flsouthern.edu)

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### **Choice #5: Coursework is not required as evidenced on the individual teacher's Statement of Eligibility**



More of everything you want for your career. Palm Beach County Schools Your BEST Choice!





## EVENT SPONSORS



<http://applebees.com/>



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<http://www.palmbeachstate.edu/>



<http://www.ithinkfi.org/>



<https://www.rapidswaterpark.com/>



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[michael.martin@equitable.com](mailto:michael.martin@equitable.com)



**CASTILIA CAVA**  
Realtor® Green  
21065 Powerline Rd C-7  
Boca Raton, FL 33433

**(754) 215-8815**

**castiliacava@keyes.com**

<https://CastiliaCava.keyes.com>

(561) 220-8583

F: (561) 750-3524

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# Contact Information

## **Recruitment & Retention**

<http://www.palmbeachschools.org/careers>

## **Certification & Highly Qualified Standards**

<http://www.palmbeachschools.org/certification>

## **Substitute Office**

<http://palmbeachschools.org/SubstituteTeaching>

## **Professional Development**

<http://palmbeachschools.org/ProfessionalDevelopment>

## **Benefits**

<http://palmbeachschools.org/EmployeeBenefits>

## **HR Customer Call Center**

561-434-8777 (PRESS 1 FOR HR)