

FY18 Career Ladder (Instructional Staff)

1. What is the Career Ladder?

An advancement and promotion system designed to allow instructional staff the opportunity to earn additional compensation without leaving the classroom.

See More: FY18 Career Ladder Document

Contact:

2. Where did the Career Ladder come from?

Changes in Florida Statute prompted the need for the District to create a Performance Salary Schedule for instructional staff with Annual Contract status. The Career Ladder is modeled after military advancement and promotion systems. The requirements for Career Ladder Movement are determined by the Career Ladder Committee, which is made up of both TALC and District representatives.

See More: FY18 Career Ladder Document

Contact:

3. Who does the Career Ladder apply to?

All instructional staff on the Performance Salary Schedule. Instructional Staff on the Performance Salary Schedule have Probationary Contract status or Annual Contract status. Instructional Staff on the Grandfathered Salary Schedule have Professional Services Contract (PSC) status and Continuing Contract (CC) status.

See More:

Contact:

4. How does the Career Ladder work?

Each Career Ladder level is based on a profile of what an instructional staff member at that specific Career Ladder level should look like based on several categories. Requirements for movement are established to help with the successful transition from one Career Ladder level to another. After the successful completion of the requirements for movement, Instructional Staff become eligible for Career Ladder Movement, which occurs annually. There are also designated Career Opportunities associated with specific Career Ladder levels. Recruitment incentives are not a part of the Career Ladder.

See More:

Contact:

5. What are the Career Ladder levels?

There are currently three Career Ladder levels: Apprentice, Career, and Accomplished. A profile for instructional staff on these levels is included in the Career Ladder Document. The Career Ladder Committee and bargaining teams are discussing the possibility of adding Career Ladder levels in the future since the number of employees on the Career Ladder has increased.

See More: FY18 Career Ladder Document

Contact:

6. How do you move on the Career Ladder?

The requirements for Career Ladder Movement are determined by the Career Ladder Committee and are published on the District website. In order to move, employees must fulfill requirements in the following areas: Mentoring, Experience, Education, Performance Evaluation, Professional Development, Certification, and Participation.

See More: FY18 Career Ladder Document

Contact:

7. What are the Career Opportunities associated with the Career Ladder?

Career Opportunities associated with the Career Ladder are designed to allow for the sharing and modeling of best practices. Career Opportunities are based on an increased contribution to the District and typically involve providing support or leadership to other instructional staff members or students. Career Opportunities include, but are not limited to: Mentor Teachers, Teacher Leaders, and Professional Development & Leadership Specialists.

See More: FY18 Career Ladder Document

Contact:

8. Am I on the Career Ladder? What is my Career Ladder level?

Career Ladder Level can be found on the PeopleSoft Employee Compensation page. Instructional staff on the Performance Salary Schedule will have a Career Ladder level displayed. Instructional Staff on the Grandfathered Salary Schedule do not have a Career Ladder level at this time.

See More: [How to Determine Your Career Ladder Level](#)

Contact:

9. When does the Career Ladder Movement take place?

Requirements for the FY18 Career Ladder Movement were approved in FY17 (2016-2017 school year). The FY18 Career Ladder Movement is scheduled to occur in Fall 2018. Instructional staff will be notified of their eligibility to move on the Career Ladder in Fall 2018. Compensation tied to the FY18 Career Ladder Movement will need to be negotiated as part of bargaining in FY19 (2018-2019 school year).

See more:

Contact:

10. When are Career Ladder Committee meetings?

The Career Ladder Committee meets monthly and related subcommittees meet regularly in between the monthly full committee meetings. The meeting schedule is advertised and is available on the Compensation & Labor Relations webpage.

See more:

Contact:

11. Where can I find out more information?

FY18 Bargaining information can be found on the Compensation & Labor Relations webpage. Career Ladder Committee meeting minutes, the Career Ladder FAQ, the Career Ladder Document, and the TALC Contract can also be found on this webpage.

See more: Negotiations Calendar, FY18 TALC Tentative Agreement, FY18 Career Ladder Document

Contact: Compensation & Labor Relations

12. Why is it important to understand how the Career Ladder works?

The District and TALC continue to work to improve clarity of communication with all staff regarding the Career Ladder. The Career Ladder is still a relatively new concept to most instructional staff. Compensation has recently been tied to Career Ladder Movement, so understanding how the Career Ladder works is a critical part of understanding compensation for instructional staff.

See more: FY18 Career Ladder Document

Contact:

13. What opportunities are there to offer feedback on the Career Ladder?

The Career Ladder Committee meets monthly. The TALC Labor/Management Committee will be meeting soon to discuss recommendations for TALC Contract Committee appointments and to determine the schedule for committee meetings for FY19 (2018-2019 school year). Recommendations by both TALC and the District will be considered; however, TALC has discretion in determining TALC-appointed members.

The schedule for TALC Contract Committee meetings and information from these meetings are now being posted on the District's website. Contact TALC if you are interested in providing feedback or serving on the Career Ladder Committee.

See More: FY18 Career Ladder Document

Contact: TALC (Island Coast FEA) or Compensation & Labor Relations