

INSTRUCTIONAL EXTRA PAY FOR EXTRA DUTY SCHEDULE

1. Supplements will be based on the current Placement Schedule with the salary for a BA/BS teacher with 0 years of experience as the base.
2. Outline of the duties to be performed to earn a supplement shall be written by the school administrator and signed by the teacher involved and the school administrator. One copy is to remain with the administrator, one with the teacher and another copy filed with the Superintendent's office by October 1 of each school year.
3. No supplement shall be paid when job performance is not in accordance with the agreed outline.
4. Any employee may receive more than one supplement, but not more than three (3) supplements for duties performed and shall be subject to conditions of Item Number 3 of this schedule. Miscellaneous supplements will not count as one of the three. **Case Manager supplements will not count as one of the three.**
5. All supplements listed in this schedule are granted only on the basis of one school year.
6. No employee hired for the position contained in this schedule shall be paid less than the percentages indicated.
7. Personnel supplemented for athletics will be paid up to ten percent (10%) of their supplement for participation in post season athletic competition in the following manner: two percent (2%) will be paid for participation in each level of competition.
8. Personnel hired for the position of band director and/or choir director will automatically receive the supplement and will be expected to perform the duties described in order to retain that position.
9. To qualify as a Department Head (Sr./Post-Secondary), the department must contain no less than four (4) full-time instructional personnel. Teachers who are assigned to departments with fewer than four full-time instructional personnel shall be given the opportunity to apply for a department head position which may be created by combining two or more departments.
10. To qualify as a Team Leader or Grade Group Chair, the team must contain no less than four (4) full-time instructional personnel. Special area personnel shall be included in grade group teams and shall be given the opportunity to apply for a team leader or grade group chair position. Any teacher, who performs the essential duties of the team leader/grade group chair on a consistent, regular basis, shall receive the supplement regardless of the title given the position.
11. Special area personnel (Art, Music, PE, Media, Guidance, etc.) may be given an opportunity to form a special area group and qualify for a grade group chair. This supplement shall be subject to the facility manager's approval.

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12. In sports supplements which are seasonal in nature, the employee will be due full compensation for such. For supplemental employees who separate employment before the end of the school year, supplements will be paid as follows:
 - A. If the supplemented activities have been completed, the employee will receive the entire percentage indicated.
 - B. If the supplemented activities have not been completed, or are of a year-round nature, such supplement shall be paid on the proportion of the job completed.
13. Supplemental positions shall be filled by teachers. Athletic coaching positions shall be filled on an annual basis by the most qualified coaching-certified applicant provided that teachers who apply for such positions are interviewed for the position. Annually, the District shall provide the Association a list of positions filled by non-teachers including the position, school, date of advertisement, and the name of any teacher applicants. Under no circumstances, however, shall the supplement be paid to an administrator.
14. Schools will receive school improvement team supplements based on this formula beginning in school year 2006-2007:

0-799 Students receive four (4) teacher supplements
800-1299 Students receive six (6) teacher supplements
1300+ Students receive eight (8) teacher supplements
15. Beginning in school year 2008-2009 Elementary and Middle schools will receive funding from the District for Department Heads, Team Leaders, or Grade Group Chairs according to this formula:

0-599 Students receive three (3) teacher supplements
600-799 Students receive four (4) teacher supplements
800-1049 Students receive five (5) teacher supplements
1050-1299 Students receive six (6) teacher supplements
1300+ Students receive seven (7) teacher supplements
Middle schools will receive one additional team leader/department head for their ASPIRE teachers.

Schools adding a grade level per year as part of a planned expansion will have an extra supplement the year prior to the addition of a grade level. This supplement will be removed after the planned expansion is complete.

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SENIOR HIGH SCHOOL	PERCENT
Athletic Director	14%
Head Coach – baseball, basketball, soccer, softball, track, volleyball, wrestling.....	10%
Assistant Coaches (same sports as above & football).....	9%
Head Coach–golf, swimming, tennis, rhythmic gymnastics, cross country, weight lifting.....	6%
Assistant Coach (same sports as above).....	4%
Head Coach, Boys/Girls – golf, swimming, tennis, cross country. To be paid this supplement a coach must have a minimum of five (5) boys and five (5) girls participating on each team.....	10%
Band Director.....	16%
Assistant Band Director.....	9%
Choir Director.....	8%
Cheerleader Sponsor.....	7%
Assistant Cheerleader Sponsor.....	6%
Drama Coach.....	4%
Department Heads with administrative planning period.....	4%
Department Heads without administrative planning period.....	6%
Club Sponsors with administrative planning period.....	2%
Club Sponsors without administrative planning period.....	3%
Annual Sponsor.....	4%
Academic Team Coach (one per school).....	3%
Newspaper Sponsor.....	4%
 MIDDLE SCHOOL	
Middle School Athletic Director.....	7%
Middle School Intramural Coach.....	7%
Head Coach – basketball, football, soccer, softball, track, volleyball, wrestling.....	7%
Head Coach – tennis.....	5%
Head Coach, Boys/Girls – tennis – To be paid this supplement a coach must have a minimum of five (5) boys and girls participating on each team.....	7%
Assistant Coaches.....	5%
Band Director.....	11%
Choir Director.....	6%
Cheerleader Sponsor.....	6%
Team Leader/Grade Group Chair.....	6%
Academic Team Coach (one per school).....	3%
 ELEMENTARY SCHOOL	
Elementary Intramural Coach.....	6%
Grade Group Chair/Team Leader.....	6%
 MISCELLANEOUS	
Resource Teacher.....	6%
Title I School-Wide Plan Coordinator.....	6%
School Psychologist.....	10%
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School Social Worker	6%
Bus Duty with additional planning period	2%
Bus Duty without additional planning period	3%
Teachers at New Horizons, St. Andrew, Margaret K. Lewis School in Millville and DJJ.....	5%
School Improvement Team Member.....	3%
Teacher serving as: District History Fair Coordinator 6-12, District Middle School Science Fair Coordinator, District High School Science Fair Coordinator.....	5%
*Teacher with one (1) additional period of teaching/full year (two (2) per department).....	15%
*Teacher with one (1) additional period of teaching/semester (two (2) per department).....	7.5%
*Teacher on Block Schedule with one (1) additional period of teaching/ Full year.....	20%
*Teacher on Block Schedule with one (1) additional period of teaching/ Semester.....	10%
*Teacher with sixty (60) additional minutes of student contact time per day for the full year at Haney only	15%
*Teacher with sixty (60) additional minutes of student contact time per day for one semester at Haney only	7.5%
*Teacher with one (1) additional period of teaching/full year for 2021-2022 school year only.....	20%
*Teacher with one (1) additional period of teaching/semester for 2021-2022 school year only.....	10%

**Teachers must be certified for the course they are selected to teach. Positions will be advertised as specified in Article X (10.2) of the contract.*

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Mentor Teacher (with a maximum of 2 teachers to each Mentor Teacher)
(For Professional Development Certification Program Only)

1 st Mentee	\$1,200.00
2 nd Mentee	\$600.00

Teacher supervising students during lunch (Pandemic).....5%

In accordance with Florida State Statute 1012.22, all individuals hired after July 1, 2011 with an advanced degree in the individual's area of certification will receive payment as indicated on the Placement Schedule for applicable degree as a supplement as this amount will not be included in the individual's base salary.

Teachers acting as Case Managers for students with IEP's/504 plans/ELL/ESOL/Autism/Gifted will receive a supplement of 6%. Acting as a Case Manager is defined as monitoring student progress, collecting and inputting progress monitoring data, and parent/guardian contact in addition to their regular classroom duties. Teachers whose regular full-time positions include the creation of IEP's are not eligible based solely on the responsibilities of IEP creation.

CONSULTANT FEES FOR INSTRUCTIONAL STAFF EMPLOYEES

\$100.00	per day for individuals without degrees but certified in specific areas of expertise (CPR, First Aid, etc.)
\$150.00	per day of presentations for consultants with degrees and expertise/training in the area(s) of presentation for services which do not occur within the normal 196 days of contracted services.
\$250.00	per day of presentation for workshops lasting five or more days having ten or more participants. Consultants must have a degree and expertise/training in the areas of presentation for services which do not occur within the normal 196 days of contracted services.
\$ 55.00	planning fee may be paid for each day of presentation.

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Informational Notes

PART-TIME HOURLY RATE: Teachers employed less than 7 ½ hours per day during the regular school year and teachers employed on additional contracts or for curriculum development projects or special training/staff development projects shall be paid an hourly rate in accordance with their position on the Placement Schedule.

Instructional Personnel Compensation: In accordance with State Statute, beginning July 1, 2014 all instructional personnel must receive an Effective or Highly Effective performance evaluation rating in order to qualify for a salary increase. Such salary increases are not automatic and they are not necessarily a movement from one level on the Placement Schedule to another. Any salary increase will be determined through negotiation and will conform to all applicable Florida Statutes.

- BA/BS** is equivalent to a Bachelor's Degree earned at a standard institution of higher learning.
- MA/MS** is equivalent to a Master's Degree earned at a standard institution of higher learning.
- 6th YR** is equivalent to a Specialist Ed. Degree from a standard institution of higher learning. Those who have completed the course requirements for planned doctoral program and have been approved for their dissertation will be paid at this level.
- DOCTORAL** is equivalent to a Doctorate Degree earned at a standard institution of higher learning.