

APPENDIX B
Supplement Pay for Additional
Duties

1) Beginning at the start of the 2011-2012 school year, bargaining unit members who have earned a combined rating of Unsatisfactory on their most recent evaluation, will be ineligible to receive supplement pay under Appendices B and C, unless that duty assignment can only be done by that specific individual as denoted by the chevron ^ sign.

2)

Additional Duties	Grades K-5	#	Grades 6-8	#	Grades 9-12	#
Science Resource	\$1,030.00	1				
School Initiative Sponsor	\$515.00	2				
School Science Fair Director	\$670.00 \$464.00	1	\$670.00 \$464.00	1	\$670.00 \$464.00	1
School History Fair Director <u>or PBS Sponsor</u>	\$487.00 464.00	1	\$670.00 \$464.00	1	\$670.00 \$464.00	1
Newspaper Advisors <u>or Student Service Sponsor</u>	\$487.00 464.00	1	\$487.00 464.00	1	\$595.00 \$67.00	1
Yearbook Advisors	\$668.00 \$464.00	1	\$1,080.00 \$668.00 0	1	\$1,389.00 \$977.00 -0.00	1
Student Council Sponsor	\$487.00 464.00	1	\$864.00 823.00	1	\$1,458.00 1,389.00 9.00	1
District Student Council Faculty					\$1,134.00 1,080.00 0.00	1
BETA			\$1,134.00 1,080.00	1	\$1,134.00 1,080.00	1
National Honor Society					\$1,134.00 1,080.00	1
National Technical Honor Society					\$1,134.00 1,080.00	1
DCT-Club Flex			\$1,134.00	1	\$1,134.00 1,080.00	2
DECA/HOSA					\$1,134.00 1,080.00	1 2
DECA/FBLA (Future Business Leaders of America)					\$1,134.00 1,080.00	2
FFA (Future Farmers of America)			\$1,134.00	1	\$1,134.00 1,080.00	1

FHA/FCCLA (Family Career and Community Leaders of America)			\$1080.00	1	\$1080.00	1
HERO					\$1080.00	1
HIGH-Q Academic Competition (HighQ, Book Battle, Brain Bowl, etc)	\$487.00	1	\$668.00	1	\$1,134.00 1,080.00	1
CTE Flex			\$1,134.00	2	\$1,134.00	2
ROTC Drill Team ^					\$1,458. 001,389.00	1
Color/Saber Guard ^					\$1,458. 001,389.00	1
Freshman Class Sponsor/Chairperson					\$1,458. 001,389.00	1
Sophomore Class Sponsor/Chairperson					\$1,458. 001,389.00	1
Junior Class Sponsor/Chairperson					\$2,322. 002,212.00	1
Senior Class Sponsor/Chairperson					\$2,322. 002,212.00	1
Vocal Music Performance^	\$668.00	1	\$1,080.00	1	\$1,389.00	1
Elementary Music Director	\$750.00	1				
Choral Director			\$1300.00	1	\$1700.00	1
Band*^			\$2,212.00	1	\$3,447.00	1
MS Band Director ^			\$2500.00	1		
HS Band Director (Concert&Marching) ^					\$4200.00	1
<u>Assistants to Director:</u>						
<u>Color Guard</u>					\$1890.00	1
<u>Winter Guard</u>					\$1890.00	1
<u>Percussion</u>					\$1590.00	1
<u>Brass or Woodwind</u>					\$1590.00	1

Dramatic Performancee			\$823.00	1	\$1,389.00	1
<u>Theatre Director (public performance outside contract hours)</u>	\$750.00	1	\$1300.00	1	\$1700.00	1
Production Assistant			\$1,576.00 1,501.00	1	\$1,576.00 1,501.00	1
<u>Visual Arts (public showcase outside contract hours)</u>	\$250.00	1	\$250.00	1	\$250.00	1
Team Leaders	\$1,352.00 1,288.00		\$1,352.00 1,288.00			
Department Heads**			\$6,570.00 6,257.00		\$17,845.00 16,995.00	

Additional Duties ————— **GRADES** ————— **GRADES** ————— **GRADES**

K-5 # 6-8 # 9-12 #

Band*Δ			\$2,212.00	1	\$3,447.00	1
BETA			\$1,080.00	1	\$1,080.00	1
Color/Saber Guard Δ					\$1,389.00	1
DCT					\$1,080.00	2
DEGA/HOSA					\$1,080.00	2
Department Heads**			\$6,257.00		\$16,995.00	
District Student Council Faculty					\$1,080.00	1
Dramatic Performancee			\$823.00	1	\$1,389.00	2
FBLA					\$1,080.00	2
FFA					\$1,080.00	1
FHA/FCCLA			\$1080.00	1	\$1,080.00	1
Freshman Class Sponsor/Chairperson					\$1,389.00	1
HERO					\$1,080.00	1
High Q					\$1,080.00	1
Junior Class Sponsor/Chairperson					\$2,212.00	1
National Honor Society					\$1,080.00	1
National Technical Honor Society					\$1,080.00	1
Newspaper Advisors	\$464.00	1	\$464.00	1	\$567.00	1
Production Assistant			\$1,501.00	1	\$1,501.00	1
ROTC Drill Team Δ					\$1,389.00	1
School History Fair Director	\$464.00	1	\$464.00	1	\$464.00	1
School Science Fair Director	\$464.00	1	\$464.00	1	\$464.00	1
Science Resource Teacher	\$1,030.00	1				
Senior Class Sponsor/Chairperson					\$2,212.00	1
Sophomore Class Sponsor/Chairperson					\$1,389.00	1
Student Council Sponsor	\$464.00	1	\$823.00	1	\$1,389.00	1
Team Leaders	\$1,288.00		\$1,288.00			
Vocal Music Performance Δ	\$668.00	1	\$1,080.00	1	\$1,389.00	1
Yearbook Advisors	\$464.00	1	\$668.00	1	\$977.00	1

- 3) All supplement pay must be paid according to this Agreement. All amounts are the "Maximum" (total amount) allocated to the school(s) for that supplement pay and may be shared by one or more individuals. The assignment of, number of (provided it does not exceed the maximums listed within this agreement), and the option to fill any supplemental position listed in this agreement is at the discretion of the site administrator. All supplement pay will be paid upon completion of activity, or with the last check, upon written authorization of principal. Those supplement pay rates marked with an asterisk * will be prorated. Supplement pay for additional duties shall not be paid if they are an integral part of a scheduled class or scheduled classes but must be done outside the regular classes assigned. When all qualifications are equal, bargaining unit members will be given preference for supplement pay for additional duties. The dollar amount of the supplement pay rate marked with a double asterisk ** represents the maximum amount available for each school. All supplement pay rates will be reviewed annually.

4) Additional duties and coaching supplements will earn Florida Retirement System (FRS) benefits as allowable by FRS regulations. Bonuses and the in-service pay are not counted towards one's FRS benefits unless specifically approved for earning in FRS regulations.

5) **Supplemented Pay for Additional Duty** - for duty beyond the seven and three-quarter (7-3/4) hour day such as but not limited to in-service trainers, curriculum writers, etc., bargaining unit members shall be paid the following:

Bachelors = ~~\$24.07~~^{22.92} per hour
Specialist = ~~\$26.47~~^{25.21} per hour

Masters = ~~\$25.78~~^{24.56} per hour
Doctorate = ~~\$27.16~~^{25.87} per hour

unless specified by special funding sources such as but not limited to grants, school advisory funds, etc.

6) **Adult Education Pay** – Bargaining Unit members who teach Adult Education will be paid at the following hourly rate: ~~IC/AA \$25.00, BA \$26.00, MA \$27.00, SPEC \$28.00, and DOC \$29.00, BA \$20.00, MA \$21.00, SPEC \$22.00, and DOC \$23.00.~~

7) **Breakfast Duty** - Bargaining unit members will be paid for breakfast duty only if it exceeds the 7-3/4 hour workday or impacts a bargaining unit member's planning period.

8) **County History Fair Coordinator** – 2 allocation for supplement pay at Elementary ~~\$1,050.00~~^{1,000} and Secondary ~~\$1,363.00~~^{1,298}.

9) **County Science Fair Coordinator** - 2 allocations Elementary ~~\$1,050.00~~^{1,000} and Secondary ~~\$1,363.00~~^{1,298}.

10) **Lunch Duty** - Bargaining unit members shall receive a flat payment of ~~\$1,050~~^{1,000} to compensate for the loss of duty free lunch. This will be based on 180 days and will not exceed 30 minutes per day. Lunch duty assignments of less than 30 minutes will be paid proportionately.

11) **Teacher Support Plan** – The mentor will provide meaningful support, analyses and oversee the professional maturation of the beginning teacher's teaching and classroom management strategies in accordance with Appendix F. A mentor will be paid ~~\$750~~ ~~\$175~~^{\$300} per mentee for each semester that they provide this service. A lead mentor will receive ~~\$200~~ ~~\$250~~ per semester.

12) **Department Chairperson** - ~~\$701.00~~^{668.00} differentiated pay rate for departments with up to and including 5 teachers; ~~\$1,458.00~~^{1,389.00} for departments with 6 to 9 teachers; ~~\$2,190.00~~^{2,086.00} for departments with 10 or more teachers. Total allocation for differentiated pay not to exceed those specified above. No department chairperson is to receive more than ~~\$2,190.00~~^{2,086.00}. No department head may also be a team leader. Speech/Language Department Head in charge of 14 or more people ~~\$2,190.00~~^{2,086.00}. ~~A department is a minimum of two people not including the department head.~~

13) **Elementary Team Leaders** - The maximum allocation for team leaders at each elementary school is developed by the following formula: ~~\$168.00~~^{160.00} multiplied by the number of instructional positions at each school. The funding allocation shall equate to a minimum of one Elementary Team Leader per grade level, plus one Special Services Team Leader and one ESE Team Leader.

14) **Middle School Instructional/Grade Level Team Leaders** - ~~\$1,352.00~~^{1,288.00}

a. The funding formula for each Middle K-8 school shall be allocated one Team Leader for every 50 middle school students enrolled or greater portion thereof according to initial school year district count, up to a maximum of 18.

b. Instructional Teams are defined as teams of bargaining unit members assigned to the same or similar instructional areas (for example, but not limited to, math, science, language arts, reading, social studies,

physical education, electives, ESE, guidance). Principals may establish instructional teams as needed to meet the needs of the school provided they do not exceed the number of teams allocated in this formula.

- c. Grade Level Teams are defined as teams of bargaining unit members assigned to the same grade level (sixth, seventh, or eighth grade).
- d. In order to earn differential pay, a Team Leader must represent a team with no less than three (3) members, inclusive of the Team Leader.
- e. No instructional team leader or grade level team leader may hold both positions simultaneously.

15) **High School Department Chair** – The maximum allocation for department chairs for each high school is developed by the following formula: ~~\$189.00~~180.00 multiplied by the number of instructional positions at each school. The minimum allocation is ~~\$17,845.00~~16,995.00.

16) **In-service Rate of Pay** – The in-service rate of pay will be ~~\$22.05~~21.00 per hour for district approved training ~~held in a classroom setting and \$10.50 per hour for district approved on-line/computerized trainings.~~ The district will announce those trainings approved for inservice pay. It is the responsibility of the bargaining unit member to provide documentation of successful completion of the training to the Professional Development Department in order to receive points and payment. ~~There is no limit to the number of inservice hours that can be earned through on-line/computer based training, however, the maximum hours a bargaining unit member is eligible to earn payment for is ten (10) in-service hours per semester. This applies to on-line/computer based training only. The payment for all on-line/computer based training will be paid at the end of each semester for all hours accumulated within that semester. Effective the second semester of the 2013–2014 school year, the use of PD360 videos/program is non-compensatory. This is a tool that can be used for a bargaining unit member’s Professional Improvement Plan (PIP) or a resource for additional information.~~


In-service points will be awarded for certification endorsement classes. Unless directly funded by state and/or federal funds, the in-service rate of pay does not apply. Bargaining unit members are reimbursed the registration fee for endorsement classes provided by the district, if applicable.

Athletic coaching classes that are a requirement for differentiated pay/supplemental coaching positions are awarded in- service points; however the in-service rate of pay does not apply.

In order for the bargaining unit member to be awarded in-service points, ~~he/she must complete the required follow-up evaluation form. In order for the bargaining unit member and~~ to receive payment, if applicable, he/she must complete the entire in- service and associated implementation.

The rate of pay for a bargaining unit member who serves as the Instructor/Trainer for in- district trainings shall be 1.5 times the BA Level Supplemented Pay for Additional Duty † hourly rate. This rate only applies to trainings that are given before/after duty hours or on the weekend. For trainings conducted during preschool, post school, or professional days, the trainer will receive the regular rate of pay and in-service points. Trainer points can only be awarded once for the same training provided on multiple occasions. The Trainer must submit the number of hours for instruction, planning, and evaluation of projects/follow- ups and receive approval from the Professional Development Office prior to the scheduling of the training.


17) **Classroom Supply Money (Lead Teacher).** Florida Teachers Classroom Supply Funds are available to all certified teachers responsible for student instruction and/or direct support in grades Pre-K through 12 and will be paid in accordance with applicable statutes.



 Ray Pinder, Chief Negotiator for the Board

 6/19/2023

 Date



 For the Union

 6/19/23

 Date