

**THE SCHOOL BOARD OF POLK COUNTY,
FLORIDA and the
POLK EDUCATION ASSOCIATION, INC.**

**TEACHER
COLLECTIVE BARGAINING AGREEMENT**

February 28, 2023 - June 30, 2026

Ratification of Unit - October 20, 2023

School Board Approved - October 24, 2023

SALARIES EXCERPT

APPENDIX B – TEACHER SALARY SCHEDULE

Florida Statute §.1012.22(1) requires two salary schedules for paying teachers beginning in 2015-2016. Teachers who hold and choose to retain their Continuing Contract (CC) or their Professional Service Contract (PSC) (both CC and PSC contracts statutorily require due process for a teacher prior to termination) are required to be placed on a “Grandfathered Salary Schedule” and are denied access to “merit pay.”

All other teachers, regardless of their date of hire, are statutorily required to be placed on a “Performance Salary Schedule” which includes “merit pay.” Florida statutes allow any teacher on the “Performance Salary Schedule” to have their employment terminated for no reason at the end of any year. CC and PSC teachers who choose to be paid on the “Performance Salary Schedule” are required to permanently relinquish their due process rights to continuing employment and become Annual Contract teachers.

Executive Summary:

1. Teacher Salary Increase Allocation (TSIA)- New Salary Schedules for the 2023-2024 School Year

- Starting base salary for Teacher PFP is remaining at \$47,500.
- Starting base salary for Teacher GF is \$47,500.
- Starting base salary for Student Services GF and PFP are remaining at \$55,832.
- Starting base salary for OT/PT/SLI is remaining at \$48,835.
- After the base pay level, \$150 are added into each level (\$80 of the \$150 is supplemented from General Fund dollars).

2. Dean supplement of \$2,500 has been moved to a separate Dean pay schedule. \$2,500 has been added to the base teacher bachelor’s degree pay to include the \$2,500 supplement into Dean’s base pay. The \$2,500 Dean’s supplement is being removed from Appendix C.

3. Teacher Salary Increase Allocation (TSIA)- Decompression for Years of Experience

- **Current GF Schedule w/ Potential Decompression Model for 23-24**

Teacher GF 22-23 Pay Level	Teacher GF 22-23 Years of Experience	23-24 Model for Breaking up Compression Years of Experience	23-24 Model for Breaking up Compression with Pay Level
AAC GF	0-13	AAD GF 0	Base moves to AAD, \$47,500
AAC GF	0-13	1-3	Move 2 levels to AAE
AAC GF	0-13	4-5	Move 3 levels to AAF
AAC GF	0-13	6-7	Move 4 levels to AAG
AAC GF	0-13	8-9	Move 5 levels to AAH
AAC GF	0-13	10-11	Move 6 levels to AAI
AAC GF	0-13	12-13	Move 7 levels to AAJ
AAD GF			Move 7 levels to AAK GF
AAE GF			Move 7 levels to AAL GF
AAF GF... Continue down schedule			Pay Levels AAD GF and down will all move 7 levels on the GF schedule

- **PFP Movement: Currently 0-13 years of experience as of the 22-23 school year.**
- **Current PFP Schedule w/ Proposed Decompression Model for 23-24**

Teacher PFP 22-23 Pay Level	Teacher PFP 22-23 Years of Experience	23-24 Proposed Model for Breaking up Compression Years of Experience	23-24 Proposed Model for Breaking up Compression with Pay Level
AAD PFP	0-13	0	Base stays at AAD
AAD PFP	0-13	1-3	Move 1 level to AAE
AAD PFP	0-13	4-5	Move 2 levels to AAF
AAD PFP	0-13	6-7	Move 3 levels to AAG
AAD PFP	0-13	8-9	Move 4 levels to AAH
AAD PFP	0-13	10-11	Move 5 levels to AAI
AAD PFP	0-13	12-13	Move 6 levels to AAJ
AAE PFP			Move 6 levels to AAK
AAF PFP...			Move 6 levels to AAL...
Continue down schedule			Pay Levels AAE PFP and down will all move 6 levels on the PFP schedule

- **Current OTP-SLI Schedule w/ Proposed Decompression Model for 23-24**

OT/PT/SLI 22-23 Pay Level	23-24 Model for Breaking up Compression. All OPT employees move 2 levels
BA OPT	Move to BC OPT
BB OPT	Move to BD OPT
BC OPT	Move to BE OPT
BD OPT	Move to BF OPT
BE OPT...	Move to BG OPT...
	Continue down schedule moving 2 levels

4. **RATIFIED 1/11/22** ESSER Funded Supplement for ALL instructional positions covered under the Teacher CBA

- \$1000 AFTER taxes each year split into 2 payouts
- 3-year agreement for the 2021-2022, 2022-2023, and 2023-2024 school years
- 22-23 and 23-24 school years payout date(s) will be advertised by August 30th of that school year.
- PCPS and PEA agree to work together to add this \$1000 into the salary schedules with the completion of the federal relief ESSER funds, so teachers do not see a loss of income after the 3-year agreement.

Teacher Grandfathered Salary Schedule (196 days)

(Statutorily mandated for teachers with a Professional Service or Continuing Contract)

Pay Level Teacher Grandfathered	23-24 Bachelor's Degree Base Salary	23-24 Master's Degree Add \$3162 to Bachelor's	23-24 Specialist Degree Add \$4517 to Bachelor's	23-24 Doctorate Degree Add \$6776 to Bachelor's
AAD GF	\$47,500	\$50,662	\$52,017	\$54,276
AAE GF	\$47,887	\$51,049	\$52,404	\$54,663
AAF GF	\$48,194	\$51,356	\$52,711	\$54,970
AAG GF	\$48,501	\$51,663	\$53,018	\$55,277
AAH GF	\$48,808	\$51,970	\$53,325	\$55,584
AAI GF	\$49,115	\$52,277	\$53,632	\$55,891
AAJ GF	\$49,422	\$52,584	\$53,939	\$56,198
AAK GF	\$49,729	\$52,891	\$54,246	\$56,505
AAL GF	\$50,036	\$53,198	\$54,553	\$56,812
AAM GF	\$50,343	\$53,505	\$54,860	\$57,119
AAN GF	\$50,650	\$53,812	\$55,167	\$57,426
AAO GF	\$50,957	\$54,119	\$55,474	\$57,733
AAP GF	\$51,264	\$54,426	\$55,781	\$58,040
AAQ GF	\$51,571	\$54,733	\$56,088	\$58,347
AAR GF	\$51,878	\$55,040	\$56,395	\$58,654
AAS GF	\$52,185	\$55,347	\$56,702	\$58,961
AAT GF	\$52,492	\$55,654	\$57,009	\$59,268
AAU GF	\$52,799	\$55,961	\$57,316	\$59,575
AAV GF	\$53,106	\$56,268	\$57,623	\$59,882
AAW GF	\$53,413	\$56,575	\$57,930	\$60,189
AAX GF	\$53,720	\$56,882	\$58,237	\$60,496
AAZ GF	\$54,027	\$57,189	\$58,544	\$60,803
AAZ GF	\$54,334	\$57,496	\$58,851	\$61,110
ABA GF	\$54,641	\$57,803	\$59,158	\$61,417
ABB GF	\$54,948	\$58,110	\$59,465	\$61,724
ABC GF	\$55,255	\$58,417	\$59,772	\$62,031
ABD GF	\$55,562	\$58,724	\$60,079	\$62,338
ABE GF	\$55,869	\$59,031	\$60,386	\$62,645
ABF GF	\$56,176	\$59,338	\$60,693	\$62,952
ABG GF	\$56,483	\$59,645	\$61,000	\$63,259
ABH GF	\$56,790	\$59,952	\$61,307	\$63,566

Pay Level Teacher Grandfathered	23-24 Bachelor's Degree Base Salary	23-24 Master's Degree Add \$3162 to Bachelor's	23-24 Specialist Degree Add \$4517 to Bachelor's	23-24 Doctorate Degree Add \$6776 to Bachelor's
ABI GF	\$57,097	\$60,259	\$61,614	\$63,873
ABJ GF	\$57,404	\$60,566	\$61,921	\$64,180
ABK GF	\$57,711	\$60,873	\$62,228	\$64,487
ABL GF	\$58,018	\$61,180	\$62,535	\$64,794
ABM GF	\$58,325	\$61,487	\$62,842	\$65,101
ABN GF	\$58,632	\$61,794	\$63,149	\$65,408
ABO GF	\$58,939	\$62,101	\$63,456	\$65,715
ABP GF	\$59,246	\$62,408	\$63,763	\$66,022
ABQ GF	\$59,553	\$62,715	\$64,070	\$66,329
ABR GF	\$59,860	\$63,022	\$64,377	\$66,636
ABS GF	\$60,167	\$63,329	\$64,684	\$66,943
ABT GF	\$60,474	\$63,636	\$64,991	\$67,250
ABU GF	\$60,781	\$63,943	\$65,298	\$67,557
ABV GF	\$61,088	\$64,250	\$65,605	\$67,864
ABW GF	\$61,395	\$64,557	\$65,912	\$68,171
ABX GF	\$61,702	\$64,864	\$66,219	\$68,478
ABY GF	\$62,009	\$65,171	\$66,526	\$68,785
ABZ GF	\$62,316	\$65,478	\$66,833	\$69,092
ACA GF	\$62,623	\$65,785	\$67,140	\$69,399
ACB GF	\$62,930	\$66,092	\$67,447	\$69,706
ACC GF	\$63,237	\$66,399	\$67,754	\$70,013
ACD GF	\$63,544	\$66,706	\$68,061	\$70,320
ACE GF	\$63,851	\$67,013	\$68,368	\$70,627
ACF GF	\$64,158	\$67,320	\$68,675	\$70,934
ACG GF	\$64,465	\$67,627	\$68,982	\$71,241
ACH GF	\$64,772	\$67,934	\$69,289	\$71,548
ACI GF	\$65,079	\$68,241	\$69,596	\$71,855
ACJ GF	\$65,386	\$68,548	\$69,903	\$72,162
ACK GF	\$65,693	\$68,855	\$70,210	\$72,469
ACL GF	\$66,000	\$69,162	\$70,517	\$72,776
ACM GF	\$66,307	\$69,469	\$70,824	\$73,083

Pay Level Teacher Grandfathered	23-24 Bachelor's Degree Base Salary	23-24 Master's Degree Add \$3162 to Bachelor's	23-24 Specialist Degree Add \$4517 to Bachelor's	23-24 Doctorate Degree Add \$6776 to Bachelor's
ACN GF	\$66,614	\$69,776	\$71,131	\$73,390
ACO GF	\$66,921	\$70,083	\$71,438	\$73,697
ACP GF	\$67,228	\$70,390	\$71,745	\$74,004
ACQ GF	\$67,535	\$70,697	\$72,052	\$74,311
ACR GF	\$67,842	\$71,004	\$72,359	\$74,618
ACS GF	\$68,149	\$71,311	\$72,666	\$74,925
ACT GF	\$68,456	\$71,618	\$72,973	\$75,232
ACU GF	\$68,763	\$71,925	\$73,280	\$75,539
ACV GF	\$69,070	\$72,232	\$73,587	\$75,846
ACW GF	\$69,377	\$72,539	\$73,894	\$76,153
ACX GF	\$69,684	\$72,846	\$74,201	\$76,460
ACY GF	\$69,991	\$73,153	\$74,508	\$76,767
ACZ GF	\$70,298	\$73,460	\$74,815	\$77,074
ADA GF	\$70,605	\$73,767	\$75,122	\$77,381
ADB GF	\$70,912	\$74,074	\$75,429	\$77,688
ADC GF	\$71,219	\$74,381	\$75,736	\$77,995
ADD GF	\$71,526	\$74,688	\$76,043	\$78,302
ADE GF	\$71,833	\$74,995	\$76,350	\$78,609
ADF GF	\$72,140	\$75,302	\$76,657	\$78,916
ADG GF	\$72,447	\$75,609	\$76,964	\$79,223

Dean (Administrative Assistant) Grandfathered Pay Schedule:

This pay schedule includes \$2500 added into the teacher base salary to account for the \$2500 supplement historically paid from Teacher Appendix C which is being moved to the base salary (changed Fall 2023).

Pay Level Dean (Admin. Asst.) Grandfathered	23-24 Dean Bachelor's Degree Base Salary	23-24 Master's Degree Add \$3162 to Dean Bachelor's	23-24 Specialist Degree Add \$4517 to Dean Bachelor's	23-24 Doctorate Degree Add \$6776 to Dean Bachelor's
DNAAD GF	\$50,000	\$53,162	\$54,517	\$56,776
DNAAE GF	\$50,387	\$53,549	\$54,904	\$57,163
DNAAF GF	\$50,694	\$53,856	\$55,211	\$57,470
DNAAG GF	\$51,001	\$54,163	\$55,518	\$57,777
DNAAH GF	\$51,308	\$54,470	\$55,825	\$58,084
DNAAI GF	\$51,615	\$54,777	\$56,132	\$58,391
DNAAJ GF	\$51,922	\$55,084	\$56,439	\$58,698
DNAAK GF	\$52,229	\$55,391	\$56,746	\$59,005
DNAAL GF	\$52,536	\$55,698	\$57,053	\$59,312
DNAAM GF	\$52,843	\$56,005	\$57,360	\$59,619
DNAAN GF	\$53,150	\$56,312	\$57,667	\$59,926
DNAAO GF	\$53,457	\$56,619	\$57,974	\$60,233
DNAAP GF	\$53,764	\$56,926	\$58,281	\$60,540
DNAAQ GF	\$54,071	\$57,233	\$58,588	\$60,847
DNAAR GF	\$54,378	\$57,540	\$58,895	\$61,154
DNAAS GF	\$54,685	\$57,847	\$59,202	\$61,461
DNAAT GF	\$54,992	\$58,154	\$59,509	\$61,768
DNAAU GF	\$55,299	\$58,461	\$59,816	\$62,075
DNAAV GF	\$55,606	\$58,768	\$60,123	\$62,382
DNAAW GF	\$55,913	\$59,075	\$60,430	\$62,689
DNAAX GF	\$56,220	\$59,382	\$60,737	\$62,996
DNAAY GF	\$56,527	\$59,689	\$61,044	\$63,303
DNAAZ GF	\$56,834	\$59,996	\$61,351	\$63,610
DNABA GF	\$57,141	\$60,303	\$61,658	\$63,917
DNABB GF	\$57,448	\$60,610	\$61,965	\$64,224
DNABC GF	\$57,755	\$60,917	\$62,272	\$64,531
DNABD GF	\$58,062	\$61,224	\$62,579	\$64,838
DNABE GF	\$58,369	\$61,531	\$62,886	\$65,145
DNABF GF	\$58,676	\$61,838	\$63,193	\$65,452
DNABG GF	\$58,983	\$62,145	\$63,500	\$65,759
DNABH GF	\$59,290	\$62,452	\$63,807	\$66,066

Pay Level Dean (Admin. Asst.) Grandfathered	23-24 Dean Bachelor's Degree Base Salary	23-24 Master's Degree Add \$3162 to Dean Bachelor's	23-24 Specialist Degree Add \$4517 to Dean Bachelor's	23-24 Doctorate Degree Add \$6776 to Dean Bachelor's
DNABI GF	\$59,597	\$62,759	\$64,114	\$66,373
DNABJ GF	\$59,904	\$63,066	\$64,421	\$66,680
DNABK GF	\$60,211	\$63,373	\$64,728	\$66,987
DNABL GF	\$60,518	\$63,680	\$65,035	\$67,294
DNABM GF	\$60,825	\$63,987	\$65,342	\$67,601
DNABN GF	\$61,132	\$64,294	\$65,649	\$67,908
DNABO GF	\$61,439	\$64,601	\$65,956	\$68,215
DNABP GF	\$61,746	\$64,908	\$66,263	\$68,522
DNABQ GF	\$62,053	\$65,215	\$66,570	\$68,829
DNABR GF	\$62,360	\$65,522	\$66,877	\$69,136
DNABS GF	\$62,667	\$65,829	\$67,184	\$69,443
DNABT GF	\$62,974	\$66,136	\$67,491	\$69,750
DNABU GF	\$63,281	\$66,443	\$67,798	\$70,057
DNABV GF	\$63,588	\$66,750	\$68,105	\$70,364
DNABW GF	\$63,895	\$67,057	\$68,412	\$70,671
DNABX GF	\$64,202	\$67,364	\$68,719	\$70,978
DNABY GF	\$64,509	\$67,671	\$69,026	\$71,285
DNABZ GF	\$64,816	\$67,978	\$69,333	\$71,592
DNACA GF	\$65,123	\$68,285	\$69,640	\$71,899
DNACB GF	\$65,430	\$68,592	\$69,947	\$72,206
DNACC GF	\$65,737	\$68,899	\$70,254	\$72,513
DNACD GF	\$66,044	\$69,206	\$70,561	\$72,820
DNACE GF	\$66,351	\$69,513	\$70,868	\$73,127
DNACF GF	\$66,658	\$69,820	\$71,175	\$73,434
DNACG GF	\$66,965	\$70,127	\$71,482	\$73,741
DNACH GF	\$67,272	\$70,434	\$71,789	\$74,048
DNACI GF	\$67,579	\$70,741	\$72,096	\$74,355
DNACJ GF	\$67,886	\$71,048	\$72,403	\$74,662
DNACK GF	\$68,193	\$71,355	\$72,710	\$74,969
DNACL GF	\$68,500	\$71,662	\$73,017	\$75,276
DNACM GF	\$68,807	\$71,969	\$73,324	\$75,583

Pay Level Dean (Admin. Asst.) Grandfathered	23-24 Dean Bachelor's Degree Base Salary	23-24 Master's Degree Add \$3162 to Dean Bachelor's	23-24 Specialist Degree Add \$4517 to Dean Bachelor's	23-24 Doctorate Degree Add \$6776 to Dean Bachelor's
DNACN GF	\$69,114	\$72,276	\$73,631	\$75,890
DNACO GF	\$69,421	\$72,583	\$73,938	\$76,197
DNACP GF	\$69,728	\$72,890	\$74,245	\$76,504
DNACQ GF	\$70,035	\$73,197	\$74,552	\$76,811
DNACR GF	\$70,342	\$73,504	\$74,859	\$77,118
DNACS GF	\$70,649	\$73,811	\$75,166	\$77,425
DNACT GF	\$70,956	\$74,118	\$75,473	\$77,732
DNACU GF	\$71,263	\$74,425	\$75,780	\$78,039
DNACV GF	\$71,570	\$74,732	\$76,087	\$78,346
DNACW GF	\$71,877	\$75,039	\$76,394	\$78,653
DNACX GF	\$72,184	\$75,346	\$76,701	\$78,960
DNACY GF	\$72,491	\$75,653	\$77,008	\$79,267
DNACZ GF	\$72,798	\$75,960	\$77,315	\$79,574
DNADA GF	\$73,105	\$76,267	\$77,622	\$79,881
DNADB GF	\$73,412	\$76,574	\$77,929	\$80,188
DNADC GF	\$73,719	\$76,881	\$78,236	\$80,495
DNADD GF	\$74,026	\$77,188	\$78,543	\$80,802
DNADE GF	\$74,333	\$77,495	\$78,850	\$81,109
DNADF GF	\$74,640	\$77,802	\$79,157	\$81,416
DNADG GF	\$74,947	\$78,109	\$79,464	\$81,723

Teacher Performance Salary Schedule Initial Placement Matrix

This Matrix is only for the initial placement of teachers based upon their credited years of experience on the Teacher Performance Salary Schedule below.

Initial Placement for Teacher Pay for Performance Schedule for Teachers Hired/Rehired on and after July 1, 2021.

Initial Placement for New Hire Teacher Pay for Performance Salary Schedule

Initial Placement for New Hires based on Years of Verified Experience 2023-2024	Pay Level	Initial Placement for New Hires based on Years of Verified Experience 2023-2024	Pay Level
<u>0</u>	<u>AAD</u>	<u>28</u>	<u>ABM</u>
<u>1-3</u>	<u>AAE</u>	<u>29</u>	<u>ABO</u>
<u>4-5</u>	<u>AAF</u>	<u>30</u>	<u>ABO</u>
<u>6-7</u>	<u>AAG</u>	<u>31</u>	<u>ABS</u>
<u>8-9</u>	<u>AAH</u>	<u>32</u>	<u>ABU</u>
<u>10-11</u>	<u>AAI</u>	<u>33</u>	<u>ABW</u>
<u>12-13</u>	<u>AAJ</u>	<u>34</u>	<u>ABY</u>
<u>14</u>	<u>AAK</u>	<u>35</u>	<u>ACA</u>
<u>15</u>	<u>AAM</u>	<u>36+</u>	<u>ACC</u>
<u>16</u>	<u>AAO</u>		
<u>17</u>	<u>AAQ</u>		
<u>18</u>	<u>AAS</u>		
<u>19</u>	<u>AAU</u>		
<u>20</u>	<u>AAW</u>		
<u>21</u>	<u>AAZ</u>		
<u>22</u>	<u>ABA</u>		
<u>23</u>	<u>ABC</u>		
<u>24</u>	<u>ABE</u>		
<u>25</u>	<u>ABG</u>		
<u>26</u>	<u>ABI</u>		
<u>27</u>	<u>ABK</u>		

Teacher Performance Salary Schedule (196 days):

Annual Contract Teacher Pay for Performance Salary Schedule

Pay Level Teacher PFP	23-24 Teacher PFP Bachelor's Degree Base Salary
AAD PFP	\$47,500
AAE PFP	\$47,887
AAF PFP	\$48,194
AAG PFP	\$48,501
AAH PFP	\$48,808
AAI PFP	\$49,115
AAJ PFP	\$49,422
AAK PFP	\$49,729
AAL PFP	\$50,036
AAM PFP	\$50,343
AAN PFP	\$50,650
AAO PFP	\$50,957
AAP PFP	\$51,264
AAQ PFP	\$51,571
AAR PFP	\$51,878
AAS PFP	\$52,185
AAT PFP	\$52,492
AAU PFP	\$52,799
AAV PFP	\$53,106
AAW PFP	\$53,413
AAX PFP	\$53,720
AAZ PFP	\$54,027
ABA PFP	\$54,334
ABB PFP	\$54,641
ABC PFP	\$54,948
ABD PFP	\$55,255
ABE PFP	\$55,562
ABF PFP	\$55,869
ABG PFP	\$56,176
ABH PFP	\$56,483
ABH PFP	\$56,790

Pay Level Teacher PFP	23-24 Teacher PFP Bachelor's Degree Base Salary
ABI PFP	\$57,097
ABJ PFP	\$57,404
ABK PFP	\$57,711
ABL PFP	\$58,018
ABM PFP	\$58,325
ABN PFP	\$58,632
ABO PFP	\$58,939
ABP PFP	\$59,246
ABQ PFP	\$59,553
ABR PFP	\$59,860
ABS PFP	\$60,167
ABT PFP	\$60,474
ABU PFP	\$60,781
ABV PFP	\$61,088
ABW PFP	\$61,395
ABX PFP	\$61,702
ABY PFP	\$62,009
ABZ PFP	\$62,316
ACA PFP	\$62,623
ACB PFP	\$62,930
ACC PFP	\$63,237
ACD PFP	\$63,544
ACE PFP	\$63,851
ACF PFP	\$64,158
ACG PFP	\$64,465
ACH PFP	\$64,772
ACI PFP	\$65,079
ACJ PFP	\$65,386
ACK PFP	\$65,693
ACL PFP	\$66,000
ACM PFP	\$66,307

Pay Level Teacher PFP	23-24 Teacher PFP Bachelor's Degree Base Salary
ACN PFP	\$66,614
ACO PFP	\$66,921
ACP PFP	\$67,228
ACQ PFP	\$67,535
ACR PFP	\$67,842
ACS PFP	\$68,149
ACT PFP	\$68,456
ACU PFP	\$68,763
ACV PFP	\$69,070
ACW PFP	\$69,377
ACX PFP	\$69,684
ACY PFP	\$69,991
ACZ PFP	\$70,298
ADA PFP	\$70,605
ADB PFP	\$70,912
ADC PFP	\$71,219
ADD PFP	\$71,526
ADE PFP	\$71,833
ADF PFP	\$72,140
ADG PFP	\$72,447

Dean (Administrative Assistant) PFP Pay Schedule:

This pay schedule includes \$2500 added into the teacher base salary to account for the \$2500 supplement historically paid from Teacher Appendix C which is being moved to the base salary (changed Fall 2023).

Pay Level Dean (Admin. Asst.) PFP	23-24 Dean Bachelor's Degree Base Salary
DNAADPFP	\$50,000
DNAAEPFP	\$50,387
DNAAFPFP	\$50,694
DNAAGPFP	\$51,001
DNAAHPFP	\$51,308
DNAAIPFP	\$51,615
DNAAJFPF	\$51,922
DNAAKFPF	\$52,229
DNAALFPF	\$52,536
DNAAMPFP	\$52,843
DNAANFPF	\$53,150
DNAAOPFP	\$53,457
DNAAPPFP	\$53,764
DNAAQFPF	\$54,071
DNAARFPF	\$54,378
DNAASFPF	\$54,685
DNAATFPF	\$54,992
DNAAUPFP	\$55,299
DNAAVFPF	\$55,606
DNAAW PFP	\$55,913
DNAAXFPF	\$56,220
DNAAYFPF	\$56,527
DNAAZFPF	\$56,834
DNABAPFP	\$57,141
DNABBPFP	\$57,448
DNABCPFP	\$57,755
DNABDPFP	\$58,062
DNABEPFP	\$58,369
DNABFPFP	\$58,676
DNABGPFP	\$58,983
DNABHPFP	\$59,290

Pay Level Dean (Admin. Asst.) PFP	23-24 Dean Bachelor's Degree Base Salary
DNABIPFP	\$59,597
DNABJPFP	\$59,904
DNABKFPF	\$60,211
DNABLPFP	\$60,518
DNABMPFP	\$60,825
DNABNFPF	\$61,132
DNABOPFP	\$61,439
DNABPPFP	\$61,746
DNABQFPF	\$62,053
DNABRPFP	\$62,360
DNABSPFP	\$62,667
DNABTPFP	\$62,974
DNABUPFP	\$63,281
DNABVPFP	\$63,588
DNABWPFP	\$63,895
DNABXPFP	\$64,202
DNABYPFP	\$64,509
DNABZFPF	\$64,816
DNACAPFP	\$65,123
DNACBPFP	\$65,430
DNACCPFP	\$65,737
DNACDPFP	\$66,044
DNACEFPF	\$66,351
DNACFPFP	\$66,658
DNACGPFP	\$66,965
DNACHFPF	\$67,272
DNACIPFP	\$67,579
DNACJPFP	\$67,886
DNACKFPF	\$68,193
DNACLPFP	\$68,500
DNACMPFP	\$68,807

Pay Level Dean (Admin. Asst.) PFP	23-24 Dean Bachelor's Degree Base Salary
DNACNFPF	\$69,114
DNACOPFP	\$69,421
DNACPPFP	\$69,728
DNACQFPF	\$70,035
DNACRPFP	\$70,342
DNACSPFP	\$70,649
DNACTFPF	\$70,956
DNACUPFP	\$71,263
DNACVPFP	\$71,570
DNACWFPF	\$71,877
DNACXPFP	\$72,184
DNACYFPF	\$72,491
DNACZFPF	\$72,798
DNADAPFP	\$73,105
DNADBPFP	\$73,412
DNADCPFP	\$73,719
DNADDPFP	\$74,026
DNADFPFP	\$74,333
DNADGFPF	\$74,640
DNADHPFP	\$74,947

ADVANCED DEGREES

For employees paid on the Teacher Salary Schedule, the compensation for a credited Advanced Degree shall be added to their assigned pay level and be a part of their permanent base pay unless earned after June 30, 2011. For all advanced degrees earned after June 30, 2011, and for employees hired after June 30, 2011, the additional compensation for a credited advanced degree will be paid as a supplement. Advanced degree pay is part of an employee's daily rate of pay calculation when employees are contracted for additional days or hours.

Advanced Degree Supplements-

On July 1, 2022, advanced degrees will improve to the following:

- Masters: \$3162
- ⊖ Specialist: \$4517
- ⊖ Doctorate: \$6776

STUDENT SERVICES GRANDFATHERED SALARY SCHEDULE (216-day Work Schedule)

(Statutorily mandated for Psychologists, school counselors, mental health counselors, mental health facilitators, social workers, and speech language pathologists with a Professional Services or Continuing Contract)

Pay levels on the Student Services Grandfathered Salary Schedule are based on the corresponding Teacher Grandfathered Salary Schedule pay levels, with Master's Degree and on a 216-day work schedule.

Per Article 22, employees on Student Services can flex down to a 196-day contract, so the 196-day flex down schedule has been added for clarification. The base salaries for both Student Services GF and PFP include the \$3162 Master's Supplement.

Note: \$3162 Master's Degree Supplement is built into the Student Services Salary Schedule.

Student Services Grandfathered Salary Schedule

Pay Level Student Services Grandfathered	23-24 196-Day Student Services Grandfathered	23-24 216-Day Student Services Grandfathered
AAD GF	\$50,662	\$55,832
AAE GF	\$51,049	\$56,258
AAF GF	\$51,356	\$56,596
AAG GF	\$51,663	\$56,935
AAH GF	\$51,970	\$57,273
AAI GF	\$52,277	\$57,611
AAJ GF	\$52,584	\$57,950
AAK GF	\$52,891	\$58,288
AAL GF	\$53,198	\$58,626
AAM GF	\$53,505	\$58,965
AAN GF	\$53,812	\$59,303
AAO GF	\$54,119	\$59,641
AAP GF	\$54,426	\$59,980
AAQ GF	\$54,733	\$60,318
AAR GF	\$55,040	\$60,656
AAS GF	\$55,347	\$60,995
AAT GF	\$55,654	\$61,333
AAU GF	\$55,961	\$61,671
AAV GF	\$56,268	\$62,010
AAW GF	\$56,575	\$62,348
AAX GF	\$56,882	\$62,686
AAY GF	\$57,189	\$63,025
AAZ GF	\$57,496	\$63,363
ABA GF	\$57,803	\$63,701
ABB GF	\$58,110	\$64,040
ABC GF	\$58,417	\$64,378
ABD GF	\$58,724	\$64,716
ABE GF	\$59,031	\$65,055
ABF GF	\$59,338	\$65,393
ABG GF	\$59,645	\$65,731
ABH GF	\$59,952	\$66,070

Pay Level Student Services Grandfathered	23-24 196-Day Student Services Grandfathered	23-24 216-Day Student Services Grandfathered
ABI GF	\$60,259	\$66,408
ABJ GF	\$60,566	\$66,746
ABK GF	\$60,873	\$67,085
ABL GF	\$61,180	\$67,423
ABM GF	\$61,487	\$67,761
ABN GF	\$61,794	\$68,100
ABO GF	\$62,101	\$68,438
ABP GF	\$62,408	\$68,776
ABQ GF	\$62,715	\$69,114
ABR GF	\$63,022	\$69,453
ABS GF	\$63,329	\$69,791
ABT GF	\$63,636	\$70,129
ABU GF	\$63,943	\$70,468
ABV GF	\$64,250	\$70,806
ABW GF	\$64,557	\$71,144
ABX GF	\$64,864	\$71,483
ABY GF	\$65,171	\$71,821
ABZ GF	\$65,478	\$72,159
ACA GF	\$65,785	\$72,498
ACB GF	\$66,092	\$72,836
ACC GF	\$66,399	\$73,174
ACD GF	\$66,706	\$73,513
ACE GF	\$67,013	\$73,851
ACF GF	\$67,320	\$74,189
ACG GF	\$67,627	\$74,528
ACH GF	\$67,934	\$74,866
ACI GF	\$68,241	\$75,204
ACJ GF	\$68,548	\$75,543
ACK GF	\$68,855	\$75,881
ACL GF	\$69,162	\$76,219
ACM GF	\$69,469	\$76,558

Pay Level Student Services Grandfathered	23-24 196-Day Student Services Grandfathered	23-24 216-Day Student Services Grandfathered
ACN GF	\$69,776	\$76,896
ACO GF	\$70,083	\$77,234
ACP GF	\$70,390	\$77,573
ACQ GF	\$70,697	\$77,911
ACR GF	\$71,004	\$78,249
ACS GF	\$71,311	\$78,588
ACT GF	\$71,618	\$78,926
ACU GF	\$71,925	\$79,264
ACV GF	\$72,232	\$79,603
ACW GF	\$72,539	\$79,941
ACX GF	\$72,846	\$80,279
ACY GF	\$73,153	\$80,618
ACZ GF	\$73,460	\$80,956
ADA GF	\$73,767	\$81,294
ADB GF	\$74,074	\$81,633
ADC GF	\$74,381	\$81,971
ADD GF	\$74,688	\$82,309
ADE GF	\$74,995	\$82,648
ADF GF	\$75,302	\$82,986
ADG GF	\$75,609	\$83,324

Student Services Performance Salary Schedule Initial Placement Matrix

This Matrix is only for the initial placement of newly hired psychologists, school counselors, mental health counselors, mental health facilitators, social workers, and speech language pathologists on the Student Services Salary Performance Schedule below.

Initial Placement for New Hires based on Years of Verified Experience 23-24	Pay Level
0	AAD
1-3	AAE
4-5	AAF
6-7	AAG
8-9	AAH
10-11	AAI
12-13	AAJ
14	AAK
15	AAM
16	AAO
17	AAQ
18	AAS
19	AAU
20	AAW
21	AAY
22	ABA
23	ABC
24	ABE
25	ABG
26	ABI
27	ABK
28	ABM
29	ABO
30	ABQ
31	ABS
32	ABU
33	ABW
34	ABY
35	ACA
36+	ACC

Student Services Performance Salary Schedule (216 days):

(Statutorily mandated for Psychologists, school counselors, mental health counselors, mental health facilitators, social workers, and speech language pathologists holding or accepting Annual Contracts, or Probationary Contracts)

First pay level on the Student Services Performance Salary Schedule is based on the Teacher Performance Salary Schedule pay level, with Master’s Degree and on a 216-day work schedule.

Note: \$3162 Master’s Degree Supplement is built into the Student Services Salary Schedule.

Pay Level Student Services PFP	23-24 196-Day Student Services PFP	23-24 216-Day Student Services PFP
AAD PFP	\$50,662	\$55,832
AAE PFP	\$51,049	\$56,258
AAF PFP	\$51,356	\$56,596
AAG PFP	\$51,663	\$56,935
AAH PFP	\$51,970	\$57,273
AAI PFP	\$52,277	\$57,611
AAJ PFP	\$52,584	\$57,950
AAK PFP	\$52,891	\$58,288
AAL PFP	\$53,198	\$58,626
AAM PFP	\$53,505	\$58,965
AAN PFP	\$53,812	\$59,303
AAO PFP	\$54,119	\$59,641
AAP PFP	\$54,426	\$59,980
AAQ PFP	\$54,733	\$60,318
AAR PFP	\$55,040	\$60,656
AAS PFP	\$55,347	\$60,995
AAT PFP	\$55,654	\$61,333
AAU PFP	\$55,961	\$61,671
AAV PFP	\$56,268	\$62,010
AAW PFP	\$56,575	\$62,348
AAX PFP	\$56,882	\$62,686
AAZ PFP	\$57,189	\$63,025
AAZ PFP	\$57,496	\$63,363

Pay Level Student Services PFP	23-24 196-Day Student Services PFP	23-24 216-Day Student Services PFP
ABA PFP	\$57,803	\$63,701
ABB PFP	\$58,110	\$64,040
ABC PFP	\$58,417	\$64,378
ABD PFP	\$58,724	\$64,716
ABE PFP	\$59,031	\$65,055
ABF PFP	\$59,338	\$65,393
ABG PFP	\$59,645	\$65,731
ABH PFP	\$59,952	\$66,070
ABI PFP	\$60,259	\$66,408
ABJ PFP	\$60,566	\$66,746
ABK PFP	\$60,873	\$67,085
ABL PFP	\$61,180	\$67,423
ABM PFP	\$61,487	\$67,761
ABN PFP	\$61,794	\$68,100
ABO PFP	\$62,101	\$68,438
ABP PFP	\$62,408	\$68,776
ABQ PFP	\$62,715	\$69,114
ABR PFP	\$63,022	\$69,453
ABS PFP	\$63,329	\$69,791
ABT PFP	\$63,636	\$70,129
ABU PFP	\$63,943	\$70,468
ABV PFP	\$64,250	\$70,806
ABW PFP	\$64,557	\$71,144
ABX PFP	\$64,864	\$71,483
ABY PFP	\$65,171	\$71,821
ABZ PFP	\$65,478	\$72,159
ACA PFP	\$65,785	\$72,498
ACB PFP	\$66,092	\$72,836
ACC PFP	\$66,399	\$73,174
ACD PFP	\$66,706	\$73,513
ACE PFP	\$67,013	\$73,851

Pay Level Student Services PFP	23-24 196-Day Student Services PFP	23-24 216-Day Student Services PFP
ACF PFP	\$67,320	\$74,189
ACG PFP	\$67,627	\$74,528
ACH PFP	\$67,934	\$74,866
ACI PFP	\$68,241	\$75,204
ACJ PFP	\$68,548	\$75,543
ACK PFP	\$68,855	\$75,881
ACL PFP	\$69,162	\$76,219
ACM PFP	\$69,469	\$76,558
ACN PFP	\$69,776	\$76,896
ACO PFP	\$70,083	\$77,234
ACP PFP	\$70,390	\$77,573
ACQ PFP	\$70,697	\$77,911
ACR PFP	\$71,004	\$78,249
ACS PFP	\$71,311	\$78,588
ACT PFP	\$71,618	\$78,926
ACU PFP	\$71,925	\$79,264
ACV PFP	\$72,232	\$79,603
ACW PFP	\$72,539	\$79,941
ACX PFP	\$72,846	\$80,279
ACY PFP	\$73,153	\$80,618
ACZ PFP	\$73,460	\$80,956
ADA PFP	\$73,767	\$81,294
ADB PFP	\$74,074	\$81,633
ADC PFP	\$74,381	\$81,971
ADD PFP	\$74,688	\$82,309
ADE PFP	\$74,995	\$82,648
ADF PFP	\$75,302	\$82,986
ADG PFP	\$75,609	\$83,324

**OCCUPATIONAL & PHYSICAL THERAPIST & SIGN LANGUAGE INTERPRETER
SALARY SCHEDULE (196-day Work Schedule)**

Pay Level	23-24 OT/PT/SLI Salary Schedule
BA OPT	\$48,835
BB OPT	\$49,905
BC OPT	\$50,825
BD OPT	\$51,745
BE OPT	\$52,666
BF OPT	\$53,586
BG OPT	\$54,506
BH OPT	\$55,426
BI OPT	\$56,347
BJ OPT	\$57,267
BK OPT	\$58,187
BL OPT	\$59,107
BM OPT	\$60,028
BN OPT	\$60,948
BO OPT	\$61,868
BP OPT	\$62,788
BQ OPT	\$63,709
BR OPT	\$64,629
BS OPT	\$65,549
BT OPT	\$66,469
BU OPT	\$67,390
BV OPT	\$68,310
BW OPT	\$69,230
BX OPT	\$70,150
BY OPT	\$71,071
BZ OPT	\$71,991
CA OPT	\$72,911
CB OPT	\$73,831
CC OPT	\$74,751
CD OPT	\$75,671
CE OPT	\$76,591
CF OPT	\$77,511
CG OPT	\$78,431
CH OPT	\$79,351

NATIONAL BOARD CERTIFICATION

Teachers with National Board Certification will be guaranteed a supplement from the State. If the State funding of this supplement falls below \$1,000.00 the Board will make up the difference up to a \$1,000.00 maximum. If the State funding is unexpectedly withdrawn or withheld, the parties agree to reopen discussion on this issue.

TEACHER OF THE YEAR

\$15,750.00 will be set aside to reward the Area Finalists, Overall Runner-Up, and the Winner of the Teacher of the Year for their performance.

SPEECH/LANGUAGE PATHOLOGIST SUPPLEMENT

Bachelor of Arts (grandfathered) Bachelor Level SLP with permanent FLDOE certification	\$1,045
Master of Arts	262
Master of Arts w/Certificate of Clinical Competency	5,227

Speech/Language Pathologists with a Certificate of Clinical Competency are given a supplement from IDEA funds. If IDEA funds are not available for this purpose, the Polk County School Board will make up the difference up to \$1,000 maximum.

EXTENDED CONTRACTS

Employees with extended contracts shall receive 1/196 additional salary for all additional days based on the appropriate 196-day Teacher Salary Schedule.

TEACHER APPENDIX C – SUPPLEMENTAL SALARY SCHEDULE

Supplements will be paid only after all services relative to the supplement are completed. In instances where a checklist is required, supplements will be paid only after satisfactory completion of the checklist items.

The District will publish a supplement pay schedule annually by September 30th. Any new supplements agreed upon after this date will be added to the schedule within sixty (60) calendar days.

Any school using someone other than a teacher to fill any position listed in this Appendix, shall receive only an amount equal to the listed supplements in the Teacher Collective Bargaining Agreement. If additional funding is needed to comply with the federal wage and hour guidelines, the amount will be paid from the school's internal accounts.

All supplements are payment for duties performed beyond the regular workday, except in the case of In-School Suspension Monitors.

In-school suspension teacher/monitor \$1,766.

No more than three (3) supplements for student extracurricular activities will be paid except by special permission of the Chief of High Schools.

Athletic Supplements:

No person shall be assigned to two (2) or more coaching positions that would require their service during the same season. The only exceptions being an employee assigned to coach the following boys' and girls' sports during the same season: bowling, cross country, golf, swimming, and tennis.

Any athletic activity that does not meet the required number of games/matches or participants the supplement will be adjusted by the District Senior Director of Athletics.

An athletic supplement is for the period of time between the first official day of practice and the time that a coach's team is eliminated in the FHSAA state championship series.

Teacher Mentors (See Teacher Article XIV – Professional Qualifications and Assignments):

Teachers assigned by the principal/supervisor as the designated Professional Education Competence (PEC) mentor for new hires will be paid a total supplement not to exceed \$500 per assigned mentee teacher, subject to successful completion, upload, review, and approval by Professional Development staff of a minimum of four (4), but not to exceed seven (7) mentoring tools per assigned mentee.

Completion of less than four (4) and less than seven (7) mentoring tools will result in a prorated supplement of \$71.43 per reviewed and approved mentoring tool. PEC mentors will be paid only once per reviewed and approved tool.

Note: Additional teachers mentoring teachers deemed to be in need of assistance will be paid their regular hourly rate of pay for the number of hours agreed upon in advance between the principal and the mentoring teacher. See Article 14.

HIGH SCHOOL ATHLETIC COACHING SUPPLEMENTS	Supplements
Athletic Director (All Class) (paid in prorated monthly installments) <i>See Note (1)</i>	\$5000
Business Manager (paid in prorated monthly installments)	\$2000
HEAD COACHES	Supplements
Head Football (85/15 Payment)	\$4500
Head Assistant Football (85/15 Payment)	\$3100
Head Basketball (Boys/Girls)	\$3000
Head Baseball	\$3000
Head Flag Football (Girls) Spring	\$2000
Head Softball	\$3000
Head Lacrosse (Boys/Girls)	\$2600
Head Track (Boys/Girls)	\$2600
Head Beach Volleyball (Girls)	\$2000
Head Volleyball (Boys/Girls)	\$2600
Head Soccer (Boys/Girls)	\$2600
Head Wrestling (Boys/Girls)	\$2600
Head Swimming (Boys/Girls)	\$2000
Head Competitive Cheerleading <i>See Note (6)</i>	\$1000
Head Spirit Cheerleading – Fall	\$1800
Head Spirit Cheerleading – Winter	\$1800
Head Bowling (Boys/Girls)	\$1800
Head Golf (Boys/Girls)	\$1800
Head Tennis (Boys/Girls)	\$1800
Head Cross Country (Boys/Girls)	\$1800
Head Weightlifting (Boys/Girls)	\$1800
ASSISTANT HEAD COACHES	Supplements
Assistant Flag Football (Girls) Spring	\$1,600
Assistant Football (85/15 Payment)	\$2700
Assistant Basketball (Boys/Girls)	\$2600
Assistant Track (Boys/Girls)	\$2000
Assistant Baseball	\$2000
Assistant Softball	\$2000
Assistant Beach Volleyball (Girls)	\$1,600
Assistant Volleyball (Boys/Girls)	\$2000
Assistant Wrestling (Boys/Girls)	\$2000
Assistant Spirit Cheerleading - Fall/Winter	\$1300
Assistant Lacrosse (Boys/Girls)	\$1800
Assistant Soccer (Boys/Girls)	\$1800
JUNIOR VARSITY COACHES	Supplements
J.V. Basketball (Boys/Girls)	\$1800
J.V. Baseball	\$1800

J.V. Softball	\$1800
J.V. Soccer (Boys/Girls)	\$1800
J.V. Spirit Cheerleading - Fall/Winter	\$1300
J.V. Volleyball (Boys/Girls)	\$1800
J.V. Wrestling (Boys/Girls)	\$1800
OTHER HIGH SCHOOL ATHLETIC SUPPLEMENTS	Supplements
First Responder/Certified Trainer	\$1800
Weight Training	\$2000
Intramurals (No Sports)	\$1200
Business Manager	\$2000
Gym Coordinator	\$800
ESports (Co-Ed) Fall Season	\$1800
ESports (Co-Ed) Spring Season	\$1800

Supplement Notes:

(1) Athletic Director - In order for a school to have an Athletic Director, the school must field a minimum of four (4) sports teams each sports season. The Athletic Director may not receive an additional supplement for being head football coach. A person who assumes both the position of Athletic Director and Business Manager may not coach a sport in any capacity. The principal may request permission from the District Senior Director of Athletics to employ one of the above listed head coaches, with the exception of the head football coach, on a year to year basis. The District Senior Director of Athletics will evaluate the job performance of both positions before approving for another year.

(2) All high schools shall receive seven (7) assistant football coaches (Includes Head Assistant Coach).

(3) All fall varsity head coaches, authorized assistant coaches, band directors and authorized associate/assistant band directors reporting for duty or the first authorized practice shall receive \$51.00 per day provided students are in attendance, for pre-school duty to be included with their supplement payment. This is defined as being before the first day teachers on a 196-day contract return as established in the school calendar.

(4) Orchestra Director - Directors of both Middle and Senior high school programs to receive senior high supplement plus \$218 for middle school because of the two being concurrent. Director of two high school programs to receive current high school supplement plus \$442.

(5) Choral Director - Choral directors serving both Middle and Senior High Schools and completing the responsibilities for performance-oriented activities should receive the senior high supplement plus \$218 since they are concurrent. Choral directors serving two high school programs should receive the high school supplement plus \$442.

(6) Competitive Cheerleading Head Coach - Competitive Cheerleading Head Coaches must compete in a minimum of two (2) competitions in addition to the FHSAA state series events.

(7) Teachers at multi-grade level schools (e.g., K-8 and 6-12 combination schools) will be paid the higher of the two supplements as applicable. For example, a middle-senior high teacher would receive the senior high supplement for which deemed eligible.

Athletic Coaching Supplements:

1. Extramural Coordinator:
 - a. School offers 5 or more sports 1.0 (Full Supplement)
 - b. School offers 4 or less sports .50 (Half Supplement)
 - c. Assistant Principals cannot receive a supplement

2. Fall Season

Sport	Team	Units
Girls Basketball	Varsity	1.0 (Full Supplement)
	JV	1.0 (Full Supplement)
	one (1) coach both teams	1.5 (Full Supplement plus a half)
Cross Country	Varsity Girls	1.0 (Full Supplement)
	Varsity Boys	1.0 (Full Supplement)
	one (1) coach both teams	1.5 (Full Supplement plus a half)
Esports	High School	1.0 (Full Supplement)

If documentation is provided that teams practiced separately at different times, both Varsity and JV supplements will be awarded.

3. Winter 1 Season

Sport	Team	Units
Boys Basketball	Varsity	1.0 (Full Supplement)
	JV	1.0 (Full Supplement)
	one (1) coach both teams	1.5 (Full Supplement plus a half)
Girls/Boys Volleyball	Varsity	1.0 (Full Supplement)
	JV	1.0 (Full Supplement)
	one (1) coach both teams	1.5 (Full Supplement plus a half)

If documentation is provided that teams practiced separately at different times, both Varsity and JV supplements will be awarded.

4. Winter 2 Season

Sport	Team	Units
Boys Soccer	Varsity	1.0 (Full Supplement)
	JV	1.0 (Full Supplement)
	one (1) coach both teams	1.5 (Full Supplement plus a half)
Girls Soccer	Varsity	1.0 (Full Supplement)

	JV	1.0 (Full Supplement)
	one (1) coach both teams	1.5 (Full Supplement plus a half)

If documentation is provided that teams practiced separately at different times, both Varsity and JV supplements will be awarded.

5. Spring Season

Sport	Team	Units
Boys Track and Field	Varsity	1.0 (Full Supplement)
Girls Track and Field	Varsity	1.0 (Full Supplement)
	one (1) coach both teams	1.5 (Full Supplement plus a half)
Boys Tennis	Varsity	1.0 (Full Supplement)
Girls Tennis	Varsity	1.0 (Full Supplement)
	one (1) coach both teams	1.5 (Full Supplement plus a half)
Boys Golf	Varsity	1.0 (Full Supplement)
Girls Golf	Varsity	1.0 (Full Supplement)
	one (1) coach both teams	1.5 (Full Supplement plus a half)
Boys Wrestling	Varsity	1.0 (Full Supplement)
Girls Wrestling	Varsity	1.0 (Full Supplement)
Esports (Co-ed)	High School	1.0 (Full Supplement)

If documentation is provided that teams practiced separately at different times, both Varsity and JV supplements will be awarded.

SENIOR HIGH SCHOOL SUPPLEMENTS	Supplements
School Counselors (paid in prorated monthly installments over 10 months)	\$2500
Testing Coordinators (paid in prorated monthly installments over 10 months)	\$2500
Teachers of Dual Enrollment (designated in FOCUS and paid following completion of each semester in two prorated installments)	\$2500
Band Directors – Marching <i>See Note (4)</i>	\$3000
Band Directors – Concert	\$1800
Band Directors-Non-Marching Harrison	\$2500
Associate Band Director - Marching	\$2100
Associate Band Director - Concert	\$1000
Assistant Band Directors - Marching	\$1600
Assistant Band Directors - Concert	\$1200
Orchestra Director <i>See Note (4) above</i>	\$2800
Girls Drill Team Sponsor (3) Fall	\$1200
Girls Drill Team Sponsor (3) Winter	\$1200

Yearbook Sponsor	\$1200
Newspaper	\$1000
Drama Director (One act play, requires playbill 1 per year)	\$1000
Drama Director (Main stage production or full musical production requires playbill, one per year)	\$2000
Class Coordinator (11-12 grade)	\$1000
Choral Directors <i>See Note (5)</i>	\$2000
Student Council Sponsors	\$1200
Academic "A" Team Coach (1 per school)	\$2000
Assistant Academic "A" Team Coach (1 per school)	\$1500
National Honor Society	\$1500
Community Service Coordinator	\$1000
Chairpersons - Grade 9 thru 12 and Vocational Schools (Administration will designate departments throughout the school to be based on 4 or more full time teaching units which will include a chairperson for each department)	\$1500
District Wide Student Council Sponsor	\$1200
Regional Science & Engineering Fair Coordinator (B.S. Degree - Maximum of 120 hours)	\$2500
Regional Science & Engineering Fair Assistant Coordinator (Maximum of 50 hours)	\$1200
Regional Science & Engineering Fair Assistant Coordinator (Maximum of 40 hours)	\$1000
School Coordinator for District Science Fair	\$800
School Coordinator for District History Fair	\$800
Head Teacher (away from campus - Alt. Ed, etc.)	\$1000
Scholastic Chess Team Coach	\$800
School Wide Shows	\$500
ESE Learning Center Special Olympics Coach	
<ul style="list-style-type: none"> • Participants One Supplement for Fall and One Supplement for Spring 	
<ul style="list-style-type: none"> • 1-10 	\$400
<ul style="list-style-type: none"> • 11-20 	\$500
<ul style="list-style-type: none"> • 21 or more 	\$600
Peer Teachers	\$1500
Televised Instruction Facilitator	\$1200
Federal and District Wide Specialist (Teacher Resource Specialist Trainer/TRST)	\$1200
Safe & Drug Free Schools Contact Person	\$500
Science Labs	\$1000
MIDDLE SCHOOL SUPPLEMENTS	Supplements
MIDDLE SCHOOL COACHES	
Middle School Extramural Coordinator	\$1500
Basketball (Boys/Girls)	\$1000
Cross County (Boys/Girls)	\$1000

Golf (Boys/Girls)	\$1000
Soccer (Boys/Girls)	\$1000
Tennis (Boys/Girls)	\$1000
Track (Boys/Girls)	\$1000
Volleyball (Boys/Girls)	\$1000
Wrestling (Boys/Girls)	\$1000
MIDDLE SCHOOL SUPPLEMENTS	
School Counselor (paid in prorated monthly installments over 10 months)	\$2500
Middle School Team Leader	\$1500
Band Director (thru Grade 8)	\$2100
Choral Directors <i>See Note (5)</i>	\$1500
Orchestra Directors <i>See Note (4)</i>	\$1600
Yearbook Sponsor	\$1000
Academic "A" Team Coach (1 supplement per grade/per School for grades 6 thru 8)	\$1500
Middle School Honor Society (Grades 6 - 8)	\$1200
Drama (One act play, requires playbill, one per year)	\$1000
Drama (Main stage production or full musical production, requires playbill)	\$2000
Math Count (Grades 6, 7 or 8)	\$1500
School Coordinator for District Science Fair	\$800
School Coordinator for District History Fair	\$800
Scholastic Chess Team Coach	\$800
School Wide Shows	\$500

ELEMENTARY SCHOOL SUPPLEMENTS	Supplements
School Counselor (paid in prorated monthly installments over 10 months)	\$2500
Elementary Grade Level Chairperson - Grades PreK - 5 (grade 6 if Elementary) in elementary schools with 4 or more full time units including chairperson), include ESE, (Support Personnel)	\$1500
Academic "A" Team Coach (1 supplement per grade/per school for grades 5 and 6 if Elementary)	\$1500
School Coordinator for District Science Fair	\$800
Scholastic Chess Team Coach	\$800
School Wide Shows	\$500
Elementary Honor Society	\$800
Elementary Instructional TV	\$800

HARRISON SCHOOL OF THE ARTS	Supplements
Theatre - Producer/Coordinator	\$3000
Theatre - Acting Coach	\$3000
Theatre - Technical Theatre Coach	\$3000
Faculty Chairperson	\$800
Musical Theatre Teacher, Fall	\$1200
Musical Theatre Teacher, Spring	\$1200
Dance Coach (2)	\$3000
Chamber Music Coordinator/Staff Accompanist	\$1600
Art Gallery Coordinator	\$1600
FINE ARTS SCHOOL SUPPLEMENTS (K-8 Fine Arts Schools)	Supplements
As grades 6, 7, and 8 are added to Fine Arts Schools, supplements will be paid in a proportionate manner.	
Band Director	\$2100
Choral Director	\$1600
Strings/Orchestra Director	\$1600
Rock 'n Roll Band Director	\$1600
Dance Instructors Coach (2)	\$1500
Staff Accompanist/Music Coordinator	\$1500
Theatre Coach - Acting (Main stage production of full musical production, one per year, requires playbill)	\$2000
Theatre Coach - Technical (Main stage production of full musical production, one per year, requires playbill)	\$2000
Theatre Coach (2) One time, one act play, requires playbill	\$1000
CAREER AND TECHNICAL EDUCATION TEACHER SUPPLEMENTS	Supplements
Land Laboratory and FFA	\$3600

Fire Academy - Bartow Senior (1 - Serves as Emergency Medical Technician (EMT) Course Teacher, Career & Technical Student Organization sponsor, and performs summer equipment maintenance)	\$2600
Future Builders of America (FBA) Sponsor	\$1500
Career and Technical Student Organization Sponsors CECF, DECA, FBLA, FCCLA (Family, Career & Community Leaders of America - Consumer Sciences), FFEA, HOSA, TSA, VICA (Vocational Industrial Clubs of America/ SkillsUSA), FPSA (Florida Public Service Association)	\$1500
National Vocational-Technical Honor Society/National Adult Education Honor Society	\$1500
SENIOR HIGH JROTC SUPPLEMENTS	Supplements
Drill Team	\$2600
Rifle Team	\$2600
RAIDERS Team	\$2600

OTHER NON-EXTRA CURRICULAR SUPPLEMENTS	Supplements
Health Contact (Completed training required to receive supplement) Designated Health Contact Annual Supplement (For up to two (2) eligible positions across the ESP, Paraeducator, and Teacher contracts who complete mandatory training requirements (excludes Paraeducator, LPN Clinic Nurse). The eligible designated contacts must be actively employed as of May 1 st and will be determined by District-wide seniority among the three agreements.) Responsibilities are defined in Article 6.7-2.	\$200
Title I School Annual Supplement (employees covered under Teacher CBA working at a designated Title 1 School as of May 1 st)	\$500
Teaching in a Critical Shortage Subject Area Annual Supplement: paid end of year based on FTE Survey 3 (mid-February, (reviewed annually as identified by the Florida Department of Education also known as high demand teacher needs)	\$500
Highly Effective Grandfathered Salary Schedule Teachers (based on prior year's overall evaluation rating- paid end of October)	\$500
Lead Sign Language Interpreter (One supplement Districtwide paid in prorated monthly installments over ten months)	\$4000

<p>Translation Services:</p> <p>Staff who provide either verbal or written translation services, outside of their normal job duties, instructional time, or during self-directed planning time on behalf of PCPS will receive \$20 per hour rounded up to the nearest quarter hour. Translation services must be requested by an administrator to be eligible for the supplement. A volunteer list of skilled translators must be maintained, and translators rotated equitably as appropriate. This section does not apply to sign language interpreting services within the applicable job description and as outlined in Paraeducator Article 9 and Teacher Article 22.</p>	\$20/hour
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**APPENDIX D - ACTIVITY PAY FOR DUTIES NOT RELATED TO REGULAR
POSITION OUTSIDE OF THE REGULAR DUTY DAY**

TEACHER SALARY SCHEDULE

Degree	Hourly Rate
Doctorate/Specialist	\$21.00
Master's	19.42
Bachelor's	18.09