



Differentiated Pay Plan

Instructional Personnel

School-Based Administrators

Instructional Personnel

Additional Responsibilities Academic/Administrative	
Academic Coach (Elementary) 1 per school	\$525
Academic Coach (Middle School and High School): 7 per school. Mathematics, Science, Social Studies, Language Arts, Foreign Language, Forensics and 1 Non-departmental	\$710
Assistant Academic Coach (High School)	\$295
Administrative Designee	\$330
Department Chairperson (High School and Middle School): (number of full-time instructional units* per department)	
1-3	\$525
4-6	\$735
7-9	\$945
10 or more	\$1,155
District Science Fair Director	\$1,225
School Based Science Fair Director	
Elementary	\$285
Middle	\$415
High	\$415
District Subject Area Specialist	\$2,100
Equity Coordinator:	
1-10 full-time instructional units per school	\$280
11-20 full-time instructional units per school	\$325
21-30 full-time instructional units per school	\$360
31-up full-time instructional units per school	\$435
ESE Contact Person (Elementary) *	
1-3 full-time ESE instructional units per school	\$565
4-6 full-time ESE instructional units per school	\$700
7-9 full-time ESE instructional units per school	\$900
10+ full-time ESE instructional units per school	\$1,100

Faculty Environmental Education Coordinator: 1-10 full-time instructional units per school 11-20 full-time instructional units per school 21-30 full time instructional units per school 31-up full-time instructional units per school	\$230 \$270 \$305 \$375
Grade Level Chairperson (Elementary) (Regular Classroom - exclusive of school counselor, ESE, etc.)	\$630
Specials Chairperson (1 per Elementary School)	\$630
Mentor Teacher (Teacher Incentive Fund Schools) (plus an additional \$1,000 bonus upon receipt of a highly effective rating by the mentee and mentor)	\$1,500
Peer Teacher (non-Teacher Incentive Fund Schools)	\$325
Safety-Security Supervisor Supplements per school based on enrollment: Elem. Up to 500 = 1 501 – 1,000 = 2 Above 1,000 = 3 Middle Up to 500 = 1 500 - 1,000 = 2 Above 1,000 = 3 High Up to 1,799 = 2 Above 1,799 = 3	\$665
School Safety Patrol Supervisor (Elementary School)	\$285
School Advisory Committee Chair (if elected)	\$525
School In-Service Representative (based on total staff) 0-50 51-100 101 and up	\$160 \$210 \$265
Teacher Leader (Teacher Incentive Fund Schools) (upon receipt of an effective or highly effective rating at year end while Teacher Leader)	\$10,000
Team Leader (Middle School) (number of full-time instructional units* per department) 1-3 4-6 7-9 10 or more	\$525 \$735 \$945 \$1,155

Testing Coordinator (1 per school) (to include Hospital Homebound Coordinator)	\$1,000
Web Master	\$200

Additional Responsibilities Activities/Clubs	
Broadcast/Television Advisor (High School)	\$300
Class Sponsor (High School)	
Senior	\$800
Junior	\$800
Sophomore	\$300
Freshman	\$300
Community Service Club Advisor	
High School (2 per school)	\$200
Middle School (1 per school)	\$200
Future Educators of America Sponsor (High School)	\$405
Interest Club Sponsor (Examples: Scholars Club, Foreign Language, SADD, etc.) High School, Middle School, and Elementary School Supplements per school based on enrollment.	
Up to 400 1	\$100
401 – 800 2	\$100
801 – 1200 3	\$100
1201 – 1600 4	\$100
1601 – 2000 5	\$100
2001 – 2400 6	\$100
Literary Magazine Advisor (High School)	\$655
National Honor Society Advisor (High School)	\$400
National Junior Honor Society Advisor (Middle School)	\$200
Newspaper Advisor (High School)	\$735
Newspaper Advisor (Middle School)	\$420
Student Council Sponsor (High School)	\$1,000
Student Council Sponsor (Middle School)	\$600
Yearbook Advisor (High School)	\$970
Yearbook Advisor (Middle School)	\$540

Yearbook Advisor (Elementary School)	\$370
Vocational/Technical Club Sponsor (Examples: VICA, FBLA, DECA, Skills USA, HOSA, etc.) (High School 1 per-school)	\$605

Additional Responsibilities ARTS	
Art Director	\$300
Assistant Band Director (High School Only)	\$755
Associate Band Instructor (Band Director from same school cannot apply for this position.)	\$600
Band Director High School Tier A Tier B. Tier C Middle School Tier A Tier B Tier C	\$2,000 \$2,500 \$3,000 \$800 \$1,100 \$1,500
Choral Director: High School Tier A Tier B Tier C Middle School Tier A Tier B	\$800 \$1,100 \$1,500 \$545 \$900
Dance (Arts Schools Only) Elementary Middle High	\$500 \$1,000 \$1,500
Director of Drama (High School) Tier A Tier B Tier C	\$900 \$1,200 \$1,500
Director of Drama (Middle School)	\$600

Director of Drama (Elementary School)	\$245
Elementary Music Director	\$500
Orchestra & Strings Teacher	
Strings Director Tier A Tier B	\$870 \$1,200

Additional Responsibilities Athletics
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HIGH SCHOOL

Athletic/Activities Director	\$4,000
Athletic Trainer (district wide) (District Athletic Trainers must meet the qualifications found in 1012.46 F.S.)	\$1,500
Baseball Assistant Baseball	\$2,205 \$1,544
Basketball Assistant Basketball	\$2,315 \$1,544
Bowling	\$700
Cheerleading (one supplement for each season – fall, winter) Varsity Junior Varsity Freshman	\$1,134 \$793 \$683
Cross-Country	\$1,271
First Responders (two for each season – fall, winter, spring) (one for one additional season) First Responder – Level I First Responder – Level II (First Responders cannot serve as coaches or assistant coaches during any season for which they receive a First Responder supplement. TALC provision 15.04 does not apply to First Responder positions.)	\$1,300 \$1,500

Football: Regular Season Spring Practice	\$3,035 \$1,050
Assistant Football Regular Season Spring Practice	\$1,874 \$593
Golf	\$1,271
Lacrosse Assistant Lacrosse	\$1700 \$1200
Soccer Assistant Assistant Soccer	\$2,205 \$1,544
Softball Assistant Softball	\$2,205 \$1,544
Swimming	\$2,205
Tennis	\$1,271
Track Assistant Track	\$2,205 \$1,544
Volleyball Assistant Volleyball	\$2,205 \$1,544
Wrestling Assistant Wrestling	\$2,205 \$1,544
At the conclusion of a sport's regular season, if the season is extended for FHSAA sponsored events, the coach and varsity assistant coaches shall be paid \$100 per week for the post-season period.	
MIDDLE SCHOOL	
District Intramural Athletic Director (1) Assistant District Intramural Athletic Director (2). (These three positions must comprise one person representing each zone)	\$3,300 \$500
Intramural Director (school) Intramural Assistant Director (school)	\$2,030 \$970

Head Coach (Boys Basketball, Girls Basketball, Boys Soccer, Girls Soccer, Boys Track, Girls Track, Boys Volleyball, Girls Volleyball, Cross-Country, Golf and Tennis)	\$730
Additional Responsibilities Special Instructional	
Agriculture Teacher	\$1,285
Curriculum/Technology Specialist (Elementary School)	\$880
Detention Center Teacher	\$665
School Counselor	\$810
Resource Teacher, Environmental Education Center	\$1,045
ROTC Instructor	\$665
School Social Worker	\$1,820
Teacher-on-Special-Assignment	\$1,325

School Demographics Academic/Administrative	
ESOL Contact Person By student contact: 0-100 101-200 201-300 301 +	\$600 \$700 \$800 \$1,000
Schools In Need Of Improvement – Extended Work Year (5 additional days - Paid according to current hourly rate)	

Critical Shortage Areas Special Instructional	
ESE Teacher (excluding Speech-Language Pathologist)	\$700
School Psychologist	\$2,500
Speech-Language Pathologist with Certificate of Clinical Competency	\$1,575 \$1,950

School-Based Administrators

Additional Responsibilities	
Administrator assigned to District-Wide Curriculum/Special Area	\$2,000
District Negotiating Team Member – Per Bargaining Unit	\$2,000
Principal opening a new school facility	\$2,000
Assistant Principal opening a new school facility	\$1,000

Level of Job Performance Difficulties Student Enrollment Size	
Principals:	
550-999	\$400
1000-1499	\$600
1500-1999	\$800
2000-2499	\$1,000
Assistant Principal:	
550-999	\$320
1000-1499	\$480
1500-1999	\$640
2000-2499	\$800

School Level	
Principals:	
Elementary	\$2,500
Middle	\$3,000
High	\$6,000
Special	\$2,500
High Tech Center	\$2,500
Assistant Principal:	
Elementary	\$1,450
Middle	\$1,900
High	\$3,050
Special	\$1,650
High Tech Center	\$1,050