

**PINELLAS COUNTY SCHOOLS**

# Compensation Manual

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2012/13

**Human Resources/ Compensation**

**THE SCHOOL BOARD  
OF  
PINELLAS COUNTY, FLORIDA**

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It is the intent of the School Board of Pinellas County to pay, as reasonably possible, competitive salaries/rates of pay for positions based on the following:

- Maintenance of internal equity
- Comparison of administrative, supervisory, and instructional positions to our Florida School district data base
- Comparison of supporting services positions to local positions of similar nature and our Florida School district data base, where appropriate

## Contents

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Guidelines for Instructional Salary Schedule.....	5
Instructional Placement .....	5
Magnet Programs .....	7
Full-Time Teachers.....	7
Part-Time Teachers.....	7
Artist in Residence.....	7
Guidelines for Salary Schedules .....	8
Effective Date .....	8
Non-Instructional Placement on Salary Schedule .....	8
Procedures for Incremental/Structural Increases.....	9
Promotional Salary Increases .....	9
Reclassifications .....	11
Downgrades.....	11
Lateral Moves .....	11
Terminations & Reinstatements.....	11
Overtime Eligibility .....	12
Work on Holidays .....	12
Two or More Jobs .....	12
Compensatory Time .....	12
Child Care Programs Before and After .....	13
Facility Lease Hours (Excluding Administrators) .....	13
Procedures for Payment of Additional or Temporary Positions .....	13
Procedures for Payment of Substitutes .....	13
Shift Differentials (non-exempt).....	14
Call-Back and Call-In Procedures (Excluding Administrative).....	14
Supplements.....	15
General Guidelines .....	15
Athletic Supplements .....	16
Exempt Supplements.....	16
Instructional Supplements .....	16
Miscellaneous Supplements.....	17
Guidelines for Extended School Year .....	22
Requests to Create New Jobs .....	22
Exceptions .....	23

Salary Schedules .....	24
Instructional Salary Schedule (instructional staff hired prior to July 1, 2011) .....	24
Instructional Salary Schedule (July 1, 2011 and after) .....	25
Occupational Therapist/Physical Therapist Salary Schedule.....	25
Administrative (Exempt “C”) Salary Schedule .....	26
Professional/Technical/Supervisory (Exempt “E”) Salary Schedule.....	26
Supporting Services (Non-Exempt “D”) Salary Schedule.....	27
Extended School Year Supporting Services Salary Schedule .....	28
Supplementary Salary Schedules .....	29
Elementary School Supplements.....	29
General .....	29
Athletic .....	29
Middle School Supplements.....	30
General .....	30
Athletic .....	30
High School Supplements.....	31
General .....	31
Athletic .....	32
Exceptional Student Center Supplements.....	33
General .....	33
Athletic .....	33
Adult/Post-Secondary/Vocational School Supplements .....	34
General .....	34
Instructional-Hourly Supplements .....	35
Instructional Substitutes .....	36
Job Related Supplements .....	37
General .....	37
Athletic Season & Pay Schedule .....	38
Athletic Event Staff Fee Schedule.....	39

## Guidelines for Instructional Salary Schedule

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### Instructional Placement

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All salaries are determined based on Florida certificates and official college transcripts on file in the Human Resources Office. Any change of salary resulting from a change in degree level prior to December 31 of the current school fiscal year will become **effective on the first workday after the date of degree shown on the official transcript**. For non-degreed vocational teachers, the effective date will be the ending date of the term in which all course work is completed. If vocational course work requirements are completed on or before September 1, salary adjustments will be permitted as of the first duty day in the current school year. If vocational course work is completed, or degree conferred after December 31 of the current school year, the salary adjustment will be made the next school year. It is the responsibility of the teacher to send to the Human Resources Office an official college transcript reflecting the higher degree, in addition to the appropriate certificate application form, when applicable. All experience **MUST** be verified on a Pinellas County School Board form provided by the Human Resources Department. Payment on the salary schedule is effective during the year verified and is not retroactive to previous school years. A degree utilized for salary purposes must have been awarded by an institution, which was accredited at the time the degree was awarded or must have been validated by an accredited institution as covered under Department of Education procedures for implementation of applicable State Board Rule.

1. Credit on the instructional salary schedule will be granted for all verified public school experience in accordance with state law. If public school credit is less than eight (8) years, a combination of verified military, full time private school teaching experience and related work experience may be granted to a maximum of eight (8) total years.
2. Except for instructional personnel rehired following completion of the DROP program or those re-employed who are receiving benefits from the Florida Retirement System (FRS), credit on the instructional salary schedule will be granted for all verified public school experience in accordance with state law.
3. Teachers who are extended or rehired after completing the DROP program and those who are re-employed following retirement from FRS shall be entitled to a maximum of eight (8) years of experience on the salary schedule. Where teachers have less than eight (8) years of Florida experience, "out-of-county" experience may be combined to a maximum of eight (8) years of credit. The term "out-of-county" includes full-time teaching experience outside Pinellas County, full-time private school teaching experience and related work experience as provided for in this manual. No additional "out-of-county" experience is allowed to teachers who have eight (8) or more years Florida teaching experience.
4. A maximum of three (3) years of credit is allowed for service in the armed forces of the United States subsequent to January 1, 1940.
5. Full-time vocational and/or technical shop and technical laboratory instructors, related instructors, cooperative coordinators, vocational business teachers, distributive cooperative training teachers, and other related members of the unit will receive credit for each year required for state certification. One (1) year for each year or major fraction thereof, spent full-time in the occupation is acceptable up to a maximum of six (6) years. Should a teacher change positions and no longer occupy a full-time unit, he/she will lose all previously granted work experience.
6. Hourly and part-time teaching experience in Pinellas County Schools shall be allowed to teachers who subsequently are employed as regular full-time teachers. One (1) year of experience will be

allowed for each fiscal year in which a teacher accrues at least nine hundred (900) hours. Such experience will be in addition to out-of-county, military and related work experience as prescribed above.

7. Long-term substitute teaching experience is allowed to teachers who hold Bachelor's degrees and higher and are subsequently employed as regular full-time teachers. Long-term substitute teaching experience completed within three (3) years prior to accepting full-time assignment, as a regular full-time teacher shall be granted. One (1) year of experience will be allowed for each fiscal year in which a teacher accrues more than one-half (1/2) the number of days in service in place of the same teacher.
8. Former Pinellas County teachers who re-enter teaching service will receive credit for all teaching experience previously granted. This provision shall not apply to instructional personnel extended or rehired after completion of DROP or those receiving benefits from the Florida Retirement System.
9. When salary and benefit agreements are reached, any approved retroactive payments due employees will be paid only to those in active pay status on the date of Board approval.
10. Except as otherwise provided for in these procedures, retroactive pay adjustments will apply to instructional employees assigned to work additional duty immediately prior to the beginning of their normal contract year.
11. The Artist's Portfolio Assessment form shall be used to provide a maximum of six (6) years credit for prior experience for instructors in programs for the performing arts in designated magnet schools in Pinellas County whose experience cannot be authorized under existing Human Resources Department procedures. Any experience granted for instructors utilizing this process shall be retroactive only to the initial date of hire in the year in which the Board approves the form. There shall be no retroactive adjustments beyond the year in which the form is received.

## Magnet Programs

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### Full-Time Teachers

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Full-time teachers in this program will be paid according to the regular ten month Instructional Salary Schedule, with the following exceptions:

1. Teaching experience and/or professional performance in the area being taught by non-certificated teachers in the selected magnet programs will be allowed up to a maximum of six (6) years.
2. Teachers in the selected magnet programs employed in areas for which they possess expert skill and do not hold a Florida teaching certificate will be employed under provisions of School Board Policy 8.29(7), (no certificate required).
3. Teachers who teach additional periods shall be compensated per instructional supplement salary language.

### Part-Time Teachers

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Teachers employed for more than 3-1/2 hours per day will be paid on a fractional basis, based on the 10-month Instructional Salary Schedule as noted above for full-time teachers. The net time for computing the salary is seven (7) hours per day.

Teachers employed for 3-1/2, or less, hours per day will be paid an hourly salary computed as follows:

- a. Use the 10-months Instructional Salary Schedule as a base.
- b. Apply the exceptions stated above for "full-time" teachers to determine a place on the schedule.
- c. Divide the 10-months salary thus determined by 1485 hours (7-1/2 hours x 198 days = 1485 hours per year) to determine a base hourly rate.
- d. To compensate ineligibility for fringe benefits, add to the base hourly rate determined in #2.c. above, a factor of 20% to determine the hourly rate to be paid, (i.e., 1.20 x base hourly rate).

### Artist in Residence

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Personnel used in a temporary capacity, as "Artist in Residence" will be paid as Contracted Services Employees.

## Guidelines for Salary Schedules

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### Effective Date

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The effective date of the provisions set forth in the following procedures and salary schedules shall be July 1, unless otherwise indicated. Only employees on the active payroll or on approved leave of absence at the time the annual increases are ratified and are approved by the Board, would be eligible to receive any new salary adjustments.

- a. Base salary/rate is defined as an employee's unequalized hourly rate of pay, exclusive of referendum, shift differential, or any other applicable bonus.
- b. An individual's base rate of pay will not be less than the minimum of the salary range or over maximum, except when the intern procedure is recommended or in the case of temporary promotions.
- c. For consistency in administration, base hourly rates are used for calculation purposes in applying the following procedures.

### Non-Instructional Placement on Salary Schedule

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*A newly-hired individual may be placed on the applicable salary schedule as follows:*

- (1) At the minimum of the applicable salary range unless it is determined by the supervisor and Human Resources that credit for outside experience is necessary to obtain the most qualified candidate.
- (2) If outside experience credit is deemed necessary, an additional one percent (1.0%) above minimum may be granted for each year of related job experience in excess of the minimum qualifications up to a maximum of ten percent (10%). When salary credit is granted for outside experience, it is the supervisor's responsibility in conjunction with Human Resources to review the salaries of current incumbents of the same job within the department to ascertain the impact on internal equity.

The specific related experience must be indicated when applying for the job. After the job offer has been made, the related experience submitted may not be altered.

### ***Intern Procedure:***

An applicant who does not meet all minimum qualifications for a job may be hired as or promoted to an intern at a rate of pay ten percent (10%) below the applicable rate of pay for that position. Payment at the intern rate is not to exceed one (1) year. If minimum qualifications are not met after one (1) year, employee is subject to termination.

### ***Building Design Capacity:***

Salaries for administrative personnel whose classification is determined by school size shall be established on the basis of designated building design capacity established by the Office of the Superintendent. Under this provision, once an employee is placed, no further adjustment shall be approved unless the actual building design capacity is changed through the construction of new permanent structures or the removal of existing permanent facilities. Any change in classification



resulting from an alteration in building design capacity shall be effectuated only as a result of normal administrative salary adjustments each year.

## Procedures for Incremental/Structural Increases

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### ***Movement within the Salary Range (Incremental):***

Each year a portion of the total salary increase may be designated for movement within the salary range. Each employee eligible for an incremental increase will move within the salary range by the approved percentage.

In order to be eligible for an incremental increase, an employee must have been hired on or before February 1, unless an alternate agreement was reached. In order to receive an incremental increase, an employee must also be in an active pay status or on an approved leave of absence at the time the annual increases are approved by the Board.

### ***Movement of the Salary Schedule (Structural):***

Each year a portion or all of the total salary increase may be designated for movement of the salary (range) schedule. Any employee within the salary range is eligible for this increase provided the base rate of pay does not fall above the salary range maximum.

### ***Part-Time Regular Employees:***

Employees hired on or before February 1 and in an active pay status or on an approved leave of absence at the time the annual increases are approved by the Board shall be placed at the amount which provides the same percent increase granted to full-time employees on the same salary schedule contingent upon availability of funds.

### ***Retroactive Pay:***

The above increases would be retroactive to the beginning date of the employee's annual payroll calendar, unless otherwise indicated. Part-time regular employees are included in the receipt of retroactive pay.

An employee who is required to return to a regular full-time job classification immediately prior to the beginning of their normal work year will receive retroactive salary adjustments on all hours paid where such employment is approved by the Board.

Part-time temporary employees and substitutes are not eligible for retroactive pay and/or salary increases.

## Promotional Salary Increases

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### ***From Instructional Salary Schedule:***

- (1) ***To Exempt Salary Schedule - Administrative only:*** When an employee is promoted from a classification on the Instructional Salary Schedule to an Administrative position on the Exempt Salary Schedule, the new base salary shall be the Level 3, Master's degree base salary (excluding referendum money), consistent with the employee's years of creditable

service, converted to an hourly rate, plus six percent (6%) or to minimum whichever is greater.

- (2) **To Exempt or Non-Exempt Salary Schedule – Other than Administrative:** When an employee currently paid on the Instructional Salary Schedule transfers to a position other than Administrative, the employee shall receive an increase or decrease equal to the percent difference between the midpoints of the Level 1, Bachelor's degree, Instructional Salary Schedule, excluding referendum money, and the new pay grade (calculated on hourly rate). Any increase shall not be more than twelve percent (12%), less than minimum or exceed maximum of the range.

***All Other Salary Schedules:***

- (1) ***Exempt or Non-Exempt Salary Schedules:*** When an employee currently paid on the Exempt or Non-Exempt Salary Schedule is promoted to a position from or within either schedule with a higher hourly midpoint, the employee shall receive an increase equal to the percent difference between the midpoints of the old and new pay grade. Any increase shall not be more than twelve percent (12%), less than minimum or exceed the maximum of the range.
- (2) ***Interim Principal:*** When an Assistant Principal is promoted to Principal and has not completed Level 2, the employee shall be placed as an Interim Principal. The employee's hourly rate shall be increased five percent (5%) and converted to a twelve (12) month salary. When Level 2 is completed, the employee is promoted from the previous Assistant Principal hourly rate per regular promotion procedures.
- (3) ***Exempt or Non-Exempt Salary Schedules – In-Grade Promotions:*** When an employee currently paid on the Exempt or Non-Exempt Salary Schedule is transferred to a position within the same pay grade, which is determined to be a promotion by Compensation and approved by the Chief of Human Resources or designee, the employee shall receive a five percent (5%) increase calculated on an hourly rate.

***Temporary Assignment to a Higher Job Classification on the Exempt and Non-Exempt Salary Schedules:***

Employees temporarily assigned the duties of an absent employee in a higher level job classification shall receive an increase of ten percent (10%) of their base salary (calculated on the hourly rate) **or** the amount he/she would have received had the employee been promoted to the position on a regular basis. The duration of a temporary assignment shall not be less than sixty (60) working days for classifications on the exempt salary schedule or ten (10) working days, not to exceed ninety (90) calendar days, for classifications on the non-exempt salary schedule and will require approval of the appropriate Cabinet member or his/her designee.

***Other Salary Adjustments:***

The Superintendent is authorized to administratively adjust principals' salaries in order to comply with the standards of the Southern Association of Colleges and Schools, when applicable. (Note: Fifty dollars (\$50) per year more than the highest paid employee.)

## Reclassifications

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### ***Reclassification to a Higher Pay Grade:***

When a position is reclassified to a higher pay grade, the incumbent's current rate of pay shall be increased in accordance with the promotion guidelines.

### ***Reclassification to a Lower Pay Grade:***

Procedures for downgrade will apply.

## Downgrades

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Any employee moved to a lower pay grade shall have the current base rate of pay decreased by the percent difference between the new and old pay grade midpoints (calculated on the hourly rate) effective on the date of entry into the new position.

If an employee is downgraded or promoted then returns to the previous job within one (1) year, the employee will revert to his/her previous rate of pay, adjusted for any Board approved salary increases or decreases that occurred during that year.

If any employee due to a special cause was downgraded to a lower pay grade and allowed to keep his/her hourly rate of pay, the employee will not be eligible for any re-promotional salary increase until he/she exceeds the highest pay grade previously held.

### ***From Exempt Salary Schedule to Instructional Salary Schedule Only:***

When an exempt employee accepts a position on the Instructional Salary Schedule due to a reduction in force, the employee shall move to the appropriate pay level and years of experience, per contract language. When the employee returns to the Exempt Salary Schedule, the salary shall be adjusted based on regular promotion language.

## Lateral Moves

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When an employee is moved laterally from one salary schedule or job title to another, in a pay grade which has approximately the same midpoint (a midpoint difference of less than one (1) percent), the employee shall retain the current base rate of pay, provided the current base rate of pay is equal to or between the pay grade minimum and maximum. If the employee's current base rate of pay exceeds the new pay grade maximum, it will be reduced to the new pay grade maximum on the effective date of the lateral move.

## Terminations & Reinstatements

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An employee who terminates employment and is rehired within one (1) year in the same job classification may receive the previous rate of pay. In all other instances the procedures for regular employment shall apply.

An employee who transfers from a substitute or temporary position into a regular position who has previously held a regular position, will be restored to the pay rate previously held and receive any adjustments per the current salary language.

## Overtime Eligibility

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Non-exempt employees required to work more than forty (40) hours in any single week shall be compensated at one and one-half (1-1/2) times their base rate of pay for those hours over forty (40), unless the compensatory time provision of these procedures is used.

## Work on Holidays

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Non-exempt employees required to work on paid holidays shall be compensated at a rate of one and one-half (1-1/2) times their base rate of pay for all hours worked in addition to their straight-time holiday pay. Non-exempt employees required to work on unpaid holidays shall be compensated at their straight time base rate of pay for all hours worked up to and including forty (40) in one week.

## Two or More Jobs

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A non-exempt employee who works over forty (40) hours in a work week with two (2) or more jobs at different rates of pay will receive the overtime rate of pay in accordance with applicable Fair Labor Standards Act (FLSA) regulations.

## Compensatory Time

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Compensatory time is defined as time required by management beyond an employee's normally scheduled hours to accomplish a specific task or to provide supervision under specified conditions. A non-exempt employee will be eligible for compensatory time off for hours worked in excess of the assigned workweek as approved in advance by his/her director/supervisor. Compensatory time may be offered in lieu of overtime especially where overtime pay is not available due to financial restrictions. In this regard, it shall be the employee's choice to work offered overtime or additional hours beyond his/her regular shift for compensatory time as an alternative to overtime pay. The employee and the supervisor must mutually agree to how the time is to be earned and used within a six month prescribed time frame.

Hours worked over the normal workweek schedule up to and including forty (40) hours will be taken on an "hour-for-hour" basis. Hours worked over forty (40) hours in a workweek must be taken at one and one-half (1-1/2) hours for each hour of overtime worked.

Management approved compensatory time will be part of the payroll reporting process. Employees are responsible for providing written documentation of compensatory time approved by the appropriate administrator to the person responsible for departmental payroll administration. Compensatory time will be tracked using the TERMS system unless the compensatory time is earned and used within a single pay period.

Employees who have requested the use of compensatory time shall be permitted to use the time within a reasonable period after making the request if the use of time does not unduly disrupt operations. An employee may use a full day as compensatory time if approved by his/her supervisor.

Compensatory time for all employees must be used within a reasonable time from the date on which the time is earned. It will be the supervisor's responsibility to keep track of this time. Please see individual bargaining agreements for additional information.

Employees can accrue up to 240 hours of compensatory time (160 hours of overtime work). Any work performed over the 240 hours maximum must be paid overtime compensation.

### Child Care Programs Before and After

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Plant Operations personnel required to staff before and after school child care program facilities during the district's normal holiday periods (spring break, Thanksgiving, winter break) when other employees are off duty shall be paid one and one-half (1-1/2) for hours worked regardless of time worked that week.

### Facility Lease Hours (Excluding Administrators)

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When an organization leases School Board facilities that require the services of PCSB employees and said functions are conducted in a school facility on a Saturday, Sunday, holiday or any other non-scheduled workday, the employee assigned to said function shall be compensated as follows:

- a. An affected employee shall receive either straight time or overtime for all hours worked whichever is appropriate. For non-exempts, this will depend on the total number of hours worked by the employee during the normally scheduled workweek.
- b. An affected employee (non-exempts only) shall receive time and one-half (1-1/2) and appropriate shift differential for all hours worked regardless of the total number of hours worked during the workweek whenever the employee has not had the opportunity (excluding the use of sick, personal, or vacation hours) to accomplish the normal forty (40) "sweat" hour requirement for the computation of overtime, i.e., spring break, Thanksgiving, winter holiday period.

### Procedures for Payment of Additional or Temporary Positions

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If the additional or temporary position to which the employee is assigned has a non-exempt job title, the employee will be paid at the minimum of the appropriate pay grade.

When an employee is paid from funds outside of the primary budgeted position and in the same job classification as the primary job, the employee will receive the same rate of pay.

When an employee is paid from funds outside of the primary budgeted position and in a different job classification from the primary job, the employee will receive the minimum rate of pay in the appropriate salary range for that job classification.

Full-time regular supporting services personnel will be permitted to work two (2) or more jobs only in those instances where prior approval has been granted through the Chief of Human Resources or designee. Except where expressly approved by Human Resources, full-time regular supporting services employees shall not be permitted to work in two (2) or more jobs where the total number of hours worked exceeds forty (40) hours per week.

### Procedures for Payment of Substitutes

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Supporting Services substitute secretarial and clerical employees shall be paid at one (1) of two (2) classification levels:

Classification I - Non-Exempt Pay Grade D-10 or lower shall be paid at the minimum of Pay Grade D-09

Classification II - Non-Exempt Pay Grade D-11 or higher shall be paid at the minimum of Pay Grade D-11

Classroom Assistant Sub - Supporting services substitutes who assist in the classroom, except Interpreters, shall be paid at the minimum of Pay Grade D-06.

Substitute teachers who work as substitutes in supporting services job classifications shall be paid the substitute teacher rate for all hours worked in the supporting services job with the exception of Cafeteria Attendant, Interpreter for Deaf/Hard of Hearing I and II, Food Service Assistant-Sub, Bus Driver-Sub, and clerical substitutes - Classification I and II.

All other classifications will be paid at the minimum of their corresponding pay grade.

### Shift Differentials (non-exempt)

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Any full-time or part-time non-exempt employee whose regularly assigned shift ends at 7 p.m. or after shall receive a shift differential of thirty-five cents (\$.35) per hour for all hours worked.

Any full-time or part-time non-exempt employee whose regularly assigned shift begins on or after 10 p.m. but before 5 a.m. shall receive a shift differential of forty-five cents (\$.45) per hour for all hours worked. Employees assigned to relocatable crews shall receive an additional fifteen cents (\$.15) per hour for all hours worked during the moving of relocatables during the year.

Shift differential does not apply to Vending Attendants, Bus Drivers or those positions that were changed to a higher pay grade to compensate for night work at the evening adult centers and community schools, i.e., Secretary III, Clerk Specialist II, Clerk Typist-Evening, and Bookstore Assistant.

Any hourly shift differential received by an employee shall be paid only on actual hours worked in any pay period and shall be excluded from holiday, vacation, and sick leave pay.

### Call-Back and Call-In Procedures (Excluding Administrative)

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An employee who is called to report for work at times other than the regularly scheduled hours shall receive the applicable rate of pay, or compensatory time, for all time worked. In no event will the employee receive less than two (2) hours straight time pay or compensatory time due to the inconvenience. It is not required that an employee work a minimum of two (2) hours if the task for which the employee was called to perform can be accomplished in less time.

Florida Public Services Union, (FPSU) – An employee who is called to report for work for emergency or critical work situations as defined by their immediate supervisor, occurring at times other than the regularly scheduled hours, shall receive one and one-half (1-1/2) times their normal hourly pay for all hours worked regardless of the time worked that week. In no event will the employee receive less than two (2) hours of time-and-one-half pay or compensatory time for the inconvenience. It is not required that an employee work a minimum of two (2) hours if the task for which the employee was called to perform can be accomplished in less time.

An employee who reports for work at the regularly scheduled time shall receive a minimum of two (2) hours work at the applicable rate of pay, or two (2) hours pay at the straight-time hourly base rate unless:

- The employee leaves earlier based on their own decision
- The employee is suspended or dismissed
- Work is not available for reasons such as fire, flood, power failure, hurricane, tornado, explosion, strike, or civil disturbance
- No lunch is prepared for serving (food service employees only)

## Supplements

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### General Guidelines

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**Exempt:** Personnel paid on the Exempt Salary Schedule are ineligible for supplements, unless otherwise approved by the Superintendent or designee.

**Non-Exempt:** Non-exempt personnel are **not** eligible for supplements listed under the Supplementary Salary Schedule due to the constraints of the Fair Labor Standards Act.

**Rates:** Supplement rates paid during the regular school year are based on ten (10) months of duty. Supplements authorized for extended duty time shall be paid on a prorated daily basis.

**Full Year/Prorated:** Supplements are considered to be based on full-year activities and will be prorated in the case of teachers who start late or terminate before the end of the school year.

**Installment Payments:** All supplements will be paid in no more than two (2) installments, with the exception of designated positions as agreed to through contract negotiations.

**Recommendation of Individuals:** It shall be the responsibility of the principal or other designated agent of the Board to recommend, on an annual basis, those individuals who are to receive salary supplements. Should special circumstances dictate, the principal may realign the nature of supplements. All supplements shall expire on the last day of the employee's work year.

**Extra Duty vs. Contract Status:** No person assigned to an extra-duty position will acquire professional services contract status in that position.

**Funded Projects:** Personnel to be paid from funded projects will be paid in accordance with applicable salary schedules.

## Athletic Supplements

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### ***Extracurricular Sports Guidelines:***

1. Experience will be earned on an annual basis. The entry level coach is paid at zero (0) years. A coach does not advance to the level of one (1) year of experience until he/she completes one full year of coaching.
2. An increase not to exceed ten percent (10%) of the base supplement shall be provided for each three (3) years of continuous Pinellas in-county experience, to a maximum of ten (10) years, in a supplemented extracurricular position for which experience is currently granted.
3. If an employee agrees to accept a second supplement, the years of experience from the first supplement will be applied to both sports.
4. Payment for experience for all coaching supplements assigned will be based on the experience level (number of years) of the supplement for which the coach has the greatest number of years of experience.
5. Experience will be portable and can be transferred from supplement to supplement regardless of the level of the supplement.
6. In the event an employee breaks service in coaching and later returns, the creditable years of experience on file at the time of termination will be applied to the new coaching assignment.
7. Athletic supplements will be paid at the end of each sport season. Eighty percent (80%) of the amount of the football supplement will be paid at the end of the fall season, and twenty percent (20%) will be paid at the end of the spring season.
8. The Athletic Coordinator position at the high school level shall be paid at \$10.00/hour, not to exceed \$5,000 (500 hours) for the applicable school year.

## Exempt Supplements

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***Principal Off-Site Programs:*** School based Principals having responsibility for off-site programs will receive a supplement of \$50 per month, to a maximum of \$500 per year.

***Work Prior to Starting Date:*** Newly appointed administrators assigned to work prior to their official starting date may be paid at the exempt rate specified for the position.

***Exempt Employee Supplements:*** The Superintendent is authorized to establish exempt employee supplements to provide for unique administrative circumstances. Such supplements shall be submitted for Board approval at the time the exempt employee is assigned to assume the responsibilities for which the supplement is paid. A record of supplements for exempt employees shall be maintained in the Human Resources Department.

***Administrator and Professional/Technical/Supervisory Educational Supplement:*** A \$2,000 supplement will be provided for administrators with an educational specialist degree or “all but dissertation” and \$3,000 to those with a doctorate earned at an accredited higher education institution that was accredited and accepted by the State of Florida at the time the degree was conferred.

## Instructional Supplements

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***Department Teams:*** The number of teachers included in departments, teams, or grade levels, may not exceed the number of teachers assigned to the school, (i.e., no teacher may be included in more than one (1) department for establishing supplement rates).



**Supplements Limited to Two:** No teacher may draw supplements for more than two (2) activities/athletics unless approved by the Human Resources Department, with the exception of middle school personnel who may receive three (3) supplements.

**Units:** If paraprofessionals are used full time in a department in lieu of teacher units, they may be included in the number of teachers for determining department chairperson supplements on a ratio of two (2) paraprofessionals equal one (1) teacher unit.

**Four by Four Scheduling:** For schools using the 4x4 scheduling process, instructional personnel will be paid on a 5/7 contract if teaching two (2) 90-minute periods. This contract will also include a planning period and a paid lunch.

**Number of Teaching Periods and Percent:** Teachers in programs approved by the Associate Superintendent of Teaching and Learning, who are authorized to teach a class during a period which would otherwise be scheduled as a planning period, will receive a supplement to cover those days when students are present and be calculated as follows:

- Six (6) periods in a six period day = 16%
- Seven (7) periods in a seven period day = 14%
- Seven (7) periods in an eight period day = 12%
- Four (4) periods with 4x4 scheduling = 25%

This additional percentage will be calculated using the teacher's base hourly rate exclusive of referendum supplement.

**IB/CAT Coach:** The IB/CAT Coach supplement is paid through the 16% supplement for duties relative to academic coaching in the IB/CAT programs.

**Early Exams:** Students pay a reasonable fee per examination as established by the Superintendent. The teacher who prepares the examination and the person (a certified instructional professional) who administers the examination will each be paid one-half (1/2) the fee per exam. The current rate is \$6 plus fringe per exam.

**Virtual Class:** Part-time virtual instruction positions are on an adjunct basis and are in addition to a teacher's regular workday. Teachers will be paid an initial supplement of \$2000 for up to 45 student semester enrollments. In addition, teachers will receive \$50 per successful student completion per semester. A successful student completion occurs when a student completes a course with grade of "A", "B", "C", or "D" per the collective bargaining agreement.

Please refer to the collective bargaining agreements for additional supplements that may occur during the year.

## Miscellaneous Supplements

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### **Administrator Differentiated Pay**

The supplement is to retain principals and assistant principals at annually specified schools as compensation for acknowledgement and acceptance of the importance of working collaboratively toward the achievement of the objective of highest student achievement and to participate in the implementation of the model as outlined in the SIG grant. Principals will receive a flat \$5,000 supplement; Assistant Principals will receive a flat \$2,000. The supplements will be paid in two equal installments and reviewed on an annual basis.

***Bus Driver Attendance Incentive***

A financial incentive of one hundred dollars (\$100) shall be provided to those drivers who have a perfect attendance record during any forty-five (45) working day period. Drivers hired during any forty-five (45) working day period must satisfy a minimum of twenty-five (25) working days of service in order to qualify for the incentive during that period. Incentive payments will be cumulative and payable every semester on a date determined by the Payroll Department. The maximum incentive for a school year will be four hundred dollars (\$400) per eligible driver.

***Shift Differential (non-exempt)***

Any full-time or part-time non-exempt employee whose regularly assigned shift ends at 7 p.m. or after shall receive a shift differential of thirty-five cents (\$.35) per hour for all hours worked.

Any full-time or part-time non-exempt employee whose regularly assigned shift begins on or after 10 p.m. but before 5:00 a.m. shall receive a shift differential of forty-five cents (\$.45) per hour for all hours worked. Employees assigned to relocatable crews shall receive an additional fifteen cents (\$.15) per hour for all hours worked during the moving of relocatables during the year.

Any hourly shift differential received by an employee shall be paid only on actual hours worked in any pay period and shall be excluded from holiday, vacation, and sick leave pay.

***Bus Driver Relief Supplement***

A supplement of eighty-five cents (\$.85) per hour for all hours worked, based on criteria in the “Relief Driver Requirements and Expectations” document, shall be provided to relief bus drivers to recruit and retain the most highly qualified drivers to fill vacant routes in Transportation. Relief drivers will not be eligible for Opportunity Route pay in addition to this enhanced supplement.

***Bus Assistant Supplement - Exceptional Student Education***

Personnel who are assigned to ride buses to supervise students with disabilities shall receive a supplement of three dollars and twenty five cents (\$3.25) per ride not to exceed six dollars and fifty cents (\$6.50) per day for duty on the bus. A rider who only rides one time, morning, midday, or afternoon receives a daily supplement of three dollars and twenty five cents (\$3.25). Six dollars and fifty cents (\$6.50) will be paid for two or more rides. See the PESPA agreement for additional information.

***Certificate of Distinction – Supporting Services***

An annual payment of two hundred twenty five dollars (\$225) for Level I and an additional two hundred fifty dollars (\$250) for Level II shall be provided to supporting services personnel who complete a program of additional training consisting of core courses and electives designed to enhance job performance. In order to be eligible, the employee must be in an active pay status at the time of payment. If a recipient moves to a non-eligible position (e.g., substitute, temporary, or teacher position) prior to the pay date in December, they are only eligible for payment the school year in which they moved to the non-eligible position.

***Master Custodian -***

Per the FPSU Bargaining Unit agreement employees currently assigned to plant operations that complete the Master Custodian training shall receive an annual payment of \$225.

***Content Area Reading – Professional Development (CAR-PD) Supplement:***

Instructional staff members that complete the CAR-PD training program of 150 hours; will be reported to the state at the designated survey periods by the secondary reading department and

will be provided a onetime two hundred fifty dollar (\$250) fixed supplement from a portion of the district's tax referendum revenue.

***Contracted Services Employees***

The School Board reserves the right to hire individuals to provide specialized services to the district at rates not to exceed five hundred dollars (\$500) per day pursuant to appropriate authorization. Individuals hired to perform duties similar to those contained in existing non-instructional job classifications shall be paid the minimum of the pay grade to which that job classification is assigned.

***Differentiated Instructional Support***

New teachers and teachers identified as requiring assistance will be assigned a mentor selected by the school administrator. Mentors will attend required initial training and have the opportunity for follow-up skill building trainings. Mentors of Transition to Teaching (TTT) or PDIN teachers will attend support team meetings held throughout the year. Mentors will receive a supplement based on level of support provided for new teachers, Transition to Teaching teachers, or PDIN teachers.

***Food Service Manager Supplement for Production Schools and Satellites***

An annual supplement of one thousand one hundred dollars (\$1,100 payable in two equal installments) shall be provided to food service managers who provide food and services to more than one school in Pinellas County.

***Interpreters for Deaf/Hard of Hearing***

Interpreters who are RID National Certified: CSC, IC, IT, CT, CI, NIC & EIPA 4 & 5 or hold the Credentials: EIE 3 & QA 3 shall receive a temporary amount of two thousand dollars (\$2,000) per year (\$1.46/hour-1372 hours/year) funded through Medicaid and based on availability of funds.

***JROTC Instructors***

Junior Reserve Officer Training Program (JROTC) instructors shall receive compensation for 198 days of service plus additional duty days to align with the 10 month military pay option under one of the following methods:

1. Regular teacher's salary based on appropriate rank and experience for the program including the referendum supplement.
2. The difference between their retired and active duty pay and allowances, with the exception of hazardous duty and proficiency pay. This rate shall be established through the accepted Congressional formula and does not include the referendum supplement.

Once an instructor selects his/her preferred method of pay, that form of compensation shall remain in full force and effect until the expiration of the annual contract period.

***National Board Certification***

The District will follow state statute and guidelines regarding payment of supplement for National Board Certified teachers and mentors.

***Pay for Performance - Instructional and School-based Administrators***

A Pay-for-Performance Plan, consistent with Florida law, was implemented effective July 1, 2002, for eligible school-based administrative and instructional personnel. The plan provides a one-time five percent (5%) supplement applied to the base salary paid to qualifying employees during the subsequent school year.

***Police Education and Training Incentive – Pinellas County Schools***

Pursuant to s.943.22, a payment of thirty dollars (\$30) per month shall be provided to full-time officers who have a degree from an accredited community college; an additional payment of fifty dollars (\$50) per month shall be provided to full-time officers who receive a bachelor’s degree from an accredited college or university. Any officer who completes a combination of 480 hours of approved, advanced, and career development training courses established pursuant to s.943.17(1)(b) and (c) shall receive the sum of one hundred twenty dollars (\$120) per month. The commission, by rule, may provide for proportional shares for courses completed in 80-hour units in each program in a manner provided for in paragraph (h) of the statute. The maximum aggregate amount which any full-time officer may receive is one hundred thirty dollars (\$130) per month. No incentive payments shall be made for any state law enforcement or correctional position for which the job classification requires the minimum of a four-year degree or higher.

***Professional Development Facilitators***

Instructional site-based employees who serve as Professional Development Facilitators will be paid an annual amount according to the following formula:

1 – 15	Personnel	\$300	61 – 75	Personnel	\$500
16 – 30	Personnel	\$350	76 – 100	Personnel	\$550
31 – 45	Personnel	\$400	Over 100	Personnel	\$600
46 – 60	Personnel	\$450			

***Professional Development/Workshops***

- 1) ***Instructors (Contracted Services):*** The Board reserves the right to compensate employees for providing educational services/training beyond their normal job responsibilities and workday. Contingent upon fund availability, payment will be through the Contracted Services employee process at a rate of thirteen dollars (\$13) per hour. This Contracted Services rate may be stated as an hourly rate on the Contracted Services form for classroom teachers. In the case of exempt employees, the rate shall be stated as a daily rate on the Contracted Services form. Potential overtime for non-exempt employees will be paid in accordance with the Fair Labor Standards Act (FLSA). Approval of payment is required from the regional superintendent/associate superintendent or their approved designee.
- 2) ***Participants (Stipend):*** School Board personnel who are officially requested to participate in in-service education components or in professional workshops which meet outside of normal duty hours may be paid a stipend of ten dollars (\$10) per hour, not to exceed sixty dollars (\$60) per day, provided that prior approval is obtained from the appropriate Area Superintendent or their approved designee. Applicants who are recommended for employment, and long-term substitutes who are requested to participate in in-service component and professional workshops, may also be paid a stipend of ten dollars (\$10) per hour, not to exceed sixty dollars (\$60) per day.

***Reading Endorsement Supplement (Secondary)***

Instructional staff members who agree to add reading endorsement to their teaching credentials and who are actively engaged in the teaching of secondary reading during the regular work day or who are required by the K12 Reading plan to obtain the reading endorsement will be provided a five hundred dollar (\$500) fixed supplement from a portion of the district’s tax referendum revenue.

***School Psychologist & Speech Pathologist (teacher, speech correction) Supplement***

Speech pathologists and audiologists who hold CCC and are either billing for Medicaid or have the potential to bill for Medicaid or psychologists who hold national certification as a Nationally Certified School Psychologist will be eligible for a supplement of four thousand four hundred dollars (\$4,400) for the fiscal year. The supplement will be prorated for partial employees and for number of actual days eligible to receive the supplement. The job related supplement for School Psychologists of \$1.09 per hour will be suspended for those receiving this supplement.

***Stipend – Instructional***

Instructional (full time) personnel who do work beyond their regular contractual day may be paid a stipend of thirteen dollars (\$13) per hour for the following activities:

- Delivery of training
- Writing or adapting curriculum
- Working on school improvement initiatives as outlined in approved school/district improvement plans
- Working on grant-related activities as outlined in district approved grants (i.e., smaller learning communities)

***Vehicle Use Tax***

A twenty-four hour vehicle use tax consequence supplement of ninety-eight cents (\$.98) per day will be provided to eligible personnel, as identified by the District, for each day a perquisite is recorded for personal use.

***Supporting Services – Differentiated Pay***

This Stipulation of Agreement shall be in effect for the 2011-12 and 2012-2013 school year. For the 2011-2012 school year, priority schools are as follows: Boca Ciega High School, Lakewood High School, Dixie Hollins High School, Gibbs High School, Azalea Middle School, Pinellas Park Middle School, James B. Sanderlin Elementary School, Maximo Elementary School, Sandy Lane Elementary School, Melrose Elementary School, Fairmount Park Elementary School, Woodlawn Elementary School and Lakewood Elementary School.

Bilingual Assistants, Child Development Associates, Exceptional Student Associates, Paraprofessionals, and Physical Education Assistants assigned to the above listed priority schools will be paid a supplement of \$300.00 annually. The supplement amount is to be prorated if the direct assisting in the instruction of students is less than full time. Verification by the principal for any other PESPA Bargaining Unit employees not listed above, who spend 50% or more of their day with responsibilities directly assisting in the instruction of students, must be submitted to Human Resources to receive the supplement. The supplement will be considered compensation in accordance to Florida Retirement System guidelines. In order to be eligible, an employee must be on active payroll status.

For the 2012-13 school year the amount will be payable in two equal installments at the end of each semester upon verification of 90 days worked per semester.

Eligible employees will be required to sign a letter of acknowledgment accepting their role assisting with student instruction at one of these priority schools.

Please refer to the collective bargaining agreements for additional supplements that may occur during the year.

## **Guidelines for Extended School Year**

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Teachers of extended school year (ESY) will be paid their hourly base rate, excluding referendum money, earned during the 2012/2013 school year, according to the Instructional Salary Schedule (hourly rate computed on a 7.5 hour day).

Employees must meet minimum qualifications of the position. Instructional personnel will only be considered for non-exempt positions after the non-exempt employee list is exhausted and will be paid at the minimum rate for the specific job classification.

Non-exempt employees, who are employed in other than the classification in which they worked during the 2012/2013 school year, will be paid a specific pay rate, determined by the extended school year classification in which they are employed for the extended school year session, regardless of the number of years of service in the system.

A Paraprofessional or Child Development Associate employed as an extended school year Teacher Assistant or ESE Associate will be paid at his/her same relative position in the appropriate extended school year classification pay grade.

A Secretary/Bookkeeper employed as an extended school year Secretary-Elementary will retain his/her regular rate of pay.

Due to overlapping work schedules, eleven (11) month personnel employed in extended school year positions will be paid their regular rate of pay through the end of his/her eleven (11) month work schedule.

The extended school year salary schedule and pay rates remain the same during the entire summer period.

Note: All exceptions to this schedule must be approved by the Superintendent or his designee.

## **Requests to Create New Jobs**

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New job title classifications must be requested by the appropriate Cabinet member, recommended by the Superintendent and approved by the Board. The classification and pay grade of each new job shall be recommended by the Compensation Administration Section of the Human Resources Department and submitted to the Cabinet for their concurrence. The Superintendent will then make a recommendation to the Board for approval.

Additional personnel slots must be requested through budget. Job title and pay grade will be determined by Compensation Administration.

## **Exceptions**

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Any exceptions to the above procedures must be approved by the Superintendent or designee.

These procedures are intended to address the most common district compensation issues and are not intended to cover all situations that could possibly occur. For information pertaining to specific compensation issues, please contact Compensation Administration in the Human Resources Department. For positions covered by bargaining units, please refer to the applicable contract language for more detail.

# Salary Schedules

## Instructional Salary Schedule (instructional staff hired prior to July 1, 2011)

PINELLAS COUNTY SCHOOL BOARD															
PROPOSED INSTRUCTIONAL SALARY SCHEDULE (for instructional staff hired prior to July 1, 2011)															
2012/2013 School Year															
Years	LEVEL 1			LEVEL 2			LEVEL 3			LEVEL 4			LEVEL 5		
	B.A. Degree			Professional Certificate			Master's Degree			Specialist Degree in Educ.			Doctoral Degree		
	Base	Ref.	Supplement	Base	Ref.	Supplement	Base	Ref.	Supplement	Base	Ref.	Supplement	Base	Ref.	Supplement
0	34,148	2,852	37,000	34,948	2,852	37,800	36,328	2,852	39,180	37,498	2,852	40,350	38,648	2,852	41,500
1	34,243	2,852	37,095	35,043	2,852	37,895	36,423	2,852	39,275	37,593	2,852	40,445	38,743	2,852	41,595
2	34,243	2,852	37,095	35,043	2,852	37,895	36,423	2,852	39,275	37,593	2,852	40,445	38,743	2,852	41,595
3	34,543	2,852	37,395	35,343	2,852	38,195	36,723	2,852	39,575	37,893	2,852	40,745	39,043	2,852	41,895
4	34,543	2,852	37,395	35,343	2,852	38,195	36,723	2,852	39,575	37,893	2,852	40,745	39,043	2,852	41,895
5	34,690	2,852	37,542	35,490	2,852	38,342	36,870	2,852	39,722	38,040	2,852	40,892	39,190	2,852	42,042
6	35,444	2,852	38,296	36,244	2,852	39,096	37,624	2,852	40,476	38,794	2,852	41,646	39,944	2,852	42,796
7	36,248	2,852	39,100	37,048	2,852	39,900	38,428	2,852	41,280	39,598	2,852	42,450	40,748	2,852	43,600
8	36,550	2,852	39,402	37,350	2,852	40,202	38,730	2,852	41,582	39,900	2,852	42,752	41,050	2,852	43,902
9	36,550	2,852	39,402	37,350	2,852	40,202	38,730	2,852	41,582	39,900	2,852	42,752	41,050	2,852	43,902
10	36,850	2,852	39,702	37,650	2,852	40,502	39,030	2,852	41,882	40,200	2,852	43,052	41,350	2,852	44,202
11	37,781	2,852	40,633	38,581	2,852	41,433	39,961	2,852	42,813	41,131	2,852	43,983	42,281	2,852	45,133
12	38,082	2,852	40,934	38,882	2,852	41,734	40,262	2,852	43,114	41,432	2,852	44,284	42,582	2,852	45,434
13	38,384	2,852	41,236	39,184	2,852	42,036	40,564	2,852	43,416	41,734	2,852	44,586	42,884	2,852	45,736
14	38,384	2,852	41,236	39,184	2,852	42,036	40,564	2,852	43,416	41,734	2,852	44,586	42,884	2,852	45,736
15	38,685	2,852	41,537	39,485	2,852	42,337	40,865	2,852	43,717	42,035	2,852	44,887	43,185	2,852	46,037
16	39,942	2,852	42,794	40,742	2,852	43,594	42,122	2,852	44,974	43,292	2,852	46,144	44,442	2,852	47,294
17	40,243	2,852	43,095	41,043	2,852	43,895	42,423	2,852	45,275	43,593	2,852	46,445	44,743	2,852	47,595
18	40,545	2,852	43,397	41,345	2,852	44,197	42,725	2,852	45,577	43,895	2,852	46,747	45,045	2,852	47,897
19	40,846	2,852	43,698	41,646	2,852	44,498	43,026	2,852	45,878	44,196	2,852	47,048	45,346	2,852	48,198
20	42,103	2,852	44,955	42,903	2,852	45,755	44,283	2,852	47,135	45,453	2,852	48,305	46,603	2,852	49,455
21	42,404	2,852	45,256	43,204	2,852	46,056	44,584	2,852	47,436	45,754	2,852	48,606	46,904	2,852	49,756
22	42,706	2,852	45,558	43,506	2,852	46,358	44,886	2,852	47,738	46,056	2,852	48,908	47,206	2,852	50,058
23	44,464	2,852	47,316	45,264	2,852	48,116	46,644	2,852	49,496	47,814	2,852	50,666	48,964	2,852	51,816
24	46,022	2,852	48,874	46,822	2,852	49,674	48,202	2,852	51,054	49,372	2,852	52,224	50,522	2,852	53,374
25	51,349	2,852	54,201	52,149	2,852	55,001	53,529	2,852	56,381	54,699	2,852	57,551	55,849	2,852	58,701
26	55,922	2,852	58,774	56,722	2,852	59,574	58,102	2,852	60,954	59,272	2,852	62,124	60,422	2,852	63,274
27	56,222	2,852	59,074	57,022	2,852	59,874	58,402	2,852	61,254	59,572	2,852	62,424	60,722	2,852	63,574
28	56,222	2,852	59,074	57,022	2,852	59,874	58,402	2,852	61,254	59,572	2,852	62,424	60,722	2,852	63,574
29	56,222	2,852	59,074	57,022	2,852	59,874	58,402	2,852	61,254	59,572	2,852	62,424	60,722	2,852	63,574
30	56,927	2,852	59,779	57,727	2,852	60,579	59,107	2,852	61,959	60,277	2,852	63,129	61,427	2,852	64,279
31	57,227	2,852	60,079	58,027	2,852	60,879	59,407	2,852	62,259	60,577	2,852	63,429	61,727	2,852	64,579

\* The referendum supplement, effective 7/1/2012 to 6/30/2013, was approved by the voters of Pinellas County. The Board will direct a representative of the Finance Division to certify to the Bargaining Leadership Team (BLT) the amount of this supplement each year as determined by changes in the certified tax roll projections and actual tax collections for the previous year. Adjustments to the supplement shall be calculated and conveyed to the BLT consistent with Board Policy relating to the voter approved 0.5 mill referendum stating that 80% of the tax is designated as the referendum supplement. All adjustments to the supplement for individual salaries of instructional employees shall be retroactive to July 1st of the fiscal year.

\* Base hourly rate is defined as the scheduled salary minus the \$2,852 in referendum supplement.

\* Late starters who are eligible for Level 2 or Level 4 must apply within thirty days of starting date.

\* Placement on Level 4 of the Salary Schedule shall be made available to those teachers who have completed and verified all requirements for the Doctoral degree with the exception of the dissertation (ABD). \* This salary schedule is for 198 Teacher Days.



Instructional Salary Schedule (July 1, 2011 and after)

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**INTERNAL USE ONLY**

**New hires after June 30, 2011 will be placed at the Bachelor's level (level 1) and then receive a supplement for a higher degree. Placement for years of experience should follow previously established guidelines.**

<i>Advanced Degree</i>	<i>Supplement</i>
Master's	2,180
Specialist's	3,350
Doctorate	4,500

A salary supplement will be used for advanced degrees that are held in the individual's area of certification. In order to receive credit for the advanced degrees, (Masters, Specialist and Doctorate) employees must provide an official transcript of record showing the award of the earned degree to the Certification Department.

Occupational Therapist/Physical Therapist Salary Schedule

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For initial placement on the salary schedule, Occupational Therapists/Physical Therapists are hired under Appendix A – Instructional Salary schedule, level 2, and year 10.

Therapists hired new to the district may be granted up to six (6) additional years of experience based on previous employment specifically in the field of therapy for which they are employed by the Board.

Administrative (Exempt "C") Salary Schedule

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2012/2013

ADMINISTRATOR

EXEMPT SALARY SCHEDULE "C"

ANNUAL RATES BASED ON 247 DAYS, 7.5 HOURS

<u>Pay Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
7	\$58,781.12	\$72,765.60	\$86,750.07
8	\$63,483.69	\$78,586.86	\$93,690.02
9	\$68,562.32	\$84,873.77	\$101,185.23
10	\$74,047.39	\$91,663.72	\$109,280.06
11	\$79,971.13	\$98,996.79	\$118,022.45
12	\$86,368.74	\$106,916.52	\$127,464.31
13	\$93,278.19	\$115,469.84	\$137,661.49
14	\$100,740.43	\$124,707.38	\$148,674.34

Professional/Technical/Supervisory (Exempt "E") Salary Schedule

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2012/2013

PROFESSIONAL/TECHNICAL/SUPERVISORY

EXEMPT SALARY SCHEDULE "E"

ANNUAL RATES BASED ON 247 DAYS, 7.5 HOURS

<u>Pay Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1	\$37,042.22	\$45,854.76	\$54,667.29
2	\$40,005.66	\$49,523.16	\$59,040.65
3	\$43,206.04	\$53,484.99	\$63,763.93
4	\$46,662.44	\$57,763.70	\$68,864.97
5	\$50,395.41	\$62,384.81	\$74,374.21
6	\$54,427.01	\$67,375.60	\$80,324.19
7	\$58,781.12	\$72,765.60	\$86,750.07

Supporting Services (Non-Exempt "D") Salary Schedule

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2012/2013  
NON-EXEMPT SALARY SCHEDULE "D"

HOURLY RATES

<u>Pay Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3	\$7.76	\$9.60	\$11.45
4	\$8.54	\$10.57	\$12.60
5	\$9.39	\$11.62	\$13.85
6	\$10.33	\$12.79	\$15.25
7	\$11.36	\$14.06	\$16.77
8	\$12.50	\$15.47	\$18.44
9	\$13.75	\$17.02	\$20.29
10	\$15.13	\$18.72	\$22.32
11	\$16.64	\$20.60	\$24.55
12	\$18.30	\$22.65	\$27.01
13	\$20.13	\$24.92	\$29.71
14	\$22.14	\$27.41	\$32.68

Jobs classified as substitute or temporary are paid at the minimum of the designated pay grade.

Rates to be used for:

- Computation of annual salaries for biweekly payroll
- Hours in excess of the normally scheduled work week up to and including 40 hours
- Computation of overtime

Note: In most cases, hourly rates received in bi-weekly paychecks are slightly less than those published above. This is due to the equalized pay process that provides pay for time not worked on school Board-designated "no work/no pay" days.

Note: Minimum wage in the state of Florida increases to \$7.79 per hour, effective January 1, 2013. Any positions making less than minimum wage will be increased.

Extended School Year Supporting Services Salary Schedule

**2012/2013  
SUPPORTING SERVICES  
EXTENDED SCHOOL YEAR SALARY SCHEDULE  
NON-EXEMPT POSITIONS**

<i>Job Title</i>	<i>Slot</i>	<i>Pay Grade</i>	<i>Minimum</i>	<i>Range/Rate</i>	<i>Maximum</i>
ESY Bus Driver	X9999	D08	\$12.50/hr.		\$18.17/hr.
ESY Certified Nursing Assistant	X0700	D07	\$11.36/hr.		\$16.52/hr.
ESY Certified Occupational Therapy Assistant	X1200	D12	\$18.30/hr.		\$26.61/hr.
ESY Data Management Tech	X0800	D08	\$12.50/hr.		\$18.17/hr.
ESY ESE Associate	X0600	D06	\$10.33/hr.		\$15.02/hr.
ESY Food Service Assistant*	X0501	D05		\$10.46/hr.	
ESY Interpreter for Deaf/Hard of Hearing I	X1000	D10	\$15.13/hr.		\$21.99/hr.
ESY Interpreter for Deaf/Hard of Hearing II	X1200	D12	\$18.30/hr.		\$26.61/hr.
ESY Licensed Practical Nurse	X1000	D10	\$15.13/hr.		\$21.99/hr.
ESY Paraprofessional	X0700	D07	\$11.36/hr.		\$16.52/hr.
ESY Registered Nurse	X1300	D13	\$20.13/hr.		\$29.27/hr.
ESY Registered Physical Therapy Assistant	X1200	D12	\$18.30/hr.		\$26.61/hr.
ESY School Office Clerk I	X0701	D07		\$12.65/hr	
ESY Secretary-Elementary	X0801	D08		\$13.92/hr.	
ESY Transcriber/Assistant Visually Impaired	X0900	D09	\$13.75/hr.		\$19.99/hr.

\*When food service is required for an instructional program held in a non-contractual timeframe, Food Service personnel will be compensated at the ESY Food Service Assistant salary rate.

## Supplementary Salary Schedules

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### Elementary School Supplements

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#### General

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Acting Administrator (Only if no Assistant Principal)	\$ 240.00
ESE Department Chairperson/Team Leader (Only if 6 or more ESE teachers)	275.00
Leadership Team Member, 3 to 5 teachers	370.00
Leadership Team Member, 6 to 10 teachers	420.00
Leadership Team Member, 11 or more teachers	525.00
Safety Patrol Sponsor	265.00
Staffing Team Coordinator (Only with 5 or more ESE teachers)	275.00
S.T.E.P. Coordinator (Students Targeted for Educational Performance) (Limit 1 per school) (*2)	100.00
Student Council Sponsor	265.00
Technology Coordinator (Limit 1 per school)	400.00
Volunteer Coordinator (Only if no Assistant Principal) (*2)	265.00
Wellness Champions (Limit 1 per school) (*2)	400.00

\*See footnotes below

#### Athletic

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Special Olympics (*2)	380.00
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Footnotes:

The following notations apply to all supplements:

- (1) Supplements listed are based on an annual 10-month schedule unless otherwise noted.
- (2) These supplements are excluded from the School Based Management Program.
- (3) Teacher must be an active participant as a Forensics coach in Florida State Forensics Program.
- (4) These supplements are subject to availability of Carl Perkins funds and are subject to grant restrictions.
- (5) Eligible for two Assistant Track if also two Cross Country, eligible for three Assistant Track if one Cross Country.

Schools utilizing the School Based Management Supplement Program may have approved supplements not listed.

NON-EXEMPT PERSONNEL ARE **NOT** ELIGIBLE FOR SUPPLEMENTS LISTED UNDER THE SUPPLEMENTARY SALARY SCHEDULE DUE TO THE CONSTRAINTS OF THE FAIR LABOR STANDARDS ACT.

## Middle School Supplements

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### General

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Band Director (*2)	\$ 632.00
Choral Director (*2)	632.00
Drug Free Schools Coordinator (*2)	250.00
Leadership Team Member, 3 to 5 teachers	370.00
Leadership Team Member, 6 to 10 teachers	420.00
Leadership Team Member, 11 to 15 teachers	525.00
Leadership Team Member, 16 to 20 teachers	630.00
National Honor Society	210.00
S.T.E.P. Coordinator (Students Targeted for Educational Performance) (Limit 1 per school) (*2)	150.00
Student Council Sponsor	265.00
Technology Coordinator (Limit 1 per school)	800.00
Wellness Champions (Limit 1 per school) (*2)	400.00
Yearbook	290.00

See footnotes below

### Athletic

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Basketball, Boys	572.00
Basketball, Girls	572.00
Cheerleader Sponsor	320.00
Special Olympics	380.00
Track, Assistant, Boys	319.00
Track, Assistant, Girls	319.00
Track, Boys	506.00
Track, Girls	506.00
Volleyball, Boys	506.00
Volleyball, Girls	506.00

Footnotes:

The following notations apply to all supplements:

- (1) Supplements listed are based on an annual 10-month schedule unless otherwise noted.
- (2) These supplements are excluded from the School Based Management Program.
- (3) Teacher must be an active participant as a Forensics coach in Florida State Forensics Program.
- (4) These supplements are subject to availability of Carl Perkins funds and are subject to grant restrictions.
- (5) Eligible for two Assistant Track if also two Cross Country, eligible for three Assistant Track if one Cross Country.

Schools utilizing the School Based Management Supplement Program may have approved supplements not listed.

NON-EXEMPT PERSONNEL ARE NOT ELIGIBLE FOR SUPPLEMENTS LISTED UNDER THE SUPPLEMENTARY SALARY SCHEDULE DUE TO THE CONSTRAINTS OF THE FAIR LABOR STANDARDS ACT.

## High School Supplements

### General

Band Director	\$ 2200.00
CECF (Cooperative Education Clubs of Florida) (Limit 1 per school) (*4)	210.00
CECF District Advisor (Limit 1 per school) (*4)	575.00
Center for the Arts Program Coordinator	550.00
Center for the Arts Program Director	650.00
Choral Director	1320.00
Class Sponsor, Freshman (1 position)	210.00
Class Sponsor, Sophomore (1 position)	270.00
Class Sponsor, Junior (1 position)	420.00
Class Sponsor, Senior (1 position)	525.00
DECA (Distrib. Edu. Clubs of Am. - Marketing) (Limit 1 per school) (*4)	210.00
DECA District Advisor (Limit 1 per school) (*4)	575.00
Drama	1292.00
Drill Team	384.00
FBLA (Florida Business Leaders of America) (Limit 1 per school)	210.00
FBLA District Advisor (Limit 1 per school) (*4)	575.00
FEA Sponsor (Future Educators of America) (Limit 1 per school)	250.00
FFA (Future Farmers of America) (Limit 1 per school)	210.00
FFA District Advisor	575.00
FPSA (Florida Public Service Association) (Limit 1 per school) (*4)	210.00
FSFP (Florida State Forensics Program) (*3)	945.00
HOSA (Health Occupations Students of America)(Limit 1 per school) (*4)	210.00
HOSA District Advisor (*4)	575.00
Leadership Team Member, 3 to 5 teachers	420.00
Leadership Team Member, 6 to 10 teachers	525.00
Leadership Team Member, 11 to 15 teachers	630.00
Leadership Team Member, 16 to 20 teachers	735.00
Leadership Team Member, over 20 teachers	840.00
National Honor Society Sponsor	210.00
Newspaper	1000.00
Pinellas County Center of the Arts/Director	650.00
Pinellas County Center of the Arts/Coordinator	550.00
S.T.E.P. Coordinator (Students Targeted for Educational Performance) (Limit 1 per school) (*2)	250.00
Student Council Sponsor	575.00
Technology Coordinator (Limit 1 per school)	1600.00
TSA (Technology Student Association)	210.00
TSA District Advisor	575.00
VICA (Vocational Industrial Clubs of America) (Limit 1 per school)	210.00
VICA District Advisor	575.00
Wellness Champions (Limit 1 per school) (*2)	400.00
Yearbook	1000.00

## Athletic

Academic Team Coach (Limit 1 per school)	\$ 800.00
Baseball, Head	1918.00
Basketball, Head, Boys	2158.00
Basketball, Head, Girls	2158.00
Basketball, Junior Varsity, Boys	1319.00
Basketball, Junior Varsity, Girls	1319.00
Cheerleader Sponsor – Basketball (2 positions)	959.00
Cheerleader Sponsor – Football (1 position)	959.00
Cross Country, Both Boys & Girls	1439.00
Cross Country, Boys (1 position)	1259.00
Cross Country, Girls (1 position)	1259.00
Flag Football, Head, Girls	480.00
Flag Football, Junior Varsity, Girls	240.00
Football, Assistant Varsity, (3 positions)	1439.00
Football, Head	2758.00
Football, Junior Varsity, (3 positions)	1199.00
Golf, Boys	1031.00
Golf, Girls	1031.00
Soccer, Head, Boys	1439.00
Soccer, Head, Girls	1439.00
Soccer, Junior Varsity, Girls	500.00
Softball, Girls	1918.00
Special Olympics	380.00
Swimming, Assistant	1139.00
Swimming, Head	1799.00
Swimming, Junior Varsity, Girls	600.00
Tennis, Boys	1031.00
Tennis, Girls	1031.00
Track, Assistant, Boys (*5)	1259.00
Track, Assistant, Girls (*5)	1259.00
Track, Head, Boys	1918.00
Track, Head, Girls	1918.00
Volleyball, Head, Girls	1918.00
Volleyball, Junior Varsity, Girls	1139.00
Wrestling, Head	1918.00
Wrestling, Junior Varsity	1139.00

Footnotes:

The following notations apply to all supplements:

- (1) Supplements listed are based on an annual 10-month schedule unless otherwise noted.
- (2) These supplements are excluded from the School Based Management Program.
- (3) Teacher must be an active participant as a Forensics coach in Florida State Forensics Program.
- (4) These supplements are subject to availability of Carl Perkins funds and are subject to grant restrictions.



- (5) Eligible for two Assistant Track if also two Cross Country, eligible for three Assistant Track if one Cross Country.

Schools utilizing the School Based Management Supplement Program may have approved supplements not listed.

NON-EXEMPT PERSONNEL ARE **NOT** ELIGIBLE FOR SUPPLEMENTS LISTED UNDER THE SUPPLEMENTARY SALARY SCHEDULE DUE TO THE CONSTRAINTS OF THE FAIR LABOR STANDARDS ACT.

### Exceptional Student Center Supplements

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#### General

Acting Administrator (Only if no Assistant Principal)	\$ 240.00
Leadership Team Member, 3 to 5 teachers	370.00
Leadership Team Member, 6 to 10 teachers	420.00
Leadership Team Member, 11 or more teachers	525.00
Safety Patrol Sponsor	265.00
S.T.E.P. Coordinator (Students Targeted for Educational Performance) (Limit 1 per school) (*2)	100.00
Student Council Sponsor	265.00
Technology Coordinator (Limit 1 per school)	400.00
Wellness Champions (Limit 1 per school) (*2)	400.00
Yearbook	290.00

See footnotes below

#### Athletic

Special Olympics	380.00
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Footnotes:

The following notations apply to all supplements:

- (1) Supplements listed are based on an annual 10-month schedule unless otherwise noted.
- (2) These supplements are excluded from the School Based Management Program.
- (3) Teacher must be an active participant as a Forensics coach in Florida State Forensics Program.
- (4) These supplements are subject to availability of Carl Perkins funds and are subject to grant restrictions.
- (5) Eligible for two Assistant Track if also two Cross Country, eligible for three Assistant Track if one Cross Country.

Schools utilizing the School Based Management Supplement Program may have approved supplements not listed.

NON-EXEMPT PERSONNEL ARE **NOT** ELIGIBLE FOR SUPPLEMENTS LISTED UNDER THE SUPPLEMENTARY SALARY SCHEDULE DUE TO THE CONSTRAINTS OF THE FAIR LABOR STANDARDS ACT.

## Adult/Post-Secondary/Vocational School Supplements

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### General

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Community Education Coordinator – Clearwater (11.5 month)	** \$ 600.00
Evening Program Coordinator – TALC (11.5 month)	** 600.00
FFA (Future Farmers of America)	210.00
Leadership Team Member, 3 to 5 teachers	420.00
Leadership Team Member, 6 to 10 teachers	525.00
Leadership Team Member, 11 to 15 teachers	630.00
Leadership Team Member, 16 to 20 teachers	735.00
Leadership Team Member, over 20 teachers	840.00
PBL Phi Beta Lambda (Business Club in Post High Schools Only)	210.00
Student Council Sponsor (PTECS, Tomlinson)	575.00
VICA (Vocational, Industrial Clubs in America)	210.00

Footnotes:

The following notations apply to all supplements:

- (1) Supplements listed are based on an annual 10-month schedule unless otherwise noted.
- (2) These supplements are excluded from the School Based Management Program.
- (3) Teacher must be an active participant as a Forensics coach in Florida State Forensics Program.
- (4) These supplements are subject to availability of Carl Perkins funds and are subject to grant restrictions.
- (5) Eligible for two Assistant Track if also two Cross Country, eligible for three Assistant Track if one Cross Country.

Schools utilizing the School Based Management Supplement Program may have approved supplements not listed.

NON-EXEMPT PERSONNEL ARE **NOT** ELIGIBLE FOR SUPPLEMENTS LISTED UNDER THE SUPPLEMENTARY SALARY SCHEDULE DUE TO THE CONSTRAINTS OF THE FAIR LABOR STANDARDS ACT.

## Instructional-Hourly Supplements

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"Approved Program" shall be defined as Career, Technical and Adult Education (CTAE), Homebound, Special Projects, or such other programs/teaching assignments as defined prior to employment by the Superintendent.

	Hourly Rate
a. Teachers who teach part-time in an approved program, in addition to fulfilling their full-time obligation, beyond the normal 7.5 hours	\$13.00
b. A person who teaches part-time in an approved program as defined above, who is not otherwise employed as a regular, full-time teacher	\$13.00
c. A person who teaches one half (1/2) time or less, in critical shortage areas in a regular program	\$13.00
d. Part-time hourly teachers at the CTAE centers, including:	
1) Instructors in self-sustaining or cost recovery programs (non-certificated teachers, no funding, no state standards)	\$13.00
2) Instructors assigned to programs funded through CTAE that require teacher certification	\$15.00
3) Instructors assigned to high skill/high wage or performance-earning CTAE funded programs or critical need areas that require highly specialized skills or expertise and teacher certification	\$18.00- \$30.00
4) GED Examiners who are required to hold a bachelor's degree from an accredited college or university and experience in teaching, training, counseling or testing <u>OR</u> hold an associate's degree from an accredited college or university and 3 years experience in test administration, teaching, training, or counseling	\$20.00
e. Academic Part-time hourly teachers at the Secondary level who are employed for 3-1/2, or less, hours per day as the teacher of record whose students generate FTE: Salary will be paid as an hourly rate computed as follows:	Varies
1) Determine salary slot on the 10-months Instructional Salary Schedule without referendum, apply the exceptions stated for "full-time" teachers	
2) Divide the 10-months salary thus determined by 1485 hours (7-1/2 hours x 198 days = 1485 hours per year) to calculate a base hourly rate.	
3) To compensate ineligibility for fringe benefits, add to the base hourly rate determined in #2 above, a factor of 20% to determine the hourly rate to be paid, (i.e., 1.20 x base hourly rate).	
f. Part-time Title I teachers	\$17.94

- g. Part-time hourly teachers for Elementary Reading Extended Learning Model (\*retirement eligible) \$15.00
- h. Part-time hourly teachers for Homework/Helpline or Extended Learning Program \$15.00
- i. Part-time Graduate Assistants \$13.00

## Instructional Substitutes

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### a. Short Term

- 1) Minimum Bachelor's degree or its equivalent Vocational Certificate \$ 70.00
- 2) Minimum Associate's degree or its equivalent of sixty (60) or more semester hours \$ 65.00
- 3) A substitute teacher who is assigned to teach a full day including a period which would otherwise be scheduled as a planning period will receive:
 

Bachelor's degree	\$80.00
Associate's degree	\$75.00
- 4) A substitute teacher who in addition to their regular substitute teaching assignment, covers a class for another absent teacher shall be paid at the rate of ten dollars (\$10) per period (hour).

### b. Long Term

When it is known that a teacher will be absent for more than fifteen (15) days, he/she should be replaced with a substitute teacher who holds a Florida educators certificate in that subject area and meets the NCLB highly qualified status, or one who is eligible for full-time employment in that position according to the placement director. Any exception to this requirement must be approved by the Superintendent or his designee.

A substitute teacher, who teaches sixteen (16) or more consecutive days for one teacher, will be paid an additional twenty dollars (\$20) per day for each day certified in writing by the school principal.

When a long-term substitute teacher replaces a teacher in the PCCA Program (Gibbs High School) or the International Baccalaureate Program (St. Petersburg High School and Palm Harbor University High), and is required to teach six (6) periods in a day, he/she will be paid thirty dollars (\$30) per day in addition to the regular substitute rate. The additional thirty dollars per day encompasses twenty dollars for being a long term substitute and ten dollars for teaching an extra period. Payment will be made at the end of each assignment.

### c. High Priority Schools (history of difficulty in finding subs)

- 1) A substitute teacher at a designated high priority school \$90.00
- 2) A substitute teacher at a designated high priority SIG high school. \$95.00  
(Boca Ciega, Dixie Hollins, Gibbs, or Lakewood)

- 3) A substitute teacher at a designated high priority school who is assigned to teach a full day including a period which would otherwise be scheduled as a planning period \$100.00
- 4) On-site substitutes at selected high priority schools \$105.00

**d. Instructional Staff Member in Lieu of Sub**

If a classroom teacher or a member of the instructional staff covers the class or classes of an absent teacher, he/she shall be eligible to receive twelve dollars (\$12) per hour or period for each hour or class period provided in coverage. If coverage extends beyond one hour, additional time shall be compensated at the rate of six dollars (\$6) for each additional half-hour or half-period increment. Under no circumstance shall a teacher receive more than seventy dollars (\$70) per day (e.g., an elementary teacher who combines classes for the entire day).

**e. Support Staff Member in Lieu of Sub**

Eligible non-exempt employees who substitute for an absent teacher in an emergency situation will receive an additional one half of their base hourly rate of pay for the periods they substitute in, not to exceed the daily substitute rate for that assignment. An emergency situation occurs when no substitute is available and all other alternatives have been exhausted.

Job Related Supplements

General

Content Area Reading Professional Development (CAR-PD) Supplement (Tax Referendum Funded)	\$250.00/one time
Project Manager (10 months)	180.00/month
Project Manager (11.5 months)	180.00/month
Project Manager (12 months)	180.00/month
Reading Endorsement (Tax Referendum Funded)	500.00/year
Resource Teacher	.35/hour
School Psychologist	1.09/hour
Social Worker	.71/hour

\*\* Total amount is to cover 235-day calendar.

Note: The above listed monthly amounts are prorated at a daily rate for other than 10 months, i.e., 10-month annual supplement divided by 198 times the number of days

## Athletic Season & Pay Schedule

### 2012/2013 SUPPLEMENTARY SALARY SCHEDULE ATHLETIC SEASONS

Middle Schools	Season Dates	Pay Dates
Special Olympics	July 10 – May 30	11/16/12 (50%) – 06/14/13 (50%)
Cheerleaders	August 27 – October 23	11/16/12 (50%)
Volleyball	August 27 – October 23	11/16/12
Basketball	October 29 – January 24	02/08/13
Cheerleaders	October 29 – January 24	02/08/13 (50%)
Track	January 31 – March 25	04/05/13
High Schools	Season Dates	Pay Dates
Special Olympics	July 10 – May 30	11/02/12 (50%) – 06/14/13 (50%)
Golf (Girls and Boys)	August 6 – October 16	11/02/12
Swimming	August 6 – October 22	11/02/12
Swimming, JV, Girls	August 6 – October 22	11/02/12
Volleyball	August 6 – October 22	11/02/12
Volleyball, JV, Girls	August 6 – October 22	11/02/12
Football, JV	August 6 – November 14	11/30/12 (80%)
Cheerleaders – Football	August 6 – November 14	11/30/12
Football, Varsity	August 6 – November 14	11/30/12 (80%)
Cross Country	August 13 – October 29	11/16/12
Academic Team	October 1 – February 6	02/22/13
Soccer, Girls	October 8 – January 15	01/25/13
Soccer, JV, Girls	October 8 – January 15	01/25/13
Soccer, Boys	October 15 – January 22	02/08/13
Wrestling	October 22 – January 28	02/08/13
Wrestling, JV	October 22 – January 28	02/08/13
Basketball, Girls	October 22 – January 30	02/08/13
Basketball, JV, Girls	October 22 – January 30	02/08/13
Cheerleaders – Basketball	October 22 – February 6	02/22/13
Basketball, JV, Boys	October 29 – February 6	02/22/13
Basketball, Boys	October 29 – February 6	02/22/13
Softball	January 9 – April 5	04/19/13
Track	January 14 – April 17	05/03/13
Baseball	January 14 – April 22	05/03/13
Tennis (Girls and Boys)	January 16 – April 5	04/19/13
Flag Football	February 18 - April 22	05/03/13
Flag Football, JV	February 18 - April 22	05/03/13
Football, Spring	May 1 – May 31	06/14/13 (20%)

**1. Three (3) sponsor plan for Cheerleading:**

One (1) Football, two (2) Basketball

**2. A school using the three (3) sponsor seasonal plan for Cheerleading may pay:**

One (1) sponsor two (2) supplements; One (1) for Football and one (1) for Basketball.

**3. Middle school personnel may receive three (3) supplements.**

Athletic Event Staff Fee Schedule

**2012/2013  
ATHLETIC EVENT STAFF  
FEE SCHEDULE**

<b>Middle School</b>	
Clock Operator	\$10.00/game
Division Meet Coordinator	\$25.00/event
Division Meet Starter	\$25.00/event
Scorekeeper	\$10.00/game
Ticket Taker/Seller	\$10.00/game
<b>High School</b>	
<i><b>Varsity Football</b></i>	
Game Announcer	\$25.00/game
Jamboree Director	\$30.00/game
Ticket Seller	\$25.00/game
Ticket Seller, Head	\$35.00/game
Ticket Taker	\$25.00/game
Video Operator	\$35.00/game
Video Operator Assistant	\$ 5.00/game
<i><b>Junior Varsity Football</b></i>	
Ticket Seller	\$25.00/game
Ticket Taker	\$25.00/game
Ticket Taker/Seller	\$25.00/game
<i><b>Swimming and Diving</b></i>	
Clerk of the Course (large meets)	\$40.00/meet
Starter (other meets)	\$40.00/meet
Starter (regular meets)	\$20.00/meet
Ticket Seller	\$25.00/meet
Ticket Taker	\$25.00/meet
Ticket Taker/Seller	\$25.00/meet
<i><b>Volleyball</b></i>	
Scorer	\$12.50/single game
	\$25.00/JV & Varsity/JV Quad
Ticket Taker/Seller	\$12.50/single game
	\$25.00/JV & Varsity/JV Quad
<i><b>Basketball</b></i>	
Jamboree Director	\$25.00
Scorer	\$12.50/game
Ticket Sellers	\$12.50/single game
	\$25.00/JV & Varsity-two games
Ticket Takers	\$12.50/single game
	\$25.00/JV & Varsity-two games
Timer	\$12.50/game
<i><b>Soccer</b></i>	
Jamboree Director	\$25.00
Ticket Taker/Seller	\$20.00/single game
	\$25.00/doubleheader

**2012/2013  
ATHLETIC EVENT STAFF  
FEE SCHEDULE continued**

<b><i>Wrestling</i></b>	
Ticket Taker/Seller (Two Matches Junior Varsity/Varsity or JV Quad)	\$25.00/match
Timer (Two Matches Junior Varsity/ Varsity)	\$25.00/match
<b><i>Baseball</i></b>	
Ticket Taker/Seller	\$25.00/game
<b><i>Softball</i></b>	
Ticket Taker/Seller	\$25.00/game
<b><i>Track</i></b>	
Clerk of the Course	\$40.00/meet
Game Announcer	\$20.00/meet
Starter (other meets)	\$45.00/meet
Starter (regular meets)	\$20.00/meet
Starter, Assistant (other meets)	\$35.00/meet
Ticket Seller (other meets)	\$25.00/meet
Ticket Taker (other meets)	\$25.00/meet
Ticket Taker/Seller (regular meets)	\$25.00/meet
<b><i>Flag Football</i></b>	
Ticket Taker/Seller	\$20.00/two game sequence
Ticket Taker/Seller	\$30.00/four game sequence

**Tournament Manager Fees (*Florida High School Activities Association (FHSAA) Play Offs*)** These fees are to be used where FHSAA does not require a specific fee or does not permit a fee to be paid. When the FHSAA does permit a fee, the county will pay the difference to bring the total up to the amount listed below. These fees are only applicable when an admission is charged.

<b><i>Football</i></b>	
District/Regional	\$ 50.00
Sectional	\$ 75.00
State	\$100.00
<b><i>Wrestling</i></b>	
P.C.A.C. District	\$ 50.00
Regional	\$ 75.00
State	\$100.00
<b><i>Swimming and Track</i></b>	
District/Regional	\$ 40.00
<b><i>Basketball, Volleyball, Soccer, Baseball, &amp; Softball</i></b>	
One day tournament	\$ 30.00
Two day tournament	\$ 50.00