

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

TEACHER

COLLECTIVE

BARGAINING

AGREEMENT

2011-2014

Amended October 23, 2012

APPENDIX C – TEACHER SALARY SCHEDULE (196 Days)

For the 2012-2013 school year, employees deemed eligible, including psychologists will advance one year of experience on the salary schedule.

Employees hired prior to July 1, 2011 will receive the base pay listed in this schedule. Employees hired on or after July 1, 2011 will receive the Level I bachelor's pay as their base pay. Additional pay for advanced degrees will be paid as a supplement.

Years of Experience prior to 2012-2013	Level I	Level II	Level III A	Level III B	Level III C	Level IV
0	\$35,750	\$37,931	\$37,956	\$38,589	\$38,649	\$38,970
1	\$36,350	\$38,531	\$38,556	\$39,189	\$39,249	\$39,570
2	\$36,950	\$39,131	\$39,156	\$39,789	\$39,849	\$40,170
3	\$37,550	\$39,731	\$39,756	\$40,389	\$40,449	\$40,770
4	\$38,150	\$40,331	\$40,356	\$40,989	\$41,049	\$41,370
5	\$38,750	\$40,931	\$40,956	\$41,589	\$41,649	\$41,970
6	\$39,350	\$41,531	\$41,556	\$42,189	\$42,249	\$42,570
7	\$39,950	\$42,131	\$42,156	\$42,789	\$42,849	\$43,170
8	\$40,550	\$42,731	\$42,756	\$43,389	\$43,449	\$43,770
9	\$41,150	\$43,331	\$43,356	\$43,989	\$44,049	\$44,370
10	\$41,750	\$43,931	\$43,956	\$44,589	\$44,649	\$44,970
11	\$42,350	\$44,531	\$44,556	\$45,189	\$45,249	\$45,570
12	\$42,950	\$45,131	\$45,156	\$45,789	\$45,849	\$46,170
13	\$43,550	\$45,731	\$45,756	\$46,389	\$46,449	\$46,770
14	\$44,150	\$46,331	\$46,356	\$46,989	\$47,049	\$47,370
15	\$44,750	\$46,931	\$46,956	\$47,589	\$47,649	\$47,970
16	\$45,350	\$47,531	\$47,556	\$48,189	\$48,249	\$48,570
17	\$45,950	\$48,131	\$48,156	\$48,789	\$48,849	\$49,170
18	\$46,550	\$48,731	\$48,756	\$49,389	\$49,449	\$49,770
19	\$47,150	\$49,331	\$49,356	\$49,989	\$50,049	\$50,370
20	\$47,750	\$49,931	\$49,956	\$50,589	\$50,649	\$50,970
21	\$49,000	\$51,181	\$51,206	\$51,839	\$51,899	\$52,220
22	\$50,250	\$52,431	\$52,456	\$53,089	\$53,149	\$53,470
23	\$51,500	\$53,681	\$53,706	\$54,339	\$54,399	\$54,720
24	\$53,500	\$55,681	\$55,706	\$56,339	\$56,399	\$56,720
25+	\$56,175	\$58,356	\$58,381	\$59,014	\$59,074	\$59,395

ADVANCED DEGREES

Level II (All Master's Degrees): Adds \$2,181 to a Level I Bachelor's Degree.

Level III (Specialist Degrees):

- A. Master's Degree (in Administration) + Specialist/IA/I (in Administration) – Adds \$2,206 to a Level I Bachelor's Degree.
- B. Master's Degree (in field of certification) + Specialist/IA/I (in Administration) – Adds \$2,839 to a Level I Bachelor's Degree.
- C. Master's Degree (in field of certification) + Specialist/IA/I (in field of certification) – Adds \$2,899 to a Level I Bachelor's Degree.

Level IV (All Doctorate Degrees): Adds \$3,220 to a Level I Bachelor's Degree.

NATIONAL BOARD CERTIFICATION

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

TEACHER OF THE YEAR

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

SECONDARY GUIDANCE COUNSELORS

Secondary Guidance Counselors shall receive 1/196 additional salary for up to 20 days based on the 196-day Teacher Salary Schedule.

**PSYCHOLOGIST SALARY SCHEDULE
(216-day Work Schedule)**

Years of Experience 0 is based on Years of Experience 12, Teacher Salary Schedule

Years of Experience as Psychologist in 2012-2013	Level II (MA plus Intern or Previous Experience)
0	\$49,737
1	\$50,398
2	\$51,059
3	\$51,720
4	\$52,382
5	\$53,043
6	\$53,704
7	\$54,365
8	\$55,027
9	\$56,404
10	\$57,782
11	\$59,159
12	\$61,363
13	\$64,311

SPEECH/LANGUAGE PATHOLOGIST SUPPLEMENT

Bachelor of Arts (grandfathered)	\$1,045
Master of Arts	262
Master of Arts w/Certificate of Clinical Competency	5,227

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

APPENDIX D 2012-2013 SUPPLEMENTAL SALARY SCHEDULE

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

All supplements are payment for duties performed beyond the regular workday, except in the case of In-School Suspension Monitors and longevity. In-school suspension teacher/monitor \$1,766.

In the Senior High no one will be paid more than two supplements except by special permission of the Superintendent.

No person shall be assigned to two (2) or more coaching positions that would require their service during the same time period except when someone is assigned to coach both boys and girls golf or cross country.

Any athletic activity that does not meet the required number of games/matches or participants the supplement will be adjusted by the District Senior Coordinator of Athletics, Physical Education, and Driver Education.

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

Academic Intervention Facilitators and other teachers assigned by the principal/supervisor as the designated mentor for new hires will be paid a supplement of \$362 per assigned teacher. (Note: Additional teachers mentoring teachers deemed to be in need of assistance will be paid at the Adult School rate (see Appendix E) for the number of hours agreed upon by the principal and the mentoring teacher.)

The only exceptions to this mentoring process will be to fund a specific mentor teacher who will be assigned by the principal/supervisor (other than the Academic Intervention Facilitator) for the following "new teachers:"

- Network Managers
- Guidance Counselors
- Social Workers
- School Psychologists
- Teachers assigned to Countywide ESE Schools and ESE Centers
- Speech Language Pathologists
- Physical/Occupational Therapists
- Teachers of Gifted
- Media Specialists
- Prevention and Clinic Nurses
- Teachers as designated by the principal/supervisor when the number of "s" at a school/site exceeds six (6) or any program that does not have an Academic Intervention Facilitator.

ATHLETIC COACHING SUPPLEMENTS

Athletic Director (All Class)	Supplement \$4,100
Business Manager	1,766

HEAD COACHES

Head Football (85/15 Payment)	3,974
Head Basketball (Boys/Girls)	2,055
Head Baseball	2,426
Head Softball	2,426
Head Track (Boys/Girls)	2,055
Head Volleyball	2,055
Head Soccer (Boys/Girls)	2,055
Head Wrestling	2,055
Head Swimming (Boys/Girls)	1,573
Head Competitive Cheerleading (Effective 7/1/2010)	750
Head Spirit Cheerleading - Fall	1,279
Head Spirit Cheerleading - Winter	1,279
Head Golf (Boys/Girls)	1,279
Head Tennis (Boys/Girls)	1,279
Head Cross Country (Boys/Girls)	1,279
Head Weightlifting	1,279

ASSISTANT HEAD COACHES

Head Assistant Football 85/15 (One per school)	2,563
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ASSISTANT COACHES

Assistant Football (85/15 Payment)	2,187
Assistant Basketball (Boys/Girls)	1,649
Assistant Track (Boys/Girls)	1,360
Assistant Baseball	1,360
Assistant Softball	1,360
Assistant Volleyball	1,360
Assistant Wrestling	1,259
Assistant Spirit Cheerleading - Fall/Winter	726
Assistant Soccer (Boys/Girls)	1,045

JUNIOR VARSITY COACHES

J.V. Basketball (Boys/Girls)	1,045
J.V. Baseball	1,045
J.V. Softball	1,045
J.V. Soccer (Boys/Girls)	1,045
J.V. Spirit Cheerleading - Fall/Winter	726
J.V. Volleyball	1,045
J.V. Wrestling	1,045

OTHER ATHLETIC SUPPLEMENTS

First Responder/Certified Trainer	1,385
Weight Training	1,492
Intramurals (No Sports)	969
Business Manager	1,766
Gym Coordinator	584
Bowling	1,279

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

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

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

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

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

(6) Effective 7/1/2010, Competitive Cheerleading Head Coach - Competitive Cheerleading Head Coaches must compete in a minimum of two (2) competitions in addition to the FHSAA state series events.

SENIOR HIGH SCHOOL SUPPLEMENTS

Deans	1,766
(4) Band Directors - Marching	2,609
Band Directors - Concert	1,375
Band Directors-Non-Marching McKeel Acad./Harrison	2,055
Associate Band Director - Marching	1,360
Associate Band Director - Concert	680
Assistant Band Directors - Marching	1,228
Assistant Band Directors - Concert	614
(4) Orchestra Director	2,319

Girls Drill Team Sponsor (3) Fall	589
Girls Drill Team Sponsor (3) Winter	589
Yearbook Sponsor	589
Newspaper Sponsor	401
Drama Director (One act play, requires playbill 1 per year)	401
Drama Director (Main stage production or full musical production requires playbill, one per year)	1,127
Class Coordinator (11-12 grade)	401
(5) Choral Directors	1,507
Student Council Sponsors	771
Academic "A" Team Coach (1 per school)	1,523
Assistant Academic "A" Team Coach (1 per school)	1,015
National Honor Society	1,015
Community Service Coordinator	573
Chairpersons - Grade 9 thru 12 and Vocational Schools (includes 4 full time units including Chairperson Subjects Math, Science, Social Studies, Guidance Counselors, English, Business, and ESE)	1,015

OTHER SENIOR HIGH SCHOOL SUPPLEMENTS

District Wide Student Council Sponsor	771
Regional Science & Engineering Fair Coordinator (B.S. Degree - Maximum of 120 hours)	2,081
Regional Science & Engineering Fair Assistant Coordinator (Maximum of 50 hours)	863
Regional Science & Engineering Fair Assistant Coordinator (Maximum of 40 hours)	690
School Coordinator for District Science Fair	508
Head Teacher (away from campus - Alt. Ed, Etc.)	655
Scholastic Chess Team Coach	508
School Wide Shows	155
ESE Learning Center Special Olympics Coach	

	Fall	Spring
Participants 1-10	\$112	\$112
11-20	162	162
21 or more	213	213

Peer Teachers	863
Televised Instruction Facilitator	863
Federal and District Wide Specialist (Teacher Resource Specialist Trainer/TRST)	766
Safe & Drug Free Schools Contact Person	264
Science Labs	508

MIDDLE SCHOOL SUPPLEMENTS

Middle School Team Leader	761
Band Director (thru Grade 8)	1,548
(5) Choral Directors	807
(4) Orchestra Directors	969
Yearbook Sponsor	401
Academic "E" Team Coach (1 supplement per grade/per School for grades 6 thru 8)	761

Middle School Honor Society (Grades 6 - 8)	761
Drama (One act play, requires playbill, one per year)	173
Drama (Main stage production or full musical production, requires playbill)	573
Math Count (Grades 6, 7 or 8)	761
Middle School Intramural Coordinator	969
School Coordinator for District Science Fair	508
Scholastic Chess Team Coach	508
School Wide Shows	155

ELEMENTARY SCHOOL SUPPLEMENTS

Elementary Grade Level Chairperson - Grades PreK - 5 (grade 6 if Elementary) in elementary schools with 4 or more full time units including chairperson), include ESE, (Support Personnel)	761
Academic "E" Team Coach (1 supplement per grade/per school for grades 5 and 6 if Elementary)	761
School Coordinator for District Science Fair	508
Scholastic Chess Team Coach	508
School Wide Shows	155

HARRISON SCHOOL OF THE ARTS

Theatre - Producer/Coordinator	2,258
Theatre - Acting Coach	2,258
Theatre - Technical Theatre Coach	2,258
Faculty Chairperson	376
Musical Theatre Teacher, Fall	401
Musical Theatre Teacher, Spring	401
Dance Coach (2)	2,258
Chamber Music Coordinator/Staff Accompanist	1,182
Art Gallery Coordinator	1,182

FINE ARTS SCHOOL SUPPLEMENTS (K-8 Fine Arts Schools)

As grades 6, 7, and 8 are added to Fine Arts Schools, supplements will be paid in a proportionate manner.

Band Director	1,548
Choral Director	969
Strings/Orchestra Director	969
Dance Instructors Coach (2)	807
Staff Accompanist/Music Coordinator	807
Theatre Coach - Acting (Main stage production of full musical production, one per year, requires playbill)	807
Theatre Coach - Technical (Main stage production of full musical production, one per year, requires playbill)	807
Theatre Coach (2) One time, one act play, requires playbill	173

VOCATIONAL TEACHER SUPPLEMENTS

Land Laboratory and FFA	3,141
Family & Consumer Sciences (FCCLA)	1,177

Vocational Club (CECF, DECA, FBLA, FFEA, HOSA, TSA, VICA (Vocational Industrial Clubs of America/SkillsUSA))	1,177
National Vocational-Technical Honor Society/ National Adult Education Honor Society	1,015

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

APPENDIX E

2012-2013

EXTENDED LEARNING/SUMMER SCHOOL/ ADULT EDUCATION/PART TIME CAREER EDUCATION

TEACHER SALARY SCHEDULE

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

APPENDIX F

PAY FOR POLK VIRTUAL SCHOOL TEACHERS

2009-2010

Pay per Semester (1/2 credit)

- Bachelor's degree: \$18.09 per hour for 7 hours for each student.
- Master's degree: \$19.42 per hour for 7 hours for each student.
- Specialist/Doctorate degree: \$21.00 per hour for 7 hours for each student.

For example, a teacher with a Bachelor's degree with twenty students would earn \$2,533 for the semester: ($\$18.09 \times 20 \text{ students} \times 7 \text{ hours} = \$2,533$)

Student Withdrawal

Teachers would be paid \$75.00 if a student withdraws from the class. Withdrawal should take place within the first three weeks of the class. Withdrawal after that time may occur only with permission of the Polk Virtual School Director, however, teachers will be paid the full amount outlined above.