

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

**TEACHER
COLLECTIVE BARGAINING AGREEMENT**

March 1, 2023 - June 30, 2026

Ratification by Unit: February 21, 2023

Board Approved: February 28, 2023

SALARIES EXCERPT

2022-2023 Teacher Grandfathered Salary Schedule (196 days)

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

2022-2023 school year pay level placement for Grandfathered Teachers moving from the old Teacher Grandfathered Salary Schedule to the new Teacher Grandfathered Salary Schedule:

**2022-2023 INITIAL PLACEMENT for Grandfathered Teachers
onto new mirrored Grandfathered Schedule**

Move straight across to find your new pay level/salary initial placement for the mirrored GF Schedule

Example: Old AK GF moves across to AAS GF.

Old Teacher GF Schedule		New Teacher GF Schedule	
2021-2022 Pay Level on Teacher GF Schedule	2021-2022 Teacher GF Salary	Initial Placement on Pay Level for New Teacher GF Schedule	Proposed 2022-2023 Teacher GF Salary
AA GF	\$45,382	AAC GF	\$46,980
AB GF	\$45,682	AAC GF	\$46,980
AC GF	\$46,282	AAD GF	\$47,500
AD GF	\$46,582	AAE GF	\$47,737
AE GF	\$47,482	AAH GF	\$48,658
AF GF	\$47,782	AAI GF	\$48,965
AG GF	\$48,382	AAK GF	\$49,579
AH GF	\$48,982	AAM GF	\$50,193
AI GF	\$49,582	AAO GF	\$50,807
AJ GF	\$50,182	AAQ GF	\$51,421
AK GF	\$50,782	AAS GF	\$52,035
AL GF	\$51,382	AAU GF	\$52,649
AM GF	\$51,982	AAW GF	\$53,263
AN GF	\$52,582	AAZ GF	\$53,877
AO GF	\$53,182	ABA GF	\$54,491
AP GF	\$53,782	ABC GF	\$55,105
AQ GF	\$54,382	ABE GF	\$55,719
AR GF	\$54,982	ABG GF	\$56,333
AS GF	\$55,582	ABI GF	\$56,947
AT GF	\$57,082	ABN GF	\$58,482
AU GF	\$58,282	ABR GF	\$59,710
AV GF	\$59,482	ABV GF	\$60,938
AW GF	\$62,182	ACE GF	\$63,701
AX GF	\$64,282	ACL GF	\$65,850

2022-2023 Teacher Grandfathered Salary Schedule (196 days)

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

2022-2023 school year pay level placement for Grandfathered Teachers moving from the old Teacher Grandfathered Salary Schedule to the new Teacher Grandfathered Salary Schedule:

Pay Level Teacher Grandfathered	Bachelor's Degree	Master's Degree	Specialist Degree	Doctorate Degree
	Base Salary			
	2022-2023	Add \$3162 to Bachelor's	add \$4517 to Bachelor's	add \$6776 to Bachelor's
AAC GF	\$46,980	\$50,142	\$51,497	\$53,756
AAD GF	\$47,500	\$50,662	\$52,017	\$54,276
AAE GF	\$47,737	\$50,899	\$52,254	\$54,513
AAF GF	\$48,044	\$51,206	\$52,561	\$54,820
AAG GF	\$48,351	\$51,513	\$52,868	\$55,127
AAH GF	\$48,658	\$51,820	\$53,175	\$55,434
AAI GF	\$48,965	\$52,127	\$53,482	\$55,741
AAJ GF	\$49,272	\$52,434	\$53,789	\$56,048
AAK GF	\$49,579	\$52,741	\$54,096	\$56,355
AAL GF	\$49,886	\$53,048	\$54,403	\$56,662
AAM GF	\$50,193	\$53,355	\$54,710	\$56,969
AAN GF	\$50,500	\$53,662	\$55,017	\$57,276
AAO GF	\$50,807	\$53,969	\$55,324	\$57,583
AAP GF	\$51,114	\$54,276	\$55,631	\$57,890
AAQ GF	\$51,421	\$54,583	\$55,938	\$58,197
AAR GF	\$51,728	\$54,890	\$56,245	\$58,504
AAS GF	\$52,035	\$55,197	\$56,552	\$58,811
AAT GF	\$52,342	\$55,504	\$56,859	\$59,118
AAU GF	\$52,649	\$55,811	\$57,166	\$59,425
AAV GF	\$52,956	\$56,118	\$57,473	\$59,732
AAW GF	\$53,263	\$56,425	\$57,780	\$60,039
AAX GF	\$53,570	\$56,732	\$58,087	\$60,346
AAZ GF	\$53,877	\$57,039	\$58,394	\$60,653
ABA GF	\$54,184	\$57,346	\$58,701	\$60,960
ABB GF	\$54,491	\$57,653	\$59,008	\$61,267
ABB GF	\$54,798	\$57,960	\$59,315	\$61,574
ABC GF	\$55,105	\$58,267	\$59,622	\$61,881
ABD GF	\$55,412	\$58,574	\$59,929	\$62,188
ABE GF	\$55,719	\$58,881	\$60,236	\$62,495
ABF GF	\$56,026	\$59,188	\$60,543	\$62,802
ABG GF	\$56,333	\$59,495	\$60,850	\$63,109
ABH GF	\$56,640	\$59,802	\$61,157	\$63,416
ABI GF	\$56,947	\$60,109	\$61,464	\$63,723
ABJ GF	\$57,254	\$60,416	\$61,771	\$64,030

ABK GF	\$57,561	\$60,723	\$62,078	\$64,337
ABL GF	\$57,868	\$61,030	\$62,385	\$64,644
ABM GF	\$58,175	\$61,337	\$62,692	\$64,951
ABN GF	\$58,482	\$61,644	\$62,999	\$65,258
ABO GF	\$58,789	\$61,951	\$63,306	\$65,565
ABP GF	\$59,096	\$62,258	\$63,613	\$65,872
ABQ GF	\$59,403	\$62,565	\$63,920	\$66,179
ABR GF	\$59,710	\$62,872	\$64,227	\$66,486
ABS GF	\$60,017	\$63,179	\$64,534	\$66,793
ABT GF	\$60,324	\$63,486	\$64,841	\$67,100
ABU GF	\$60,631	\$63,793	\$65,148	\$67,407
ABV GF	\$60,938	\$64,100	\$65,455	\$67,714
ABW GF	\$61,245	\$64,407	\$65,762	\$68,021
ABX GF	\$61,552	\$64,714	\$66,069	\$68,328
ABY GF	\$61,859	\$65,021	\$66,376	\$68,635
ABZ GF	\$62,166	\$65,328	\$66,683	\$68,942
ACA GF	\$62,473	\$65,635	\$66,990	\$69,249
ACB GF	\$62,780	\$65,942	\$67,297	\$69,556
ACC GF	\$63,087	\$66,249	\$67,604	\$69,863
ACD GF	\$63,394	\$66,556	\$67,911	\$70,170
ACE GF	\$63,701	\$66,863	\$68,218	\$70,477
ACF GF	\$64,008	\$67,170	\$68,525	\$70,784
ACG GF	\$64,315	\$67,477	\$68,832	\$71,091
ACH GF	\$64,622	\$67,784	\$69,139	\$71,398
ACI GF	\$64,929	\$68,091	\$69,446	\$71,705
ACJ GF	\$65,236	\$68,398	\$69,753	\$72,012
ACK GF	\$65,543	\$68,705	\$70,060	\$72,319
ACL GF	\$65,850	\$69,012	\$70,367	\$72,626
ACM GF	\$66,157	\$69,319	\$70,674	\$72,933
ACN GF	\$66,464	\$69,626	\$70,981	\$73,240
ACO GF	\$66,771	\$69,933	\$71,288	\$73,547
ACP GF	\$67,078	\$70,240	\$71,595	\$73,854
ACQ GF	\$67,385	\$70,547	\$71,902	\$74,161
ACR GF	\$67,692	\$70,854	\$72,209	\$74,468

Teacher Performance Salary Schedule Initial Placement Matrix

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

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

Initial Placement for New Hire Teacher Pay for Performance Salary Schedule

The below Initial Placement for NEW HIRE Teacher PFP has been corrected from the earlier ratified Initial Placement for NEW HIRES. The previous placement had new hires leap frogging currently employed PCPS teachers. The District and PEA signed an MOU on 8/5/22 to correct this inaccurate placement schedule. The correct Initial Placement for NEW HIRES onto the Teacher PFP schedule is below.

Years of Experience Completed Prior to the Current Year	Placement of Teacher Pay for Performance Salary Schedule
0-12	AAD
13	AAE
14	AAF
15	AAI
16	AAK
17	AAM
18	AAO
19	AAQ
20	AAS
21	AAU
22	AAW
23	AAZ
24	ABA
25	ABC
26	ABE
27	ABG
28	ABI
29	ABK
30	ABM
31	ABO
32	ABQ
33	ABS
34	ABU
35	ABW
36+	ABY

2022-2023 Teacher Performance Salary Schedule (196 days):

Annual and Probationary Contract Teacher Pay for Performance Salary Schedule

Pay Level Teacher PFP	2022-2023 Teacher PFP
AAD PFP	\$47,500
AAE PFP	\$47,737
AAF PFP	\$48,044
AAG PFP	\$48,351
AAH PFP	\$48,658
AAI PFP	\$48,965
AAJ PFP	\$49,272
AAK PFP	\$49,579
AAL PFP	\$49,886
AAM PFP	\$50,193
AAN PFP	\$50,500
AAO PFP	\$50,807
AAP PFP	\$51,114
AAQ PFP	\$51,421
AAR PFP	\$51,728
AAS PFP	\$52,035
AAT PFP	\$52,342
AAU PFP	\$52,649
AAV PFP	\$52,956
AAW PFP	\$53,263
AAX PFP	\$53,570
AAZ PFP	\$53,877
ABA PFP	\$54,184
ABB PFP	\$54,491
ABB PFP	\$54,798
ABC PFP	\$55,105
ABD PFP	\$55,412
ABE PFP	\$55,719
ABF PFP	\$56,026
ABG PFP	\$56,333
ABH PFP	\$56,640
ABI PFP	\$56,947
ABJ PFP	\$57,254
ABK PFP	\$57,561
ABL PFP	\$57,868
ABM PFP	\$58,175
ABN PFP	\$58,482
ABO PFP	\$58,789
ABP PFP	\$59,096

ABQ PFP	\$59,403
ABR PFP	\$59,710
ABS PFP	\$60,017
ABT PFP	\$60,324
ABU PFP	\$60,631
ABV PFP	\$60,938
ABW PFP	\$61,245
ABX PFP	\$61,552
ABY PFP	\$61,859
ABZ PFP	\$62,166
ACA PFP	\$62,473
ACB PFP	\$62,780
ACC PFP	\$63,087
ACD PFP	\$63,394
ACE PFP	\$63,701
ACF PFP	\$64,008
ACG PFP	\$64,315
ACH PFP	\$64,622
ACI PFP	\$64,929
ACJ PFP	\$65,236
ACK PFP	\$65,543
ACL PFP	\$65,850
ACM PFP	\$66,157
ACN PFP	\$66,464
ACO PFP	\$66,771
ACP PFP	\$67,078
ACQ PFP	\$67,385
ACR PFP	\$67,692

ADVANCED DEGREES

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

Advanced Degree Supplements-

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

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

2022-2023 STUDENT SERVICES GRANDFATHERED SALARY SCHEDULE

(216-day Work Schedule)

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

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

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

2022-2023 INITIAL PLACEMENT for Grandfathered School Psychologists moving to the new, mirrored Grandfathered Student Services Salary Schedule.

Move straight across to find your new pay level/salary initial placement for the mirrored GF Schedule

Example: Old AR GF moves across to ABF GF.

Old	21-22 Base Salary	New	196-day 22-23 Base Salary	216-day 22-23 Base Salary
AN GF	\$60,891	AAX GF	\$56,732	\$62,521
AO GF	\$61,552	AAZ GF	\$57,346	\$63,198
AP GF	\$62,214	ABB GF	\$57,960	\$63,874
AQ GF	\$62,875	ABD GF	\$58,574	\$64,551
AR GF	\$63,536	ABF GF	\$59,188	\$65,228
AS GF	\$64,197	ABH GF	\$59,802	\$65,904
AT GF	\$65,850	ABM GF	\$61,337	\$67,596
AU GF	\$67,173	ABQ GF	\$62,565	\$68,949
AV GF	\$68,495	ABU GF	\$63,793	\$70,302
AW GF	\$71,471	ACD GF	\$66,556	\$73,347
AX GF	\$73,785	ACK GF	\$68,705	\$75,716

2022-2023 INITIAL PLACEMENT for Grandfathered School Counselors, Mental Health Facilitators, Mental Health Counselors, Social Workers, and Speech Language Pathologists moving to the new, mirrored Grandfathered Student Services Salary Schedule.

- 1. Move from old Teacher GF pay level to new Teacher GF pay level.*
- 2. Find new Teacher GF pay level and move across to your new placement on the Student Services Salary Schedule.*

1. See below, Example: Old Teacher pay level AJ GF moves across to New Teacher pay level AAQ GF.

Old Teacher GF Schedule		New Teacher GF Schedule	
2021-2022 Pay Level on Teacher GF Schedule	2021-2022 Teacher GF Salary	Initial Placement on Pay Level for New Teacher GF Schedule	2022-2023 Teacher GF Salary
			
AA GF	\$45,382	AAC GF	\$46,980
AB GF	\$45,682	AAC GF	\$46,980
AC GF	\$46,282	AAD GF	\$47,500
AD GF	\$46,582	AAE GF	\$47,737
AE GF	\$47,482	AAH GF	\$48,658
AF GF	\$47,782	AAI GF	\$48,965
AG GF	\$48,382	AAK GF	\$49,579
AH GF	\$48,982	AAM GF	\$50,193
AI GF	\$49,582	AAO GF	\$50,807
AJ GF	\$50,182	AAQ GF	\$51,421
AK GF	\$50,782	AAS GF	\$52,035
AL GF	\$51,382	AAU GF	\$52,649
AM GF	\$51,982	AAW GF	\$53,263
AN GF	\$52,582	AAZ GF	\$53,877
AO GF	\$53,182	ABA GF	\$54,491
AP GF	\$53,782	ABC GF	\$55,105
AQ GF	\$54,382	ABE GF	\$55,719
AR GF	\$54,982	ABG GF	\$56,333
AS GF	\$55,582	ABI GF	\$56,947
AT GF	\$57,082	ABN GF	\$58,482
AU GF	\$58,282	ABR GF	\$59,710
AV GF	\$59,482	ABV GF	\$60,938
AW GF	\$62,182	ACE GF	\$63,701
AX GF	\$64,282	ACL GF	\$65,850

2. See below, Example: New Teacher pay level AAL GF moves across to New Student Services GF pay level AAT GF.

Note: \$3,162 Master's Degree Supplement is built into the Student Services Salary Schedule.

New Teacher GF Schedule			New Student Services GF Schedule	
Pay Level Teacher Grandfathered	2022-2023 Teacher GF Salary	Pay Level Student Services Grandfathered	196-day Student Services Grandfathered 2022-2023 Salary Schedule	216-day Student Services Grandfathered 2022-2023 Salary Schedule
AAA GF	\$46,980	AAI GF	\$52,127	\$57,446
AAB GF	\$46,980	AAJ GF	\$52,434	\$57,784
AAC GF	\$46,980	AAK GF	\$52,741	\$58,123
AAD GF	\$47,500	AAL GF	\$53,048	\$58,461
AAE GF	\$47,737	AAM GF	\$53,355	\$58,799
AAF GF	\$48,044	AAN GF	\$53,662	\$59,138
AAG GF	\$48,351	AAO GF	\$53,969	\$59,476
AAH GF	\$48,658	AAP GF	\$54,276	\$59,814
AAI GF	\$48,965	AAQ GF	\$54,583	\$60,153
AAJ GF	\$49,272	AAR GF	\$54,890	\$60,491
AAK GF	\$49,579	AAS GF	\$55,197	\$60,829
AAL GF	\$49,886	AAT GF	\$55,504	\$61,168
AAM GF	\$50,193	AAU GF	\$55,811	\$61,506
AAN GF	\$50,500	AAV GF	\$56,118	\$61,844
AAO GF	\$50,807	AAW GF	\$56,425	\$62,183
AAP GF	\$51,114	AAX GF	\$56,732	\$62,521
AAQ GF	\$51,421	AAZ GF	\$57,039	\$62,859
AAR GF	\$51,728	ABA GF	\$57,346	\$63,198
AAS GF	\$52,035	ABB GF	\$57,653	\$63,536
AAT GF	\$52,342	ABC GF	\$57,960	\$63,874
AAU GF	\$52,649	ABD GF	\$58,267	\$64,213
AAV GF	\$52,956	ABE GF	\$58,574	\$64,551
AAW GF	\$53,263	ABF GF	\$58,881	\$64,889
AAX GF	\$53,570	ABG GF	\$59,188	\$65,228
AAZ GF	\$53,877	ABH GF	\$59,495	\$65,566
ABA GF	\$54,184	ABI GF	\$59,802	\$65,904
ABB GF	\$54,491	ABJ GF	\$60,109	\$66,243
ABC GF	\$54,798	ABK GF	\$60,416	\$66,581
ABD GF	\$55,105	ABL GF	\$60,723	\$66,919
ABE GF	\$55,412	ABM GF	\$61,030	\$67,258
ABF GF	\$55,719	ABN GF	\$61,337	\$67,596
	\$56,026		\$61,644	\$67,934

ABG GF	\$56,333	ABO GF	\$61,951	\$68,273
ABH GF	\$56,640	ABP GF	\$62,258	\$68,611
ABI GF	\$56,947	ABQ GF	\$62,565	\$68,949
ABJ GF	\$57,254	ABR GF	\$62,872	\$69,288
ABK GF	\$57,561	ABS GF	\$63,179	\$69,626
ABL GF	\$57,868	ABT GF	\$63,486	\$69,964
ABM GF	\$58,175	ABU GF	\$63,793	\$70,302
ABN GF	\$58,482	ABV GF	\$64,100	\$70,641
ABO GF	\$58,789	ABW GF	\$64,407	\$70,979
ABP GF	\$59,096	ABX GF	\$64,714	\$71,317
ABQ GF	\$59,403	ABY GF	\$65,021	\$71,656
ABR GF	\$59,710	ABZ GF	\$65,328	\$71,994
ABS GF	\$60,017	ACA GF	\$65,635	\$72,332
ABT GF	\$60,324	ACB GF	\$65,942	\$72,671
ABU GF	\$60,631	ACC GF	\$66,249	\$73,009
ABV GF	\$60,938	ACD GF	\$66,556	\$73,347
ABW GF	\$61,245	ACE GF	\$66,863	\$73,686
ABX GF	\$61,552	ACF GF	\$67,170	\$74,024
ABY GF	\$61,859	ACG GF	\$67,477	\$74,362
ABZ GF	\$62,166	ACH GF	\$67,784	\$74,701
ACA GF	\$62,473	ACI GF	\$68,091	\$75,039
ACB GF	\$62,780	ACJ GF	\$68,398	\$75,377
ACC GF	\$63,087	ACK GF	\$68,705	\$75,716
ACD GF	\$63,394	ACL GF	\$69,012	\$76,054
ACE GF	\$63,701	ACM GF	\$69,319	\$76,392
ACF GF	\$64,008	ACN GF	\$69,626	\$76,731
ACG GF	\$64,315	ACO GF	\$69,933	\$77,069
ACH GF	\$64,622	ACP GF	\$70,240	\$77,407
ACI GF	\$64,929	ACQ GF	\$70,547	\$77,746
ACJ GF	\$65,236	ACR GF	\$70,854	\$78,084
ACK GF	\$65,543	ACS GF	\$71,161	\$78,422
ACL GF	\$65,850	ACT GF	\$71,468	\$78,761
ACM GF	\$66,157	ACU GF	\$71,775	\$79,099
ACN GF	\$66,464	ACV GF	\$72,082	\$79,437
ACO GF	\$66,771	ACW GF	\$72,389	\$79,776
ACP GF	\$67,078	ACX GF	\$72,696	\$80,114
ACQ GF	\$67,385	ACY GF	\$73,003	\$80,452
ACR GF	\$67,692	ACZ GF	\$73,310	\$80,791

**2022-2023 STUDENT SERVICES GRANDFATHERED SALARY SCHEDULE
(216-day Work Schedule)**

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

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

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

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

Pay Level Student Services Grandfathered	196-day Student Services Grandfathered 2022-2023 Salary Schedule	216-day Student Services Grandfathered 2022-2023 Salary Schedule
AAI GF	\$52,127	\$57,446
AAJ GF	\$52,434	\$57,784
AAK GF	\$52,741	\$58,123
AAL GF	\$53,048	\$58,461
AAM GF	\$53,355	\$58,799
AAN GF	\$53,662	\$59,138
AAO GF	\$53,969	\$59,476
AAP GF	\$54,276	\$59,814
AAQ GF	\$54,583	\$60,153
AAR GF	\$54,890	\$60,491
AAS GF	\$55,197	\$60,829
AAT GF	\$55,504	\$61,168
AAU GF	\$55,811	\$61,506
AAV GF	\$56,118	\$61,844
AAW GF	\$56,425	\$62,183
AAX GF	\$56,732	\$62,521
AAY GF	\$57,039	\$62,859
AAZ GF	\$57,346	\$63,198
ABA GF	\$57,653	\$63,536
ABB GF	\$57,960	\$63,874
ABC GF	\$58,267	\$64,213

ABD GF	\$58,574	\$64,551
ABE GF	\$58,881	\$64,889
ABF GF	\$59,188	\$65,228
ABG GF	\$59,495	\$65,566
ABH GF	\$59,802	\$65,904
ABI GF	\$60,109	\$66,243
ABJ GF	\$60,416	\$66,581
ABK GF	\$60,723	\$66,919
ABL GF	\$61,030	\$67,258
ABM GF	\$61,337	\$67,596
ABN GF	\$61,644	\$67,934
ABO GF	\$61,951	\$68,273
ABP GF	\$62,258	\$68,611
ABQ GF	\$62,565	\$68,949
ABR GF	\$62,872	\$69,288
ABS GF	\$63,179	\$69,626
ABT GF	\$63,486	\$69,964
ABU GF	\$63,793	\$70,302
ABV GF	\$64,100	\$70,641
ABW GF	\$64,407	\$70,979
ABX GF	\$64,714	\$71,317
ABY GF	\$65,021	\$71,656
ABZ GF	\$65,328	\$71,994
ACA GF	\$65,635	\$72,332
ACB GF	\$65,942	\$72,671
ACC GF	\$66,249	\$73,009
ACD GF	\$66,556	\$73,347
ACE GF	\$66,863	\$73,686
ACF GF	\$67,170	\$74,024
ACG GF	\$67,477	\$74,362
ACH GF	\$67,784	\$74,701
ACI GF	\$68,091	\$75,039
ACJ GF	\$68,398	\$75,377
ACK GF	\$68,705	\$75,716
ACL GF	\$69,012	\$76,054
ACM GF	\$69,319	\$76,392
ACN GF	\$69,626	\$76,731
ACO GF	\$69,933	\$77,069
ACP GF	\$70,240	\$77,407
ACQ GF	\$70,547	\$77,746
ACR GF	\$70,854	\$78,084
ACS GF	\$71,161	\$78,422
ACT GF	\$71,468	\$78,761
ACU GF	\$71,775	\$79,099

ACV GF	\$72,082	\$79,437
ACW GF	\$72,389	\$79,776
ACX GF	\$72,696	\$80,114
ACY GF	\$73,003	\$80,452
ACZ GF	\$73,310	\$80,791

Student Services Performance Salary Schedule Initial Placement Matrix

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

Years of Experience Completed Prior to the Current Year	Placement Level (alpha pay level)
0	AAI
1	AAK
2	AAM
3	AAO
4	AAQ
5	AAS
6	AAU
7	AAW
8	AAZ
9	ABA
10	ABC
11	ABE
12	ABG
13	ABI
14	ABK
15+	ABM

2022-2023 Student Services Performance Salary Schedule (216 days):

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

2022-2023 INITIAL PLACEMENT for existing employees moving from Teacher Performance Salary Schedule to Student Services Performance Salary Schedule:

Pay level placement for school counselors, mental health counselors, mental health facilitators, social workers, and speech language pathologists moving from the Teacher Performance Salary Schedule to the Student Services Performance Salary Schedule.

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

Find current pay level and move across to your new placement on the Student Services Salary Schedule.

Example: Teacher ABX PFP to Student Services ACF PFP

Note: \$3,162 Master's Degree Supplement is built into the Student Services Salary Schedule.

Teacher PFP	2022-2023 Teacher PFP Salary	Initial Placement on Pay Level for New Student Services PFP	Student Services PFP	
			196-day Student Services PFP 2022-2023 Salary Schedule	216-day Student Services PFP 2022-2023 Salary Schedule
AAA PFP	\$47,500	AAI PFP	\$52,127	\$57,446
AAB PFP	\$47,500	AAJ PFP	\$52,434	\$57,784
AAC PFP	\$47,500	AAK PFP	\$52,741	\$58,123
AAD PFP	\$47,500	AAL PFP	\$53,048	\$58,461
AAE PFP	\$47,737	AAM PFP	\$53,355	\$58,799
AAF PFP	\$48,044	AAN PFP	\$53,662	\$59,138
AAG PFP	\$48,351	AAO PFP	\$53,969	\$59,476
AAH PFP	\$48,658	AAP PFP	\$54,276	\$59,814
AAI PFP	\$48,965	AAQ PFP	\$54,583	\$60,153
AAJ PFP	\$49,272	AAR PFP	\$54,890	\$60,491
AAK PFP	\$49,579	AAS PFP	\$55,197	\$60,829
AAL PFP	\$49,886	AAT PFP	\$55,504	\$61,168
AAM PFP	\$50,193	AAU PFP	\$55,811	\$61,506
AAN PFP	\$50,500	AAV PFP	\$56,118	\$61,844
AAO PFP	\$50,807	AAW PFP	\$56,425	\$62,183
AAP PFP	\$51,114	AAX PFP	\$56,732	\$62,521
AAQ PFP	\$51,421	AAZ PFP	\$57,039	\$62,859
AAR PFP	\$51,728		\$57,346	\$63,198

AAS PFP	\$52,035	ABA PFP	\$57,653	\$63,536
AAT PFP	\$52,342	ABB PFP	\$57,960	\$63,874
AAU PFP	\$52,649	ABC PFP	\$58,267	\$64,213
AAV PFP	\$52,956	ABD PFP	\$58,574	\$64,551
AAW PFP	\$53,263	ABE PFP	\$58,881	\$64,889
AAX PFP	\$53,570	ABF PFP	\$59,188	\$65,228
AAZ PFP	\$53,877	ABG PFP	\$59,495	\$65,566
AAZ PFP	\$54,184	ABH PFP	\$59,802	\$65,904
ABA PFP	\$54,491	ABI PFP	\$60,109	\$66,243
ABB PFP	\$54,798	ABJ PFP	\$60,416	\$66,581
ABC PFP	\$55,105	ABK PFP	\$60,723	\$66,919
ABD PFP	\$55,412	ABL PFP	\$61,030	\$67,258
ABE PFP	\$55,719	ABM PFP	\$61,337	\$67,596
ABF PFP	\$56,026	ABN PFP	\$61,644	\$67,934
ABG PFP	\$56,333	ABO PFP	\$61,951	\$68,273
ABH PFP	\$56,640	ABP PFP	\$62,258	\$68,611
ABI PFP	\$56,947	ABQ PFP	\$62,565	\$68,949
ABJ PFP	\$57,254	ABR PFP	\$62,872	\$69,288
ABK PFP	\$57,561	ABS PFP	\$63,179	\$69,626
ABL PFP	\$57,868	ABT PFP	\$63,486	\$69,964
ABM PFP	\$58,175	ABU PFP	\$63,793	\$70,302
ABN PFP	\$58,482	ABV PFP	\$64,100	\$70,641
ABO PFP	\$58,789	ABW PFP	\$64,407	\$70,979
ABP PFP	\$59,096	ABX PFP	\$64,714	\$71,317
ABQ PFP	\$59,403	ABY PFP	\$65,021	\$71,656
ABR PFP	\$59,710	ABZ PFP	\$65,328	\$71,994
ABS PFP	\$60,017	ACA PFP	\$65,635	\$72,332
ABT PFP	\$60,324	ACB PFP	\$65,942	\$72,671
ABU PFP	\$60,631	ACC PFP	\$66,249	\$73,009
ABV PFP	\$60,938	ACD PFP	\$66,556	\$73,347
ABW PFP	\$61,245	ACE PFP	\$66,863	\$73,686
ABX PFP	\$61,552	ACF PFP	\$67,170	\$74,024
ABY PFP	\$61,859	ACG PFP	\$67,477	\$74,362
ABZ PFP	\$62,166	ACH PFP	\$67,784	\$74,701
ACA PFP	\$62,473	ACI PFP	\$68,091	\$75,039
ACB PFP	\$62,780	ACJ PFP	\$68,398	\$75,377
ACC PFP	\$63,087	ACK PFP	\$68,705	\$75,716
ACD PFP	\$63,394	ACL PFP	\$69,012	\$76,054
ACE PFP	\$63,701	ACM PFP	\$69,319	\$76,392
ACF PFP	\$64,008	ACN PFP	\$69,626	\$76,731
ACG PFP	\$64,315	ACO PFP	\$69,933	\$77,069
ACH PFP	\$64,622	ACP PFP	\$70,240	\$77,407
ACI PFP	\$64,929	ACQ PFP	\$70,547	\$77,746

ACJ PFP	\$65,236	ACR PFP	\$70,854	\$78,084
ACK PFP	\$65,543	ACS PFP	\$71,161	\$78,422
ACL PFP	\$65,850	ACT PFP	\$71,468	\$78,761
ACM PFP	\$66,157	ACU PFP	\$71,775	\$79,099
ACN PFP	\$66,464	ACV PFP	\$72,082	\$79,437
ACO PFP	\$66,771	ACW PFP	\$72,389	\$79,776
ACP PFP	\$67,078	ACX PFP	\$72,696	\$80,114
ACQ PFP	\$67,385	ACY PFP	\$73,003	\$80,452
ACR PFP	\$67,692	ACZ PFP	\$73,310	\$80,791

2022-2023 Student Services Performance Salary Schedule

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

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

Note: \$3,162 Master’s Degree Supplement is built into the Student Services Salary Schedule.

Pay Level Student Services PFP	196-day Student Services PFP 2022-2023 Salary Schedule	216-day Student Services PFP 2022-2023 Salary Schedule
AAI PFP	\$52,127	\$57,446
AAJ PFP	\$52,434	\$57,784
AAK PFP	\$52,741	\$58,123
AAL PFP	\$53,048	\$58,461
AAM PFP	\$53,355	\$58,799
AAN PFP	\$53,662	\$59,138
AAO PFP	\$53,969	\$59,476
AAP PFP	\$54,276	\$59,814
AAQ PFP	\$54,583	\$60,153
AAR PFP	\$54,890	\$60,491
AAS PFP	\$55,197	\$60,829
AAT PFP	\$55,504	\$61,168
AAU PFP	\$55,811	\$61,506
AAV PFP	\$56,118	\$61,844
AAW PFP	\$56,425	\$62,183
AAX PFP	\$56,732	\$62,521
AAY PFP	\$57,039	\$62,859
AAZ PFP	\$57,346	\$63,198
ABA PFP	\$57,653	\$63,536
ABB PFP	\$57,960	\$63,874

ABC PFP	\$58,267	\$64,213
ABD PFP	\$58,574	\$64,551
ABE PFP	\$58,881	\$64,889
ABF PFP	\$59,188	\$65,228
ABG PFP	\$59,495	\$65,566
ABH PFP	\$59,802	\$65,904
ABI PFP	\$60,109	\$66,243
ABJ PFP	\$60,416	\$66,581
ABK PFP	\$60,723	\$66,919
ABL PFP	\$61,030	\$67,258
ABM PFP	\$61,337	\$67,596
ABN PFP	\$61,644	\$67,934
ABO PFP	\$61,951	\$68,273
ABP PFP	\$62,258	\$68,611
ABQ PFP	\$62,565	\$68,949
ABR PFP	\$62,872	\$69,288
ABS PFP	\$63,179	\$69,626
ABT PFP	\$63,486	\$69,964
ABU PFP	\$63,793	\$70,302
ABV PFP	\$64,100	\$70,641
ABW PFP	\$64,407	\$70,979
ABX PFP	\$64,714	\$71,317
ABY PFP	\$65,021	\$71,656
ABZ PFP	\$65,328	\$71,994
ACA PFP	\$65,635	\$72,332
ACB PFP	\$65,942	\$72,671
ACC PFP	\$66,249	\$73,009
ACD PFP	\$66,556	\$73,347
ACE PFP	\$66,863	\$73,686
ACF PFP	\$67,170	\$74,024
ACG PFP	\$67,477	\$74,362
ACH PFP	\$67,784	\$74,701
ACI PFP	\$68,091	\$75,039
ACJ PFP	\$68,398	\$75,377
ACK PFP	\$68,705	\$75,716
ACL PFP	\$69,012	\$76,054
ACM PFP	\$69,319	\$76,392
ACN PFP	\$69,626	\$76,731
ACO PFP	\$69,933	\$77,069
ACP PFP	\$70,240	\$77,407
ACQ PFP	\$70,547	\$77,746
ACR PFP	\$70,854	\$78,084
ACS PFP	\$71,161	\$78,422
ACT PFP	\$71,468	\$78,761
ACU PFP	\$71,775	\$79,099
ACV PFP	\$72,082	\$79,437

ACW PFP	\$72,389	\$79,776
ACX PFP	\$72,696	\$80,114
ACY PFP	\$73,003	\$80,452
ACZ PFP	\$73,310	\$80,791

**2022-2023 OCCUPATIONAL & PHYSICAL THERAPIST &
SIGN LANGUAGE INTERPRETER (TEACHER)
SALARY SCHEDULE (196-day Work Schedule)**

INITIAL PLACEMENT of Sign Language Interpreters either newly hired or moving from the Paraeducator Collective Bargaining Agreement: Upon verification of credentials by the Human Services Resource Division, Interpreters will be placed on the OT/PT/SLI Pay Schedule listed in APPENDIX B – TEACHER SALARY SCHEDULE based on years of experience that correspond with occupational and physical therapists currently on the OT/PT Pay Schedule.

Pay Level OT/PT/SLI	OT/PT/SLI 2022-2023
BA OPT	\$48,835
BB OPT	\$49,755
BC OPT	\$50,675
BD OPT	\$51,595
BE OPT	\$52,516
BF OPT	\$53,436
BG OPT	\$54,356
BH OPT	\$55,276
BI OPT	\$56,197
BJ OPT	\$57,117
BK OPT	\$58,037
BL OPT	\$58,957
BM OPT	\$59,878
BN OPT	\$60,798
BO OPT	\$61,718
BP OPT	\$62,638
BQ OPT	\$63,559
BR OPT	\$64,479
BS OPT	\$65,399
BT OPT	\$66,319
BU OPT	\$67,240
BV OPT	\$68,160
BW OPT	\$69,080
BX OPT	\$70,000
BY OPT	\$70,921
BZ OPT	\$71,841
CA OPT	\$72,761

NATIONAL BOARD CERTIFICATION

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

TEACHER OF THE YEAR

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

Speech/Language Pathologist Supplement

Bachelor of Arts (grandfathered) Bachelor Level SLP with permanent FLDOE certification
\$1,045

Master of Arts 262

Master of Arts w/Certificate of Clinical Competency 5,227

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

EXTENDED CONTRACTS

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

APPENDIX C – SUPPLEMENTAL SALARY SCHEDULE

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

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

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

In the Senior High no one will be paid more than three (3) supplements for student extracurricular activities except by special permission of the Regional Assistant 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.

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

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

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

Note: Additional teachers mentoring teachers deemed to need assistance will be paid at the Adult School rate (see Appendix D – Extended Learning, Summer School, Adult Education, Part-Time Career Education) for the number of hours agreed upon by the principal and the mentoring teacher. See Article 14.10-4.

ATHLETIC COACHING SUPPLEMENTS	Supplements
Athletic Director (All Class) (paid in prorated monthly installments)	\$5000
Business Manager (paid in prorated monthly installments)	\$2000
HEAD COACHES	Supplements
Head Football (85/15 Payment)	\$4500
Head Assistant Football (85/15 Payment)	\$3100
Head Basketball (Boys/Girls)	\$3000
Head Baseball	\$3000
Head Softball	\$3000
Head Lacrosse (Boys/Girls)	\$2600
Head Track (Boys/Girls)	\$2600
Head Volleyball	\$2600
Head Soccer (Boys/Girls)	\$2600
Head Wrestling (Boys/Girls 2021-2022)	\$2600
Head Swimming (Boys/Girls)	\$2000
Head Competitive Cheerleading (Effective 7/1/2010)	\$1000
Head Spirit Cheerleading - Fall	\$1800
Head Spirit Cheerleading - Winter	\$1800
Head Golf (Boys/Girls)	\$1800
Head Tennis (Boys/Girls)	\$1800
Head Cross Country (Boys/Girls)	\$1800
Head Weightlifting (Boys/Girls)	\$1800
ASSISTANT HEAD COACHES	Supplements
Assistant Football (85/15 Payment)	\$2700
Assistant Basketball (Boys/Girls)	\$2600
Assistant Track (Boys/Girls)	\$2000
Assistant Baseball	\$2000
Assistant Softball	\$2000
Assistant Volleyball	\$2000
Assistant Wrestling (Boys/Girls 2021-2022)	\$2000
Assistant Spirit Cheerleading - Fall/Winter	\$1300
Assistant Lacrosse (Boys/Girls)	\$1800
Assistant Soccer (Boys/Girls)	\$1800
JUNIOR VARSITY COACHES	Supplements
J.V. Basketball (Boys/Girls)	\$1800
J.V. Baseball	\$1800
J.V. Softball	\$1800
J.V. Soccer (Boys/Girls)	\$1800
J.V. Spirit Cheerleading - Fall/Winter	\$1300
J.V. Volleyball	\$1800
J.V. Wrestling (Boys/Girls 2021-2022)	\$1800

MIDDLE SCHOOL COACHES	Supplements
Middle School Extramural Coordinator	\$1500
Basketball (Boys/Girls)	\$1000
Cross County (Boys/Girls)	\$1000
Golf (Boys/Girls)	\$1000
Soccer (Boys/Girls)	\$1000
Tennis (Boys/Girls)	\$1000
Track (Boys/Girls)	\$1000
Volleyball	\$1000
Wrestling (Boys/Girls)	\$1000
OTHER ATHLETIC SUPPLEMENTS	Supplements
First Responder/Certified Trainer	\$1800
Weight Training	\$2000
Intramurals (No Sports)	\$1200
Business Manager	\$2000
Gym Coordinator	\$800
Bowling	\$1800

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

(7) Middle School Athletic Coaching Supplements:

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

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

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

3. Winter 1 Season

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

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

4. Winter 2 Season

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

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

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

5. Spring Season

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

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

SENIOR HIGH SCHOOL SUPPLEMENTS	Supplements
Deans (paid in prorated monthly installments)	\$2500
School Counselors (paid in prorated monthly installments)	\$2500
Testing Coordinators (paid in prorated monthly installments)	\$2500
Teachers of Dual Enrollment (in FOCUS and paid following completing of each semester in two prorated installments)	\$2500
(4) Band Directors - Marching	\$3000
Band Directors - Concert	\$1800
Band Directors-Non-Marching Harrison	\$2500
Associate Band Director - Marching	\$2100
Associate Band Director - Concert	\$1000
Assistant Band Directors - Marching	\$1600
Assistant Band Directors - Concert	\$1200
(4) Orchestra Director	\$2800
Girls Drill Team Sponsor (3) Fall	\$1200
Girls Drill Team Sponsor (3) Winter	\$1200

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

MIDDLE SCHOOL SUPPLEMENTS	Supplements
School Counselor (paid in prorated monthly installments)	\$2500
Middle School Team Leader	\$1500
Band Director (thru Grade 8)	\$2100
(5) Choral Directors	\$1500

(4) Orchestra Directors	\$1600
Yearbook Sponsor	\$1000
Academic "A" Team Coach (1 supplement per grade/per School for grades 6 thru 8)	\$1500
Middle School Honor Society (Grades 6 - 8)	\$1200
Drama (One act play, requires playbill, one per year)	\$1000
Drama (Main stage production or full musical production, requires playbill)	\$2000
Math Count (Grades 6, 7 or 8)	\$1500
School Coordinator for District Science Fair	\$800
Scholastic Chess Team Coach	\$800
School Wide Shows	\$500
ELEMENTARY SCHOOL SUPPLEMENTS	Supplements
School Counselor (paid in prorated monthly installments)	\$2000
Elementary Grade Level Chairperson - Grades PreK - 5 (grade 6 if Elementary) in elementary schools with 4 or more full time units including chairperson), include ESE, (Support Personnel)	\$1500
Academic "A" Team Coach (1 supplement per grade/per school for grades 5 and 6 if Elementary)	\$1500
School Coordinator for District Science Fair	\$800
Scholastic Chess Team Coach	\$800
School Wide Shows	\$500
Elementary Honors Society	\$800
Elementary Instructional TV	\$800

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

Theatre Coach - Technical (Main stage production of full musical production, one per year, requires playbill)	\$2000
Theatre Coach (2) One time, one act play, requires playbill	\$1000
VOCATIONAL TEACHER SUPPLEMENTS	Supplements
Land Laboratory and FFA	\$3600
Fire Academy - Bartow Senior (1)	\$2600
Family & Consumer Sciences (FCCLA)	\$1500
Vocational Club (CECF, DECA, FBLA, FFEA, HOSA, TSA, VICA (Vocational Industrial Clubs of America/SkillsUSA), FPSA (Florida Public Service Association))	\$1500
National Vocational-Technical Honor Society/National Adult Education Honor Society	\$1500
SENIOR HIGH JROTC SUPPLEMENTS	Supplements
Drill Team	\$2600
Rifle Team	\$2600
RAIDERS Team	\$2600

OTHER NON-EXTRA CURRICULAR SUPPLEMENTS	Supplements
Health Contact (Completed training required to receive supplement)	\$200
Title 1 Supplement (anyone covered under Teacher CBA working at a designated Title 1 School)	\$500
Teaching in a Critical Shortage Area (reviewed annually as identified by the Florida Department of Education)	\$500
Highly Effective Grandfathered Salary Schedule Teachers (based on prior year's overall evaluation rating- paid end of October)	\$500
Lead Sign Language Interpreter	\$4000