

Schedule will be modified based upon funding available following final ratification

Paul Tera

1-9-19

Michael Dandolfo
1-9-19

APPENDIX

Supplemental Compensation 2017-2018

I. Academic Supplements

Elementary School

5000 Role Model	159
Acting Administrator (Only if no Assistant Principal)	309
Avid Site Coordinator	211
ESE Department Chairperson/Team Leader (Only if 6 or more ESE teachers)	353
ESOL Coordinator	211
Gifted Coordinator	211
Girlfriends	159
Leadership Team Member, 3 to 5 teachers	476
Leadership Team Member, 6 to 10 teachers	540
Leadership Team Member, 11 or more teachers	672
PMAC (Principal's Multi-Cultural Advisory Committee)	159
Safety Patrol Sponsorship	340
Science Lab Manager	(1-3) 700 (4-6) 900 (7+) 1,100
Staffing Team Coordinator (Only with 5 or more ESE teachers)	353
S.T.E.P. Coordinator (Students Targeted for Educational Performance (Limit 1 per school))	129
Student Council Sponsor	340
Technology Coordinator (Limit 1 per school)	512*
Volunteer Coordinator (Only if no Assistant Principal)	340
Wellness Champion (Limit 1 per school)	400*

* [any annual adjustment to these supplements will be addressed separately from other supplements due to the nature of the programs]

Middle School

5000 Role Model	159
AVID Site Coordinator	211
ESOL Coordinator	211
Gifted Coordinator	211
Girlfriends	159
Grad Coordinator	211

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Leadership Team Member, 3 to 5 teachers	476			
Leadership Team Member, 6 to 10 teachers	540			
Leadership Team Member, 11 to 15 teachers	672			
National Honor Society	270			
PMAC	159			
S.T.E.P. Coordinator (Students Targeted for Educational Performance (Limit 1 per school)	192			
Student Council Sponsor	340			
Technology Coordinator (Limit 1 per school)	1,026*			
Wellness Champions (Limit 1 per school)	400.00*			
Yearbook	(0-3) 373	(4-6) 409	(7-9) 484	(10+) 559

* [any annual adjustment to these supplements will be addressed separately from other supplements due to the nature of the programs]

High School

5000 Role Model	159			
Academic Team Coach (Limit 1 position per school)	(0-3) 1,026	(4-6) 1,129	(7-9) 1,232	(10+) 1,334
Academies of Pinellas Academy Coordinator	211			
AVID Site Coordinator	211			
CECF (Cooperative Education Clubs of Florida (Limit 1 position per school)	270			
CECF District Advisor (Limit 1 position for the entire H.S. program)	737			
Class Sponsor, Freshman (1 position per school)	270			
Class Sponsor, Sophomore (1 position per school)	347			
Class Sponsor, Junior (1 position per school)	540			
Class Sponsor, Senior (1 position per school)	672			
Day Care (selected schools)	500*			
DECA (Distrib. Edu. Clubs of Am. – Marketing) (Limit 1 position per school)	270			
DECA District Advisor (Limit 1 position for the entire H.S. program)	737			
ESOL Coordinator	211			
FBLA Sponsor (Florida Business Leaders of America) (Limit 1 position per school)	(0-3) 270	(4-6) 296	(7-9) 323	(10+) 351
FBLA District Advisor (Limit 1 position for the entire H.S. program)	737			
FEA Sponsor (Future Educators of America) (Limit 1 position per school)	(0-3) 321	(4-6) 353	(7-9) 386	(10+) 418
FFA Sponsor (Future Farmers of America) (Limit 1 position per school)	(0-3) 270	(4-6) 296	(7-9) 323	(10+) 351
FFA District Advisor (Limit 1 position for the entire H.S. program)	575.00			

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FPSA (Florida Public Service Association) (Limit 1 per school)	270			
FSFP (Florida State Forensics Program)	1,212			
Gifted Coordinator	211			
Girlfriends	159			
Grad Coordinator	211			
HOSA (Health Occupations Students of America) (Limit 1 position per school)	270			
HOSA District Advisor (Limit 1 position for the entire H.S. program)	737			
Leadership Team Member, 3 to 5 teachers	540			
Leadership Team Member, 6 to 10 teachers	672			
Leadership Team Member, 11 to 15 teachers	808			
Leadership Team Member, 16 to 20 teachers	942			
Leadership Team Member, over 20 teachers	1,077			
National Honor Society	270			
Newspaper	(0-3) 1,283	(4-6) 1,411	(7-9) 1,540	(10+) 1,668
PMAC	159			
S.T.E.P. Coordinator (Students Targeted for Educational Performance (Limit 1 per school)	321			
Student Council Sponsor	737			
Technology Coordinator (Limit 1 position per school)	2,052 *			
TSA (Technology Student Association) Sponsor	(0-3) 270	(4-6) 296	(7-9) 323	(10+) 351
VICA (Vocational Industrial Clubs of America) (Limit 1 position per school)	(0-3) 270	(4-6) 296	(7-9) 323	(10+) 351
VICA District Advisor	575.00			
Wellness Champions (Limit 1 position per school)	400.00*			
Yearbook Sponsor	(0-3) 1,283	(4-6) 1,411	(7-9) 1,540	(10+) 1,668

* [any annual adjustment to these supplements will be addressed separately from other supplements due to the nature of the programs]

Workforce Development

CECF Sponsor (Cooperative Education Clubs of Florida)	270
CECF District Advisor (Limit 1 position per program)	737
DECA Sponsor	270
DECA District Advisor (Limit 1 position per program)	737

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Florida Business Leaders of America Sponsor (FBLA)	(0-3) 270	(4-6) 296	(7-9) 323	(10+) 351
FBLA District Advisor (Limit 1 position per program)	737			
Florida Public Service Association (FPSA)	270			
Future Educators of America (FEA) Sponsor	(0-3) 321	(4-6) 353	(7-9) 386	(10+) 418
Future Farmers of America Sponsor (FFA)	(0-3) 270	(4-6) 296	(7-9) 323	(10+) 351
FFA District Advisor (Limit 1 position per program)	737			
JROTC Drill	450			
JROTC Rifle	450			
TSA (Technology Student Association) Sponsor	(0-3) 270	(4-6) 296	(7-9) 323	(10+) 351
Vocational Industrial Clubs of America sponsor (VICA)	(0-3) 270	(4-6) 296	(7-9) 323	(10+) 351
VICA District Advisor(Limit 1 for program)	737			
TSA (Technology Student Association) Sponsor	(0-3) 270	(4-6) 296	(7-9) 323	(10+) 351

Adult Education

Community Education Coordinator Clearwater	769
Evening Program Coordinator – TALC	663
Future Farmers of America (FFA)	270
Leadership Team Member, 3 to 5 teachers	540
Leadership Team Member, 6 to 10 teachers	672
Leadership Team Member, 11 to 15 teachers	808
Leadership Team Member, 16 to 20 teachers	942
Leadership Team Member, over 20 teachers	1,077
Phi Beta Lambda (PBL) Sponsor	270
Student Council Sponsor (PTCS, Tomlinson)	738
Vocational Industrial Clubs of America (VICA) Sponsor	270

ESE Center

Acting Administrator (only if school has no Asst. Principal)	309			
Leadership Team Member, 3 to 5 teachers	476			
Leadership Team Member, 6 to 10 teachers	540			
Leadership Team Member, 11 +	672			
S.T.E.P. Coordinator	129			
Safety Patrol	340			
Student Council Sponsor	340			
Yearbook	(0-3) 373	(4-6) 409	(7-9) 484	(10+) 559

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Athletic Supplements

Elementary

Special Olympics	(0-3) 1,026	(4-6) 1,109	(7-9) 1,197	(10+) 1,293
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Middle School

Basketball, Boys	(0-3) 734	(4-6) 800	(7-9) 867	(10+) 932
Basketball, Girls	(0-3) 734	(4-6) 800	(7-9) 867	(10+) 932
Cheerleader Sponsor	(0-3) 409	(4-6) 446	(7-9) 484	(10+) 521
Track, Boys	(0-3) 649	(4-6) 708	(7-9) 767	(10+) 827
Track, Assistant, Boys	(0-3) 409	(4-6) 446	(7-9) 484	(10+) 521
Track, Girls	(0-3) 649	(4-6) 708	(7-9) 767	(10+) 827
Track, Assistant, Girls	(0-3) 409	(4-6) 446	(7-9) 484	(10+) 521
Volleyball, Boys	(0-3) 649	(4-6) 708	(7-9) 767	(10+) 827
Volleyball, Girls	(0-3) 649	(4-6) 708	(7-9) 767	(10+) 827

High School

Baseball, Head	(0-3) 2,461	(4-6) 2,666	(7-9) 2,871	(10+) 3,076
Basketball, Head, Boys	(0-3) 2,769	(4-6) 2,999	(7-9) 3,320	(10+) 3,461
Basketball, Junior Varsity, Boys	(0-3) 1,692	(4-6) 1,833	(7-9) 1,975	(10+) 2,115
Basketball, Head, Girls	(0-3) 2,769	(4-6) 2,999	(7-9) 3,230	(10+) 3,461
Basketball, Junior Varsity, Girls	(0-3) 1,692	(4-6) 1,833	(7-9) 1,975	(10+) 2,115
Cheerleader Sponsor – Basketball (2 positions)	(0-3) 1,230	(4-6) 1,333	(7-9) 1,436	(10+) 1,538
Cheerleader Sponsor – Football (1 position)	(0-3) 1,230	(4-6) 1,333	(7-9) 1,436	(10+) 1,538
Cross Country, Both Boys & Girls **	(0-3) 1,846	(4-6) 2,000	(7-9) 2,154	(10+) 2,308
** An additional assistant available when coaching both boys and girls cross country				

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Cross Country, Boys (1 position)	0-3 1,615	(4-6) 1,750	(7-9) 1,885	(10+) 2,019
Cross Country, Girls (1 position)	(0-3) 1,615	(4-6) 1,750	(7-9) 1,885	(10+) 2,019
Flag Football, Head, Girls	(0-3) 1,148	(4-6) 1,227	(7-9) 1,339	(10+) 1,433
Flag Football, Junior Varsity, Girls	(0-3) 580	(4-6) 630	(7-9) 686	(10+) 726
Football, Head	(0-3) 2,819	(4-6) 3,125	(7-9) 3,420	(10+) 3,716
Football, Assistant Varsity	(0-3) 1,477	(4-6) 1,630	(7-9) 1,784	(10+) 1,939
Football, Junior Varsity	(0-3) 1,230	(4-6) 1,358	(7-9) 1,487	(10+) 1,615
Football, Head (SPRING)	(0-3) 708	(4-6) 779	(7-9) 849	(10+) 921
Football, Assistant Varsity (SPRING)	(0-3) 370	(4-6) 407	(7-9) 444	(10+) 480
Football, Junior Varsity Asst (SPRING)	(0-3) 308	(4-6) 338	(7-9) 370	(10+) 401
Golf, Boys	(0-3) 1,322	(4-6) 1,433	(7-9) 1,543	(10+) 1,653
Golf, Girls	(0-3) 1,322	(4-6) 1,433	(7-9) 1,543	(10+) 1,653
LaCrosse, Head, Boys	\$1,846			
LaCrosse, Head, Girls				
Soccer, Head, Boys	(0-3) 1,846	(4-6) 2,000	(7-9) 2,154	(10+) 2,308
Soccer, Head, Girls	(0-3) 1,846	(4-6) 2,000	(7-9) 2,154	(10+) 2,308
Soccer, Junior Varsity, Girls	(0-3) 1,247	(4-6) 1,371	(7-9) 1,515	(10+) 1,621
Softball, Girls	(0-3) 2,461	(4-6) 2,666	(7-9) 2,871	(10+) 3,076
Swimming, Head	(0-3) 2,308	(4-6) 2,500	(7-9) 2,692	(10+) 2,885
Swimming, Assistant	(0-3) 1,461	(4-6) 1,584	(7-9) 1,705	(10+) 1,827
Swimming, Junior Varsity, Girls	(0-3) 770	(4-6) 845	(7-9) 899	(10+) 962
Tennis, Boys	(0-3) 1,322	(4-6) 1,433	(7-9) 1,543	(10+) 1,653
Tennis, Girls	(0-3) 1,322	(4-6) 1,433	(7-9) 1,543	(10+) 1,653
Track, Head, Boys	(0-3) 2,461	(4-6) 2,666	(7-9) 2,871	(10+) 3,076

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Track, Assistant, Boys	(0-3) 1,615	(4-6) 1,750	(7-9) 1,885	(10+) 2,019
Track, Head, Girls	(0-3) 2,461	(4-6) 2,666	(7-9) 2,871	(10+) 3,076
Track, Assistant, Girls	(0-3) 1,615	(4-6) 1,750	(7-9) 1,885	(10+) 2,019
Cross County, Boys (1 position)	(0-3) 1,615	(4-6) 1,750	(7-9) 1,885	(10+) 2,019
Cross County, Girls (1 position)	(0-3) 1,615	(4-6) 1,750	(7-9) 1,885	(10+) 2,019
Volleyball, Head, Girls	(0-3) 2,461	(4-6) 2,666	(7-9) 2,871	(10+) 3,076
Volleyball, Junior Varsity, Girls	(0-3) 1,461	(4-6) 1,584	(7-9) 1,705	(10+) 1,827
Wrestling, Head	(0-3) 2,461	(4-6) 2,666	(7-9) 2,871	(10+) 3,076
Wrestling, Junior Varsity	(0-3) 1,461	(4-6) 1,584	(7-9) 1,705	(10+) 1,827

II. Supplements for the Fine Arts

Middle School

Band Director	(0-3) 812	(4-6) 885	(7-9) 960	(10+) 1,035
Choral Director	(0-3) 812	(4-6) 885	(7-9) 960	(10+) 1,035
Orchestra	812			

High School

Center for the Arts Program Coordinator	715			
Center for the Arts Program Director	833			
Orchestra	\$1,695			
Band Director	(0-3) 2,282	(4-6) 3,079	(7-9) 3,334	(10+) 3,570
Choral Director	(0-3) 1,695	(4-6) 1,848	(7-9) 2,000	(10+) 2,154
Drama Sponsor	(0-3) 1,658	(4-6) 1,810	(7-9) 1,960	(10+) 2,112
Drill Team	(0-3) 493	(4-6) 533	(7-9) 574	(10+) 616

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VI. Other Supplemental Compensation

1. Advanced Degree Supplement

A supplement is payable for advanced degrees that are held in the individual's area of certification. In order to receive credit for the advanced degree, employees must provide an official transcript of record showing the award of the earned degree to the certification department of Human Resources. The amounts are as follows:

- Master's \$ 2,180
- Specialist \$3,350
- Doctorate \$4,500

2. Teaching during Planning Period

A teacher may volunteer to forego his/her planning period during the contract day and, if approved, be compensated for the additional class period taught by the teacher during that time frame. The amount of the supplement is calculated based on the length of the additional period taught and is based on the teacher's base hourly rate exclusive of any referendum. The following illustrates the calculation but does not preclude the development of other scheduling scenarios:

- Seven (7) periods in a seven period day = 14%
- Seven (7) periods in an eight period day = 12%

3. Supplement for Additional Work in the IB/CAT/PCCA Programs

A. Provided that the provisions of 2B are satisfied, a teacher assigned to teach in one of the IB / CAT or PCCA programs held at St. Petersburg High School, Palm Harbor University High School, Lakewood High School, Gibbs High School and Largo High School is entitled to receive a supplement in the amount of 14% as compensation for the additional duties and responsibilities required of teachers in these programs. The amount is based on the teacher's base hourly rate exclusive of any referendum and is payable notwithstanding the fact that the teacher may retain planning time during the contract day. An IB/CAT or PCCA teacher may not earn an additional supplement under paragraph 1.

B. The principal of the school must annually verify that the teacher teaches full time in the IB, CAT or PCCA program. The amount of the additional work

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related to the IB/CAT or PCCA program for which the additional compensation applies will be recorded in a “coaching log” and the teacher must record a minimum of 80 hours of work during his/her planning period or outside of the contractual day per semester in order to earn the supplement.

4. Summer Bridge. Teachers will be paid their base hourly rate for teaching in the summer bridge program.

5. Extended Learning. The hourly rate to be paid to teachers, who work with students in programs known as Extended Learning Programs (ELP’s), will equal the teacher’s base hourly rate up to a maximum of twenty nine (\$29) dollars per hour. The parties agree that the term “ELP” encompasses a broad range of programs at different schools. The term is intended to include programs offered as an enhancement to the student’s educational program to provide enrichment, acceleration or curriculum differentiation.

6. Career Technical Adult Education (CTAE) Programs. The hourly rate to be paid to teachers who work in CTAE programs in addition to their employment as a full-time teacher will equal twenty (\$20) dollars per hour. However, teachers who are assigned to teach high skill/high wage specialized skills or expertise such as registered nurses, may be paid within a range of \$20 to \$30 dollars per hour at the discretion of the administrator.

7. Curriculum and School Improvement Initiatives. If approved, teachers who work beyond their regular contractual day writing or adapting curriculum, working on school improvement initiatives as outlined in school improvement plans approved by the district, or working on grant-related activities as outlined in district-approved grants, will be paid twenty (\$20) dollars per hour.

8. Professional Development.

a. Face-to-Face. Employees who conduct staff professional development training outside their normal job responsibilities and workday, will be paid twenty dollars (\$20) dollars per hour. Prior authorization to conduct the professional development is required from the area superintendent/associate superintendent or their approved designee. One hour of compensated preparation time for each hour of presentation time will be provided.

b. On-line Training. Employees who conduct staff professional development training in a digital format outside their normal job responsibilities and workday, will be paid twenty dollars (\$20) dollars per hour. Prior authorization to conduct the on-line professional development training is required from the area

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superintendent/associate superintendent or their approved designee. Teachers will maintain a log, which will be mutually agreed upon by the district and the association, describing the date and time of the work performed, the specific tasks performed, and the time spent on each task. Courses will be capped at twenty-five (25) participants and will only be permitted to facilitate two (2) courses at a time. Instructional staff who are currently employed by the district shall have the first right of refusal for training services. When selecting facilitators, the district shall consider seniority, certification, and prior experience.

Employees providing online trainings will be trained prior to beginning a new course and at least once a year. This training will include procedures for completing the log and the process for reporting time or issues to their supervisor. Employees will be paid for attending this training at the rate of twenty dollars (\$20) per hour. Employees may log time spent on other matters such as phone calls, emails, face-to-face support and the grading of assignments; however this time is limited to no more than one (1) hour per every four (4) hours of online facilitation time.

c. Pro-Ed Facilitators (site based). 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			

9. Certification/Endorsement/Job Related Supplements.

a. Completion of Reading Programs. Instructional staff members that complete the CAR-PD training program of 150 hours will be provided a one-time two hundred fifty dollar (\$250) fixed supplement. Instructional staff members who add the reading endorsement to their teaching credentials will be provided a one-time five hundred dollar (\$500) fixed supplement provide they are actively engaged in teaching reading during their regular work day. These fixed supplements are contingent upon the District’s continued receipt of tax referendum revenue.

b. School Psychologist & Speech Pathologist. School Psychologists are entitled to a supplement in the amount \$1.09 per hour. Speech pathologists and audiologists who hold CCC (American Speech-Language –Hearing Association Certificate of Clinical Competence) and are either billing for Medicaid or have the potential to bill for Medicaid and psychologists who hold national certification as a Nationally Certified School Psychologist will receive a supplement of four thousand four hundred dollars (\$4,400) over the employee’s contract year. The supplement will be prorated for partial employees and for number of actual days eligible to receive the supplement.

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School psychologists who receive the \$4,400 supplement are not entitled to also receive the hourly supplement of \$1.09.

c. School Social Worker. School Social Workers are entitled to a supplement in the amount seventy-one cents (\$.71) per hour.

d. Resource Teacher. Resource Teachers are entitled to a supplement in the amount thirty-five cents (\$.35) per hour.

e. Project Manager. Project Managers are entitled to a supplement in the amount one hundred eighty dollars (\$180) per month.