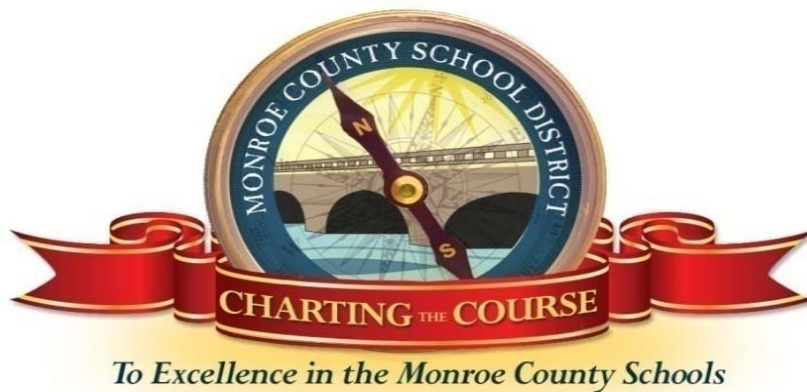

**Monroe County School District
Salary Schedules
2016-2017**



**Approval: November 22, 2016
Effective Date: 07/01/2016**

2016-17 Salary Schedule
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**2016 - 2017
INSTRUCTIONAL SALARY
SCHEDULE**

**Monroe County School Board
FY 2016-17 Salary Schedule**

Instructional

Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary
A *	1	\$46,300	J	1	\$54,400	S	1	\$62,500	BB	1	\$70,600	KK	1	\$78,700
	2	\$46,600		2	\$54,700		2	\$62,800		2	\$70,900		2	\$79,000
	3	\$46,900		3	\$55,000		3	\$63,100		3	\$71,200		3	\$79,300
B	1	\$47,200	K	1	\$55,300	T	1	\$63,400	CC	1	\$71,500	LL	1	\$79,600
	2	\$47,500		2	\$55,600		2	\$63,700		2	\$71,800		2	\$79,900
	3	\$47,800		3	\$55,900		3	\$64,000		3	\$72,100		3	\$80,200
C	1	\$48,100	L	1	\$56,200	U	1	\$64,300	DD	1	\$72,400	MM	1	\$80,500
	2	\$48,400		2	\$56,500		2	\$64,600		2	\$72,700		2	\$80,800
	3	\$48,700		3	\$56,800		3	\$64,900		3	\$73,000		3	\$81,100
D	1	\$49,000	M	1	\$57,100	V	1	\$65,200	EE	1	\$73,300	NN*	1	\$81,400
	2	\$49,300		2	\$57,400		2	\$65,500		2	\$73,600		2	\$81,700
	3	\$49,600		3	\$57,700		3	\$65,800		3	\$73,900		3	\$82,000
E	1	\$49,900	N	1	\$58,000	W	1	\$66,100	FF	1	\$74,200			
	2	\$50,200		2	\$58,300		2	\$66,400		2	\$74,500			
	3	\$50,500		3	\$58,600		3	\$66,700		3	\$74,800			
F	1	\$50,800	O	1	\$58,900	X	1	\$67,000	GG	1	\$75,100			
	2	\$51,100		2	\$59,200		2	\$67,300		2	\$75,400			
	3	\$51,400		3	\$59,500		3	\$67,600		3	\$75,700			
G	1	\$51,700	P	1	\$59,800	Y	1	\$67,900	HH	1	\$76,000			
	2	\$52,000		2	\$60,100		2	\$68,200		2	\$76,300			
	3	\$52,300		3	\$60,400		3	\$68,500		3	\$76,600			
H	1	\$52,600	Q	1	\$60,700	Z	1	\$68,800	II	1	\$76,900			
	2	\$52,900		2	\$61,000		2	\$69,100		2	\$77,200			
	3	\$53,200		3	\$61,300		3	\$69,400		3	\$77,500			
I	1	\$53,500	R	1	\$61,600	AA	1	\$69,700	JJ	1	\$77,800			
	2	\$53,800		2	\$61,900		2	\$70,000		2	\$78,100			
	3	\$54,100		3	\$62,200		3	\$70,300		3	\$78,400			

* - Effective June 30, 2017

Salary Schedule Supplements:

All teachers hired on or after July 1, 2011 will receive an advanced degree supplement provided the teacher's advanced degree is in the teacher's area of certification. [Per F.S. 1012.22(1)(c)3.] Any teacher hired prior to July 1, 2011 will receive an advanced degree supplement provided the teacher holds an advanced degree.

<u>2016-17</u>	<u>Title I*</u>	<u>Masters</u>	<u>Specialist</u>	<u>Doctorate</u>	<u>OT</u>	<u>Psych.</u>
<u>Level/Inc. A1-M2</u>	\$500	\$1,800	\$4,200	\$5,100	\$5,400	\$10,000
<u>Level/Inc. M3-P3</u>	\$500	\$2,700	\$4,200	\$5,100	\$5,400	\$10,000
<u>Level/Inc. Q1-X3</u>	\$500	\$3,900	\$4,800	\$5,700	\$5,400	\$10,000
<u>Level/Inc. Y1-MM3</u>	\$500	\$4,200	\$5,400	\$6,300	\$5,400	\$10,000

2016-17

All teachers at Title I eligible or served schools (>40% FRL)	\$500
All teachers at Transition schools (30-39% FRL)	\$250

Notwithstanding language as found under Salary Schedule advancement, for the 2016-17 school year only, all teachers eligible for salary schedule level movement shall advance one level on the salary schedule, with the exception of teachers paid on the Performance Salary Schedule with an annual summative evaluation rating of Highly Effective, who shall move one and two thirds (1 2/3) levels.

INSTRUCTIONAL (Continued)

Highly Effective Grandfathered Salary Schedule Supplement

For the 2016-2017 school year, a teacher paid on the Grandfathered Salary Schedule who receives an annual summative evaluation rating of Highly Effective, that teacher shall receive an additional supplement in the amount of \$300. Highly Effective Grandfathered Salary Schedule Supplements are cumulative. Once received, supplement amounts continue for each year the teacher is employed by the MCSD.

For the 2016-2017 school year any monies paid a teacher under the Highly Effective Grandfathered Salary Supplement shall be utilized for purposes of calculating advancement between tiers for advanced degree supplements regardless of the teacher's actual level placement on the Grandfathered Salary Schedule. If a teacher receives Highly Effective Grandfathered Salary Schedule Supplement monies, which, had those monies been salary dollars compared to supplement dollars, would have placed that teacher on a level on the salary schedule where the advanced degree supplement amount would have increased, then that teacher shall automatically receive the higher level advanced degree supplement, just as if level movement had occurred on the salary schedule.

Initial Salary Schedule Placement:

New hires to the MCSD in 2016-2017 will receive only the salary increase for placement on the new salary schedule and are not entitled to additional movement. Placement shall be based on all verified years of teaching experience

As of July 1, 2015, all years of verified traditional public school or accredited private school teaching experience (in-state or out-of-state) will be recognized by MCSD for initial placement on the salary schedule for new teachers hired within the system. Initial placement will occur in the following manner: the first ten (10) years of experience will be credited by granting one full level (3 increments) for each year of verified experience; each year thereafter will be credited by granting two-thirds of a level (2 increments) per year of verified experience. The salary of the new hire will be changed on the regular pay date following verification of the teaching experience. Teaching experience must be verified within ninety (90) days from the date of hire. Critical needs exceptions for higher placement on the schedule shall be reviewed and agreed upon annually by the Superintendent and UTM president.

Salary Schedule Advancement:

Following initial placement, teachers shall move on the salary schedule in accordance with the following stipulated provisions:

- 1) A teacher being paid on the grandfathered portion of the Salary Schedule receiving a satisfactory annual summative evaluation rating shall move one (1) full level on the schedule for each school year in which the satisfactory rating is received. No level movement shall occur for a rating that is less than satisfactory.

- 2) A teacher being paid performance pay on the Salary Schedule receiving an annual summative evaluation rating of Effective shall move one (1) full level for each school year in which the Effective rating is received. A teacher being paid performance pay receiving an annual summative evaluation rating of Highly Effective shall move one (1) and two-thirds (1 2/3) levels for each school year in which the Highly Effective rating is received. No level movement shall occur for an annual summative evaluation rating that is Needs Improvement or Unsatisfactory.

- 3) If a teacher has previously been denied salary schedule level movement due to an annual summative evaluation rating score, movement equal to one (1) full level shall be reinstated provided the teacher has received two consecutive annual summative evaluation ratings of Effective or higher.

Each full level on the salary schedule is fractionalized into thirds. Each increment is one-third (1/3) of a full level. Movement of one (1) full level on the schedule requires moving three (3) increments or three (3) thirds.

**Monroe County School Board
FY 2016-17 Salary Schedule**

HEAD START

Salary Slot	Position	Contract Days	Hours Per Day	Hourly Rate		Salary Range	
				Minimum	Maximum	Minimum	Maximum
HS-001	CDA Staff	196	7.5	13.51	17.72	19,860	26,048
HS-002	Site Coordinators	222	7.5	13.78	20.27	22,944	33,750
HS-003	Pre-K Provider A.A.	196	7.5	15.5	19.33	22,785	28,415
HS-004	Pre-K Provider 1	196	7.5	18.08	21.61	26,578	31,767
HS-005	Pre-K Provider 2	196	7.5	28.55	31.27	41,969	45,967
HS-006	Health/Disabilities Manager Nurse	196	7.5	24.05	30.89	35,354	45,408
HS-007	Family Engagement/ERSA Manager	196	8	20.86	26.57	32,708	41,662
HS-008	Budget Manager	254	7.5	21.7	27.24	41,339	51,892
HS-009	Education/Disabilities Manager	220	7.5	30.35	41.79	50,078	68,954
HS-010	Early Childhood Supervisor/Coordinator	254	7.5	41.85	48.41	79,724	92,221

New employees are placed on salary schedule according to years of experience and receive 1% increments for each year of experience working with pre-school children.

A change in credentials, resulting in a salary increase must be budgeted prior to the fiscal year to receive increase.

COLA increases are mandated by the Federal Government. COLA for FY 2016-17 is 1.8%.

**Monroe County School Board
FY 2016-17 Salary Schedule**

PERMANENT SUBSTITUTES

<u>Experience</u>	<u>Annual Salary</u>	<u>New Schedule</u>	<u>Salary Slot</u>
0	\$20,827	\$20,827	OP000
1	\$21,095	\$21,517	OP001
2	\$22,139	\$22,582	OP002
3	\$23,544	\$24,015	OP003
4	\$24,290	\$24,776	OP004
5	\$24,946	\$25,445	OP005
6	\$25,434	\$25,943	OP006

SUMMER/ ADULT PROGRAMS HOURLY RATES

Instructors teaching in Summer School and Adult Education Programs will receive their regular hourly rate up to \$40 per hour. Hourly rate is determined by taking annual salary and dividing by 1,470 hours (196 days X 7.5 per day). Those instructors whose hourly rate exceeds \$40 per hour will be paid a maximum of \$40 per hour.

Summer School Employment is for 170 hours of work, which includes at least 150 hours of instructional contact time with students and a maximum of 20 hours of planning and student supervision at the school site.

The operation of a summer school program for less than 150/170 hours must have the written approval of the Superintendent. A school(s) may operate its summer school program for less than 150/170 hours with the prior approval of the Superintendent. However, whatever reduction takes place in the 150/170 hours will result in a proportionate reduction in the salary earned by the summer school instructors.

Current day school instructional employees assigned to the adult program on a full time basis shall remain on the teacher salary schedule provided their normal workweek is 37.5 hours. Current instructional employees teaching part-time in the adult program in an after hours capacity shall be paid according to the above schedule. No employee currently working in the district at the time of this agreement shall be adversely affected by the new salary schedule and shall be placed on the schedule at the step where they will receive the same or greater salary.

Employees performing instructional duties in the adult education program under a special licensure shall be paid as a Bachelor's Degree Employee. Years of experience in the field of special licensure shall be granted provided that they are verifiable. No employee currently working in the district at the time of this agreement shall be adversely affected by the new salary schedule and shall be placed on the schedule at the step where they will receive the same or greater salary.

**Monroe County School Board
FY 2016-17 Salary Schedule**

Substitute Teacher and Emergency Teacher Salary Schedule

PAY GRADE 701

SUBSTITUTE TEACHERS

Salary Slot		Daily Rate					
Grade	Step	HS Diploma + 464 on ETS Parapro Passing CLAST Scores	AA/AS or 60+ Semester Hours	Bachelors's Degree	Master's Degree	Doctorate Degree	Retired MCSD Instructional Personnel
701	0	\$100	\$100.00	\$105.50	\$116.05	\$126.60	\$137.15

Regular teachers who substitute during their assigned planning period in the secondary schools may be paid \$20.00 an hour for providing this service.

PAY GRADE 702

EMERGENCY TEACHER		
Salary Slot		Annual Salary
Grade	Step	
702	0	Level A Increment 1

FOOD SERVICES

Monroe County School Board
2016-2017 Salary Schedule
SCHOOL FOOD SERVICE

Slot	F1S00H	F2S00-F2S10	F3S00-F3S10	F5S00-F5S10
	Rank 1	Rank 2	Rank 3	Rank 5
exp	Substitutes	Food Service Assistants **	Food Service Workers*	Cook
A1	11.46	11.46	11.83	13.64
A2		11.66	12.03	13.84
B1		11.86	12.23	14.04
B2		12.06	12.43	14.24
C1		12.26	12.63	14.44
C2		12.46	12.83	14.64
D1		12.66	13.03	14.84
D2		12.86	13.23	15.04
E1		13.06	13.43	15.24
E2		13.26	13.63	15.44
F1		13.46	13.83	15.64
F2		13.66	14.03	15.84
G1		13.86	14.23	16.04
G2		14.06	14.43	16.24
H1		14.26	14.63	16.44
H2		14.46	14.83	16.64
I1		14.66	15.03	16.84
I2		14.86	15.23	17.04
J1		15.06	15.43	17.24
J2		15.26	15.63	17.44
K1		15.46	15.83	17.64
K2		15.66	16.03	17.84
L1		15.86	16.23	18.04
L2		16.06	16.43	18.24
M1		16.26	16.63	18.44
M2		16.46	16.83	18.64
N1		16.66	17.03	18.84
N2		16.86	17.23	19.04
O1		17.06	17.43	19.24
O2		17.26	17.63	19.44

* All employees hired after January 1, 2015 will be hired as Rank 3 Food Service Workers (FSW) replacing titles of Assistants and Cashier/Drivers.

** All employees hired before January 1, 2015 as Assistants will annually have the option of becoming a Food Service Worker (Rank 3) or remaining an Assistant (Rank 2) as documented by personal election.

Employees are authorized no more than 190 days per year unless specifically authorized in each case.

Longevity- School Food Service - Hourly Supplement for Service with the District:

Slot	LHS05	LHS10	LHS15
	5 Years	10 Years	15 Years
	0.12	0.23	0.23

Cumulative Hourly	0.12	0.35	0.58
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**MAINTENANCE, WAREHOUSE
AND
TRANSPORTATION**

**Monroe County School Board
FY 2016-17 Salary Schedule**

BUS DRIVERS AND AIDES				
Slot	BDS	BAS	BDSUB	
	Bus			Substitute
Exp	Drivers	Aides	Bus Drivers	
A1	15.80	12.00	14.80	
A2	16.00	12.25		
B1	16.20	12.50		
B2	16.40	12.75		
C1	16.60	13.00		
C2	16.80	13.25		
D1	17.00	13.50		
D2	17.20	13.75		
E1	17.40	14.00		
E2	17.60	14.25		
F1	17.80	14.50		
F2	18.00	14.75		
G1	18.20	15.00		
G2	18.40	15.25		
H1	18.60	15.50		
H2	18.80	15.75		
I1	19.00	16.00		
I2	19.20	16.25		
J1	19.40	16.50		
J2	19.60	16.75		
K1	19.80	17.00		
K2	20.00	17.25		
L1	20.20	17.50		
L2	20.40	17.75		
M1	20.60	18.00		
M2	20.80	18.25		
N1	21.00	18.50		
N2	21.20	18.75		
O1	21.40	19.00		
O2	21.60	19.25		

Effective November 1, 2016, Included in the workday, sixty (60) minutes per day shall be provided for normal bus maintenance, including pre- and post-trip inspections, and required reports. Additional responsibilities shall include scheduling maintenance and repairs with mechanics, completing required forms and reports, receiving training and daily cleaning of the bus interior. The washing of the exterior of the buses shall be carried out by hiring bus drivers who volunteer to provide this service for additional compensation at their normal rate of pay. One hour shall be allotted per bus for this service. When there are not enough bus drivers who volunteer to wash buses, then other individuals may be hired.

For each of the two FTE week weeks and for a two week period at the beginning of the school year, each regular driver shall receive an additional 1 hour adjustment in pay- a fifty dollar (\$50.00) stipend . On early release days, drivers shall receive extra compensation when the difference between their reporting and ending time exceeds their normal afternoon PIF time.

**Monroe County School Board
FY 2016-17 Salary Schedule**

Longevity- Bus Drivers - Hourly Supplement for Service with the District:

LBD05	LBD10	LBD15	LBD20
5 Years	10 Years	15 Years	20 Years
115.00	173.00	230.00	230.00

Longevity- Bus Aides - Hourly Supplement for Service with the District:

LBD05	LBD10	LBD15	LBD20
5 Years	10 Years	15 Years	20 Years
0.12	0.23	0.23	0.29
Cumulative Hourly	0.12	0.35	0.58
		0.87	

Supplements:

Gas Attendant 118.00 Per Month

Stipends:

For any type service not listed on any salary schedule, per day \$20.00
 After completion of 40 hours of school bus driver training \$400.00
 Completion of six months service, an additional stipend of \$500.00

A driver or aide who volunteers to perform medical services for a student with an emergency care plan who is assigned to their route shall be paid \$300.00 per year. Substitute drivers and aides shall be paid a flat rate of \$1.50 per day for covering a route that has a student with an emergency care plan assigned. Annual driver and aide training and agreement to provide medical services shall be documented on an Emergency Care Plan Notification Cover Letter (Appendix G). The student assignment and provisions contained herein shall be listed on the annual route bid sheet at the annual bidding.

Extracurricular Trips:

Current drivers or mechanics who take field trips shall receive their normal hourly wage and an additional \$1.00 per hour for all duty hours of the field trip including their normal PIF hours. Meal provisions shall be according to contract.

Area Coordinator:

The Transportation Area Coordinator assigned to Sugarloaf transportation, Middle Keys transportation and Upper Keys transportation shall be paid 8 hours per day.

Additionally the Area Coordinator will be allowed to work two additional hours per workday at time and one-half for 180 student days to compensate for additional duties as assigned. Duties are specified in the job description. Area coordinators shall not bid on a route while serving as the Transportation Department Area Coordinator.

ALL DRIVERS OF SCHOOL BUSES MUST HAVE A VALID BUS DRIVER'S LICENSE (STATE) AND INSURANCE.

**Monroe County School Board
2016-17 Salary Schedule**

MAINTENANCE, TRANSPORTATION, and WAREHOUSE DEPARTMENTS

RANK CLASSIFICATION

- 4 Mechanic Helper (Maintenance Dept), Groundskeeper, Warehouseman/Delivery Clerk
- 5 Mechanic Helper (Transportation), Storekeeper
- 6 Labor Foreman
- 8 Mechanics: Automotive, Body & Fender, Carpenters, Painters, Plumbers
- 9 Electricians and Refrigeration
- 10 Lead Mechanic, Service Manager, and Grounds Supervisor

Slot	M4S	M5S	M6S	M8S	M9S	M10B
Exp	Rank 4	Rank 5	Rank 6	Rank 8	Rank 9	Rank 10
A1	14.28	14.49	15.18	17.39	18.36	24.98
A2	14.53	14.74	15.43	17.64	18.61	25.23
B1	14.78	14.99	15.68	17.89	18.86	25.48
B2	15.03	15.24	15.93	18.14	19.11	25.73
C1	15.28	15.49	16.18	18.39	19.36	25.98
C2	15.53	15.74	16.43	18.64	19.61	26.23
D1	15.78	15.99	16.68	18.89	19.86	26.48
D2	16.03	16.24	16.93	19.14	20.11	26.73
E1	16.28	16.49	17.18	19.39	20.36	26.98
E2	16.53	16.74	17.43	19.64	20.61	27.23
F1	16.78	16.99	17.68	19.89	20.86	27.48
F2	17.03	17.24	17.93	20.14	21.11	27.73
G1	17.28	17.49	18.18	20.39	21.36	27.98
G2	17.53	17.74	18.43	20.64	21.61	28.23
H1	17.78	17.99	18.68	20.89	21.86	28.48
H2	18.03	18.24	18.93	21.14	22.11	28.73
I1	18.28	18.49	19.18	21.39	22.36	28.98
I2	18.53	18.74	19.43	21.64	22.61	29.23
J1	18.78	18.99	19.68	21.89	22.86	29.48
J2	19.03	19.24	19.93	22.14	23.11	29.73
K1	19.28	19.49	20.18	22.39	23.36	29.98
K2	19.53	19.74	20.43	22.64	23.61	30.23
L1	19.78	19.99	20.68	22.89	23.86	30.48
L2	20.03	20.24	20.93	23.14	24.11	30.73
M1	20.28	20.49	21.18	23.39	24.36	30.98
M2	20.53	20.74	21.43	23.64	24.61	31.23
N1	20.78	20.99	21.68	23.89	24.86	31.48
N2	21.03	21.24	21.93	24.14	25.11	31.73
O1	21.28	21.49	22.18	24.39	25.36	31.98
O2	21.53	21.74	22.43	24.64	25.61	32.23

Longevity- Maintenance and Transportation - Annual Supplement for Service with the District:

Slot	L8H05	L8H10	L8H15	L8H20
	5 Years	10 Years	15 Years	20 Years
	230.00	288.00	288.00	230.00

Cumulative	\$ 230.00	\$ 518.00	\$ 806.00	\$ 1,036.00
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Hourly	\$ 0.11	\$ 0.25	\$ 0.40	\$ 0.51
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Daily and hourly rates of pay are calculated for all employees. These rates are used when persons are employed within a position for more or less than its normal designated time. Hourly Rate x Hours worked per day x Days worked per year = Annual Salary

**Monroe County School Board
FY 2016-17 Salary Schedule**

PAY GRADE 802						
TEMPORARY EMPLOYEES						
Salary Slot		Hourly Rate	Job Description			
Grade	Step					
802	1	Prevailing Minimum Wage	Worker Trainee	Student Worker	Other	
802	2	11.89	Clerical	Truck Driver	Others	
			Body Mechanics			
802	3	15.85	Electronics	Painter		
802	4	17.20	Auto Mechanics			
802	5	18.52	Carpenter	Mason		
802	6	19.84	Electrician	Refrigeration	Plumber	

PAY GRADE 803						
TEMPORARY EMPLOYEES-HELPERS						
Salary Slot		Hourly Rate	Job Description			
Grade	Step					
803	1	9.25	Electronics Helper 1			
803	2	10.57	Auto Mechanics Helper 1	Body Mechanics Helper 1		
			Electronics Helper 2	Mason Helper 1		
			Plaster Helper 1	Roofer Helper 1		
			Welder Helper 1			
803	3	11.23	Auto Mechanics Helper 2	Body Mechanics Helper 2		
			Electrician Helper 1	Refrigeration Helper 1		
803	4	11.89	Auto Mechanics Helper 3	Body Mechanics Helper 3		
			Carpenter Helper 1	Electronics Helper 3		
			Mason Helper 2	Plaster Helper 2		
			Plumber Helper 1	Roofer Helper 2		
			Welder Helper 2			
803	5	12.55	Refrigeration Helper 2			
803	6	13.23	Carpenter Helper 2	Electrician Helper 2		
			Mason Helper 3	Plaster Helper 3		
			Plumber Helper 2	Roofer Helper 3		
			Welder Helper 3			
803	7	13.89	Refrigeration Helper 3			
803	8	14.52	Carpenter Helper 3			
803	9	15.85	Electrician Helper 3	Plumber Helper 3		

**HOURLY SALARY SCHEDULE
FOR
PAY GRADES 104-127**

**Monroe County School Board
FY 2016-17 Salary Schedule**

HOURLY PAY RATES FOR PAY GRADES 104-115 (Non-Represented Hourly Employees)

PAY GRADE											
<u>Step</u>	<u>104</u>	<u>106</u>	<u>107</u>	<u>108</u>	<u>109</u>	<u>110</u>	<u>111</u>	<u>112</u>	<u>113</u>	<u>114</u>	<u>115</u>
1	12.03	13.01	13.42	13.84	14.28	14.73	15.19	15.68	16.18	16.69	16.39
2	12.21	13.21	13.63	14.05	14.5	14.95	15.43	15.92	16.43	16.96	16.65
3	12.39	13.41	13.83	14.27	14.72	15.19	15.67	16.17	16.68	17.22	16.91
4	12.58	13.62	14.05	14.49	14.95	15.42	15.91	16.42	16.94	17.49	17.17
5	12.77	13.83	14.26	14.71	15.18	15.66	16.16	16.68	17.21	17.76	17.44
6	12.97	14.04	14.48	14.94	15.41	15.9	16.41	16.94	17.48	18.04	17.72
7	13.16	14.25	14.7	15.17	15.65	16.15	16.67	17.2	17.75	18.33	17.99
8	13.36	14.47	14.93	15.4	15.89	16.4	16.93	17.47	18.03	18.61	18.28
9	13.57	14.69	15.16	15.64	16.14	16.66	17.19	17.74	18.32	18.91	18.56
10	13.78	14.92	15.39	15.88	16.39	16.92	17.46	18.02	18.6	19.21	18.86
11	13.99	15.15	15.63	16.13	16.65	17.18	17.73	18.3	18.9	19.51	19.15
12	14.2	15.39	15.88	16.38	16.91	17.45	18.01	18.59	19.19	19.82	19.46
13	14.42	15.62	16.12	16.64	17.17	17.72	18.29	18.89	19.5	20.13	19.76
14	14.64	15.87	16.37	16.9	17.44	18	18.58	19.18	19.81	20.45	20.08
15	14.87	16.11	16.63	17.16	17.71	18.28	18.88	19.49	20.12	20.78	20.4
16	15.1	16.36	16.89	17.43	17.99	18.57	19.17	19.79	20.44	21.11	20.72
17	15.33	16.62	17.15	17.7	18.27	18.86	19.48	20.11	20.76	21.44	21.05
18	15.57	16.88	17.42	17.98	18.56	19.16	19.78	20.43	21.09	21.78	21.38
19	15.81	17.14	17.69	18.26	18.85	19.46	20.1	20.75	21.43	22.13	21.72
20	16.05	17.41	17.97	18.55	19.15	19.77	20.42	21.08	21.77	22.48	22.07
21	16.3	17.68	18.25	18.84	19.45	20.09	20.74	21.42	22.12	22.84	22.42
22	16.56	17.96	18.54	19.14	19.76	20.4	21.07	21.76	22.47	23.21	22.78
23	16.81	18.24	18.83	19.44	20.07	20.73	21.4	22.1	22.83	23.58	23.14
24	17.08	18.53	19.13	19.75	20.39	21.06	21.74	22.46	23.19	23.96	23.51
25	17.34	18.82	19.43	20.06	20.72	21.39	22.09	22.82	23.57	24.34	23.89
25A			19.51								
25B					22.88				26.57		
25C				21.16			23.00				
25D				21.54							
25G				22.47							
25H				22.54							
25M			22.00								

Monroe County School Board
 FY 2016-17 Salary Schedule

HOURLY PAY RATES FOR PAY GRADES 116-127 (Non-Represented Hourly Employees)

PAY GRADE											
Step	116	117	118	119	120	122	123	124	125	126	127
1	17.78	18.36	18.95	19.56	20.20	21.54	22.24	22.97	23.78	24.62	25.49
2	18.06	18.65	19.25	19.87	20.52	21.88	22.60	23.34	24.16	25.02	25.90
3	18.35	18.94	19.55	20.19	20.85	22.23	22.96	23.72	24.55	25.42	26.32
4	18.64	19.24	19.86	20.51	21.18	22.59	23.33	24.10	24.95	25.83	26.75
5	18.93	19.54	20.18	20.83	21.51	22.95	23.70	24.48	25.35	26.25	27.18
6	19.23	19.85	20.50	21.17	21.86	23.31	24.08	24.88	25.76	26.67	27.62
7	19.53	20.17	20.82	21.50	22.21	23.69	24.47	25.28	26.17	27.10	28.06
8	19.84	20.49	21.15	21.84	22.56	24.07	24.86	25.68	26.59	27.54	28.52
9	20.15	20.81	21.49	22.19	22.92	24.45	25.26	26.10	27.02	27.98	28.98
10	20.47	21.14	21.83	22.55	23.29	24.85	25.67	26.52	27.46	28.44	29.45
11	20.80	21.48	22.18	22.91	23.66	25.25	26.08	26.94	27.90	28.90	29.93
12	21.13	21.82	22.53	23.27	24.04	25.65	26.50	27.38	28.35	29.36	30.41
13	21.47	22.17	22.89	23.65	24.43	26.07	26.93	27.82	28.81	29.84	30.91
14	21.81	22.52	23.26	24.03	24.82	26.49	27.36	28.27	29.28	30.33	31.41
15	22.15	22.88	23.63	24.41	25.22	26.91	27.81	28.73	29.76	30.82	31.92
16	22.51	23.25	24.01	24.80	25.62	27.35	28.26	29.20	30.24	31.32	32.44
17	22.87	23.62	24.40	25.20	26.03	27.79	28.71	29.67	30.73	31.83	32.97
18	23.23	24.00	24.79	25.61	26.46	28.24	29.18	30.15	31.23	32.35	33.51
19	23.61	24.38	25.19	26.02	26.88	28.70	29.65	30.64	31.74	32.87	34.06
20	23.98	24.77	25.59	26.44	27.32	29.16	30.13	31.14	32.25	33.41	34.61
21	24.37	25.17	26.00	26.87	27.76	29.63	30.62	31.65	32.78	33.96	35.18
22	24.76	25.58	26.42	27.30	28.21	30.12	31.12	32.16	33.31	34.51	35.75
23	25.16	25.99	26.85	27.74	28.66	30.61	31.63	32.69	33.86	35.08	36.34
24	25.56	26.41	27.28	28.19	29.13	31.10	32.14	33.22	34.41	35.65	36.93
25	25.97	26.84	27.72	28.65	29.60	31.61	32.67	33.76	34.97	36.23	37.54

**Monroe County School Board
FY 2016-17 Salary Schedule**

POSITIONS APPLICABLE TO THE HOURLY SALARY SCHEDULE

Pay Grade

104	Day Care Worker		
107	Administrative Assistant I		
108	Administrative Assistant II	Bookkeeper I	Parent Educator
109	Account Clerk I	Bookkeeper II	Library/Media Aide
	Tutor Companion	Paraprofessional	
110	CDA Teacher	Data Support Assistant I	
111	Account Clerk II	Data Support Assistant II	
112	Associates Degree Non-Certified Teacher	Job Coach	
113	Account Clerk III	Records Retention Specialist	
114	Job Coach - Lead	Nurse LPN	Nurse's Assistant
	Specialist, Human Resources	Specialist, Adult Ed	
115	Activites Leader - Extended Day	Paraprofessional - After School Activities	
116	Specialist, Human Resources - Lead		
117	Executive Secretary, Superintendent's Office		
118	Legal Administrative Assistant		
119	Administrative Aide to Executive Staff	Benefits and Insurance Specialist	Food Services Manager I
	Office Manager	Lab Assistant	Executive School Secretary
120	Food Services Manager II		
122	Specialist, Food Service		
123	Information Specialist	Technician Assistant	
124	Administrative Aide to Superintendent/Board		
125	Coordinator, Adult Ed		
126	Computer Operator	Fiscal Services Specialist	Technology Technician I
127	Nurse, RN	Specialist, Certification	Technology Technician II

**ADMINISTRATIVE/SALARIED/ATHLETIC
TRAINERS/TAKE STOCK IN CHILDREN**

**Monroe County School Board
FY 2016-17 Salary Schedule**

Athletic Trainers

11Month Salary Schedule - 206 Days

8 Hour Duty Day

<u>Level</u>	<u>Increment</u>	<u>AT</u>
A	1	38,000
	2	38,500
	3	39,000
B	1	39,500
	2	40,000
	3	40,500
C	1	41,000
	2	41,500
	3	42,000
D	1	42,500
	2	43,000
	3	43,500
E	1	44,000
	2	44,500
	3	45,000
F	1	45,500
	2	46,000
	3	46,500
G	1	47,000
	2	47,500
	3	48,000
H	1	48,500
	2	49,000
	3	49,500
I	1	50,000
	2	50,500
	3	51,000
J	1	51,500
	2	52,000
	3	52,500
K	1	53,000
	2	53,500
	3	54,000
L	1	54,500
	2	55,000
	3	55,500
M	1	56,000
	2	56,500
	3	57,000
N	1	57,500
	2	58,000
	3	58,500
O	1	59,000
	2	59,500
	3	60,000

Athletic Trainers must be licensed as required by Part XIII of Chapter 468, Florida Statutes.

**Monroe County School Board
FY 2016-17 Salary Schedule**

Take Stock In Children

11Month Salary Schedule - 220 Days

8 Hour Duty Day

Level	Increment	TS
A	1	38,200
	2	38,700
	3	39,200
B	1	39,700
	2	40,200
	3	40,700
C	1	41,200
	2	41,700
	3	42,200
D	1	42,700
	2	43,200
	3	43,700
E	1	44,200
	2	44,700
	3	45,200
F	1	45,700
	2	46,200
	3	46,700
G	1	47,200
	2	47,700
	3	48,200
H	1	48,700
	2	49,200
	3	49,700
I	1	50,200
	2	50,700
	3	51,200
J	1	51,700
	2	52,200
	3	52,700
K	1	53,200
	2	53,700
	3	54,200
L	1	54,700
	2	55,200
	3	55,700
M	1	56,200
	2	56,700
	3	57,200
N	1	57,700
	2	58,200
	3	58,700
O	1	59,200
	2	59,700
	3	60,200

**Monroe County School Board
FY 2016-17 Salary Schedule**

School Administration

Pay Grade		11 Month Salary Schedule - 220 Days			1 Month Salary Schedule - 235 Day		12 Month
		7.5 Hour	8 Hour Duty Day				8 Hour
		135	136	137	138	139	140
A	1	57,200	71,200	73,700	81,200	84,200	98,200
	2	57,700	71,700	74,200	82,200	84,700	98,700
	3	58,200	72,200	74,700	82,700	85,200	99,200
B	1	58,700	72,700	75,200	83,200	85,700	99,700
	2	59,200	73,200	75,700	83,700	86,200	100,200
	3	59,700	73,700	76,200	84,200	86,700	100,700
C	1	60,200	74,200	76,700	84,700	87,200	101,200
	2	60,700	74,700	77,200	85,200	87,700	101,700
	3	61,200	75,200	77,700	85,700	88,200	102,200
D	1	61,700	75,700	78,200	86,200	88,700	102,700
	2	62,200	76,200	78,700	86,700	89,200	103,200
	3	62,700	76,700	79,200	87,200	90,200	103,700
E	1	63,200	77,200	79,700	87,700	90,700	104,200
	2	63,700	77,700	80,200	88,200	91,200	104,700
	3	64,200	78,200	80,700	88,700	91,700	105,200
F	1	64,700	78,700	81,200	89,200	92,200	105,700
	2	65,200	79,200	81,700	90,200	92,700	106,200
	3	65,700	79,700	82,200	90,700	93,200	106,700
G	1	66,200	80,200	82,700	91,200	93,700	107,200
	2	66,700	80,700	83,200	91,700	94,200	107,700
	3	67,200	81,200	83,700	92,200	94,700	108,200
H	1	67,700	81,700	84,200	92,700	95,200	108,700
	2	68,200	82,200	84,700	93,200	95,700	109,200
	3	68,700	82,700	85,200	93,700	96,200	109,700
I	1	69,200	83,200	85,700	94,200	96,700	110,200
	2	69,700	83,700	86,200	94,700	97,700	110,700
	3	70,200	84,200	86,700	95,200	98,200	111,200
J	1	70,700	84,700	87,200	95,700	98,700	111,700
	2	71,200	85,200	87,700	96,200	99,200	112,200
	3	71,700	85,700	88,200	96,700	99,700	112,700
K	1	72,200	86,200	88,700	97,700	100,200	113,200
	2	72,700	86,700	89,200	98,200	100,700	113,700
	3	73,200	87,200	89,700	98,700	101,200	114,200
L	1	73,700	87,700	90,200	99,200	101,700	114,700
	2	74,200	88,200	90,700	99,700	102,200	115,200
	3	74,700	88,700	91,200	100,200	102,700	115,700
M	1	75,200	89,200	91,700	100,700	103,200	116,200
	2	75,700	89,700	92,200	101,200	103,700	116,700
	3	76,200	90,200	92,700	101,700	104,200	117,200
N	1	76,700	90,700	93,200	102,200	104,700	117,700
	2	77,200	91,200	93,700	102,700	105,700	118,200
	3	77,700	91,700	94,200	103,200	106,200	118,700
O	1	78,200	92,200	94,700	103,700	106,700	119,200
	2	78,700	92,700	95,200	104,200	107,200	119,700
	3	79,200	93,200	95,700	104,700	107,800	120,200

7.5 Hour Duty Day
220 Days

Pay Grade 220 Day Calendar
135 - Dean of Students Elementary and K-8

Pay Grade 235 Day Calendar - 8 hours/day
138 Principal - Elementary
139 Principal - K-8

8 Hour Duty Day
220 Days
220 Days

Pay Grade
136 Assistant Principal - K-8 and Other
137 Assistant Principal - High School

Pay Grade 254 Day Calendar - 8 hours/day
140 Principal - High School

**Monroe County School Board
FY 2016-17 Salary Schedule**

District Administration

12 Month Salary Schedule - 254 Duty Days (DD)

Pay Grade/Level Increment	8 Hour DD										7.5 Hour DD
	131	133	135	136	137	138	139	140	141	138	
A	1	58,200	63,200	70,200	72,700	75,200	77,700	80,200	97,700	102,700	73,200
	2	58,700	63,700	70,700	73,200	75,700	78,200	80,700	98,200	103,200	73,700
	3	59,200	64,200	71,200	73,700	76,200	78,700	81,200	98,700	103,700	74,200
B	1	59,700	64,700	71,700	74,200	76,700	79,200	81,700	99,200	104,200	74,700
	2	60,200	65,200	72,200	74,700	77,200	79,700	82,200	99,700	104,700	75,200
	3	60,700	65,700	72,700	75,200	77,700	80,200	82,700	100,200	105,200	75,700
C	1	61,200	66,200	73,200	75,700	78,200	80,700	83,200	100,700	105,700	76,200
	2	61,700	66,700	73,700	76,200	78,700	81,200	83,700	101,200	106,200	76,700
	3	62,200	67,200	74,200	76,700	79,200	81,700	84,200	101,700	106,700	77,200
D	1	62,700	67,700	74,700	77,200	79,700	82,200	84,700	102,200	107,200	77,700
	2	63,200	68,200	75,200	77,700	80,200	82,700	85,200	102,700	107,700	78,200
	3	63,700	68,700	75,700	78,200	80,700	83,200	85,700	103,200	108,200	78,700
E	1	64,200	69,200	76,200	78,700	81,200	83,700	86,200	103,700	108,700	79,200
	2	64,700	69,700	76,700	79,200	81,700	84,200	86,700	104,200	109,200	79,700
	3	65,200	70,200	77,200	79,700	82,200	84,700	87,200	104,700	109,700	80,200
F	1	65,700	70,700	77,700	80,200	82,700	85,200	87,700	105,200	110,200	80,700
	2	66,200	71,200	78,200	80,700	83,200	85,700	88,200	105,700	110,700	81,200
	3	66,700	71,700	78,700	81,200	83,700	86,200	88,700	106,200	111,200	81,700
G	1	67,200	72,200	79,200	81,700	84,200	86,700	89,200	106,700	111,700	82,200
	2	67,700	72,700	79,700	82,200	84,700	87,200	89,700	107,200	112,200	82,700
	3	68,200	73,200	80,200	82,700	85,200	87,700	90,200	107,700	112,700	83,200
H	1	68,700	73,700	80,700	83,200	85,700	88,200	90,700	108,200	113,200	83,700
	2	69,200	74,200	81,200	83,700	86,200	88,700	91,200	108,700	113,700	84,200
	3	69,700	74,700	81,700	84,200	86,700	89,200	91,700	109,200	114,200	84,700
I	1	70,200	75,200	82,200	84,700	87,200	89,700	92,200	109,700	114,700	85,200
	2	70,700	75,700	82,700	85,200	87,700	90,200	92,700	110,200	115,200	85,700
	3	71,200	76,200	83,200	85,700	88,200	90,700	93,200	110,700	115,700	86,200
J	1	71,700	76,700	83,700	86,200	88,700	91,200	93,700	111,200	116,200	86,700
	2	72,200	77,200	84,200	86,700	89,200	91,700	94,200	111,700	116,700	87,200
	3	72,700	77,700	84,700	87,200	89,700	92,200	94,700	112,200	117,200	87,700
K	1	73,200	78,200	85,200	87,700	90,200	92,700	95,200	112,700	117,700	88,200
	2	73,700	78,700	85,700	88,200	90,700	93,200	95,700	113,200	118,200	88,700
	3	74,200	79,200	86,200	88,700	91,200	93,700	96,200	113,700	118,700	89,200
L	1	74,700	79,700	86,700	89,200	91,700	94,200	96,700	114,200	119,200	89,700
	2	75,200	80,200	87,200	89,700	92,200	94,700	97,200	114,700	119,700	90,200
	3	75,700	80,700	87,700	90,200	92,700	95,200	97,700	115,200	120,200	90,700
M	1	76,200	81,200	88,200	90,700	93,200	95,700	98,200	115,700	120,700	91,200
	2	76,700	81,700	88,700	91,200	93,700	96,200	98,700	116,200	121,200	91,700
	3	77,200	82,200	89,200	91,700	94,200	96,700	99,200	116,700	121,700	92,200
N	1	77,700	82,700	89,700	92,200	94,700	97,200	99,700	117,200	122,200	92,700
	2	78,200	83,200	90,200	92,700	95,200	97,700	100,200	117,700	122,700	93,200
	3	78,700	83,700	90,700	93,200	95,700	98,200	100,700	118,200	123,200	93,700
O	1	79,200	84,200	91,200	93,700	96,200	98,700	101,200	118,700	123,700	94,200
	2	79,700	84,700	91,700	94,200	96,700	99,200	101,700	119,200	124,200	94,700
	3	80,200	85,200	92,200	94,700	97,200	99,700	102,200	119,700	124,700	95,200

8 Hour Duty Day Pay Grade	254 Duty Days Pay Grade	7.5 Hour Day Pay Grade
131	Accountant	Buyer
135	Network Specialist	Prog. Analyst
	Chief Building Inspector	Social Workers
	Employee Benefits/Risk Manager	Facilities Planner
		Project Specialist - Payroll
137	Assistant Director - Finance	
138	Maintenance Director	Transportation Supervisor
	Director - CTE/Adult Ed.	Purchasing Supervisor
	Coordinator - Alt. Education	Director-Food Services
	Director - Technology	Security and Safety Coordinator
		Director - Student Services
141	Executive Director - Accountability and Assessment, Teaching and Learning, Operations and Planning, Finance and Performance, and Human Resources	

Curriculum and ESE Coordinators begin 8 hour duty days effective January 1, 2017

**Monroe County School Board
FY 2016-17 Salary Schedule**

District Administration

10 Month
Salary
Schedule
196 Duty Days
220 Duty Days (DD)
(DD)

Pay Grade/Level Increment		7.5 Hour DD	8 Hour DD	8 Hour DD
		138	138	135
A	1	62,700	67,700	54,200
	2	63,200	68,200	54,700
	3	63,700	68,700	55,200
B	1	64,200	69,200	55,700
	2	64,700	69,700	56,200
	3	65,200	70,200	56,700
C	1	65,700	70,700	57,200
	2	66,200	71,200	57,700
	3	66,700	71,700	58,200
D	1	67,200	72,200	58,700
	2	67,700	72,700	59,200
	3	68,200	73,200	59,700
E	1	68,700	73,700	60,200
	2	69,200	74,200	60,700
	3	69,700	74,700	61,200
F	1	70,200	75,200	61,700
	2	70,700	75,700	62,200
	3	71,200	76,200	62,700
G	1	71,700	76,700	63,200
	2	72,200	77,200	63,700
	3	72,700	77,700	64,200
H	1	73,200	78,200	64,700
	2	73,700	78,700	65,200
	3	74,200	79,200	65,700
I	1	74,700	79,700	66,200
	2	75,200	80,200	66,700
	3	75,700	80,700	67,200
J	1	76,200	81,200	67,700
	2	76,700	81,700	68,200
	3	77,200	82,200	68,700
K	1	77,700	82,700	69,200
	2	78,200	83,200	69,700
	3	78,700	83,700	70,200
L	1	79,200	84,200	70,700
	2	79,700	84,700	71,200
	3	80,200	85,200	71,700
M	1	80,700	85,700	72,200
	2	81,200	86,200	72,700
	3	81,700	86,700	73,200
N	1	82,200	87,200	73,700
	2	82,700	87,700	74,200
	3	83,200	88,200	74,700
O	1	83,700	88,700	75,200
	2	84,200	89,200	75,700
	3	84,700	89,700	76,200

220 Duty Days 8 Hour Day

Pay Grade

138

Coordinator - Take Stock In Children

220 Duty Days 7.5 Hour Day

Curriculum Coordinators

196 Duty Days 8 Hour Day

Pay Grade

135

School Social Workers

**Monroe County School Board
FY 2016-17 Salary Schedule**

Superintendent and Board Members

PAY GRADE ASUP2

7200 Superintendent		
Salary Slot ASUP2	Yearly \$150,000*	

Supplements Paid by the Department of Education		Slot
Superintendent Certification	2,000.00	SASUPC
CEOLDP Certification	4,500.00	SASUP2

PAY GRADE 150

School Board Members		
Salary Slot	Yearly - 365	
Grade	Step	24 hour Day
150	1	\$30,174

Board Member salary set by the Florida legislature for elected County Constitutional Officers and elected School District Officials, pursuant to salary formula in Chapter 145, Florida Statutes.

* - subject to change based on board action

**SUPPLEMENTS,
AWARDS AND INCENTIVES,
STIPENDS**

**Monroe County School Board
FY 2016-17 Salary Schedule**

INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

				Slot
<ul style="list-style-type: none"> • Senior High School Department Heads • Elementary-Middle School Team Leaders* (*Two or More Grade Levels or Special Areas or Programs) 	10 Months	Base Pay established by Certificate as per Instructional Salary SchedulePLUS (yearly)	2,900	SITM1
<ul style="list-style-type: none"> • Middle School Department Heads* (*Minimum of 4 full-time teachers in each subject required) • Elementary-Middle School Grade Level Chairman* (*One grade level) • Other teacher leaders* (*Not otherwise listed on the Instructional Leadership Supplements) 	10 Months	Base Pay established by Certificate as per Instructional Salary SchedulePLUS (yearly)	1,450	SIDH1

Limitations on Team Leaders-Department Heads and Grade Level Chairmen:

1. A school may not expend more than the value of Team Leader supplements as allocated based on projected student enrollment (K-12) as follows ;
 - o 0-600 students = 6
 - o Over 600 to 800 = 7
 - o Over 800 to 950 = 8
 - o Over 950 = 9
 - Each school shall receive two (2) additional Team Leader supplements to be assigned by the Building Level Planning Team based on identified school/student needs and as determined by a majority vote of the BLPT. The intended purpose of this additional allocation is not to modify the established structure of the BLPT, but rather to create additional teacher leader opportunities to meet school/student needs.

2. The District Exceptional Child Program is limited to 4 Team Leader Supplements for the employment of special area teachers as Team Leaders.

3. Any School planning team composed of Team Leaders and/or Grade Level Chairmen may choose to divide the compensation limits among all teacher team members as a percentage of each leadership title. The decision to do so must be unanimous among the team members affected by the decision.

**Monroe County School Board
FY 2016-17 Salary Schedule**

INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

		SLOT
Additional Instructional Assignment – MS and HS: In order to be eligible to receive a supplement under any of the conditions of an additional instructional assignment (Art. IX, Section 3).	PLUS 50-64 Minutes \$3,900 65-80 Minutes \$4,200 Yearly	SIEP1
Before/After School/ Title One Activity Instructor (Teachers who voluntarily agree to instruct in the after school activity program)		
Academic Tutoring Activities Non-academic Activities	\$40.00 Hour \$20.00 Hour	QPS001 QOX100
Community School Managers – 10 months Base Pay established by Certificate as per Instructional Salary Schedule	PLUS \$345.00 Monthly	SICSM
Data Coaches • Duties of Data Coaches vary based on size of school.	0-600 students = \$1,775 Over 600 to 800 = \$1,900 Over 800 to 950 = \$1,950 Over 950 = \$2,025	SIDC1
Diagnostic Prescription Writer 10 Months Base Pay established by Certificate	PLUS \$75.00 Monthly	SIDPW
District Wide Teacher Leaders Base Pay established by Certificate	PLUS \$1,775.00 Yearly	SIDWL
EPIC (Educational Performance Incentive Compensation)	\$2,500.00 Yearly	SEPC
Extra Duties Supplement: Extra duties, which are not covered by other supplemental positions on the schedule of annual supplements, may be supplemented as an extra duty supplement. The supplement shall be paid only to teachers who volunteer to perform extra duties as part of their assignment. Teachers will be paid \$25 per hour for extra duties as agreed upon by the teacher and the principal. A description of the duties and anticipated number of hours will be set prior to the beginning of the extra duty. Teachers who are currently paid \$3518 extra duty supplement for Saturday work will be grandfathered.	\$25.00 per hour	QPS001
GED Exit Option Program (Teachers who voluntarily agree to participate in the Dropout prevention tutorial program before or after School for additional instructional time.) ***A Pro-rated amount may be paid based on amount of time.	\$2,375.00 Per 50 Minutes Instructional Period	SIGED
Grade book Manager	\$1,175.00 yearly	SG2M
Hospital/Homebound Teacher	\$40.00 per Hour	QPS001
Mentor Teacher Assigned as provided for in Article XXVII of the teacher contract	\$1,550.00 Yearly	SIMTI
National Board For Professional Teaching Standards Designated by UTM President	\$2,050.00 Yearly	SINB1
New/Beginning Teacher Induction Program Team Member Appointed by UTM President	\$3,100.00 Yearly	SINTI

**Monroe County School Board
FY 2016-17 Salary Schedule**

INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

		SLOT
Non-NMSI AP Teacher Performance Pay Additional compensation for student success in AP courses that are not part of the National Math and Science Initiative (NMSI courses include: AP Calculus, AP Statistics, AP Biology, AP Chemistry, AP Environmental Science, AP Physics, AP English Language, and AP English Literature) Paid in the form of a bonus per Section 1011.62, Florida Statutes.	\$50.00/ successful student outcome (Score of 3 or higher) without limitation. *Contingent upon continuation of NMSI Program.	
Peer Teacher 10 months Paid for each beginning teacher supervised for the year. Base Pay established by Certificate	PLUS \$775.00 Yearly	SIPEER
Planning Team Members at Large Does not apply when teachers is receiving a supplement that includes this duty. Base Pay established by Certificate	PLUS \$1,450.00 Yearly	SIPT1
Positive Behavior Support (PBS)	\$2,075 Yearly	SPBS
Professional Development Contact Duties of PD Contacts vary based on size of school.	0-600 students = \$1,775 Over 600 to 800 = \$1,900 Over 800 to 950 = \$1,950 Over 950 = \$2,025	SPD
School Based Teacher Leaders Base Pay established by Certificate	PLUS \$1,775.00 Yearly	SITL1
RTI/MTSS Coordination (this supplement may be sub-divided) Available to Classroom teachers if not otherwise compensated (e.g. release time)	PLUS \$3,900 Yearly	SIEP1
Speech Pathologist includes Medicaid reimbursement paper work Base Pay established by Certificate	PLUS \$2,600.00 Yearly	SISP1
Technology Support Teacher May be paid to support personnel under certain conditions. Base Pay established by Certificate	PLUS \$230.00 Monthly	SITST
Visiting Teacher 10 Months Base Pay established by Certificate	PLUS \$50.00 Monthly	SIVT1
Webmaster	\$1,175.00 yearly	SWEB

**Monroe County School Board
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Annual Supplements for Athletics-Music-Activities

Athletics	High School	Middle/K-8	Elementary
Academic Challenge Coaches (Limited to 3 District Wide)	\$1,425		
Assistant Varsity & JV Coaches	\$1,550		
Athletic Business Manager	\$3,875		
Athletic Director	\$4,700	\$1,700	
Athletic Trainer	\$3,400		
Band Master	\$3,925	\$2,450	
Choral Director	\$2,900		
Class Sponsor (Freshman/Sophomore)	\$675	\$675 (8th only)	
Class Sponsor (Junior)	\$1,025		
Class Sponsor (Senior)	\$2,050		
Color Guard Coach	\$2,650		
Dance Team Director	\$2,650		
District Academic Challenge Coaches	\$1,550		
Drama Coach (per production – limit of 2)	\$1,550		
Head Football Coach	\$4,475		
Head JV Coaches	\$2,075		
Major Clubs approved by Principal	\$1,025	*\$675	**\$675
Mock Trial Sponsor	\$1,550		
Mock Trial Sponsor (District-Wide)	\$1,550		
National Honor Society Sponsor	\$1,025	\$675	
Newspaper Sponsor (with class)	\$1,550	\$875	\$875
Other Head Varsity Coaches	\$3,625	^\$675	^\$675
Saturday School	\$3,625		
Science Fair Coordinator	\$675		
Special Olympics/Project Unify District Coordinator	\$1,550		
Special Olympics/Project Unify Advisor	\$1,025		
Spring Football Practice	\$1,550		
Student Activity Director	\$2,575		
Student Council Sponsor	\$1,025	\$675	\$675
Weight Training/Conditioning (August-December)	\$1,550		
Weight Training/Conditioning (January-May)	\$1,550		
Weight Training/Conditioning (June-July)	\$675		
Yearbook Sponsor (with class)	\$1,550	\$900	\$900
Yearbook Sponsor (without class)	\$2,050	\$1,025	\$1,025

- › All supplements shall be paid to qualified instructional staff unless no qualified instructional staff applies for the position.
- › Coaches are limited to receiving no more than two athletic supplements with the exception of spring practice or weight training unless authorized by the superintendent.
- › Authorized sports for High School Athletics: Football, Baseball, Basketball, Soccer, Softball, Lacrosse, Track, Cross Country, Golf, Tennis, Swimming, Volleyball, Wrestling, Weightlifting (see Article XXXII for limits on the number of coaches)
- › Authorized sports for Middle School/K-8: Athletic Director, Basketball, Cheerleading, Cross Country, Softball, Track, Volleyball (see Article XXXII for limits on the number of coaches)
- › Authorized sports for elementary school: Cheerleading
- ^ Funded by school internal funds or day care proceeds
- *Maximum of two
- **Maximum of one

**Monroe County School Board
FY 2016-17 Salary Schedule**

AWARDS AND INCENTIVES

INCENTIVE PAYMENT FOR ATTENDANCE (Per Semester)	\$250.00
EMPLOYEE RECOGNITION PROGRAM	
Teachers-of-the-Year (11 Employees)	\$500.00
District Teacher-of-the-year	\$1,000.00
First Year Teacher (12 Employees)	\$100.00
School Inclusion Teacher (11 Employees)	\$100.00
District Inclusion Teacher	\$250.00
Outstanding Assistant Principal of the year (1 Employees)	\$250.00
Outstanding Principal of the year (1 Employees)	\$250.00
Outstanding Management/Instructional Employee	\$250.00
Clerical/Office Group (1 Employees)	\$250.00
Custodial Group (1 Employees)	\$250.00
Transportation Group (1 Employees)	\$250.00
Food Service Group (1 Employees)	\$250.00
Maintenance Group (1 Employees)	\$250.00
Teacher Support Group (1 Employees)	\$250.00
District School-Related Employee-of-the Year	\$500.00

**Monroe County School Board
FY 2016-17 Salary Schedule**

STIPENDS

Stipends - (Institutes/Workshops)

DOE or Grant Funded Institutes or Workshops minimum \$100/per day (Institutes must meet the total hourly requirements determined by the DOE or Grant. The daily schedule shall not exceed 7.5 hours, which includes an unpaid lunch period of 1.5 hours).

District Funded Institutes or Workshops \$100/per day

The daily schedule shall not exceed 7.5 hours, which includes an unpaid lunch period of 1.5 hours or Workshops 5 hours per day or less shall include a 20 minute break

PART-TIME INSTRUCTORS

Instructional, Administrative and Support Staff \$25 per hour
(Must be approved in advance by appropriate Executive Director, T&L)

**Monroe County School Board
FY 2016-17 Salary Schedule**

Non-Instructional Personnel Annual Supplements

Supplement	Description	Amount	Paid	Slot
Administrative Doctorate Degree	Any district/school administrator or district instructional supervisor holding an earned doctorate degree related to job responsibilities shall be eligible	4,000	Annual	SADOC
Title 1 Served School Supplement (Principals, Assistant Principals, and Deans only)	School administrators assigned to Title 1 served schools.	1,000	Annual	STS1SE
Title 1 Eligible School Supplement (Principals, Assistant Principals, and Deans only)	School administrators assigned to Title 1 eligible schools.	500	Annual	ST1ST
Club Sponsors	As specified on page 31 of this Salary Schedule	Page 31		
Coaching/Athletics Managers	As specified on page 31 of this Salary Schedule	Page 31		
Coaching/Athletics Managers	As specified on page 31 of this Salary Schedule	Page 31		
Grade book Manager	Additional duties and time involved in managing Pinnacle Grade book for a school	1,150	Annual	SG2M
Professional Certification	When employees hold a professional license or certification recognized by State or other qualifying agency that directly relates to the employee's job responsibilities and performance. Annual re-certification requirements must be maintained.	2,300	Annual	SPCRT
Student Services Team	Base Pay established by Certificate as per Instructional Salary Schedule...PLUS	3,000	Yearly	SISST
Take Stock In Children-Contact	Middle School	644	Annual	STSICM
Take Stock In Children-Contact	High School	777	Annual	STSICH
Title 1 School-Level contact Approved 10/16/10	NON-SES Schools	1,500	Annual	ST1CN
Title 1 School-Level contact Approved 10/16/10	SES Schools: Teachers accepting this position may not be employed by An SES provider	2,500	Annual	ST1CN
Web Master	Additional duties and time involved in maintaining a School Web Site	1,150	Annual	SWEB