

Appendix B: Supplemental Compensation

Updated 2.24.23

Academic Supplements

Elementary School

5000 Role Model	196			
Acting Administrator (only if no AP)	381			
AVID Site Coordinator	262			
ESE Dept Chair/Team Leaders (only if 6 or more ESE teachers)	438			
ESOL Coordinator	262			
Gifted Coordinator	262			
Girlfriends	196			
Leadership Team Member, 3 to 5 teachers	589			
Leadership Team Member, 6 to 10 teachers	668			
Leadership Team Member, 11 or more teachers	831			
Principal's Multi-Cultural Advisory Committee (PMAC) Sponsor	196			
Pro Ed Facilitator (based on number of personnel)	1-15 \$300 61-75 \$500	16-30 \$350 76-100 \$550	31-45 \$400 101+ \$600	46-60 \$450
Safety Patrol Sponsor	421			
Science Lab Manager (based on number of units)	(1-3) 350*	(4-5) 550*	(6-7) 750*	(8+) 900*
Staffing Team Coordinator (only with 5 or more ESE teachers)	424			
Students Targeted for Educational Performance (STEP) Coordinator (1 per school)	160			
Student Council Sponsor	421			
Technology Coordinator (1 per school)	815*			
Volunteer Coordinator (only if no AP)	421			
Wellness Champion (1 per school)	450*			

Middle School

5000 Role Model	196			
AVID Site Coordinator	262			
ESOL Coordinator	262			
Gifted Coordinator	262			
Girlfriends	196			
Grad Coordinator	262			
Leadership Team Member, 3 to 5 teachers	589			
Leadership Team Member, 6 to 10 teachers	668			
Leadership Team Member, 11 or more teachers	831			
National Honor Society (based on number of students)	(1-150) 333	(151-300) 457	(301+) 581	
Principal's Multi-Cultural Advisory Committee (PMAC) Sponsor	196			
Pro Ed Facilitator* (based on number of personnel)	1-15 \$300 61-75 \$500	16-30 \$350 76-100 \$550	31-45 \$400 101+ \$600	46-60 \$450
Students Targeted for Educational Performance (STEP) Coordinator (1 per school)	237			
Student Council Sponsor	421			
Technology Coordinator (1 per school)	1,087*			
Wellness Champion (1 per school)	450*			
Yearbook Sponsor (based on years of experience)	(0-3) 463	(4-6) 507	(7-9) 599	(10+) 693

High School

	(0-3)	(4-6)	(7-9)	(10+)
5000 Role Model	196			
Academic Team Coach (1 per school)	1,270	1,397	1,523	1,649
Academic Team District Advisor (Limit 1)	912			
Academies of Pinellas Academy Coordinator	262			
AVID Site Coordinator	262			
Cooperative Education Clubs of Florida (CECF) Sponsor (1 per school)	333			
Class Sponsor, Freshman (1 per school)	333			
Class Sponsor, Sophomore (1 per school)	428			
Class Sponsor, Junior (1 per school)	668			
Class Sponsor, Senior (1 per school)	831			
Distributive Education Clubs of America (DECA) Sponsor (1 per school)	333			
ESOL Coordinator	262			
Florida Business Leaders of America (FBLA) Sponsor (1 per school)	333	366	401	434
Future Educators of America (FEA) Sponsor (1 per school)	399	438	478	516
Future Farmers of American (FFA) Sponsor (1 per school)	333	366	401	434
Florida Public Service Association (FPSA) Sponsor (1 per school)	333			
Florida State Forensics Program (FSFP) Sponsor (1 per school)	1,499			
Gifted Coordinator	262			
Girlfriends	196			
Grad Coordinator	262			
Health Occupations Students of America (HOSA) Sponsor (1 per school)	333			
Health Occupations Students of America (HOSA) District Advisor (1 per school)	912			
Leadership Team Member, 3 to 5 teachers	668			
Leadership Team Member, 6 to 10 teachers	831			
Leadership Team Member, 11 to 15 teachers	998			
Leadership Team Member, 16 to 20 teachers	1,166			
Leadership Team Member, over 20 teachers	1,333			
National Honor Society (based on number of students)	(1-150) 333	(151-300) 457	(301+) 581	
Newspaper	1,587	1,746	1,905	2,063
Principal's Multi-Cultural Advisory Committee (PMAC)	196			
Pro Ed Facilitator* (based on number of personnel)	1-15 \$300	16-30 \$350	31-45 \$400	46-60 \$450
	61-75 \$500	76-100 \$550	101+ \$600	
Students Targeted for Educational Performance (STEP) Coordinator (1 per school)	399			
Student Council Sponsor	912			
Technology Coordinator (1 per school)	2,175*			
Technology Student Association (TSA) Sponsor	333	366	401	434
Vocational Industrial Clubs of America (VICA) Sponsor (1 per school)	333	366	401	434
Wellness Champion (1 per school)	450*			
Yearbook Sponsor	1,587	1,746	1,905	2,063

Workforce Development

	(0-3)	(4-6)	(7-9)	(10+)
Cooperative Education Clubs of Florida (CECF) Sponsor	333			
CECF District Advisor (Limit 1)	912			
Distributive Education Clubs of America (DECA) Sponsor	333			
DECA District Advisor (Limit 1)	1,067			
Florida Business Leaders of America Sponsor (FBLA)	333	366	401	434
FBLA District Advisor (Limit 1)	912			
Florida Public Service Association (FPSA) Sponsor	333			
Future Educators of America (FEA) Sponsor	399	438	478	516
Future Farmers of America (FFA) Sponsor	333	366	401	434
FFA District Advisor (Limit 1)	912			
JROTC Drill	557			
JROTC Rifle	557			
Technology Student Association (TSA) Sponsor	333	366	401	434
TSA District Advisor (Limit 1)	912			
Vocational Industrial Clubs of America (VICA) Sponsor	323	354	388	420
VICA District Advisor (Limit 1)	912			

Adult Education

Community Education Coordinator Clearwater	952
Evening Program Coordinator – TALC	952
Future Farmers of America (FFA)	333
Leadership Team Member, 3 to 5 teachers	668
Leadership Team Member, 6 to 10 teachers	831
Leadership Team Member, 11 to 15 teachers	998
Leadership Team Member, 16 to 20 teachers	1,166
Leadership Team Member, over 20 teachers	1,333
Phi Beta Lambda (PBL) Sponsor	333
Student Council Sponsor (PTCS, Tomlinson)	913
Vocational Industrial Clubs of America (VICA) Sponsor	333
Project Manager (1 position)	2,158

ESE Centers

Acting Administrator (Only if school has no AP)	381			
Leadership Team Member, 3 to 5 teachers	589			
Leadership Team Member, 6 to 10 teachers	668			
Leadership Team Member, 11 +	831			
Pro Ed Facilitator* (based on number of personnel)	1-15 \$300	16-30 \$350	31-45 \$400	46-60 \$450
	61-75 \$500	76-100 \$550	101+ \$600	
Students Targeted for Educational Performance (STEP) Coordinator (1 per school)	160			
Safety Patrol Sponsor	421			
Student Council Sponsor	421			
Yearbook	463	507	599	693

Athletic Supplements

Elementary School

	(0-3)	(4-6)	(7-9)	(10+)
Special Olympics	634	686	741	799

Middle School

	(0-3)	(4-6)	(7-9)	(10+)
Basketball, Boys	908	989	1,072	1,152
Basketball, Girls	908	989	1,072	1,152
Cheerleader Sponsor	506	551	599	645
Flag Football, Boys	802	877	949	1,022
Flag Football, Girls	802	877	949	1,022
Track, Boys	802	877	949	1,022
Track, Assistant, Boys	506	551	599	645
Track, Girls	802	877	949	1,022
Track, Assistant, Girls	506	551	599	645
Volleyball, Boys	802	877	949	1,022
Volleyball, Girls	802	877	949	1,022

High School

	(0-3)	(4-6)	(7-9)	(10+)
Academic Team Coach	1,270	1,397	1,523	1,649
Baseball, Head	3,044	3,296	3,550	3,804
Baseball, Assistant	1,669	1,842	2,015	2,191
Basketball, Head, Boys	3,423	3,709	3,995	4,280
Basketball, Junior Varsity, Boys	2,093	2,266	2,442	2,616
Basketball, Head, Girls	3,423	3,709	3,995	4,280
Basketball, Junior Varsity, Girls	2,093	2,266	2,442	2,616
Bowling	1,635	1,772	1,908	2,043
Cheerleader Sponsor – Basketball (2 positions)	1,521	1,648	1,775	1,902
Cheerleader Sponsor – Football (1 position)	1,521	1,648	1,775	1,902
Cross Country, Boys (1 position)	1,768	1,914	2,063	2,210
Cross Country, Girls (1 position)	1,768	1,914	2,063	2,210
Cross Country, Boys and Girls	2,020	2,189	2,357	2,525
Flag Football, Head, Girls	1,663	1,802	1,940	2,078
Flag Football, Junior Varsity, Girls	718	780	849	897
Football, Varsity - Head	3,749	4,134	4,505	4,876
Football, Varsity - Assistant	1,826	2,015	2,206	2,397
Football, Junior Varsity	1,521	1,680	1,839	1,998
Football, Varsity - Head (Spring)	1,095	1,183	1,272	1,362
Football, Varsity- Assistant (Spring)	457	503	549	594
Football, Junior Varsity- Assistant (Spring)	381	418	457	496
Golf, Boys	1,663	1,803	1,940	2,079
Golf, Girls	1,663	1,803	1,940	2,079
Lacrosse, Head, Boys	2,283	2,473	2,664	2,854
Lacrosse, Head, Girls	2,283	2,473	2,664	2,854
Soccer, Head, Boys	2,483	2,674	2,865	3,054
Soccer, Head, Girls	2,483	2,674	2,865	3,054
Soccer, Junior Varsity, Girls	1,543	1,695	1,873	2,004

	(0-3)	(4-6)	(7-9)	(10+)
Softball, Girls	3,044	3,296	3,550	3,804
Softball, Girls Assistant	1,669	1,842	2,015	2,191
Swimming, Head	2,854	3,091	3,329	3,567
Swimming, Assistant	1,807	1,959	2,108	2,259
Swimming, Junior Varsity, Girls	952	1,045	1,111	1,189
Tennis, Boys	1,663	1,803	1,940	2,079
Tennis, Girls	1,663	1,803	1,940	2,079
Track, Head, Boys	3,044	3,296	3,550	3,804
Track, Assistant, Boys*	1,998	2,163	2,330	2,497
Track, Head, Girls	3,044	3,296	3,550	3,804
Track, Assistant, Girls*	1,998	2,163	2,330	2,497
Volleyball, Head, Girls	3,044	3,296	3,550	3,804
Volleyball, Junior Varsity, Girls	1,807	1,959	2,108	2,259
Wrestling, Head	3,044	3,296	3,550	3,804
Wrestling, Junior Varsity	1,807	1,959	2,108	2,259
Wrestling, Head (additional pay if 7+ girls)			802	

*One additional assistant (either girls or boys) is allocated **only** if one coach is coaching Cross Country.

Fine Arts Supplements

Middle School

	(0-3)	(4-6)	(7-9)	(10+)
Band, Summer Camp	1,599			
Band Director	1,005	1,094	1,186	1,279
Drama Sponsor	1,005			
Choral Director	1,055	1,094	1,186	1,279
Orchestra	1,055	1,094	1,186	1,279

High School

	(0-3)	(4-6)	(7-9)	(10+)
Center for the Arts Program Coordinator	846*			
Center for the Arts Program Director	997*			
Band Director	3,490	3,809	4,123	4,415
Band, Summer Camp	1,599			
Choral Director	2,095	2,285	2,473	2,664
Drama Sponsor	2,050	2,237	2,423	2,571
Drill Team	609	659	710	762
Orchestra	2,096	2,286	2,473	2,664

*Any annual adjustment to these supplements will be addressed separately from other supplements due to the nature of the programs.

Other Supplemental Compensation

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%

Supplement for Additional Work in the IB/CAT/PCCA Program

A. Provided that the provisions in Section B 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 for "Teaching during Planning Period," as stated above.

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 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.

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 workday. These fixed supplements are contingent upon the District's continued receipt of tax referendum revenue.

Professional Development

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.

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 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.

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

School Psychologist, Speech and Language Pathologist, Audiologists, Social Workers. The supplement payable to School Psychologists, Speech and Language Pathologists, Audiologists, and Social Workers is as follows:

School Psychologist	\$ 2,381
School Psychologist (w/national certification)	\$ 5,280
Speech/Language Pathologist, Audiologist	\$ 2,381
Speech/Language Pathologist, Audiologist (w/CCC certification)	\$ 5,280
School Social Worker	\$ 1,765
School Social Worker (w/LCSW)	\$ 3,765

**Supplements will be prorated for partial employees and for number of actual days eligible to receive the supplement.*