

Appendix B: Supplemental Compensation

12.12.23

Academic Supplements

Elementary School

5000 Role Model	300			
Acting Administrator (only if no AP)	398			
AVID Site Coordinator	300			
ESOL Coordinator	300			
Flex (2 per school)	300			
Gifted Coordinator	300			
Girlfriends	300			
Leadership Team Member, 3 to 5 teachers	616			
Leadership Team Member, 6 to 10 teachers	698			
Leadership Team Member, 11+ teachers	868			
Principal's Multi-Cultural Advisory Committee (PMAC) Sponsor	300			
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	
Safety Patrol Sponsor	440			
Staffing Team Coordinator (only with 5 or more ESE teachers)	458			
Students Targeted for Educational Performance (STEP) Coordinator (1 per school)	300			
Student Council Sponsor	440			
Technology Coordinator (1 per school)	815*			
Wellness Champion (1 per school)	450*			

Middle School

	(0-3)	(4-6)	(7-9)	(10+)
5000 Role Model	300			
AVID Site Coordinator	300			
ESOL Coordinator	300			
Flex (2 per school)	300			
Florida Business Leaders of America (FBLA) Sponsor	348	382	419	454
Family, Career & Community Leaders of America (FCCLA) Sponsor (1 per school)	348	382	419	454
Gifted Coordinator	300			
Girlfriends	300			
Health Occupations Students of America (HOSA) Sponsor (1 per school)	348	382	419	454
Leadership Team Member, 3 to 5 teachers	616			
Leadership Team Member, 6 to 10 teachers	698			
Leadership Team Member, 11+ teachers	868			
National Honor Society (based on number of students)	(1-150) 348	(151-300) 478	(301+) 607	
Principal's Multi-Cultural Advisory Committee (PMAC) Sponsor	300			
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)	300			

	(0-3)	(4-6)	(7-9)	(10+)
Student Council Sponsor	440			
Technology Coordinator (1 per school)	1,087*			
Technology Student Association (TSA) Sponsor (1 per school)	348	382	419	454
Wellness Champion (1 per school)	450*			
Yearbook Sponsor (<i>based on years of experience</i>)	484	530	626	724

High School

	(0-3)	(4-6)	(7-9)	(10+)
5000 Role Model	300			
Academic Team Coach (1 per school)	1,327	1,460	1,590	1,723
AVID Site Coordinator	300			
Cooperative Education Clubs of Florida (CECF) Sponsor (1 per school)	348			
Class Sponsor, Freshman (1 per school)	348			
Class Sponsor, Sophomore (1 per school)	447			
Class Sponsor, Junior (1 per school)	698			
Class Sponsor, Senior (1 per school)	868			
Distributive Education Clubs of America (DECA) Sponsor (1 per school)	348			
ESOL Coordinator	300			
Flex (2 per school)	300			
Florida Business Leaders of America (FBLA) Sponsor (1 per school)	348	382	419	454
FBLA District Advisor	912			
Future Educators of America (FEA) Sponsor (1 per school)	417	458	500	539
Future Farmers of American (FFA) Sponsor (1 per school)	348	382	419	454
Florida Public Service Association (FPSA) Sponsor (1 per school)	348			
Florida State Forensics Program (FSFP) Sponsor (1 per school)	1,566			
Gifted Coordinator	300			
Girlfriends	300			
Grad Coordinator	300			
Health Occupations Students of America (HOSA) Sponsor (1 per school)	348			
Health Occupations Students of America (HOSA) District Advisor (1 per school)	953			
JROTC Drill	582			
JROTC Rifle	582			
Leadership Team Member, 3 to 5 teachers	698			
Leadership Team Member, 6 to 10 teachers	868			
Leadership Team Member, 11 to 15 teachers	1,043			
Leadership Team Member, 16+ teachers	1,218			
National Honor Society (<i>based on number of students</i>)	(1-150) 348	(151-300) 478	(301+) 607	
Newspaper	1,658	1,825	1,991	2,156
Principal's Multi-Cultural Advisory Committee (PMAC)	300			
Pro Ed Facilitator* (<i>based on number of personnel</i>)	1-15 \$300 61-75 \$500	16-30 \$350 76-100 \$550	31-45 \$400 101+ \$600	46-60 \$450
Skills USA Sponsor	348	382	419	454

	(0-3)	(4-6)	(7-9)	(10+)
Students Targeted for Educational Performance (STEP) Coordinator (1 per school)	417			
Student Council Sponsor	953			
Technology Coordinator (1 per school)	2,175*			
Technology Student Association (TSA) Sponsor	348	382	419	454
Wellness Champion (1 per school)	450*			
Yearbook Sponsor	1,658	1,825	1,991	2,156

Post Secondary

	(0-3)	(4-6)	(7-9)	(10+)
Community Education Coordinator at Adult Community Schools	348			
Cooperative Education Clubs of Florida (CECF) Sponsor	348			
Distributive Education Clubs of America (DECA) Sponsor	348			
Flex (2 per school)	300			
Florida Business Leaders of America Sponsor (FBLA)	348	382	419	454
Florida Public Service Association (FPSA) Sponsor	348			
Future Educators of America (FEA) Sponsor	417	458	500	539
Future Farmers of America (FFA) Sponsor	348	382	419	454
Leadership Team Member, 3 to 5 teachers	698			
Leadership Team Member, 6 to 10 teachers	868			
Leadership Team Member, 11 to 15 teachers	1043			
Leadership Team Member, 16+	1,218			
Skills USA Sponsor (1 per school)	348	382	419	454
Student Council Sponsor (PTCs)	953			

ESE Centers

	(0-3)	(4-6)	(7-9)	(10+)
5000 Role Model	300			
Flex (2 per school)	300			
Girlfriends	300			
Leadership Team Member, 3 to 5 teachers	616			
Leadership Team Member, 6 to 10 teachers	698			
Leadership Team Member, 11+ teachers	868			
Principal Multi-Cultural Advisory Committee (PMAC)	300			
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)	300			
Safety Patrol Sponsor	440			
Student Council Sponsor	440			
Wellness Champion (1 per school)	450*			
Yearbook	484	530	626	724

Athletic Supplements

Elementary School

	(0-3)	(4-6)	(7-9)	(10+)
Special Olympics	663	717	774	835

Middle School

	(0-3)	(4-6)	(7-9)	(10+)
Basketball, Boys	949	1,034	1,120	1,204
Basketball, Girls	949	1,034	1,120	1,204
Cheerleader Sponsor	529	576	626	674
Cross Country	838	916	992	1,068
Flag Football, Boys	838	916	992	1,068
Flag Football, Girls	838	916	992	1,068
Track, Boys	838	916	992	1,068
Track, Assistant, Boys	529	576	626	674
Track, Girls	838	916	992	1,068
Track, Assistant, Girls	529	576	626	674
Volleyball, Boys	838	916	992	1,068
Volleyball, Girls	838	916	992	1,068

High School

	(0-3)	(4-6)	(7-9)	(10+)
Academic Team Coach	1,327	1,460	1,592	1,723
Baseball	3,181	3,444	3,710	3,975
Baseball, Assistant	1,744	1,925	2,106	2,290
Basketball, Boys	3,577	3,876	4,175	4,473
Basketball, Junior Varsity, Boys	2,187	2,368	2,552	2,734
Basketball, Girls	3,577	3,876	4,175	4,473
Basketball, Junior Varsity, Girls	2,187	2,368	2,552	2,734
Bowling	1,709	1,852	1,994	2,135
Cheerleader Sponsor – Basketball (2 positions)	1,589	1,722	1,855	1,988
Cheerleader Sponsor – Football (1 position)	1,589	1,722	1,855	1,988
Cross Country, Boys (1 position)	1,848	2,000	2,156	2,309
Cross Country, Girls (1 position)	1,848	2,000	2,156	2,309
Cross Country, Boys and Girls	2,111	2,288	2,463	2,639
Flag Football, Boys and Girls	838			
Flag Football, Girls	1,738	1,883	2,027	2,172
Flag Football, Junior Varsity, Girls	750	815	887	937
Football, Varsity - Head	3,918	4,320	4,708	5,095
Football, Varsity - Assistant	1,908	2,106	2,305	2,505
Football, Junior Varsity	1,589	1,756	1,922	2,088
Football, Varsity - Head (Spring)	1,144	1,236	1,329	1,423
Football, Varsity- Assistant (Spring)	478	526	574	621
Football, Junior Varsity- Assistant (Spring)	398	437	478	518
Golf, Boys	1,738	1,884	2,027	2,173
Golf, Girls	1,738	1,884	2,027	2,173
Lacrosse, Boys	2,386	2,584	2,784	2,982

	(0-3)	(4-6)	(7-9)	(10+)
Lacrosse, Girls	2,386	2,584	2,784	2,982
Soccer, Boys	2,595	2,794	2,994	3,191
Soccer, Girls	2,595	2,794	2,994	3,191
Soccer, Junior Varsity, Girls	1,612	1,771	1,957	2,094
Softball	3,181	3,444	3,710	3,975
Softball Assistant	1,744	1,925	2,106	2,290
Swimming	2,982	3,230	3,479	3,728
Swimming, Assistant	1,888	2,047	2,203	2,361
Swimming, Junior Varsity, Girls	995	1,092	1,161	1,243
Tennis, Boys	1,738	1,884	2,027	2,173
Tennis, Girls	1,738	1,884	2,027	2,173
Track, Boys	3,181	3,444	3,710	3,975
Track, Assistant, Boys	2,088	2,260	2,435	2,609
Track, Girls	3,181	3,444	3,710	3,975
Track, Assistant, Girls	2,088	2,260	2,435	2,609
Volleyball, Girls	3,181	3,444	3,710	3,975
Volleyball, Junior Varsity, Girls	1,888	2,047	2,203	2,361
Wrestling	3,181	3,444	3,710	3,975
Wrestling, Junior Varsity	1,888	2,047	2,203	2,361
Wrestling, Girls (additional pay if 7+ girls)	838			

Fine Arts Supplements

Elementary School

Music Audition Sponsor	500
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Middle School

	(0-3)	(4-6)	(7-9)	(10+)
Band, Summer Camp	1,671			
Band Director	1,050	1,143	1,239	1,337
Drama Sponsor	1,050			
Choral Director	1,050	1,143	1,239	1,337
Orchestra	1,050	1,143	1,239	1,337

High School

	(0-3)	(4-6)	(7-9)	(10+)
Center for the Arts Program Coordinator	873*			
Center for the Arts Program Director	1,029*			
Band Director	3,647	3,980	4,309	4,614
Band, Summer Camp	1,671			
Choral Director	2,189	2,388	2,584	2,784
Drama Sponsor	2,142	2,338	2,532	2,687
Drill Team	636	689	742	796
Orchestra	2,190	2,389	2,584	2,784

**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.

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.

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.*