

**APPENDIX**

**Supplemental Compensation**

**I. Academic Supplements**

***Elementary School***

5000 Role Model	168
Acting Administrator (Only if no Assistant Principal)	326
Avid Site Coordinator	225
ESE Department Chairperson/Team Leader (Only if 6 or more ESE teachers)	375
ESOL Coordinator	225
Gifted Coordinator	225
Girlfriends	168
Leadership Team Member, 3 to 5 teachers	504
Leadership Team Member, 6 to 10 teachers	573
Leadership Team Member, 11 or more teachers	713
PMAC (Principal's Multi-Cultural Advisory Committee)	168
Safety Patrol Sponsorship	361
Science Lab Manager	(1-3) (4-6) (7+) 700* 900* 1,100*
Staffing Team Coordinator (Only with 5 or more ESE teachers)	375
S.T.E.P. Coordinator (Students Targeted for Educational Performance (Limit 1 per school)	137
Student Council Sponsor	361
Technology Coordinator (Limit 1 per school)	543*
Volunteer Coordinator (Only if no Assistant Principal)	361
Wellness Champion (Limit 1 per school)	450*

\* [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	168
AVID Site Coordinator	225
ESOL Coordinator	225
Gifted Coordinator	225
Girlfriends	169
Grad Coordinator	225

Leadership Team Member, 3 to 5 teachers	504			
Leadership Team Member, 6 to 10 teachers	573			
Leadership Team Member, 11 to 15 teachers	713			
National Honor Society	(1-150) 286	(151-300) 392	(300+) 496	
PMAC	169			
S.T.E.P. Coordinator (Students Targeted for Educational Performance (Limit 1 per school)	204			
Student Council Sponsor	361			
Technology Coordinator (Limit 1 per school)	1,087*			
Wellness Champions (Limit 1 per school)	400.00*			
Yearbook	(0-3) 396	(4-6) 435	(7-9) 513	(10+) 594

\* [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	168			
Academic Team Coach (Limit 1 position per school)	(0-3) 1,088	(4-6) 1,197	(7-9) 1,305	(10+) 1,414
Academies of Pinellas Academy Coordinator	225			
AVID Site Coordinator	225			
CECF (Cooperative Education Clubs of Florida (Limit 1 position per school)	286			
Class Sponsor, Freshman (1 position per school)	286			
Class Sponsor, Sophomore (1 position per school)	367			
Class Sponsor, Junior (1 position per school)	573			
Class Sponsor, Senior (1 position per school)	713			
DECA (Distrib. Edu. Clubs of Am. – Marketing) (Limit 1 position per school)	286			
ESOL Coordinator	225			
FBLA Sponsor (Florida Business Leaders of America) (Limit 1 position per school)	(0-3) 286	(4-6) 314	(7-9) 343	(10+) 372
FEA Sponsor (Future Educators of America) (Limit 1 position per school)	(0-3) 341	(4-6) 375	(7-9) 409	(10+) 443
FFA Sponsor (Future Farmers of America) (Limit 1 position per school)	(0-3) 286	(4-6) 314	(7-9) 343	(10+) 372
FPSA (Florida Public Service Association) (Limit 1 per school)	286			
FSFP (Florida State Forensics Program)	1,285			
Gifted Coordinator	225			
Girlfriends	169			
Grad Coordinator	225			
HOSA (Health Occupations Students of America) (Limit 1 position per school)	286			
Leadership Team Member, 3 to 5 teachers	573			

Leadership Team Member, 6 to 10 teachers	713			
Leadership Team Member, 11 to 15 teachers	856			
Leadership Team Member, 16 to 20 teachers	998			
Leadership Team Member, over 20 teachers	1,143			
National Honor Society	(1-150) 286	(151-300) 392	(301+) 498	
Newspaper	(0-3) 1,361	(4-6) 1,497	(7-9) 1,632	(10+) 1,768
PMAC	169			
S.T.E.P. Coordinator (Students Targeted for Educational Performance (Limit 1 per school))	341			
Student Council Sponsor	781			
Technology Coordinator (Limit 1 position per school)	2,175 *			
TSA (Technology Student Association) Sponsor	(0-3) 286	(4-6) 314	(7-9) 343	(10+) 372
VICA (Vocational Industrial Clubs of America) (Limit 1 position per school)	(0-3) 286	(4-6) 314	(7-9) 343	(10+) 372
Wellness Champions (Limit 1 position per school)	450.00*			
Yearbook Sponsor	(0-3) 1,361	(4-6) 1,497	(7-9) 1,632	(10+) 1,768

\* [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)	286			
CECF District Advisor (Limit 1 position per program)	781			
DECA Sponsor	286			
DECA District Advisor (Limit 1 position per program)	781			
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)	781			
Florida Public Service Association (FPSA)	286			
Future Educators of America (FEA) Sponsor	(0-3) 341	(4-6) 375	(7-9) 409	(10+) 443
Future Farmers of America Sponsor (FFA)	(0-3) 286	(4-6) 314	(7-9) 343	(10+) 372
FFA District Advisor (Limit 1 position per program)	781			
JROTC Drill	477			
JROTC Rifle	477			

TSA (Technology Student Association) Sponsor	(0-3) 286	(4-6) 314	(7-9) 343	(10+) 372
TSA District Advisor	781			
Vocational Industrial Clubs of America sponsor (VICA)	(0-3) 286	(4-6) 314	(7-9) 343	(10+) 372
VICA District Advisor (Limit 1 for program)	781			

### Adult Education

Community Education Coordinator Clearwater Evening Program Coordinator – TALC	816
Future Farmers of America (FFA)	286
Leadership Team Member, 3 to 5 teachers	573
Leadership Team Member, 6 to 10 teachers	713
Leadership Team Member, 11 to 15 teachers	856
Leadership Team Member, 16 to 20 teachers	998
Leadership Team Member, over 20 teachers	1,143
Phi Beta Lambda (PBL) Sponsor	286
Student Council Sponsor (PTCS, Tomlinson)	782
Vocational Industrial Clubs of America (VICA) Sponsor	286

### ESE Center

Acting Administrator (Only if school has no Asst. Principal)	328			
Leadership Team Member, 3 to 5 teachers	504			
Leadership Team Member, 6 to 10 teachers	573			
Leadership Team Member, 11 +	713			
S.T.E.P. Coordinator	137			
Safety Patrol	361			
Student Council Sponsor	361			
Yearbook	(0-3) 396	(4-6) 435	(7-9) 513	(10+) 594

## **Athletic Supplements**

### **Elementary**

Special Olympics	(0-3) 544	(4-6) 587	(7-9) 635	(10+) 686
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### **Middle School**

Basketball, Boys	(0-3) 778	(4-6) 848	(7-9) 919	(10+) 988
Basketball, Girls	(0-3) 778	(4-6) 848	(7-9) 919	(10+) 998
Cheerleader Sponsor	(0-3) 434	(4-6) 473	(7-9) 513	(10+) 552
Track, Boys	(0-3) 688	(4-6) 751	(7-9) 813	(10+) 876
Track, Assistant, Boys	(0-3) 434	(4-6) 473	(7-9) 513	(10+) 552
Track, Girls	(0-3) 688	(4-6) 751	(7-9) 813	(10+) 876
Track, Assistant, Girls	(0-3) 434	(4-6) 473	(7-9) 513	(10+) 552
Volleyball, Boys	(0-3) 688	(4-6) 751	(7-9) 813	(10+) 876
Volleyball, Girls	(0-3) 688	(4-6) 751	(7-9) 813	(10+) 876

### **High School**

Baseball, Head	(0-3) 2,608	(4-6) 2,826	(7-9) 3,043	(10+) 3,260
Basketball, Head, Boys	(0-3) 2,934	(4-6) 3,179	(7-9) 3,424	(10+) 3,668
Basketball, Junior Varsity, Boys	(0-3) 1,794	(4-6) 1,943	(7-9) 2,093	(10+) 2,242
Basketball, Head, Girls	(0-3) 2,934	(4-6) 3,179	(7-9) 3,424	(10+) 3,668
Basketball, Junior Varsity, Girls	(0-3) 1,794	(4-6) 1,943	(7-9) 2,093	(10+) 2,242
Cheerleader Sponsor – Basketball (2 positions)	(0-3) 1,304	(4-6) 1,413	(7-9) 1,522	(10+) 1,630
Cheerleader Sponsor – Football (1 position)	(0-3) 1,304	(4-6) 1,413	(7-9) 1,522	(10+) 1,630
Cross Country, Boys (1 position)	(0-3) 1,712	(4-6) 1,854	(7-9) 1,998	(10+) 2,140
Cross Country, Girls (1 position)	(0-3) 1,712	(4-6) 1,854	(7-9) 1,998	(10+) 2,140

Cross Country, Assistant	(0-3) 1,712	(4-6) 1,855	(7-9) 1,998	(10+) 2,140
Flag Football, Head, Girls	(0-3) 1,402	(4-6) 1,519	(7-9) 1,636	(10+) 1,752
Flag Football, Junior Varsity, Girls	(0-3) 615	(4-6) 668	(7-9) 727	(10+) 770
Football, Head	(0-3) 2,988	(4-6) 3,312	(7-9) 3,625	(10+) 3,938
Football, Assistant Varsity	(0-3) 1,565	(4-6) 1,728	(7-9) 1,891	(10+) 2,055
Football, Junior Varsity	(0-3) 1,304	(4-6) 1,440	(7-9) 1,576	(10+) 1,712
Football, Head (SPRING)	(0-3) 751	(4-6) 826	(7-9) 900	(10+) 976
Football, Assistant Varsity (SPRING)	(0-3) 392	(4-6) 434	(7-9) 471	(10+) 509
Football, Junior Varsity Asst (SPRING)	(0-3) 326	(4-6) 359	(7-9) 392	(10+) 425
Golf, Boys	(0-3) 1,402	(4-6) 1,519	(7-9) 1,636	(10+) 1,752
Golf, Girls	(0-3) 1,402	(4-6) 1,519	(7-9) 1,636	(10+) 1,752
LaCrosse, Head, Boys	(0-3) 1,957	(4-6) 2,120	(7-9) 2,283	(10+) 2,246
LaCrosse, Head, Girls	(0-3) 1,957	(4-6) 2,120	(7-9) 2,283	(10+) 2,246
Soccer, Head, Boys	(0-3) 1,956	(4-6) 2,120	(7-9) 2,283	(10+) 2,446
Soccer, Head, Girls	(0-3) 1,956	(4-6) 2,120	(7-9) 2,283	(10+) 2,446
Soccer, Junior Varsity, Girls	(0-3) 1,322	(4-6) 1,453	(7-9) 1,606	(10+) 1,718
Softball, Girls	(0-3) 2,608	(4-6) 2,826	(7-9) 3,043	(10+) 3,260
Swimming, Head	(0-3) 2,446	(4-6) 2,650	(7-9) 2,854	(10+) 3,058
Swimming, Assistant	(0-3) 1,548	(4-6) 1,678	(7-9) 1,807	(10+) 1,936
Swimming, Junior Varsity, Girls	(0-3) 816	(4-6) 895	(7-9) 952	(10+) 1,020
Tennis, Boys	(0-3) 1,402	(4-6) 1,519	(7-9) 1,636	(10+) 1,752
Tennis, Girls	(0-3) 1,402	(4-6) 1,519	(7-9) 1,636	(10+) 1,752
Track, Head, Boys	(0-3) 2,608	(4-6) 2,826	(7-9) 3,043	(10+) 3,260
Track, Assistant, Boys	(0-3) 1,712	(4-6) 1,854	(7-9) 1,998	(10+) 2,140
Track, Head, Girls	(0-3) 2,608	(4-6) 2,826	(7-9) 3,043	(10+) 3,260

Track, Assistant, Girls	(0-3) 1,712	(4-6) 1,854	(7-9) 1,998	(10+) 2,140
Volleyball, Head, Girls	(0-3) 2,608	(4-6) 2,826	(7-9) 3,043	(10+) 3,260
Volleyball, Junior Varsity, Girls	(0-3) 1,548	(4-6) 1,678	(7-9) 1,807	(10+) 1,936
Wrestling, Head	(0-3) 2,608	(4-6) 2,826	(7-9) 3,043	(10+) 3,260
Wrestling, Junior Varsity	(0-3) 1,548	(4-6) 1,678	(7-9) 1,807	(10+) 1,936

## II. Supplements for the Fine Arts

### Middle School

Band Director	(0-3) 860	(4-6) 938	(7-9) 1,017	(10+) 1,097
Choral Director	(0-3) 860	(4-6) 938	(7-9) 1,017	(10+) 1,097
Orchestra	(0-3) 861	(4-6) 938	(7-9) 1,018	(10+) 1,097

### High School

Center for the Arts Program Coordinator	748			
Center for the Arts Program Director	883			
Band Director	(0-3) 2,992	(4-6) 3,264	(7-9) 3,534	(10+) 3,784
Choral Director	(0-3) 1,796	(4-6) 1,958	(7-9) 2,120	(10+) 2,283
Drama Sponsor	(0-3) 1,757	(4-6) 1,918	(7-9) 2,077	(10+) 2,239
Drill Team	(0-3) 522	(4-6) 565	(7-9) 608	(10+) 653
Orchestra	(0-3) 1,797	(4-6) 1,959	(7-9) 1,120	(10+) 2,283

## VI. Other Supplemental Compensation

### 1. Advanced Degree Supplement

A supplement is payable for advanced degrees that are held in the 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 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 \$24 to \$28 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 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 five thousand two hundred eighty dollars (\$5,280) 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. School psychologists who receive the \$5,280 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.