

Appendix B: Supplemental Compensation

Updated 5.6.22

Academic Supplements

Elementary School

5000 Role Model	190			
Acting Administrator (only if no AP)	369			
AVID Site Coordinator	254			
ESE Dept Chair/Team Leaders (only if 6 or more ESE teachers)	424			
ESOL Coordinator	254			
Gifted Coordinator	254			
Girlfriends	190			
Leadership Team Member, 3 to 5 teachers	570			
Leadership Team Member, 6 to 10 teachers	647			
Leadership Team Member, 11 or more teachers	805			
Principal's Multi-Cultural Advisory Committee (PMAC) Sponsor	190			
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	408			
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)	155			
Student Council Sponsor	408			
Technology Coordinator (1 per school)	760*			
Volunteer Coordinator (only if no AP)	408			
Wellness Champion (1 per school)	450*			

Middle School

5000 Role Model	190			
AVID Site Coordinator	254			
ESOL Coordinator	254			
Gifted Coordinator	254			
Girlfriends	190			
Grad Coordinator	254			
Leadership Team Member, 3 to 5 teachers	570			
Leadership Team Member, 6 to 10 teachers	647			
Leadership Team Member, 11 or more teachers	805			
National Honor Society (based on number of students)	(1-150) 323	(151-300) 443	(301+) 563	
Principal's Multi-Cultural Advisory Committee (PMAC) Sponsor	190			
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)	230			
Student Council Sponsor	408			
Technology Coordinator (1 per school)	1,087*			
Wellness Champion (1 per school)	450*			
Yearbook (based on years of experience)	(0-3) 448	(4-6) 491	(7-9) 580	(10+) 671

High School

	(0-3)	(4-6)	(7-9)	(10+)
5000 Role Model	190			
Academic Team Coach (1 per school)	1,230	1,353	1,474	1,597
Academic Team District Advisor (Limit 1)	1,236			
Academies of Pinellas Academy Coordinator	254			
AVID Site Coordinator	254			
Cooperative Education Clubs of Florida (CECF) Sponsor (1 per school)	323			
Class Sponsor, Freshman (1 per school)	323			
Class Sponsor, Sophomore (1 per school)	415			
Class Sponsor, Junior (1 per school)	647			
Class Sponsor, Senior (1 per school)	805			
Distributive Education Clubs of America (DECA) Sponsor (1 per school)	323			
ESOL Coordinator	254			
Florida Business Leaders of America (FBLA) Sponsor (1 per school)	323	354	388	420
Future Educators of America (FEA) Sponsor (1 per school)	386	424	463	500
Future Farmers of American (FFA) Sponsor (1 per school)	323	354	388	420
Florida Public Service Association (FPSA) Sponsor (1 per school)	323			
Florida State Forensics Program (FSFP) Sponsor (1 per school)	1,452			
Gifted Coordinator	254			
Girlfriends	190			
Grad Coordinator	254			
Health Occupations Students of America (HOSA) Sponsor (1 per school)	323			
Health Occupations Students of America (HOSA) District Advisor (1 per school)	883			
Leadership Team Member, 3 to 5 teachers	647			
Leadership Team Member, 6 to 10 teachers	805			
Leadership Team Member, 11 to 15 teachers	967			
Leadership Team Member, 16 to 20 teachers	1,129			
Leadership Team Member, over 20 teachers	1,291			
National Honor Society (based on number of students)	(1-150) 323	(151-300) 443	(301+) 563	
Newspaper	1,537	1,691	1,845	1,998
Principal's Multi-Cultural Advisory Committee (PMAC)	190			
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)	386			
Student Council Sponsor	883			
Technology Coordinator (1 per school)	2,175*			
Technology Student Association (TSA) Sponsor	323	354	388	420
Vocational Industrial Clubs of America (VICA) Sponsor (1 per school)	323	354	388	420
Wellness Champion (1 per school)	450*			
Yearbook Sponsor	1,537	1,691	1,845	1,998

Workforce Development

	(0-3)	(4-6)	(7-9)	(10+)
Cooperative Education Clubs of Florida (CECF) Sponsor	323			
CECF District Advisor (Limit 1)	883			
Distributive Education Clubs of America (DECA) Sponsor	323			
DECA District Advisor (Limit 1)	1,033			
Florida Business Leaders of America Sponsor (FBLA)	323	354	388	420
FBLA District Advisor (Limit 1)	883			
Florida Public Service Association (FPSA) Sponsor	323			
Future Educators of America (FEA) Sponsor	386	424	463	500
Future Farmers of America (FFA) Sponsor	323	354	420	883
FFA District Advisor (Limit 1)	883			
JROTC Drill	539			
JROTC Rifle	539			
Technology Student Association (TSA) Sponsor	323	354	388	420
TSA District Advisor (Limit 1)	883			
Vocational Industrial Clubs of America (VICA) Sponsor	323	354	388	420
VICA District Advisor (Limit 1)	883			

Adult Education

Community Education Coordinator Clearwater	922
Evening Program Coordinator – TALC	922
Future Farmers of America (FFA)	323
Leadership Team Member, 3 to 5 teachers	647
Leadership Team Member, 6 to 10 teachers	805
Leadership Team Member, 11 to 15 teachers	967
Leadership Team Member, 16 to 20 teachers	1,129
Leadership Team Member, over 20 teachers	1,291
Phi Beta Lambda (PBL) Sponsor	323
Student Council Sponsor (PTCS, Tomlinson)	884
Vocational Industrial Clubs of America (VICA) Sponsor	323
Project Manager (1 position)	2,228

ESE Centers

Acting Administrator (Only if school has no AP)	370			
Leadership Team Member, 3 to 5 teachers	570			
Leadership Team Member, 6 to 10 teachers	647			
Leadership Team Member, 11 +	805			
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)	155			
Safety Patrol Sponsor	408			
Student Council Sponsor	408			
Yearbook	448	491	580	671

Athletic Supplements

Elementary School

	(0-3)	(4-6)	(7-9)	(10+)
Special Olympics	614	664	718	774

Middle School

	(0-3)	(4-6)	(7-9)	(10+)
Basketball, Boys	879	958	1,038	1,116
Basketball, Girls	879	958	1,038	1,116
Cheerleader Sponsor	490	534	580	625
Flag Football, Boys	777	849	919	990
Flag Football, Girls	777	849	919	990
Track, Boys	777	849	919	990
Track, Assistant, Boys	490	534	580	625
Track, Girls	777	849	919	990
Track, Assistant, Girls	490	534	580	625
Volleyball, Boys	777	849	919	990
Volleyball, Girls	777	849	919	990

High School

	(0-3)	(4-6)	(7-9)	(10+)
Academic Team Coach	1230	1353	1474	1597
Baseball, Head	2,948	3,192	3,438	3,684
Baseball, Assistant	1,616	1,784	1,952	2,122
Basketball, Head, Boys	3,315	3,592	3,869	4,145
Basketball, Junior Varsity, Boys	2,027	2,195	2,365	2,534
Basketball, Head, Girls	3,315	3,592	3,869	4,145
Basketball, Junior Varsity, Girls	2,027	2,195	2,365	2,534
Cheerleader Sponsor – Basketball (2 positions)	1,473	1,596	1,719	1,842
Cheerleader Sponsor – Football (1 position)	1,473	1,596	1,719	1,842
Cross Country, Boys (1 position)	1,712	1,854	1,998	2,140
Cross Country, Girls (1 position)	1,712	1,854	1,998	2,140
Cross Country, Boys and Girls	1,956	2,120	2,283	2,446
Flag Football, Head, Girls	1,584	1,716	1,848	1,979
Flag Football, Junior Varsity, Girls	695	755	822	869
Football, Varsity - Head	3,376	3,743	4,096	4,450
Football, Varsity - Assistant	1,769	1,952	2,137	2,322
Football, Junior Varsity	1,473	1,627	1,781	1,935
Football, Varsity - Head (Spring)	1043	1127	1,211	1,297
Football, Varsity- Assistant (Spring)	443	487	532	575
Football, Junior Varsity- Assistant (Spring)	369	405	443	480
Golf, Boys	1,584	1,717	1,848	1,980
Golf, Girls	1,584	1,717	1,848	1,980
Lacrosse, Head, Boys	2,211	2,395	2,580	2,764
Lacrosse, Head, Girls	2,211	2,395	2,580	2,764
Soccer, Head, Boys	2,405	2,590	2,775	2,958
Soccer, Head, Girls	2,405	2,590	2,775	2,958
Soccer, Junior Varsity, Girls	1,494	1,642	1,814	1,941

	(0-3)	(4-6)	(7-9)	(10+)
Softball, Girls	2,948	3,192	3,438	3,684
Softball, Assistant	1,616	1,784	1,952	2,122
Swimming, Head	2,764	2,994	3,224	3,455
Swimming, Assistant	1,750	1,897	2,042	2,188
Swimming, Junior Varsity, Girls	922	1,012	1,076	1,152
Tennis, Boys	1,584	1,717	1,848	1,980
Tennis, Girls	1,584	1,717	1,848	1,980
Track, Head, Boys	2,948	3,192	3,438	3,684
Track, Assistant, Boys*	1,935	2,095	2,257	2,418
Track, Head, Girls	2,948	3,192	3,438	3,684
Track, Assistant, Girls*	1,935	2,095	2,257	2,418
Volleyball, Head, Girls	2,948	3,192	3,438	3,684
Volleyball, Junior Varsity, Girls	1,750	1,897	2,042	2,188
Wrestling, Head	2,948	3,192	3,438	3,684
Wrestling, Junior Varsity	1,750	1,897	2,042	2,188
Wrestling, Head (additional pay if 7+ girls)	777			

*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	1,549			
Band Director	973	1,060	1,149	1,239
Drama Sponsor	973			
Choral Director	973	1,060	1,149	1,239
Orchestra	973	1,060	1,150	1,239

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	3,380	3,689	3,993	4,276
Band, Summer Camp	1,549			
Choral Director	2,029	2,213	2,395	2,580
Drama Sponsor	1,958	2,167	2,347	2,530
Drill Team	590	638	688	738
Orchestra	2,030	2,214	2,395	2,580

*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 work day. 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.*