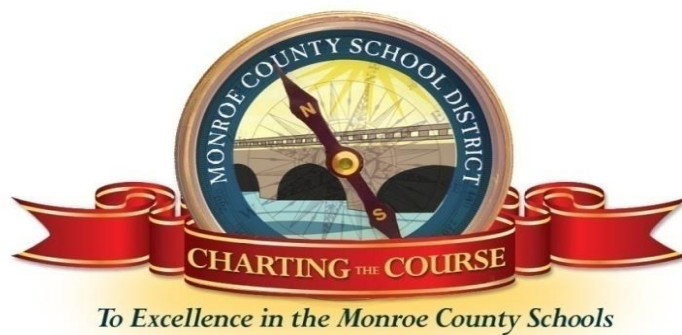


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**Monroe County School District  
Salary Schedules  
2021-2022**

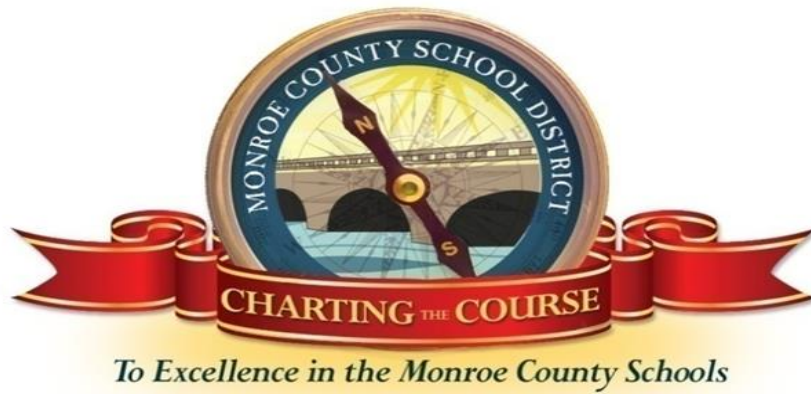


**Approval: September 21, 2021 and October 26, 2021**

**Effective Date: July 1, 2021, except as otherwise  
noted.**

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# INSTRUCTIONAL SALARY SCHEDULE

**Monroe County School Board  
FY 2021-22 Salary Schedule**

**INSTRUCTIONAL**

<u>Current</u>	<u>New</u>	<u>Salary</u>	<u>Current</u>	<u>New</u>	<u>Salary</u>	<u>Current</u>	<u>New</u>	<u>Salary</u>	<u>Current</u>	<u>New</u>	<u>Salary</u>
ILC01	IL-4	\$50,000	ILO01	IL-40	\$60,800	ILAA01	IL-76	\$71,600	ILMM01	IL-112	\$82,400
ILC02	IL-5	\$50,300	ILO02	IL-41	\$61,100	ILAA02	IL-77	\$71,900	ILMM02	IL-113	\$82,700
ILC03	IL-6	\$50,600	ILO03	IL-42	\$61,400	ILAA03	IL-78	\$72,200	ILMM03	IL-114	\$83,000
ILD01	IL-7	\$50,900	ILP01	IL-43	\$61,700	ILBB01	IL-79	\$72,500	ILNN01	IL-115	\$83,300
ILD02	IL-8	\$51,200	ILP02	IL-44	\$62,000	ILBB02	IL-80	\$72,800	ILNN02	IL-116	\$83,600
ILD03	IL-9	\$51,500	ILP03	IL-45	\$62,300	ILBB03	IL-81	\$73,100	ILNN03	IL-117	\$83,900
ILE01	IL-10	\$51,800	ILQ01	IL-46	\$62,600	ILCC01	IL-82	\$73,400	ILOO01	IL-118	\$84,200
ILE02	IL-11	\$52,100	ILQ02	IL-47	\$62,900	ILCC02	IL-83	\$73,700	ILOO02	IL-119	\$84,500
ILE03	IL-12	\$52,400	ILQ03	IL-48	\$63,200	ILCC03	IL-84	\$74,000	ILOO03	IL-120	\$84,800
ILF01	IL-13	\$52,700	ILR01	IL-49	\$63,500	ILDD01	IL-85	\$74,300	ILPP01	IL-121	\$85,100
ILF02	IL-14	\$53,000	ILR02	IL-50	\$63,800	ILDD02	IL-86	\$74,600	ILPP02	IL-122	\$85,400
ILF03	IL-15	\$53,300	ILR03	IL-51	\$64,100	ILDD03	IL-87	\$74,900	ILPP03	IL-123	\$85,700
ILG01	IL-16	\$53,600	ILS01	IL-52	\$64,400	ILEE01	IL-88	\$75,200	ILQQ01	IL-124	\$86,000
ILG02	IL-17	\$53,900	ILS02	IL-53	\$64,700	ILEE02	IL-89	\$75,500	ILQQ02	IL-125	\$86,300
ILG03	IL-18	\$54,200	ILS03	IL-54	\$65,000	ILEE03	IL-90	\$75,800	ILQQ03	IL-126	\$86,600
ILH01	IL-19	\$54,500	ILT01	IL-55	\$65,300	ILFF01	IL-91	\$76,100			
ILH02	IL-20	\$54,800	ILT02	IL-56	\$65,600	ILFF02	IL-92	\$76,400			
ILH03	IL-21	\$55,100	ILT03	IL-57	\$65,900	ILFF03	IL-93	\$76,700			
ILI01	IL-22	\$55,400	ILU01	IL-58	\$66,200	ILGG01	IL-94	\$77,000			
ILI02	IL-23	\$55,700	ILU02	IL-59	\$66,500	ILGG02	IL-95	\$77,300			
ILI03	IL-24	\$56,000	ILU03	IL-60	\$66,800	ILGG03	IL-96	\$77,600			
ILJ01	IL-25	\$56,300	ILV01	IL-61	\$67,100	ILHH01	IL-97	\$77,900			
ILJ02	IL-26	\$56,600	ILV02	IL-62	\$67,400	ILHH02	IL-98	\$78,200			
ILJ03	IL-27	\$56,900	ILV03	IL-63	\$67,700	ILHH03	IL-99	\$78,500			
ILK01	IL-28	\$57,200	ILW01	IL-64	\$68,000	ILII01	IL-100	\$78,800			
ILK02	IL-29	\$57,500	ILW02	IL-65	\$68,300	ILII02	IL-101	\$79,100			
ILK03	IL-30	\$57,800	ILW03	IL-66	\$68,600	ILII03	IL-102	\$79,400			
ILL01	IL-31	\$58,100	ILX01	IL-67	\$68,900	ILJJ01	IL-103	\$79,700			
ILL02	IL-32	\$58,400	ILX02	IL-68	\$69,200	ILJJ02	IL-104	\$80,000			
ILL03	IL-33	\$58,700	ILX03	IL-69	\$69,500	ILJJ03	IL-105	\$80,300			
ILM01	IL-34	\$59,000	ILY01	IL-70	\$69,800	ILKK01	IL-106	\$80,600			
ILM02	IL-35	\$59,300	ILY02	IL-71	\$70,100	ILKK02	IL-107	\$80,900			
ILM03	IL-36	\$59,600	ILY03	IL-72	\$70,400	ILKK03	IL-108	\$81,200			
ILN01	IL-37	\$59,900	ILZ01	IL-73	\$70,700	ILLL01	IL-109	\$81,500			
ILN02	IL-38	\$60,200	ILZ02	IL-74	\$71,000	ILLL02	IL-110	\$81,800			
ILN03	IL-39	\$60,500	ILZ03	IL-75	\$71,300	ILLL03	IL-111	\$82,100			

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.]

<b>2021-22</b>	<b>Title I*</b>	<b>Masters</b>	<b>Specialist</b>	<b>Doctorate</b>	<b>OT</b>	<b>Psych.</b>
<u>Level/Inc. C1-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-QQ3</u>	\$500	\$4,200	\$5,400	\$6,300	\$5,400	\$10,000

**2021-22**

All teachers at Title I eligible or served schools (>40% FRL)	\$500
All teachers at Transition schools (30-39.99% FRL)	\$250

**Monroe County School Board  
FY 2021-22 Salary Schedule**

**INSTRUCTIONAL (Continued)**

**Initial Salary Schedule Placement:**

New hires to the MCSD in 2020-2021 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) New teacher base salary will be increased to \$50,000 (\$700 added to beginning level C1)
- 2) All other teachers' compensation adjustment \$1,500 movement (5 increments) on the salary schedule + \$700 increase to salary schedule
- 3) All PSC/Grandfathered teachers, who achieve a highly effective on their evaluation would receive an additional \$600 for a total of \$2,800 annual raise per FT teacher. All Teachers under the Annual Contract, who achieve a highly effective on their evaluation would receive an additional \$900 for a total of \$3,100.
- 4) All teachers who achieve an effective on their evaluation would receive an additional \$300 for a total of \$2,500 total raise
- 5) Highly Effective Grandfathered Salary Schedule Supplement

For the 2021-2022 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 shall continue for each year the teacher is employed by the MCSD.

For the 2021-2022 school year any monies paid a teacher under the Highly Effective Grandfathered Salary Schedule 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 as 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 of advanced degree supplement, just as if level movement had occurred on the salary schedule.

**Monroe County School Board  
FY 2021-22 Salary Schedule**

**PERMANENT SUBSTITUTES (PS)**

<b><u>Current</u></b>	<b><u>New</u></b>	<b><u>Experience</u></b>	<b><u>New Schedule</u></b>
OP000	PS-1	0	\$21,327
OP001	PS-2	1	\$22,017
OP002	PS-3	2	\$23,082
OP003	PS-4	3	\$24,515
OP004	PS-5	4	\$25,276
OP005	PS-6	5	\$25,945
OP006	PS-7	6	\$26,443

**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.

Hourly rates for the Summer Recreation program funded by the Ocean Reef Foundation are covered by a separate Memorandum of Understanding which is incorporated by reference to this salary schedule.

**Monroe County School Board  
FY 2021-22 Salary Schedule**

**Substitute Teacher and Emergency Teacher Salary Schedule**

**PAY GRADE ST**

**SUBSTITUTE TEACHERS**

Salary Slot		Daily Rate						
		01	02	03	04	05	06	07
Grade	Step	HS Diploma + 464 on ETS Parapro Passing CLAST Scores	AA/AS or 60+ Semester Hours	Bachelor's Degree	Master's Degree	Doctorate Degree	Retired MCSD Instructional Personnel	Education Specific Degree
ST	1	\$100.00	\$105.50	\$110.00	\$116.05	\$126.60	\$210.00	\$200.00
ST	2	\$125.00	\$130.50	\$135.00	\$141.05	\$151.60	\$210.00	\$200.00
ST	3	\$150.00	\$155.50	\$160.00	\$166.05	\$176.60	\$210.00	\$200.00
ST	4	\$175.00	\$180.50	\$185.00	\$191.05	\$201.60	\$210.00	\$200.00

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 ET**

EMERGENCY TEACHER		
Salary Slot		Annual Salary
Grade	Step	
ET	1	Level C Increment 1 Instructional Salary Schedule

**Monroe County School Board  
FY 2021 - 2022 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	17.93	22.72	26,357.10	33,398.40
HS-002	Site Coordinators	222	7.5	18.51	23.47	30,819.15	39,077.55
HS-003	Pre-K Provider A.A.	196	7.5	20.80	24.10	30,576.00	35,427.00
HS-004	Pre-K Provider 1	196	7.5	22.14	25.05	32,545.80	36,823.50
HS-005	Pre-K Provider 2	196	7.5	34.01	39.75	49,994.70	58,432.50
HS-006	Health/Disabilities Manager Nurse	196	8	25.11	38.27	39,372.48	60,007.36
HS-007	Family Engagement/ERSA Manager	254	8	23.23	29.57	47,203.36	60,086.24
HS-008	Budget Manager	254	8	23.30	29.43	47,345.60	59,801.76
HS-009	Education/Disabilities Manager	254	8	35.64	43.62	72,420.48	88,635.84
HS-010	Early Childhood Supervisor/Coordinator	254	8	43.68	50.52	88,757.76	102,656.64
HS-011	Social Worker	254	8	37.44	43.08	76,078.08	87,538.56
HS-012	School Counselor	196	7.5	33.64	42.85	49,450.80	62,989.50

New employees are placed on salary schedule according to years of experience and receive 1% increments for each year of relevant experience.

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

COLA increases are mandated by the Federal Government. COLA for FY 2021-22 is 1.567%

Incentive pay may become part of the employee's base salary if funding is available.

\*\* A nurse with a related Bachelor's Degree may receive \$2500 more annually.

**Head Start Incentive Pay**

Position		
Site Coordinator	Highly Effective	600
	Effective	300

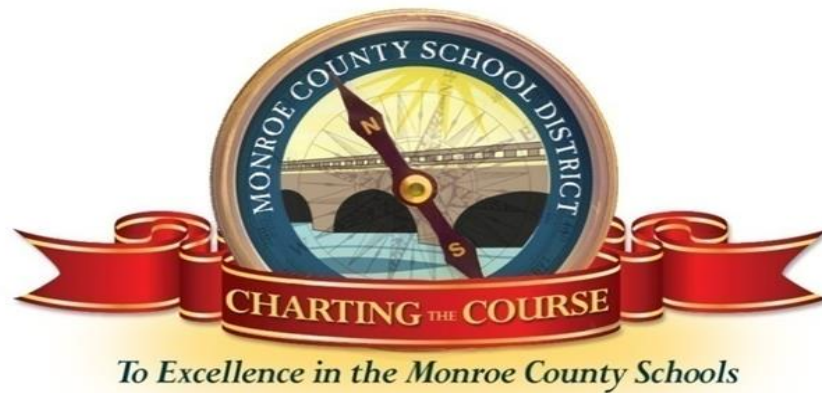
PreK Provider 1 (Bachelor's Degree, Out of Field)	Highly Effective Greater than 3 consecutive years experience	Same as District.
	Effective Greater than 3 years consecutive experience	
	Highly Effective 3 years or less experience	
	Effective 3 years or less experience	

PreK Provider 2 (Bachelor's Degree, In Field)	Highly Effective Greater than 3 consecutive years experience	Same as District.
	Effective Greater than 3 years consecutive experience	
	Highly Effective 3 years or less experience	
	Effective 3 years or less experience	

Evaluations done according to Board-approved rubric. Employee performance is compared to goals.

Salary Slot	Head Start Supplements				
	Supplement	Description			Annual Amount
	Webmaster	Addl. duties maintaining Head Start portion of website.			1,175
	SST Supplement	Addl. duties working with ESE students.			3,000
	Mentor Teacher	Addl. Duties: mentor student/teacher interactions			1,550
	Master's Degree	Master's Degree in related field for teachers			1,800





## FOOD SERVICES

**Monroe County School Board  
FY 2021-22 Salary Schedule**

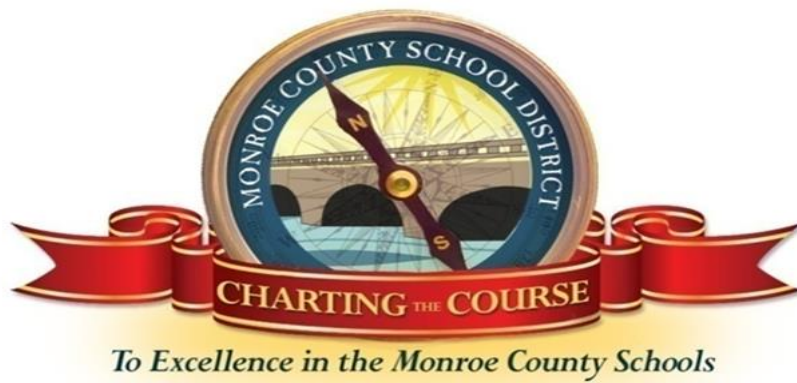
**SCHOOL FOOD SERVICE**

FOOD SERVICE WORKER (FSW)			COOK (FSC)			SUBSTITUTE FS WORKER (FSS)		
<u>Current</u>	<u>New</u>	<u>Rate</u>	<u>Current</u>	<u>New</u>	<u>Rate</u>	<u>Current</u>	<u>New</u>	<u>Rate</u>
F3SD1	FSW-1	15.00	F5SD1	FSC-1	16.81	F1S00H	FSS-1	15.00
F3SD2	FSW-2	15.20	F5SD2	FSC-2	17.01			
F3SE1	FSW-3	15.40	F5SE1	FSC-3	17.21			
F3SE2	FSW-4	15.60	F5SE2	FSC-4	17.41			
F3SF1	FSW-5	15.80	F5SF1	FSC-5	17.61			
F3SF2	FSW-6	16.00	F5SF2	FSC-6	17.81			
F3SG1	FSW-7	16.20	F5SG1	FSC-7	18.01			
F3SG2	FSW-8	16.40	F5SG2	FSC-8	18.21			
F3SH1	FSW-9	16.60	F5SH1	FSC-9	18.41			
F3SH2	FSW-10	16.80	F5SH2	FSC-10	18.61			
F3SI1	FSW-11	17.00	F5SI1	FSC-11	18.81			
F3SI2	FSW-12	17.20	F5SI2	FSC-12	19.01			
F3SJ1	FSW-13	17.40	F5SJ1	FSC-13	19.21			
F3SJ2	FSW-14	17.60	F5SJ2	FSC-14	19.41			
F3SK1	FSW-15	17.80	F5SK1	FSC-15	19.61			
F3SK2	FSW-16	18.00	F5SK2	FSC-16	19.81			
F3SL1	FSW-17	18.20	F5SL1	FSC-17	20.01			
F3SL2	FSW-18	18.40	F5SL2	FSC-18	20.21			
F3SM1	FSW-19	18.60	F5SM1	FSC-19	20.41			
F3SM2	FSW-20	18.80	F5SM2	FSC-20	20.61			
F3SN1	FSW-21	19.00	F5SN1	FSC-21	20.81			
F3SN2	FSW-22	19.20	F5SN2	FSC-22	21.01			
F3SO1	FSW-23	19.40	F5SO1	FSC-23	21.21			
F3SO2	FSW-24	19.60	F5SO2	FSC-24	21.41			
F3SP1	FSW-25	19.80	F5SP1	FSC-25	21.61			
F3SP2	FSW-26	20.00	F5SP2	FSC-26	21.81			
F3SQ1	FSW-27	20.20	F5SQ1	FSC-27	22.01			
F3SQ2	FSW-28	20.40	F5SQ2	FSC-28	22.21			
F3SR1	FSW-29	20.60	F5SR1	FSC-29	22.41			
F3SR2	FSW-30	20.80	F5SR2	FSC-30	22.61			
F3SS1	FSW-31	21.00	F5SS1	FSC-31	22.81			
F3SS2	FSW-32	21.20	F5SS2	FSC-32	23.01			
F3ST1	FSW-33	21.40	F5ST1	FSC-33	23.21			
F3ST2	FSW-34	21.60	F5ST2	FSC-34	23.41			
F3SU1	FSW-35	21.80	F5SU1	FSC-35	23.61			
F3SU2	FSW-36	22.00	F5SU2	FSC-36	23.81			

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	LHS20
	5 Years	10 Years	15 Years	20 Years
	0.15	0.25	0.25	0.25
Cumulative Hourly	0.15	0.40	0.65	0.90



# **MAINTENANCE, WAREHOUSE AND TRANSPORTATION**

**Monroe County School Board  
FY 2021-22 Salary Schedule**

BUS DRIVER (BD)			BUS AIDE (BA)			SUBSTITUTE BUS DRIVER (BDSUB)		
<u>Current</u>	<u>New</u>	<u>Rate</u>	<u>Current</u>	<u>New</u>	<u>Rate</u>	<u>Current</u>	<u>New</u>	<u>Rate</u>
BDLD1	BD-1	18.00	BALD1	BA-1	14.40	BDSUB	BDSUB-1	16.85
BDLD2	BD-2	18.20	BALD2	BA-2	14.65			
BDLE1	BD-3	18.40	BALE1	BA-3	14.90			
BDLE2	BD-4	18.60	BALE2	BA-4	15.15			
BDLF1	BD-5	18.80	BALF1	BA-5	15.40			
BDLF2	BD-6	19.00	BALF2	BA-6	15.65			
BDLG1	BD-7	19.20	BALG1	BA-7	15.90			
BDLG2	BD-8	19.40	BALG2	BA-8	16.15			
BDLH1	BD-9	19.60	BALH1	BA-9	16.40			
BDLH2	BD-10	19.80	BALH2	BA-10	16.65			
BDLI1	BD-11	20.00	BALI1	BA-11	16.90			
BDLI2	BD-12	20.20	BALI2	BA-12	17.15			
BDLJ1	BD-13	20.40	BALJ1	BA-13	17.40			
BDLJ2	BD-14	20.60	BALJ2	BA-14	17.65			
BDLK1	BD-15	20.80	BALK1	BA-15	17.90			
BDLK2	BD-16	21.00	BALK2	BA-16	18.15			
BDLL1	BD-17	21.20	BALL1	BA-17	18.40			
BDLL2	BD-18	21.40	BALL2	BA-18	18.65			
BDLM1	BD-19	21.60	BALM1	BA-19	18.90			
BDLM2	BD-20	21.80	BALM2	BA-20	19.15			
BDLN1	BD-21	22.00	BALN1	BA-21	19.40			
BDLN2	BD-22	22.20	BALN2	BA-22	19.65			
BDLO1	BD-23	22.40	BALO1	BA-23	19.90			
BDLO2	BD-24	22.60	BALO2	BA-24	20.15			
BDLP1	BD-25	22.80	BALP1	BA-25	20.40			
BDLP2	BD-26	23.00	BALP2	BA-26	20.65			
BDLQ1	BD-27	23.20	BALQ1	BA-27	20.90			
BDLQ2	BD-28	23.40	BALQ2	BA-28	21.15			
BDLR1	BD-29	23.60	BALR1	BA-29	21.40			
BDLR2	BD-30	23.80	BALR2	BA-30	21.65			
BDLS1	BD-31	24.00	BALS1	BA-31	21.90			
BDLS2	BD-32	24.20	BALS2	BA-32	22.15			
BDLT1	BD-33	24.40	BALT1	BA-33	22.40			
BDLT2	BD-34	24.60	BALT2	BA-34	22.65			
BDLU1	BD-35	24.80	BALU1	BA-35	22.90			
BDLU2	BD-36	25.00	BALU2	BA-36	23.15			
BDLV1	BD-37	25.20	BALV1	BA-37	23.40			
BDLV2	BD-38	25.40	BALV2	BA-38	23.65			
BDLW1	BD-39	25.60	BALW1	BA-39	23.90			
BDLW2	BD-40	25.80	BALW2	BA-40	24.15			

**Monroe County School Board  
FY 2021-22 Salary Schedule**

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 One (1) adjustment in pay and a fifty (\$50) 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.

Summer Program Bus Driver paid at regular hourly wage

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

Slot	LBD05		LBD10		LBD15		LBD20
	5 Years		10 Years		15 Years		20 Years
	0.15		0.25		0.25		0.25
	0.15		0.40		0.65		0.90

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

Slot	LBD05		LBD10		LBD15		LBD20
	<u>5 Years</u>		10 Years		15 Years		20 Years
	0.15		0.25		0.25		0.25
Cumulative Hourly	0.15		0.40		0.65		0.90

Supplements:

Gas Attendant                      118.00                      Per Month

Stipends:

For any type service not listed on any salary schedule, per day	\$20.00
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:**

Bus drivers will be paid their normal hourly rate plus \$1.00 hour up to reaching a forty hour workweek after which they will receive time and a half for each hour beyond forty. The additional one \$1.00 per hour is for all field trips only (not to include before/after school busses returning students home or to regular drop-off destinations).

**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  
2021-22 Salary Schedule**

**MAINTENANCE, TRANSPORTATION AND WAREHOUSE DEPARTMENTS**

RANK	CLASSIFICATION
5	Mechanic Helper, Ground Maintenance Tech, and Internal Service Messenger
6	Labor Foreman
8	Mechanics: Automotive, Body & Fender, Carpenters, and Painters
9	Plumbers (1), Electricians and Refrigeration (HVAC)
10	Lead Mechanic, Service Manager, and Grounds Supervisor

Rank 5 (MTW5)			Rank 6 (MTW6)			Rank 8 (MTW8)			Rank 9 (MTW9)			Rank 10 (MTW10)		
Current	New	Rate	Current	New	Rate	Current	New	Rate	Current	New	Rate	Current	New	Rate
M5SA2	MTW5-1	15.56	M6SA1	MTW6-1	16.00	M8SA1	MTW8-1	18.21	M9SA1	MTW9-1	19.18	M10BA1	MTW10-1	25.80
M5SB1	MTW5-2	15.81	M6SA2	MTW6-2	16.25	M8SA2	MTW8-2	18.46	M9SA2	MTW9-2	19.43	M10BA2	MTW10-2	26.05
M5SB2	MTW5-3	16.06	M6SB1	MTW6-3	16.50	M8SB1	MTW8-3	18.71	M9SB1	MTW9-3	19.68	M10BB1	MTW10-3	26.30
M5SC1	MTW5-4	16.31	M6SB2	MTW6-4	16.75	M8SB2	MTW8-4	18.96	M9SB2	MTW9-4	19.93	M10BB2	MTW10-4	26.55
M5SC2	MTW5-5	16.56	M6SC1	MTW6-5	17.00	M8SC1	MTW8-5	19.21	M9SC1	MTW9-5	20.18	M10BC1	MTW10-5	26.80
M5SD1	MTW5-6	16.81	M6SC2	MTW6-6	17.25	M8SC2	MTW8-6	19.46	M9SC2	MTW9-6	20.43	M10BC2	MTW10-6	27.05
M5SD2	MTW5-7	17.06	M6SD1	MTW6-7	17.50	M8SD1	MTW8-7	19.71	M9SD1	MTW9-7	20.68	M10BD1	MTW10-7	27.30
M5SE1	MTW5-8	17.31	M6SD2	MTW6-8	17.75	M8SD2	MTW8-8	19.96	M9SD2	MTW9-8	20.93	M10BD2	MTW10-8	27.55
M5SE2	MTW5-9	17.56	M6SE1	MTW6-9	18.00	M8SE1	MTW8-9	20.21	M9SE1	MTW9-9	21.18	M10BE1	MTW10-9	27.80
M5SF1	MTW5-10	17.81	M6SE2	MTW6-10	18.25	M8SE2	MTW8-10	20.46	M9SE2	MTW9-10	21.43	M10BE2	MTW10-10	28.05
M5SF2	MTW5-11	18.06	M6SF1	MTW6-11	18.50	M8SF1	MTW8-11	20.71	M9SF1	MTW9-11	21.68	M10BF1	MTW10-11	28.30
M5SG1	MTW5-12	18.31	M6SF2	MTW6-12	18.75	M8SF2	MTW8-12	20.96	M9SF2	MTW9-12	21.93	M10BF2	MTW10-12	28.55
M5SG2	MTW5-13	18.56	M6SG1	MTW6-13	19.00	M8SG1	MTW8-13	21.21	M9SG1	MTW9-13	22.18	M10BG1	MTW10-13	28.80
M5SH1	MTW5-14	18.81	M6SG2	MTW6-14	19.25	M8SG2	MTW8-14	21.46	M9SG2	MTW9-14	22.43	M10BG2	MTW10-14	29.05
M5SH2	MTW5-15	19.06	M6SH1	MTW6-15	19.50	M8SH1	MTW8-15	21.71	M9SH1	MTW9-15	22.68	M10BH1	MTW10-15	29.30
M5SI1	MTW5-16	19.31	M6SH2	MTW6-16	19.75	M8SH2	MTW8-16	21.96	M9SH2	MTW9-16	22.93	M10BH2	MTW10-16	29.55
M5SI2	MTW5-17	19.56	M6SI1	MTW6-17	20.00	M8SI1	MTW8-17	22.21	M9SI1	MTW9-17	23.18	M10BI1	MTW10-17	29.80
M5SJ1	MTW5-18	19.81	M6SI2	MTW6-18	20.25	M8SI2	MTW8-18	22.46	M9SI2	MTW9-18	23.43	M10BI2	MTW10-18	30.05
M5SJ2	MTW5-19	20.06	M6SJ1	MTW6-19	20.50	M8SJ1	MTW8-19	22.71	M9SJ1	MTW9-19	23.68	M10BJ1	MTW10-19	30.30
M5SK1	MTW5-20	20.31	M6SJ2	MTW6-20	20.75	M8SJ2	MTW8-20	22.96	M9SJ2	MTW9-20	23.93	M10BJ2	MTW10-20	30.55
M5SK2	MTW5-21	20.56	M6SK1	MTW6-21	21.00	M8SK1	MTW8-21	23.21	M9SK1	MTW9-21	24.18	M10BK1	MTW10-21	30.80
M5SL1	MTW5-22	20.81	M6SK2	MTW6-22	21.25	M8SK2	MTW8-22	23.46	M9SK2	MTW9-22	24.43	M10BK2	MTW10-22	31.05
M5SL2	MTW5-23	21.06	M6SL1	MTW6-23	21.50	M8SL1	MTW8-23	23.71	M9SL1	MTW9-23	24.68	M10BL1	MTW10-23	31.30
M5SM1	MTW5-24	21.31	M6SL2	MTW6-24	21.75	M8SL2	MTW8-24	23.96	M9SL2	MTW9-24	24.93	M10BL2	MTW10-24	31.55
M5SM2	MTW5-25	21.56	M6SM1	MTW6-25	22.00	M8SM1	MTW8-25	24.21	M9SM1	MTW9-25	25.18	M10BM1	MTW10-25	31.80
M5SN1	MTW5-26	21.81	M6SM2	MTW6-26	22.25	M8SM2	MTW8-26	24.46	M9SM2	MTW9-26	25.43	M10BM2	MTW10-26	32.05
M5SN2	MTW5-27	22.06	M6SN1	MTW6-27	22.50	M8SN1	MTW8-27	24.71	M9SN1	MTW9-27	25.68	M10BN1	MTW10-27	32.30
M5SO1	MTW5-28	22.31	M6SN2	MTW6-28	22.75	M8SN2	MTW8-28	24.96	M9SN2	MTW9-28	25.93	M10BN2	MTW10-28	32.55
M5SO2	MTW5-29	22.56	M6SO1	MTW6-29	23.00	M8SO1	MTW8-29	25.21	M9SO1	MTW9-29	26.18	M10BO1	MTW10-29	32.80
M5SP1	MTW5-30	22.81	M6SO2	MTW6-30	23.25	M8SO2	MTW8-30	25.46	M9SO2	MTW9-30	26.43	M10BO2	MTW10-30	33.05
M5SP2	MTW5-31	23.06	M6SP1	MTW6-31	23.50	M8SP1	MTW8-31	25.71	M9SP1	MTW9-31	26.68	M10BP1	MTW10-31	33.30
M5SQ1	MTW5-32	23.31	M6SP2	MTW6-32	23.75	M8SP2	MTW8-32	25.96	M9SP2	MTW9-32	26.93	M10BP2	MTW10-32	33.55
M5SQ2	MTW5-33	23.56	M6SQ1	MTW6-33	24.00	M8SQ1	MTW8-33	26.21	M9SQ1	MTW9-33	27.18	M10BQ1	MTW10-33	33.80
M5SR1	MTW5-34	23.81	M6SQ2	MTW6-34	24.25	M8SQ2	MTW8-34	26.46	M9SQ2	MTW9-34	27.43	M10BQ2	MTW10-34	34.05
M5SR2	MTW5-35	24.06	M6SR1	MTW6-35	24.50	M8SR1	MTW8-35	26.71	M9SR1	MTW9-35	27.68	M10BR1	MTW10-35	34.30
M5SS1	MTW5-36	24.31	M6SR2	MTW6-36	24.75	M8SR2	MTW8-36	26.96	M9SR2	MTW9-36	27.93	M10BR2	MTW10-36	34.55
M5SS2	MTW5-37	24.56	M6SS1	MTW6-37	25.00	M8SS1	MTW8-37	27.21	M9SS1	MTW9-37	28.18	M10BS1	MTW10-37	34.80
M5ST1	MTW5-38	24.81	M6SS2	MTW6-38	25.25	M8SS2	MTW8-38	27.46	M9SS2	MTW9-38	28.43	M10BS2	MTW10-38	35.05
M5ST2	MTW5-39	25.06	M6ST1	MTW6-39	25.50	M8ST1	MTW8-39	27.71	M9ST1	MTW9-39	28.68	M10BT1	MTW10-39	35.30
M5SU1	MTW5-40	25.31	M6ST2	MTW6-40	25.75	M8ST2	MTW8-40	27.96	M9ST2	MTW9-40	28.93	M10BT2	MTW10-40	35.55
M5SU2	MTW5-41	25.56	M6SU1	MTW6-41	26.00	M8SU1	MTW8-41	28.21	M9SU1	MTW9-41	29.18	M10BU1	MTW10-41	35.80
			M6SU2	MTW6-42	26.25	M8SU2	MTW8-42	28.46	M9SU2	MTW9-42	29.43	M10BU2	MTW10-42	36.05

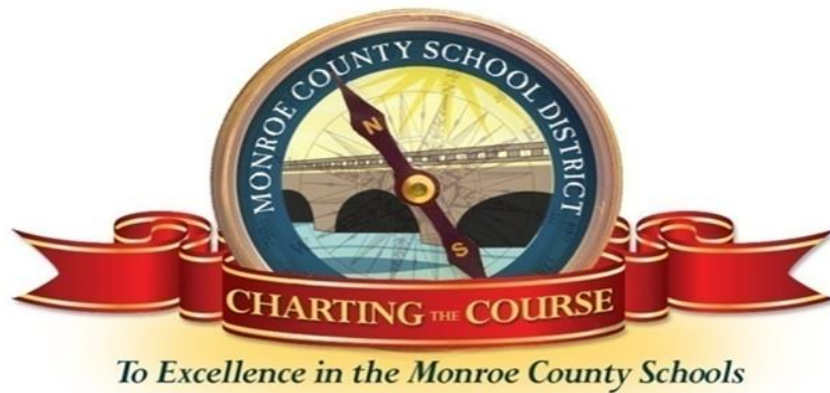
Longevity- Maintenance and Transportation - Hourly Supplement for Service with the District:

Slot	L8H05	L8H10	L8H15	L8H20
	5 Years	10 Years	15 Years	20 Years
	\$0.15	\$0.25	\$0.25	\$0.25
Cumulative	\$0.15	\$0.40	\$0.65	\$0.90

**Monroe County School Board  
FY 2021-22 Salary Schedule**

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

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



# **HOURLY SALARY SCHEDULE FOR SCHOOL AND DISTRICT SUPPORT STAFF**



# SCHOOL SUPPORT STAFF

TIER I			TIER II			TIER III			TIER IV		
Administrative Assistant	Pay Grade	Hourly	Activites Leader - Extended Day	Pay Grade	Hourly	Paraprofessional	Pay Grade	Hourly	Nurse, RN	Pay Grade	Hourly
Attendance Clerk	SSI-1	\$15.13	Data Support Assistant	SSII-1	\$16.79	Job Coach	SSIII-1	\$17.93	Executive School Secretary (Office Manager)	SSIV-1	\$25.02
Parent Educator	SSI-2	\$15.43	Nurse LPN	SSII-2	\$17.09	Job Coach - Lead	SSIII-2	\$18.23		SSIV-2	\$25.32
Library/Media Aide	SSI-3	\$15.73	Operations Specialist	SSII-3	\$17.39		SSIII-3	\$18.53		SSIV-3	\$25.62
Day Care Worker	SSI-4	\$16.03	Lab Assistant	SSII-4	\$17.69		SSIII-4	\$18.83		SSIV-4	\$25.92
Foreman	SSI-5	\$16.33	Bookkeeper	SSII-5	\$17.99		SSIII-5	\$19.13		SSIV-5	\$26.22
	SSI-6	\$16.63		SSII-6	\$18.29		SSIII-6	\$19.43		SSIV-6	\$26.52
	SSI-7	\$16.93		SSII-7	\$18.59		SSIII-7	\$19.73		SSIV-7	\$26.82
	SSI-8	\$17.23		SSII-8	\$18.89		SSIII-8	\$20.03		SSIV-8	\$27.12
	SSI-9	\$17.53		SSII-9	\$19.19		SSIII-9	\$20.33		SSIV-9	\$27.42
	SSI-10	\$17.83		SSII-10	\$19.49		SSIII-10	\$20.63		SSIV-10	\$27.72
	SSI-11	\$18.13		SSII-11	\$19.79		SSIII-11	\$20.93		SSIV-11	\$28.02
	SSI-12	\$18.43		SSII-12	\$20.09		SSIII-12	\$21.23		SSIV-12	\$28.32
	SSI-13	\$18.73		SSII-13	\$20.39		SSIII-13	\$21.53		SSIV-13	\$28.62
	SSI-14	\$19.03		SSII-14	\$20.69		SSIII-14	\$21.83		SSIV-14	\$28.92
	SSI-15	\$19.33		SSII-15	\$20.99		SSIII-15	\$22.13		SSIV-15	\$29.22
	SSI-16	\$19.63		SSII-16	\$21.29		SSIII-16	\$22.43		SSIV-16	\$29.52
	SSI-17	\$19.93		SSII-17	\$21.59		SSIII-17	\$22.73		SSIV-17	\$29.82
	SSI-18	\$20.23		SSII-18	\$21.89		SSIII-18	\$23.03		SSIV-18	\$30.12
	SSI-19	\$20.53		SSII-19	\$22.19		SSIII-19	\$23.33		SSIV-19	\$30.42
	SSI-20	\$20.83		SSII-20	\$22.49		SSIII-20	\$23.63		SSIV-20	\$30.72
	SSI-21	\$21.13		SSII-21	\$22.79		SSIII-21	\$23.93		SSIV-21	\$31.02
	SSI-22	\$21.43		SSII-22	\$23.09		SSIII-22	\$24.23		SSIV-22	\$31.32
	SSI-23	\$21.73		SSII-23	\$23.39		SSIII-23	\$24.53		SSIV-23	\$31.62
	SSI-24	\$22.03		SSII-24	\$23.69		SSIII-24	\$24.83		SSIV-24	\$31.92
	SSI-25	\$22.33		SSII-25	\$23.99		SSIII-25	\$25.13		SSIV-25	\$32.22
	SSI-26	\$22.63		SSII-26	\$24.29		SSIII-26	\$25.43		SSIV-26	\$32.52
	SSI-27	\$22.93		SSII-27	\$24.59		SSIII-27	\$25.73		SSIV-27	\$32.82
	SSI-28	\$23.23		SSII-28	\$24.89		SSIII-28	\$26.03		SSIV-28	\$33.12
	SSI-29	\$23.53		SSII-29	\$25.19		SSIII-29	\$26.33		SSIV-29	\$33.42
	SSI-30	\$23.83		SSII-30	\$25.49		SSIII-30	\$26.63		SSIV-30	\$33.72
	SSI-31	\$24.13		SSII-31	\$25.79		SSIII-31	\$26.93		SSIV-31	\$34.02
	SSI-32	\$24.43		SSII-32	\$26.09		SSIII-32	\$27.23		SSIV-32	\$34.32
	SSI-33	\$24.73		SSII-33	\$26.39		SSIII-33	\$27.53		SSIV-33	\$34.62
	SSI-34	\$25.03		SSII-34	\$26.69		SSIII-34	\$27.83		SSIV-34	\$34.92
	SSI-35	\$25.33		SSII-35	\$26.99		SSIII-35	\$28.13		SSIV-35	\$35.22
	SSI-36	\$25.63		SSII-36	\$27.29		SSIII-36	\$28.43		SSIV-36	\$35.52
	SSI-37	\$25.93		SSII-37	\$27.59		SSIII-37	\$28.73		SSIV-37	\$35.82
	SSI-38	\$26.23		SSII-38	\$27.89		SSIII-38	\$29.03		SSIV-38	\$36.12
	SSI-39	\$26.53		SSII-39	\$28.19		SSIII-39	\$29.33		SSIV-39	\$36.42
	SSI-40	\$26.83		SSII-40	\$28.49		SSIII-40	\$29.63		SSIV-40	\$36.72

Longevity - Support Staff - Hourly Supplement for Service with the District:

Slot	L8H05	L8H10	L8H15	L8H20
5 Years				
	\$0.15	\$0.25	\$0.25	\$0.25
Cumulative	\$0.15	\$0.40	\$0.65	\$0.90

Salary Schedule Supplements:

All paraprofessional will receive an advanced degree supplement

Associate	Bachelor	Master/Doctor
\$1,200	\$1,500	\$1,800

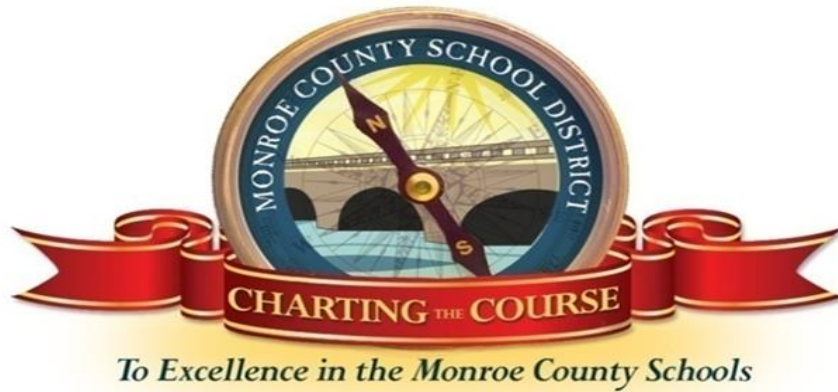
# DISTRICT SUPPORT STAFF

TIER I			TIER II			TIER III		
Administrative Assistant	Hourly	Pay Grade	A/R and Daycare Oversight Specialist	Hourly	Pay Grade	Administrative Aide to Superintendent/Board	Hourly	Pay Grade
Account Clerk	\$15.13	DSI-1	Administrative Aide to Executive Staff	\$20.60	DSII-1	Fiscal Services Specialist	\$25.02	DSIII-1
Clerk, Internal Services	\$15.43	DSI-2	Legal Secretary	\$20.90	DSII-2	Records Specialist	\$25.32	DSIII-2
	\$15.73	DSI-3	Technician Assistant	\$21.20	DSII-3	Property Control Specialist	\$25.62	DSIII-3
	\$16.03	DSI-4	CTE Specialist	\$21.50	DSII-4	Benefits and Insurance Specialist	\$25.92	DSIII-4
	\$16.33	DSI-5		\$21.80	DSII-5	Specialist, Food Service	\$26.22	DSIII-5
	\$16.63	DSI-6		\$22.10	DSII-6	Specialist, Certification	\$26.52	DSIII-6
	\$16.93	DSI-7		\$22.40	DSII-7	Technology Technician	\$26.82	DSIII-7
	\$17.23	DSI-8		\$22.70	DSII-8	Human Resource Specialist	\$27.12	DSIII-8
	\$17.53	DSI-9		\$23.00	DSII-9	Payroll Specialist	\$27.42	DSIII-9
	\$17.83	DSI-10		\$23.30	DSII-10	A/P Specialist	\$27.72	DSIII-10
	\$18.13	DSI-11		\$23.60	DSII-11	Food Services Manager	\$28.02	DSIII-11
	\$18.43	DSI-12		\$23.90	DSII-12	Information Specialist	\$28.32	DSIII-12
	\$18.73	DSI-13		\$24.20	DSII-13	Office Manager	\$28.62	DSIII-13
	\$19.03	DSI-14		\$24.50	DSII-14	Federal Programs Assistant	\$28.92	DSIII-14
	\$19.33	DSI-15		\$24.80	DSII-15		\$29.22	DSIII-15
	\$19.63	DSI-16		\$25.10	DSII-16		\$29.52	DSIII-16
	\$19.93	DSI-17		\$25.40	DSII-17		\$29.82	DSIII-17
	\$20.23	DSI-18		\$25.70	DSII-18		\$30.12	DSIII-18
	\$20.53	DSI-19		\$26.00	DSII-19		\$30.42	DSIII-19
	\$20.83	DSI-20		\$26.30	DSII-20		\$30.72	DSIII-20
	\$21.13	DSI-21		\$26.60	DSII-21		\$31.02	DSIII-21
	\$21.43	DSI-22		\$26.90	DSII-22		\$31.32	DSIII-22
	\$21.73	DSI-23		\$27.20	DSII-23		\$31.62	DSIII-23
	\$22.03	DSI-24		\$27.50	DSII-24		\$31.92	DSIII-24
	\$22.33	DSI-25		\$27.80	DSII-25		\$32.22	DSIII-25
	\$22.63	DSI-26		\$28.10	DSII-26		\$32.52	DSIII-26
	\$22.93	DSI-27		\$28.40	DSII-27		\$32.82	DSIII-27
	\$23.23	DSI-28		\$28.70	DSII-28		\$33.12	DSIII-28
	\$23.53	DSI-29		\$29.00	DSII-29		\$33.42	DSIII-29
	\$23.83	DSI-30		\$29.30	DSII-30		\$33.72	DSIII-30
	\$24.13	DSI-31		\$29.60	DSII-31		\$34.02	DSIII-31
	\$24.43	DSI-32		\$29.90	DSII-32		\$34.32	DSIII-32
	\$24.73	DSI-33		\$30.20	DSII-33		\$34.62	DSIII-33
	\$25.03	DSI-34		\$30.50	DSII-34		\$34.92	DSIII-34
	\$25.33	DSI-35		\$30.80	DSII-35		\$35.22	DSIII-35
	\$25.63	DSI-36		\$31.10	DSII-36		\$35.52	DSIII-36
	\$25.93	DSI-37		\$31.40	DSII-37		\$35.82	DSIII-37
	\$26.23	DSI-38		\$31.70	DSII-38		\$36.12	DSIII-38
	\$26.53	DSI-39		\$32.00	DSII-39		\$36.42	DSIII-39
	\$26.83	DSI-40		\$32.30	DSII-40		\$36.72	DSIII-40

Approval: Septe

Longevity - Support Staff - Hourly Supplement for Service with the District:

Slot	L8H05	L8H10	L8H15	L8H20
	5 Years	10 Years	15 Years	20 Years
	\$0.15	\$0.25	\$0.25	\$0.25
Cumulative	\$0.15	\$0.40	\$0.65	\$0.90



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

# **Athletic Trainers (AT)**

11Month Salary Schedule - 206 Days

8 Hour Duty Day

<u><b>Pay Grade</b></u>	<u><b>Salary</b></u>
AT-1	39,800
AT-2	40,300
AT-3	40,800
AT-4	41,300
AT-5	41,800
AT-6	42,300
AT-7	42,800
AT-8	43,300
AT-9	43,800
AT-10	44,300
AT-11	44,800
AT-12	45,300
AT-13	45,800
AT-14	46,300
AT-15	46,800
AT-16	47,300
AT-17	47,800
AT-18	48,300
AT-19	48,800
AT-20	49,300
AT-21	49,800
AT-22	50,300
AT-23	50,800
AT-24	51,300
AT-25	51,800
AT-26	52,300
AT-27	52,800
AT-28	53,300
AT-29	53,800
AT-30	54,300
AT-31	54,800
AT-32	55,300
AT-33	55,800
AT-34	56,300
AT-35	56,800
AT-36	57,300
AT-37	57,800
AT-38	58,300
AT-39	58,800
AT-40	59,300
AT-41	59,800
AT-42	60,300
AT-43	60,800
AT-44	61,300
AT-45	61,800
AT-46	62,300
AT-47	62,800
AT-48	63,300

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

# Take Stock In Children

11Month Salary Schedule - 220 Days

8 Hour Duty Day

<u>Pay Grade</u>	<u>Salary</u>
TSIC-1	39,800
TSIC-2	40,300
TSIC-3	40,800
TSIC-4	41,300
TSIC-5	41,800
TSIC-6	42,300
TSIC-7	42,800
TSIC-8	43,300
TSIC-9	43,800
TSIC-10	44,300
TSIC-11	44,800
TSIC-12	45,300
TSIC-13	45,800
TSIC-14	46,300
TSIC-15	46,800
TSIC-16	47,300
TSIC-17	47,800
TSIC-18	48,300
TSIC-19	48,800
TSIC-20	49,300
TSIC-21	49,800
TSIC-22	50,300
TSIC-23	50,800
TSIC-24	51,300
TSIC-25	51,800
TSIC-26	52,300
TSIC-27	52,800
TSIC-28	53,300
TSIC-29	53,800
TSIC-30	54,300
TSIC-31	54,800
TSIC-32	55,300
TSIC-33	55,800
TSIC-34	56,300
TSIC-35	56,800
TSIC-36	57,300
TSIC-37	57,800
TSIC-38	58,300
TSIC-39	58,800
TSIC-40	59,300
TSIC-41	59,800
TSIC-42	60,300
TSIC-43	60,800
TSIC-44	61,300
TSIC-45	61,800
TSIC-46	62,300
TSIC-47	62,800
TSIC-48	63,300

## School Administration

DEAN OF STUDENT		ASSISTANT PRINCIPAL								PRINCIPAL					
		8 Hour & 220 Days								8 Hour & 235 Days			8 Hour & 254 Days		
		Elementary		Middle		High				Elementary		Middle		High	
Pav Grade	Salary	Pav Grade	Salary	Pav Grade	Salary	Pav Grade	Salary			Pav Grade	Salary	Pav Grade	Salary	Pav Grade	Salary
DS-1	58,800	APE-1	64,300	APM-1	72,800	APH-1	76,800			PE-1	84,800	PM-1	87,300	PH-1	101,300
DS-2	59,300	APE-2	64,800	APM-2	73,300	APH-2	77,300			PE-2	85,300	PM-2	87,800	PH-2	101,800
DS-3	59,800	APE-3	65,300	APM-3	73,800	APH-3	77,800			PE-3	85,800	PM-3	88,300	PH-3	102,300
DS-4	60,300	APE-4	65,800	APM-4	74,300	APH-4	78,300			PE-4	86,300	PM-4	88,800	PH-4	102,800
DS-5	60,800	APE-5	66,300	APM-5	74,800	APH-5	78,800			PE-5	86,800	PM-5	89,300	PH-5	103,300
DS-6	61,300	APE-6	66,800	APM-6	75,300	APH-6	79,300			PE-6	87,300	PM-6	89,800	PH-6	103,800
DS-7	61,800	APE-7	67,300	APM-7	75,800	APH-7	79,800			PE-7	87,800	PM-7	90,300	PH-7	104,300
DS-8	62,300	APE-8	67,800	APM-8	76,300	APH-8	80,300			PE-8	88,300	PM-8	90,800	PH-8	104,800
DS-9	62,800	APE-9	68,300	APM-9	76,800	APH-9	80,800			PE-9	88,800	PM-9	91,800	PH-9	105,300
DS-10	63,300	APE-10	68,800	APM-10	77,300	APH-10	81,300			PE-10	89,300	PM-10	92,300	PH-10	105,800
DS-11	63,800	APE-11	69,300	APM-11	77,800	APH-11	81,800			PE-11	89,800	PM-11	92,800	PH-11	106,300
DS-12	64,300	APE-12	69,800	APM-12	78,300	APH-12	82,300			PE-12	90,300	PM-12	93,300	PH-12	106,800
DS-13	64,800	APE-13	70,300	APM-13	78,800	APH-13	82,800			PE-13	90,800	PM-13	93,800	PH-13	107,300
DS-14	65,300	APE-14	70,800	APM-14	79,300	APH-14	83,300			PE-14	91,800	PM-14	94,300	PH-14	107,800
DS-15	65,800	APE-15	71,300	APM-15	79,800	APH-15	83,800			PE-15	92,300	PM-15	94,800	PH-15	108,300
DS-16	66,300	APE-16	71,800	APM-16	80,300	APH-16	84,300			PE-16	92,800	PM-16	95,300	PH-16	108,800
DS-17	66,800	APE-17	72,300	APM-17	80,800	APH-17	84,800			PE-17	93,300	PM-17	95,800	PH-17	109,300
DS-18	67,300	APE-18	72,800	APM-18	81,300	APH-18	85,300			PE-18	93,800	PM-18	96,300	PH-18	109,800
DS-19	67,800	APE-19	73,300	APM-19	81,800	APH-19	85,800			PE-19	94,300	PM-19	96,800	PH-19	110,300
DS-20	68,300	APE-20	73,800	APM-20	82,300	APH-20	86,300			PE-20	94,800	PM-20	97,300	PH-20	110,800
DS-21	68,800	APE-21	74,300	APM-21	82,800	APH-21	86,800			PE-21	95,300	PM-21	97,800	PH-21	111,300
DS-22	69,300	APE-22	74,800	APM-22	83,300	APH-22	87,300			PE-22	95,800	PM-22	98,300	PH-22	111,800
DS-23	69,800	APE-23	75,300	APM-23	83,800	APH-23	87,800			PE-23	96,300	PM-23	99,300	PH-23	112,300
DS-24	70,300	APE-24	75,800	APM-24	84,300	APH-24	88,300			PE-24	96,800	PM-24	99,800	PH-24	112,800
DS-25	70,800	APE-25	76,300	APM-25	84,800	APH-25	88,800			PE-25	97,300	PM-25	100,300	PH-25	113,300
DS-26	71,300	APE-26	76,800	APM-26	85,300	APH-26	89,300			PE-26	97,800	PM-26	100,800	PH-26	113,800
DS-27	71,800	APE-27	77,300	APM-27	85,800	APH-27	89,800			PE-27	98,300	PM-27	101,300	PH-27	114,300
DS-28	72,300	APE-28	77,800	APM-28	86,300	APH-28	90,300			PE-28	99,300	PM-28	101,800	PH-28	114,800
DS-29	72,800	APE-29	78,300	APM-29	86,800	APH-29	90,800			PE-29	99,800	PM-29	102,300	PH-29	115,300
DS-30	73,300	APE-30	78,800	APM-30	87,300	APH-30	91,300			PE-30	100,300	PM-30	102,800	PH-30	115,800
DS-31	73,800	APE-31	79,300	APM-31	87,800	APH-31	91,800			PE-31	100,800	PM-31	103,300	PH-31	116,300
DS-32	74,300	APE-32	79,800	APM-32	88,300	APH-32	92,300			PE-32	101,300	PM-32	103,800	PH-32	116,800
DS-33	74,800	APE-33	80,300	APM-33	88,800	APH-33	92,800			PE-33	101,800	PM-33	104,300	PH-33	117,300
DS-34	75,300	APE-34	80,800	APM-34	89,300	APH-34	93,300			PE-34	102,300	PM-34	104,800	PH-34	117,800
DS-35	75,800	APE-35	81,300	APM-35	89,800	APH-35	93,800			PE-35	102,800	PM-35	105,300	PH-35	118,300
DS-36	76,300	APE-36	81,800	APM-36	90,300	APH-36	94,300			PE-36	103,300	PM-36	105,800	PH-36	118,800
DS-37	76,800	APE-37	82,300	APM-37	90,800	APH-37	94,800			PE-37	103,800	PM-37	106,300	PH-37	119,300
DS-38	77,300	APE-38	82,800	APM-38	91,300	APH-38	95,300			PE-38	104,300	PM-38	107,300	PH-38	119,800
DS-39	77,800	APE-39	83,300	APM-39	91,800	APH-39	95,800			PE-39	104,800	PM-39	107,800	PH-39	120,300
DS-40	78,300	APE-40	83,800	APM-40	92,300	APH-40	96,300			PE-40	105,300	PM-40	108,300	PH-40	120,800
DS-41	78,800	APE-41	84,300	APM-41	92,800	APH-41	96,800			PE-41	105,800	PM-41	108,800	PH-41	121,300
DS-42	79,300	APE-42	84,800	APM-42	93,300	APH-42	97,300			PE-42	106,300	PM-42	109,300	PH-42	121,800
DS-43	79,800	APE-43	85,300	APM-43	93,800	APH-43	97,800			PE-43	106,800	PM-43	109,800	PH-43	122,300
DS-44	80,300	APE-44	85,800	APM-44	94,300	APH-44	98,300			PE-44	107,300	PM-44	110,300	PH-44	122,800
DS-45	80,800	APE-45	86,300	APM-45	94,800	APH-45	98,800			PE-45	107,800	PM-45	110,800	PH-45	123,300
DS-46	81,300	APE-46	86,800	APM-46	95,300	APH-46	99,300			PE-46	108,300	PM-46	111,300	PH-46	123,800
DS-47	81,800	APE-47	87,300	APM-47	95,800	APH-47	99,800			PE-47	108,800	PM-47	111,800	PH-47	124,300
DS-48	82,300	APE-48	87,800	APM-48	96,300	APH-48	100,300			PE-48	109,300	PM-48	112,300	PH-48	124,800
DS-49	82,800	APE-49	88,300	APM-49	96,800	APH-49	100,800			PE-49	109,800	PM-49	112,800	PH-49	125,300
DS-50	83,300	APE-50	88,800	APM-50	97,300	APH-50	101,300			PE-50	110,300	PM-50	113,300	PH-50	125,800
DS-51	83,800	APE-51	89,300	APM-51	97,800	APH-51	101,800			PE-51	110,800	PM-51	113,800	PH-51	126,300
DS-52	84,300	APE-52	89,800	APM-52	98,300	APH-52	102,300			PE-52	111,300	PM-52	114,300	PH-52	126,800
DS-53	84,800	APE-53	90,300	APM-53	98,800	APH-53	102,800			PE-53	111,800	PM-53	114,800	PH-53	127,300
DS-54	85,300	APE-54	90,800	APM-54	99,300	APH-54	103,300			PE-54	112,300	PM-54	115,300	PH-54	127,800
DS-55	85,800	APE-55	91,300	APM-55	99,800	APH-55	103,800			PE-55	112,800	PM-55	115,800	PH-55	128,300
DS-56	86,300	APE-56	91,800	APM-56	100,300	APH-56	104,300			PE-56	113,300	PM-56	116,300	PH-56	128,800
DS-57	86,800	APE-57	92,300	APM-57	100,800	APH-57	104,800			PE-57	113,800	PM-57	116,800	PH-57	129,300

11 Month Salary Schedule - 220 Duty Days (DD)

District Administration						District Director		Executive Director		Curriculum Coordinator		Social Worker		Medicaid Specialist		
TIER I		TIER II		TIER III		Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary	
Pav Grade	Salary	Pav Grade	Salary	Pav Grade	Salary											
DAA-1	64,800	DAB-1	71,800	DAC-1	76,800	DD-1	79,300	ED-1	104,300	CC-1	69,300	SW-1	64,300	MS-1	56,300	
DAA-2	65,300	DAB-2	72,300	DAC-2	77,300	DD-2	79,800	ED-2	104,800	CC-2	69,800	SW-2	64,800	MS-2	56,800	
DAA-3	65,800	DAB-3	72,800	DAC-3	77,800	DD-3	80,300	ED-3	105,300	CC-3	70,300	SW-3	65,300	MS-3	57,300	
DAA-4	66,300	DAB-4	73,300	DAC-4	78,300	DD-4	80,800	ED-4	105,800	CC-4	70,800	SW-4	65,800	MS-4	57,800	
DAA-5	66,800	DAB-5	73,800	DAC-5	78,800	DD-5	81,300	ED-5	106,300	CC-5	71,300	SW-5	66,300	MS-5	58,300	
DAA-6	67,300	DAB-6	74,300	DAC-6	79,300	DD-6	81,800	ED-6	106,800	CC-6	71,800	SW-6	66,800	MS-6	58,800	
DAA-7	67,800	DAB-7	74,800	DAC-7	79,800	DD-7	82,300	ED-7	107,300	CC-7	72,300	SW-7	67,300	MS-7	59,300	
DAA-8	68,300	DAB-8	75,300	DAC-8	80,300	DD-8	82,800	ED-8	107,800	CC-8	72,800	SW-8	67,800	MS-8	59,800	
DAA-9	68,800	DAB-9	75,800	DAC-9	80,800	DD-9	83,300	ED-9	108,300	CC-9	73,300	SW-9	68,300	MS-9	60,300	
DAA-10	69,300	DAB-10	76,300	DAC-10	81,300	DD-10	83,800	ED-10	108,800	CC-10	73,800	SW-10	68,800	MS-10	60,800	
DAA-11	69,800	DAB-11	76,800	DAC-11	81,800	DD-11	84,300	ED-11	109,300	CC-11	74,300	SW-11	69,300	MS-11	61,300	
DAA-12	70,300	DAB-12	77,300	DAC-12	82,300	DD-12	84,800	ED-12	109,800	CC-12	74,800	SW-12	69,800	MS-12	61,800	
DAA-13	70,800	DAB-13	77,800	DAC-13	82,800	DD-13	85,300	ED-13	110,300	CC-13	75,300	SW-13	70,300	MS-13	62,300	
DAA-14	71,300	DAB-14	78,300	DAC-14	83,300	DD-14	85,800	ED-14	110,800	CC-14	75,800	SW-14	70,800	MS-14	62,800	
DAA-15	71,800	DAB-15	78,800	DAC-15	83,800	DD-15	86,300	ED-15	111,300	CC-15	76,300	SW-15	71,300	MS-15	63,300	
DAA-16	72,300	DAB-16	79,300	DAC-16	84,300	DD-16	86,800	ED-16	111,800	CC-16	76,800	SW-16	71,800	MS-16	63,800	
DAA-17	72,800	DAB-17	79,800	DAC-17	84,800	DD-17	87,300	ED-17	112,300	CC-17	77,300	SW-17	72,300	MS-17	64,300	
DAA-18	73,300	DAB-18	80,300	DAC-18	85,300	DD-18	87,800	ED-18	112,800	CC-18	77,800	SW-18	72,800	MS-18	64,800	
DAA-19	73,800	DAB-19	80,800	DAC-19	85,800	DD-19	88,300	ED-19	113,300	CC-19	78,300	SW-19	73,300	MS-19	65,300	
DAA-20	74,300	DAB-20	81,300	DAC-20	86,300	DD-20	88,800	ED-20	113,800	CC-20	78,800	SW-20	73,800	MS-20	65,800	
DAA-21	74,800	DAB-21	81,800	DAC-21	86,800	DD-21	89,300	ED-21	114,300	CC-21	79,300	SW-21	74,300	MS-21	66,300	
DAA-22	75,300	DAB-22	82,300	DAC-22	87,300	DD-22	89,800	ED-22	114,800	CC-22	79,800	SW-22	74,800	MS-22	66,800	
DAA-23	75,800	DAB-23	82,800	DAC-23	87,800	DD-23	90,300	ED-23	115,300	CC-23	80,300	SW-23	75,300	MS-23	67,300	
DAA-24	76,300	DAB-24	83,300	DAC-24	88,300	DD-24	90,800	ED-24	115,800	CC-24	80,800	SW-24	75,800	MS-24	67,800	
DAA-25	76,800	DAB-25	83,800	DAC-25	88,800	DD-25	91,300	ED-25	116,300	CC-25	81,300	SW-25	76,300	MS-25	68,300	
DAA-26	77,300	DAB-26	84,300	DAC-26	89,300	DD-26	91,800	ED-26	116,800	CC-26	81,800	SW-26	76,800	MS-26	68,800	
DAA-27	77,800	DAB-27	84,800	DAC-27	89,800	DD-27	92,300	ED-27	117,300	CC-27	82,300	SW-27	77,300	MS-27	69,300	
DAA-28	78,300	DAB-28	85,300	DAC-28	90,300	DD-28	92,800	ED-28	117,800	CC-28	82,800	SW-28	77,800	MS-28	69,800	
DAA-29	78,800	DAB-29	85,800	DAC-29	90,800	DD-29	93,300	ED-29	118,300	CC-29	83,300	SW-29	78,300	MS-29	70,300	
DAA-30	79,300	DAB-30	86,300	DAC-30	91,300	DD-30	93,800	ED-30	118,800	CC-30	83,800	SW-30	78,800	MS-30	70,800	
DAA-31	79,800	DAB-31	86,800	DAC-31	91,800	DD-31	94,300	ED-31	119,300	CC-31	84,300	SW-31	79,300	MS-31	71,300	
DAA-32	80,300	DAB-32	87,300	DAC-32	92,300	DD-32	94,800	ED-32	119,800	CC-32	84,800	SW-32	79,800	MS-32	71,800	
DAA-33	80,800	DAB-33	87,800	DAC-33	92,800	DD-33	95,300	ED-33	120,300	CC-33	85,300	SW-33	80,300	MS-33	72,300	
DAA-34	81,300	DAB-34	88,300	DAC-34	93,300	DD-34	95,800	ED-34	120,800	CC-34	85,800	SW-34	80,800	MS-34	72,800	
DAA-35	81,800	DAB-35	88,800	DAC-35	93,800	DD-35	96,300	ED-35	121,300	CC-35	86,300	SW-35	81,300	MS-35	73,300	
DAA-36	82,300	DAB-36	89,300	DAC-36	94,300	DD-36	96,800	ED-36	121,800	CC-36	86,800	SW-36	81,800	MS-36	73,800	
DAA-37	82,800	DAB-37	89,800	DAC-37	94,800	DD-37	97,300	ED-37	122,300	CC-37	87,300	SW-37	82,300	MS-37	74,300	
DAA-38	83,300	DAB-38	90,300	DAC-38	95,300	DD-38	97,800	ED-38	122,800	CC-38	87,800	SW-38	82,800	MS-38	74,800	
DAA-39	83,800	DAB-39	90,800	DAC-39	95,800	DD-39	98,300	ED-39	123,300	CC-39	88,300	SW-39	83,300	MS-39	75,300	
DAA-40	84,300	DAB-40	91,300	DAC-40	96,300	DD-40	98,800	ED-40	123,800	CC-40	88,800	SW-40	83,800	MS-40	75,800	
DAA-41	84,800	DAB-41	91,800	DAC-41	96,800	DD-41	99,300	ED-41	124,300	CC-41	89,300	SW-41	84,300	MS-41	76,300	
DAA-42	85,300	DAB-42	92,300	DAC-42	97,300	DD-42	99,800	ED-42	124,800	CC-42	89,800	SW-42	84,800	MS-42	76,800	
DAA-43	85,800	DAB-43	92,800	DAC-43	97,800	DD-43	100,300	ED-43	125,300	CC-43	90,300	SW-43	85,300	MS-43	77,300	
DAA-44	86,300	DAB-44	93,300	DAC-44	98,300	DD-44	100,800	ED-44	125,800	CC-44	90,800	SW-44	85,800	MS-44	77,800	
DAA-45	86,800	DAB-45	93,800	DAC-45	98,800	DD-45	101,300	ED-45	126,300	CC-45	91,300	SW-45	86,300	MS-45	78,300	
DAA-46	87,300	DAB-46	94,300	DAC-46	99,300	DD-46	101,800	ED-46	126,800	CC-46	91,800	SW-46	86,800	MS-46	78,800	
DAA-47	87,800	DAB-47	94,800	DAC-47	99,800	DD-47	102,300	ED-47	127,300	CC-47	92,300	SW-47	87,300	MS-47	79,300	
DAA-48	88,300	DAB-48	95,300	DAC-48	100,300	DD-48	102,800	ED-48	127,800	CC-48	92,800	SW-48	87,800	MS-48	79,800	
DAA-49	88,800	DAB-49	95,800	DAC-49	100,800	DD-49	103,300	ED-49	128,300	CC-49	93,300	SW-49	88,300	MS-49	80,300	
DAA-50	89,300	DAB-50	96,300	DAC-50	101,300	DD-50	103,800	ED-50	128,800	CC-50	93,800	SW-50	88,800	MS-50	80,800	
DAA-51	89,800	DAB-51	96,800	DAC-51	101,800	DD-51	104,300	ED-51	129,300	CC-51	94,300	SW-51	89,300	MS-51	81,300	
DAA-52	90,300	DAB-52	97,300	DAC-52	102,300	DD-52	104,800	ED-52	129,800	CC-52	94,800	SW-52	89,800	MS-52	81,800	
DAA-53	90,800	DAB-53	97,800	DAC-53	102,800	DD-53	105,300	ED-53	130,300	CC-53	95,300	SW-53	90,300	MS-53	82,300	
DAA-54	91,300	DAB-54	98,300	DAC-54	103,300	DD-54	105,800	ED-54	130,800	CC-54	95,800	SW-54	90,800	MS-54	82,800	
DAA-55	91,800	DAB-55	98,800	DAC-55	103,800	DD-55	106,300	ED-55	131,300	CC-55	96,300	SW-55	91,300	MS-55	83,300	
DAA-56	92,300	DAB-56	99,300	DAC-56	104,300	DD-56	106,800	ED-56	131,800	CC-56	96,800	SW-56	91,800	MS-56	83,800	
DAA-57	92,800	DAB-57	99,800	DAC-57	104,800	DD-57	107,300	ED-57	132,300	CC-57	97,300	SW-57	92,300	MS-57	84,300	
TIER I	Project Coordinator		Communications and Community Relations Coordinator				District Directors	Maintenance Director		Transportation Supervisor		Director-Internal Services				
	Accountant		Human Resource Generalist					Director - Adult Ed.		Director-Food Services						
	Telecom Specialist		ERP System Specialist					Coordinator - Alt. Education		Security and Safety Coordinator		SIS Coordinator				
TIER II	Network Specialist		Programmer Analyst		Social Workers			Chief Building Inspector		Coordinator - ESE& Grants		ERP Coordinator				
	Payroll Manager		Facilities Planner		Maintenance Supervisor			Director - Technology		Director - Student Services						
TIER II	Employee Benefits/Risk Manager															
TIER II	IT Operations Manager		Finance Comptroller					Executive Director	Executive Director - Accountability and Assessment, Teaching and Learning, Operations and Planning, Finance and Performance, and Human Resources							

**Monroe County School Board  
FY 2021-22 Salary Schedule**

**Superintendent and Board Members**

**PAY GRADE SUP**

7200 Superintendent		
Salary Slot SUP-1	\$168,600	

Supplements Paid by the Department of Education

Superintendent Certification

CEOLDP Certification

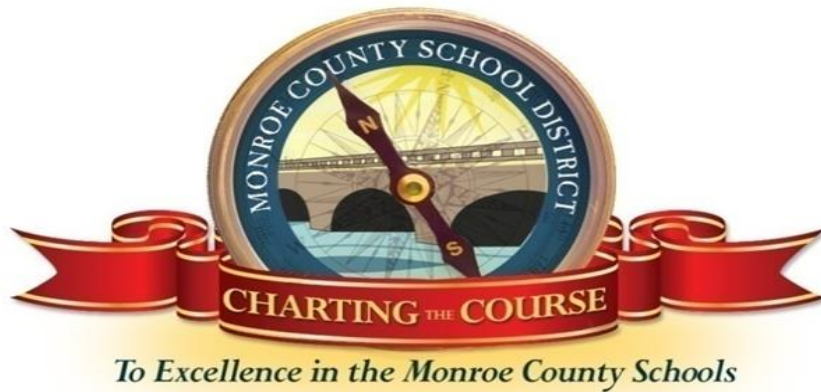
	Slot
2,000.00	SASUPC
4,500.00	SASUP2

**PAY GRADE SBM**

School Board Members		
Salary Slot SBM-1	Yearly - 365 24 hour Day	
	\$33,646	

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.





## **SUPPLEMENTS, AWARDS AND INCENTIVES, STIPENDS**

## INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

Slot

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

### 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	
Title 1 Eligible School Supplement (Principals, Assistant Principals, and Deans only)	School administrators assigned to Title 1 eligible schools.	\$500	Annual	
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 and Excelsior 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	ST1C
Web Master	Additional duties and time involved in maintaining a School Web Site	\$1,175	Annual	SWEB
Health Coordinator	Additional Duties	\$4,200	Annual	
Superintendent's Planning Team	Additional Duties	\$4,200	Annual	
AVID District Director	Additional Duties	\$2,100	Annual	
Principal Mentor	Additional Duties	\$2,500	Per Principal	
Virtual School	Additional Duties	\$4,000	Annual	
<b>Emergency (Temporary) Supplements</b>				
Social Media Contacts	Additional Duties	\$1,175	Annual	
Technology Support Guides	Additional Duties	\$3,900	Annual	STSG
Shelter Services	Time and 1/2 for hours over 40/week		Annual	

**INSTRUCTIONAL LEADERSHIP SUPPLEMENTS**

		<b>SLOT</b>
<b>Additional Instructional Assignment – MS and HS:</b> In order to be eligible to receive a supplement under any of the conditions of an additional instructional assignment (Art. IX, Section 3).	<b>PLUS 50-64 Minutes \$3,900 65-80 Minutes \$4,200 Yearly</b>	M-K8 SIEP1 H-SIEP1 H-SIEP2 M-SIEP3
<b>EL Contacts</b> One for each school	<b>\$3,900 Yearly</b>	
<b>Before/After School/ Title One Activity Instructor</b> (Teachers who voluntarily agree to instruct in the after school activity program)		
<b>Academic Tutoring Activities</b> <b>Non-academic Activities</b>	<b>\$40.00 Hour \$20.00 Hour</b>	QPS001 QOX100
<b>Community School Managers – 10 months</b> Base Pay established by Certificate as per Instructional Salary Schedule	<b>PLUS \$345.00 Monthly</b>	SICSM
<b>Data Coaches</b> • Duties of Data Coaches vary based on size of school.	<b>0-600 students = \$1,775 Over 600 to 800 = \$1,900 Over 800 to 950 = \$1,950 Over 950 = \$2,025</b>	SIDC1
<b>Diagnostic Prescription Writer</b> 10 Months Base Pay established by Certificate	<b>PLUS \$75.00 Monthly</b>	SIDPW
<b>District Wide Teacher Leaders</b> Base Pay established by Certificate	<b>PLUS \$1,775.00 Yearly</b>	SIDWL
<b>EPIC (Educational Performance Incentive Compensation)</b>	<b>\$2,500.00 Yearly</b>	SEPC
<b>Extra Duties Supplement:</b> 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.	<b>\$25.00 per hour</b>	QPS004
<b>GED Exit Option Program</b> (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.	<b>\$2,375.00 Per 50 Minutes Instructional Period</b>	SIGED
<b>Grade book Manager</b>	<b>\$1,175.00 yearly</b>	SG2M
<b>Hospital/Homebound Teacher</b>	<b>\$40.00 per Hour</b>	QPS002
<b>Mentor Teacher</b> Assigned as provided for in Article XXVII of the teacher contract	<b>\$1,550.00 Yearly</b>	SIMTI
<b>National Board For Professional Teaching Standards</b> Designated by UTM President	<b>\$2,050.00 Yearly</b>	SINB1
<b>New/Beginning Teacher Induction Program Team Member</b> One appointed by UTM President, and one appointed by Superintendent	<b>\$3,100.00 Yearly</b>	SINTI
<b>Peer Teacher</b> 10 months Paid for each beginning teacher supervised for the year. Base Pay established by Certificate	<b>PLUS \$775.00 Yearly</b>	SIPEER
<b>Planning Team Members at Large</b> Does not apply when teachers is receiving a supplement that includes this duty. Base Pay established by Certificate	<b>PLUS \$1,450.00 Yearly</b>	SIPT1
<b>Positive Behavior Support (PBS)</b>	<b>\$2,075 Yearly</b>	SPBS
<b>Professional Development Contact</b> • Duties of PD Contacts vary based on size of school.	<b>0-600 students = \$1,775 Over 600 to 800 = \$1,900 Over 800 to 950 = \$1,950 Over 950 = \$2,025</b>	SPD
<b>School Based Teacher Leaders</b> Base Pay established by Certificate	<b>PLUS \$1,775.00 Yearly</b>	SITL1
<b>RTI/MTSS Coordination</b> (this supplement may be sub-divided) Available to Classroom teachers if not otherwise compensated (e.g. release time)	<b>PLUS \$3,900 Yearly</b>	SIEP4
<b>Speech Pathologist</b> includes Medicaid reimbursement paper work Base Pay established by Certificate	<b>PLUS \$3,000.00 Yearly</b>	SISP1
<b>Technology Support Teacher</b> May be paid to support personnel under certain conditions. Base Pay established by Certificate	<b>PLUS \$230.00 Monthly</b>	SITST
<b>Visiting Teacher</b> 10 Months Base Pay established by Certificate	<b>PLUS \$50.00 Monthly</b>	SIVT1

### 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	\$675	\$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

### **AWARDS AND INCENTIVES**

INCENTIVE PAYMENT FOR ATTENDANCE (First Semester use 2 days)	\$500.00
INCENTIVE PAYMENT FOR ATTENDANCE (Second Semester use 2 days)	\$750.00
<b>EMPLOYEE RECOGNITION PROGRAM</b>	
Teachers-of-the-Year (10 Employees)	\$500.00
District Teacher-of-the-year	\$1,000.00
First Year Teacher (10 Employees)	\$100.00
School Inclusion Teacher (10 Employees)	\$100.00
Student Services Employee of the Year (1 Employee)	\$250.00
District Inclusion Teacher	\$250.00
Outstanding Assistant Principal of the year (1 Employee)	\$250.00
Outstanding Principal of the year (1 Employee)	\$250.00
Outstanding Management/Instructional Employee (1 employee)	\$250.00
Clerical/Office Group (1 Employee)	\$250.00
Student Services Group (1 Employee)	\$250.00
Transportation Group (1 Employee)	\$250.00
Food Service Group (1 Employee)	\$250.00
Maintenance Group (1 Employee)	\$250.00
Teacher Support Group (1 Employee)	\$250.00
District School-Related Employee-of-the Year	\$500.00

## 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)

## YEARS OF EXPERIENCE VERIFICATION

### **NON-INSTRUCTIONAL EMPLOYEES**

Non-Instructional, Administrative and Support Staff - all years of verified experience (in-state or out-of-state) will be recognized by MCSD for initial placement on the salary schedule for new hired within the system. The years of experience will be credited by granting one increment for each year of verified experience. The salary of the new hire will be changed on the regular pay date following verification of the experience. All years of 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.

*\*\*\* MCSD reserves the exclusive right to approve or deny any years of experience verification form due to budget restrictions. \*\*\**