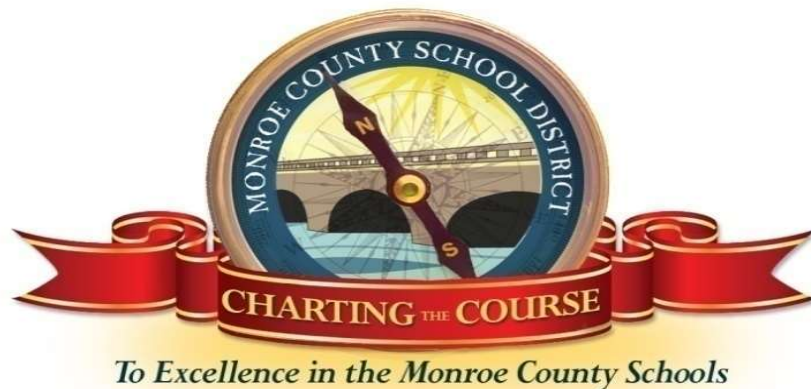

**Monroe County School District
Salary Schedules
2018-2019**



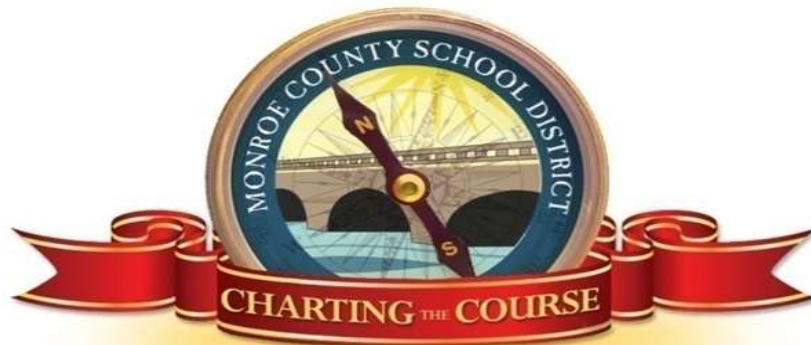
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To Excellence in the Monroe County Schools

**2018 - 2019
INSTRUCTIONAL SALARY
SCHEDULE**

**Monroe County School Board
FY 2018-19 Salary Schedule**

Instructional

Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary
				1	\$55,000		1	\$63,100		1	\$71,200		1	\$79,300
			J	2	\$55,300		2	\$63,400		2	\$71,500		2	\$79,600
				3	\$55,600		3	\$63,700		3	\$71,800		3	\$79,900
	1	\$47,800		1	\$55,900		1	\$64,000		1	\$72,100		1	\$80,200
B	2	\$48,100		2	\$56,200		2	\$64,300		2	\$72,400		2	\$80,500
	3	\$48,400	K	3	\$56,500		3	\$64,600		3	\$72,700		3	\$80,800
	1	\$48,700		1	\$56,800		1	\$64,900		1	\$73,000		1	\$81,100
C	2	\$49,000		2	\$57,100		2	\$65,200		2	\$73,300		2	\$81,400
	3	\$49,300	L	3	\$57,400		3	\$65,500		3	\$73,600		3	\$81,700
	1	\$49,600		1	\$57,700		1	\$65,800		1	\$73,900		1	\$82,000
D	2	\$49,900		2	\$58,000		2	\$66,100		2	\$74,200		2	\$82,300
	3	\$50,200	M	3	\$58,300		3	\$66,400		3	\$74,500		3	\$82,600
	1	\$50,500		1	\$58,600		1	\$66,700		1	\$74,800		1	\$82,900
E	2	\$50,800		2	\$58,900		2	\$67,000		2	\$75,100		2	\$83,200
	3	\$51,100	N	3	\$59,200		3	\$67,300		3	\$75,400		3	\$83,500
	1	\$51,400		1	\$59,500		1	\$67,600		1	\$75,700		1	\$83,800
F	2	\$51,700		2	\$59,800		2	\$67,900		2	\$76,000		2	\$84,100
	3	\$52,000	O	3	\$60,100		3	\$68,200		3	\$76,300		3	\$84,400
	1	\$52,300		1	\$60,400		1	\$68,500		1	\$76,600			
G	2	\$52,600		2	\$60,700		2	\$68,800		2	\$76,900			
	3	\$52,900	P	3	\$61,000		3	\$69,100		3	\$77,200			
	1	\$53,200		1	\$61,300		1	\$69,400		1	\$77,500			
H	2	\$53,500		2	\$61,600		2	\$69,700		2	\$77,800			
	3	\$53,800	Q	3	\$61,900		3	\$70,000		3	\$78,100			
	1	\$54,100		1	\$62,200		1	\$70,300		1	\$78,400			
I	2	\$54,400		2	\$62,500		2	\$70,600		2	\$78,700			
	3	\$54,700	R	3	\$62,800		3	\$70,900		3	\$79,000			

Salary Schedule Supplements:

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. 1012.22(1)(c)3.] Any teacher hired prior to July 1, 2011 will receive an advanced degree supplement provided the teacher holds an advanced degree.

2018-19	Title I*	Masters	Specialist	Doctorate	OT	Psych.
<u>Level/Inc. A1-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-PP3</u>	\$500	\$4,200	\$5,400	\$6,300	\$5,400	\$10,000

2018-19

All teachers at Title I eligible or served schools (>40% FRL) \$500
 All teachers at Transition schools (30-39% FRL) \$250

INSTRUCTIONAL (Continued)

Highly Effective Grandfathered Salary Schedule Supplement

For the 2018-2019 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 2018-2019 school year any monies paid a teacher under the Highly Effective Grandfathered Salary 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 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 advanced degree supplement, just as if level movement had occurred on the salary schedule.

Initial Salary Schedule Placement:

New hires to the MCSD in 2018-2019 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) A teacher being paid on the grandfathered portion of the Salary Schedule receiving a satisfactory annual summative evaluation rating shall move one (1) full level on the schedule for each school year in which the satisfactory rating is received. No level movement shall occur for a rating that is less than satisfactory.

- 2) A teacher being paid performance pay on the Salary Schedule receiving an annual summative evaluation rating of Effective shall move one (1) full level for each school year in which the Effective rating is received. A teacher being paid performance pay receiving an annual summative evaluation rating of Highly Effective shall move one (1) and two-thirds (1 2/3) levels for each school year in which the Highly Effective rating is received. No level movement shall occur for an annual summative evaluation rating that is Needs Improvement or Unsatisfactory.

- 3) If a teacher has previously been denied salary schedule level movement due to an annual summative evaluation rating score, movement equal to one (1) full level shall be reinstated provided the teacher has received two consecutive annual summative evaluation ratings of Effective or higher.

Each full level on the salary schedule is fractionalized into thirds. Each increment is one-third (1/3) of a full level. Movement of one (1) full level on the schedule requires moving three (3) increments or three (3) thirds.

**Monroe County School Board
FY 2018-19 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	\$14.11	\$18.51	\$20,741.70	\$27,209.70
HS-002	Site Coordinators	222	7.5	\$14.39	\$21.17	\$23,959.35	\$35,248.05
HS-003	Pre-K Provider A.A.	196	7.5	\$16.19	\$20.18	\$23,799.30	\$29,664.60
HS-004	Pre-K Provider 1	196	7.5	\$18.88	\$22.57	\$27,753.60	\$33,177.90
HS-005	Pre-K Provider 2	196	7.5	\$29.82	\$32.65	\$43,835.40	\$47,995.50
HS-006	Health/Disabilities Manager Nurse	196	7.5	\$25.21	\$32.26	\$37,058.70	\$47,422.20
HS-007	Family Engagement/ERSA Manager	196	8	\$21.79	\$27.75	\$34,166.72	\$43,512.00
HS-008	Budget Manager	254	7.5	\$22.67	\$28.45	\$43,186.35	\$54,197.25
HS-009	Education/Disabilities Manager	220	7.5	\$31.69	\$43.65	\$52,288.50	\$72,022.50
HS-010	Early Childhood Supervisor/Coordinator	254	7.5	\$43.71	\$50.55	\$83,267.55	\$96,297.75

New employees are placed on salary schedule according to years of experience and receive 1% increments for each year of experience working with pre-school children.

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 2017-18 is 3.4%

**Monroe County School Board
FY 2018-19 Salary Schedule**

PERMANENT SUBSTITUTES

<u>Experience</u>	<u>Annual Salary</u>	<u>New Schedule</u>	<u>Salary Slot</u>
0	\$20,827	\$20,827	OP000
1	\$21,095	\$21,517	OP001
2	\$22,139	\$22,582	OP002
3	\$23,544	\$24,015	OP003
4	\$24,290	\$24,776	OP004
5	\$24,946	\$25,445	OP005
6	\$25,434	\$25,943	OP006

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 2018-19 Salary Schedule**

Substitute Teacher and Emergency Teacher Salary Schedule

PAY GRADE 701

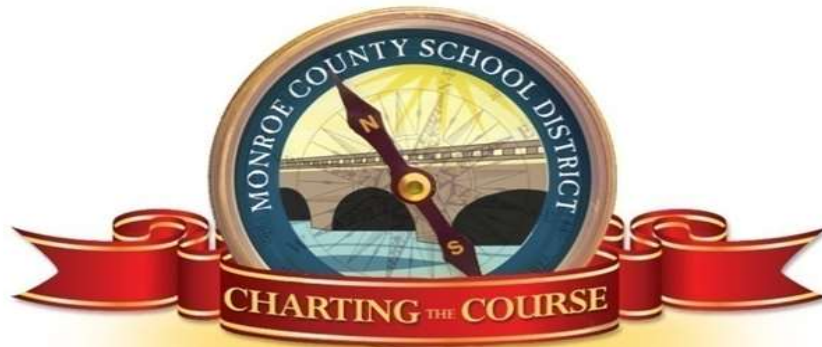
SUBSTITUTE TEACHERS

Salary Slot		Daily Rate					
Grade	Step	HS Diploma + 464 on ETS Parapro Passing CLAST Scores	AA/AS or 60+ Semester Hours	Bachelors's Degree	Master's Degree	Doctorate Degree	Retired MCSD Instructional Personnel
701	0	\$100	\$100.00	\$105.50	\$116.05	\$126.60	\$137.15

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 702

EMERGENCY TEACHER		
Grade	Step	Annual Salary
702	0	Level B Increment 1



To Excellence in the Monroe County Schools

FOOD SERVICES

**Monroe County School Board
FY 2018-19 Salary Schedule**

SCHOOL FOOD SERVICE

Slot	F1S00H	F2S00-F2S10	F3S00-F3S10	F5S00-F5S10
	Rank 1	Rank 2	Rank 3	Rank 5
exp	Substitutes	Assistants Food Service Worker **	Food Service Workers*	Cook
A1	11.46	11.46	11.83	13.64
A2		11.66	12.03	13.84
B1		11.86	12.23	14.04
B2		12.06	12.43	14.24
C1		12.26	12.63	14.44
C2		12.46	12.83	14.64
D1		12.66	13.03	14.84
D2		12.86	13.23	15.04
E1		13.06	13.43	15.24
E2		13.26	13.63	15.44
F1		13.46	13.83	15.64
F2		13.66	14.03	15.84
G1		13.86	14.23	16.04
G2		14.06	14.43	16.24
H1		14.26	14.63	16.44
H2		14.46	14.83	16.64
I1		14.66	15.03	16.84
I2		14.86	15.23	17.04
J1		15.06	15.43	17.24
J2		15.26	15.63	17.44
K1		15.46	15.83	17.64
K2		15.66	16.03	17.84
L1		15.86	16.23	18.04
L2		16.06	16.43	18.24
M1		16.26	16.63	18.44
M2		16.46	16.83	18.64
N1		16.66	17.03	18.84
N2		16.86	17.23	19.04
O1		17.06	17.43	19.24
O2		17.26	17.63	19.44
P1		17.46	17.83	19.64
P2		17.66	18.03	19.84
Q1		17.86	18.23	20.04
Q2		18.06	18.43	20.24
R1		18.26	18.63	20.44
R2		18.46	18.83	20.64

* Employees hired after January 1, 2015 will be hired as Rank 3 Food Service Workers (FSW) replacing titles of Assistants and Cashiers/Drivers.

** Employees hired before January 1, 2015 as Assistants will annually have the option of becoming a FSW, Rank 3 or remain as an Assitant (Rank 2) as documented by personal election. 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 2018-19 Salary Schedule**

BUS DRIVERS AND AIDES			
Level	BDL	BAL	BDSUB
	Bus		Substitute
Exp	Drivers	Aides	Bus Drivers
A1	15.80	12.20	14.80
A2	16.00	12.45	
B1	16.20	12.70	
B2	16.40	12.95	
C1	16.60	13.20	
C2	16.80	13.45	
D1	17.00	13.70	
D2	17.20	13.95	
E1	17.40	14.20	
E2	17.60	14.45	
F1	17.80	14.70	
F2	18.00	14.95	
G1	18.20	15.20	
G2	18.40	15.45	
H1	18.60	15.70	
H2	18.80	15.95	
I1	19.00	16.20	
I2	19.20	16.45	
J1	19.40	16.70	
J2	19.60	16.95	
K1	19.80	17.20	
K2	20.00	17.45	
L1	20.20	17.70	
L2	20.40	17.95	
M1	20.60	18.20	
M2	20.80	18.45	
N1	21.00		
N2	21.20		
O1	21.40		
O2	21.60		
P1	21.80		
P2	22.00		
Q1	22.20		
Q2	22.40		
R1	22.60		
R2	22.80		
S1	23.00		
S2	23.20		

**Monroe County School Board
FY 2018-19 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
	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

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
2018-19 Salary Schedule**

MAINTENANCE, TRANSPORTATION AND WAREHOUSE DEPARTMENTS

RANK	CLASSIFICATION
4	Mechanic Helper (Maintenance Dept), Groundskeeper and Warehouseman/Delivery Clerk
5	Mechanic Helper (Transportation) and Storekeeper
6	Labor Foreman
8	Mechanics: Automotive, Body & Fender, Carpenters, Painters, and Plumbers
9	Electricians and Refrigeration (HVAC)
10	Lead Mechanic, Service Manager, and Grounds Supervisor

Slot	M4S	M5S	M6S	M8S	M9S	M10B
Exp	Rank 4	Rank 5	Rank 6	Rank 8	Rank 9	Rank 10
A1	14.48	14.69	15.38	17.59	18.56	25.18
A2	14.73	14.94	15.63	17.84	18.81	25.43
B1	14.98	15.19	15.88	18.09	19.06	25.68
B2	15.23	15.44	16.13	18.34	19.31	25.93
C1	15.48	15.69	16.38	18.59	19.56	26.18
C2	15.73	15.94	16.63	18.84	19.81	26.43
D1	15.98	16.19	16.88	19.09	20.06	26.68
D2	16.23	16.44	17.13	19.34	20.31	26.93
E1	16.48	16.69	17.38	19.59	20.56	27.18
E2	16.73	16.94	17.63	19.84	20.81	27.43
F1	16.98	17.19	17.88	20.09	21.06	27.68
F2	17.23	17.44	18.13	20.34	21.31	27.93
G1	17.48	17.69	18.38	20.59	21.56	28.18
G2	17.73	17.94	18.63	20.84	21.81	28.43
H1	17.98	18.19	18.88	21.09	22.06	28.68
H2	18.23	18.44	19.13	21.34	22.31	28.93
I1	18.48	18.69	19.38	21.59	22.56	29.18
I2	18.73	18.94	19.63	21.84	22.81	29.43
J1	18.98	19.19	19.88	22.09	23.06	29.68
J2	19.23	19.44	20.13	22.34	23.31	29.93
K1	19.48	19.69	20.38	22.59	23.56	30.18
K2	19.73	19.94	20.63	22.84	23.81	30.43
L1	19.98	20.19	20.88	23.09	24.06	30.68
L2	20.23	20.44	21.13	23.34	24.31	30.93
M1	20.48	20.69	21.38	23.59	24.56	31.18
M2	20.73	20.94	21.63	23.84	24.81	31.43
N1	20.98	21.19	21.88	24.09	25.06	31.68
N2	21.23	21.44	22.13	24.34	25.31	31.93
O1	21.48	21.69	22.38	24.59	25.56	32.18
O2	21.73	21.94	22.63	24.84	25.81	32.43
P1	21.98	22.19	22.88	25.09	26.06	32.68
P2	22.23	22.44	23.13	25.34	26.31	32.93
Q1	22.48	22.69	23.38	25.59	26.56	33.18
Q2	22.73	22.94	23.63	25.84	26.81	33.43

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

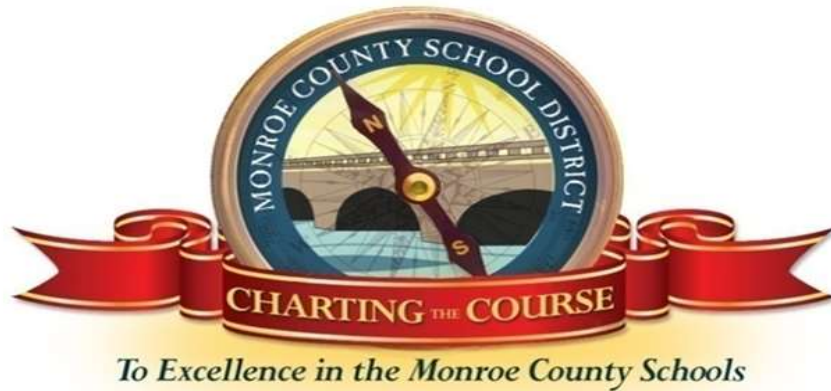
Slot	L8H05	L8H10	L8H15	L8H20
	5 Years	10 Years	15 Years	20 Years
	\$0.15	\$0.25	\$0.25	\$0.25
Cumulative	\$0.15	\$0.40	\$0.65	\$0.90

Daily and hourly rates of pay are calculated for all employees. These rates are used when persons are employed within a position for more or less than its normal designated time. Hourly Rate x Hours worked per day x Days worked per year = Annual Salary

**Monroe County School Board
FY 2018-19 Salary Schedule**

PAY GRADE 802						
TEMPORARY EMPLOYEES						
Salary Slot		Hourly Rate	Job Description			
Grade	Step					
802	1	Prevailing Minimum Wage	Worker Trainee	Student Worker	Other	
802	2	11.89	Clerical	Truck Driver	Others	
802	3	15.85	Body Mechanics	Painter		
802	4	17.20	Electronics			
802	5	18.52	Auto Mechanics			
802	6	19.84	Carpenter	Mason		
802	6	19.84	Electrician	Refrigeration	Plumber	

PAY GRADE 803						
TEMPORARY EMPLOYEES-HELPERS						
Salary Slot		Hourly Rate	Job Description			
Grade	Step					
803	1	9.25	Electronics Helper 1			
803	2	10.57	Auto Mechanics Helper 1	Body Mechanics Helper 1		
			Electronics Helper 2	Mason Helper 1		
			Plaster Helper 1	Roofer Helper 1		
			Welder Helper 1			
803	3	11.23	Auto Mechanics Helper 2	Body Mechanics Helper 2		
			Electrician Helper 1	Refrigeration Helper 1		
803	4	11.89	Auto Mechanics Helper 3	Body Mechanics Helper 3		
			Carpenter Helper 1	Electronics Helper 3		
			Mason Helper 2	Plaster Helper 2		
			Plumber Helper 1	Roofer Helper 2		
			Welder Helper 2			
803	5	12.55	Refrigeration Helper 2			
803	6	13.23	Carpenter Helper 2	Electrician Helper 2		
			Mason Helper 3	Plaster Helper 3		
			Plumber Helper 2	Roofer Helper 3		
			Welder Helper 3			
803	7	13.89	Refrigeration Helper 3			
803	8	14.52	Carpenter Helper 3			
803	9	15.85	Electrician Helper 3	Plumber Helper 3		



**HOURLY SALARY SCHEDULE
FOR
PAY GRADES 104-127**

**Monroe County School Board
2018-19 Salary Schedule**

HOURLY PAY RATES FOR PAY GRADES 104-115 (Non-Represented Hourly Employees)

Level/ Increment	Pay Grade										
	104	106	107	108	109	110	111	112	113	114	115
A1	\$12.03	\$13.01	\$13.42	\$13.84	\$14.28	\$14.73	\$15.19	\$15.68	\$16.18	\$16.69	\$16.39
A2	\$12.33	\$13.31	\$13.72	\$14.14	\$14.58	\$15.03	\$15.49	\$15.98	\$16.48	\$16.99	\$16.69
B1	\$12.63	\$13.61	\$14.02	\$14.44	\$14.88	\$15.33	\$15.79	\$16.28	\$16.78	\$17.29	\$16.99
B2	\$12.93	\$13.91	\$14.32	\$14.74	\$15.18	\$15.63	\$16.09	\$16.58	\$17.08	\$17.59	\$17.29
C1	\$13.23	\$14.21	\$14.62	\$15.04	\$15.48	\$15.93	\$16.39	\$16.88	\$17.38	\$17.89	\$17.59
C2	\$13.53	\$14.51	\$14.92	\$15.34	\$15.78	\$16.23	\$16.69	\$17.18	\$17.68	\$18.19	\$17.89
D1	\$13.83	\$14.81	\$15.22	\$15.64	\$16.08	\$16.53	\$16.99	\$17.48	\$17.98	\$18.49	\$18.19
D2	\$14.13	\$15.11	\$15.52	\$15.94	\$16.38	\$16.83	\$17.29	\$17.78	\$18.28	\$18.79	\$18.49
E1	\$14.43	\$15.41	\$15.82	\$16.24	\$16.68	\$17.13	\$17.59	\$18.08	\$18.58	\$19.09	\$18.79
E2	\$14.73	\$15.71	\$16.12	\$16.54	\$16.98	\$17.43	\$17.89	\$18.38	\$18.88	\$19.39	\$19.09
F1	\$15.03	\$16.01	\$16.42	\$16.84	\$17.28	\$17.73	\$18.19	\$18.68	\$19.18	\$19.69	\$19.39
F2	\$15.33	\$16.31	\$16.72	\$17.14	\$17.58	\$18.03	\$18.49	\$18.98	\$19.48	\$19.99	\$19.69
G1	\$15.63	\$16.61	\$17.02	\$17.44	\$17.88	\$18.33	\$18.79	\$19.28	\$19.78	\$20.29	\$19.99
G2	\$15.93	\$16.91	\$17.32	\$17.74	\$18.18	\$18.63	\$19.09	\$19.58	\$20.08	\$20.59	\$20.29
H1	\$16.23	\$17.21	\$17.62	\$18.04	\$18.48	\$18.93	\$19.39	\$19.88	\$20.38	\$20.89	\$20.59
H2	\$16.53	\$17.51	\$17.92	\$18.34	\$18.78	\$19.23	\$19.69	\$20.18	\$20.68	\$21.19	\$20.89
I1	\$16.83	\$17.81	\$18.22	\$18.64	\$19.08	\$19.53	\$19.99	\$20.48	\$20.98	\$21.49	\$21.19
I2	\$17.13	\$18.11	\$18.52	\$18.94	\$19.38	\$19.83	\$20.29	\$20.78	\$21.28	\$21.79	\$21.49
J1	\$17.43	\$18.41	\$18.82	\$19.24	\$19.68	\$20.13	\$20.59	\$21.08	\$21.58	\$22.09	\$21.79
J2	\$17.73	\$18.71	\$19.12	\$19.54	\$19.98	\$20.43	\$20.89	\$21.38	\$21.88	\$22.39	\$22.09
K1	\$18.03	\$19.01	\$19.42	\$19.84	\$20.28	\$20.73	\$21.19	\$21.68	\$22.18	\$22.69	\$22.39
K2	\$18.33	\$19.31	\$19.72	\$20.14	\$20.58	\$21.03	\$21.49	\$21.98	\$22.48	\$22.99	\$22.69
L1	\$18.63	\$19.61	\$20.02	\$20.44	\$20.88	\$21.33	\$21.79	\$22.28	\$22.78	\$23.29	\$22.99
L2	\$18.93	\$19.91	\$20.32	\$20.74	\$21.18	\$21.63	\$22.09	\$22.58	\$23.08	\$23.59	\$23.29
M1	\$19.23	\$20.21	\$20.62	\$21.04	\$21.48	\$21.93	\$22.39	\$22.88	\$23.38	\$23.89	\$23.59
M2	\$19.53	\$20.51	\$20.92	\$21.34	\$21.78	\$22.23	\$22.69	\$23.18	\$23.68	\$24.19	\$23.89
N1	\$19.83	\$20.81	\$21.22	\$21.64	\$22.08	\$22.53	\$22.99	\$23.48	\$23.98	\$24.49	\$24.19
N2	\$20.13	\$21.11	\$21.52	\$21.94	\$22.38	\$22.83	\$23.29	\$23.78	\$24.28	\$24.79	\$24.49
O1	\$20.43	\$21.41	\$21.82	\$22.24	\$22.68	\$23.13	\$23.59	\$24.08	\$24.58	\$25.09	\$24.79
O2	\$20.73	\$21.71	\$22.12	\$22.54	\$22.98	\$23.43	\$23.89	\$24.38	\$24.88	\$25.39	\$25.09
P1	\$21.03	\$22.01	\$22.42	\$22.84	\$23.28	\$23.73	\$24.19	\$24.68	\$25.18	\$25.69	\$25.39
P2	\$21.33	\$22.31	\$22.72	\$23.14	\$23.58	\$24.03	\$24.49	\$24.98	\$25.48	\$25.99	\$25.69
Q1	\$21.63	\$22.61	\$23.02	\$23.44	\$23.88	\$24.33	\$24.79	\$25.28	\$25.78	\$26.29	\$25.99
Q2	\$21.93	\$22.91	\$23.32	\$23.74	\$24.18	\$24.63	\$25.09	\$25.58	\$26.08	\$26.59	\$26.29
R1	\$22.23	\$23.21	\$23.62	\$24.04	\$24.48	\$24.93	\$25.39	\$25.88	\$26.38	\$26.89	\$26.59
R2	\$22.53	\$23.51	\$23.92	\$24.34	\$24.78	\$25.23	\$25.69	\$26.18	\$26.68	\$27.19	\$26.89
S1	\$22.83	\$23.81	\$24.22	\$24.64	\$25.08	\$25.53	\$25.99	\$26.48	\$26.98	\$27.49	\$27.19
S2	\$23.13	\$24.11	\$24.52	\$24.94	\$25.38	\$25.83	\$26.29	\$26.78	\$27.28	\$27.79	\$27.49

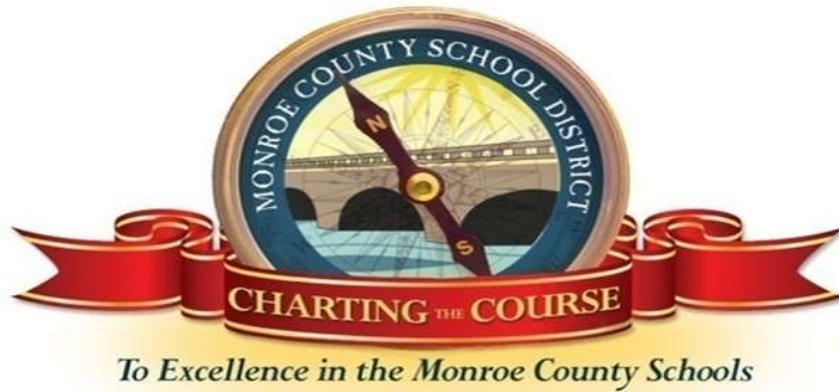
<u>Pay Grade</u>	<u>Position</u>
104	Day Care Worker
107	Administrative Assistant I
108	Administrative Assistant II Bookkeeper I Parent Educator
109	Account Clerk I Bookkeeper II Library/Media Aide Paraprofessional Operations Specialist
110	Data Support Assistant I
111	Account Clerk II Data Support Assistant II Bookkeeper, Transportation
112	Job Coach
113	Account Clerk III Clerk, Internal Services
114	Job Coach - Lead Nurse LPN
115	Activities Leader - Extended Day

**Monroe County School Board
2018-19 Salary Schedule**

HOURLY PAY RATES FOR PAY GRADES 116-127 (Non-Represented Hourly Employees)

Level/ Increment	PAY GRADES											
	<u>116</u>	<u>117</u>	<u>118</u>	<u>119</u>	<u>120</u>	<u>122</u>	<u>123</u>	<u>124</u>	<u>125</u>	<u>126</u>	<u>127</u>	
A1	17.78	18.36	18.95	19.56	20.20	21.54	22.24	22.97	23.78	24.62	25.49	
A2	18.08	18.66	19.25	19.86	20.50	21.84	22.54	23.27	24.08	24.92	25.79	
B1	18.38	18.96	19.55	20.16	20.80	22.14	22.84	23.57	24.38	25.22	26.09	
B2	18.68	19.26	19.85	20.46	21.10	22.44	23.14	23.87	24.68	25.52	26.39	
C1	18.98	19.56	20.15	20.76	21.40	22.74	23.44	24.17	24.98	25.82	26.69	
C2	19.28	19.86	20.45	21.06	21.70	23.04	23.74	24.47	25.28	26.12	26.99	
D1	19.58	20.16	20.75	21.36	22.00	23.34	24.04	24.77	25.58	26.42	27.29	
D2	19.88	20.46	21.05	21.66	22.30	23.64	24.34	25.07	25.88	26.72	27.59	
E1	20.18	20.76	21.35	21.96	22.60	23.94	24.64	25.37	26.18	27.02	27.89	
E2	20.48	21.06	21.65	22.26	22.90	24.24	24.94	25.67	26.48	27.32	28.19	
F1	20.78	21.36	21.95	22.56	23.20	24.54	25.24	25.97	26.78	27.62	28.49	
F2	21.08	21.66	22.25	22.86	23.50	24.84	25.54	26.27	27.08	27.92	28.79	
G1	21.38	21.96	22.55	23.16	23.80	25.14	25.84	26.57	27.38	28.22	29.09	
G2	21.68	22.26	22.85	23.46	24.10	25.44	26.14	26.87	27.68	28.52	29.39	
H1	21.98	22.56	23.15	23.76	24.40	25.74	26.44	27.17	27.98	28.82	29.69	
H2	22.28	22.86	23.45	24.06	24.70	26.04	26.74	27.47	28.28	29.12	29.99	
I1	22.58	23.16	23.75	24.36	25.00	26.34	27.04	27.77	28.58	29.42	30.29	
I2	22.88	23.46	24.05	24.66	25.30	26.64	27.34	28.07	28.88	29.72	30.59	
J1	23.18	23.76	24.35	24.96	25.60	26.94	27.64	28.37	29.18	30.02	30.89	
J2	23.48	24.06	24.65	25.26	25.90	27.24	27.94	28.67	29.48	30.32	31.19	
K1	23.78	24.36	24.95	25.56	26.20	27.54	28.24	28.97	29.78	30.62	31.49	
K2	24.08	24.66	25.25	25.86	26.50	27.84	28.54	29.27	30.08	30.92	31.79	
L1	24.38	24.96	25.55	26.16	26.80	28.14	28.84	29.57	30.38	31.22	32.09	
L2	24.68	25.26	25.85	26.46	27.10	28.44	29.14	29.87	30.68	31.52	32.39	
M1	24.98	25.56	26.15	26.76	27.40	28.74	29.44	30.17	30.98	31.82	32.69	
M2	25.28	25.86	26.45	27.06	27.70	29.04	29.74	30.47	31.28	32.12	32.99	
N1	25.58	26.16	26.75	27.36	28.00	29.34	30.04	30.77	31.58	32.42	33.29	
N2	25.88	26.46	27.05	27.66	28.30	29.64	30.34	31.07	31.88	32.72	33.59	
O1	26.18	26.76	27.35	27.96	28.60	29.94	30.64	31.37	32.18	33.02	33.89	
O2	26.48	27.06	27.65	28.26	28.90	30.24	30.94	31.67	32.48	33.32	34.19	
P1	26.78	27.36	27.95	28.56	29.20	30.54	31.24	31.97	32.78	33.62	34.49	
P2	27.08	27.66	28.25	28.86	29.50	30.84	31.54	32.27	33.08	33.92	34.79	
Q1	27.38	27.96	28.55	29.16	29.80	31.14	31.84	32.57	33.38	34.22	35.09	
Q2	27.68	28.26	28.85	29.46	30.10	31.44	32.14	32.87	33.68	34.52	35.39	
R1	27.98	28.56	29.15	29.76	30.40	31.74	32.44	33.17	33.98	34.82	35.69	
R2	28.28	28.86	29.45	30.06	30.70	32.04	32.74	33.47	34.28	35.12	35.99	
S1	28.58	29.16	29.75	30.36	31.00	32.34	33.04	33.77	34.58	35.42	36.29	
S2	28.88	29.46	30.05	30.66	31.30	32.64	33.34	34.07	34.88	35.72	36.59	

<u>Pay Grade</u>	<u>Position</u>
116	
117	Program Assistant to Grants Manager I
118	Program Assistant to Grants Manager II
119	Administrative Aide to Executive Staff Benefits and Insurance Specialist Human Resource Specialist Lab Assistant
	Office Manager Executive School Secretary
120	Food Services Manager I
122	Specialist, Food Service
123	Information Specialist Technician Assistant
124	Administrative Aide to Superintendent/Board
125	
126	Fiscal Services Specialist Technology Technician I
127	Nurse, RN Specialist, Certification Technology Technician



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

**Monroe County School Board
FY 2018-19 Salary Schedule**

Athletic Trainers (ATL)

11Month Salary Schedule - 206 Days

8 Hour Duty Day

<u>Level</u>	<u>Increment</u>	<u>ATL</u>
A	1	38,800
	2	39,300
	3	39,800
B	1	40,300
	2	40,800
	3	41,300
C	1	41,800
	2	42,300
	3	42,800
D	1	43,300
	2	43,800
	3	44,300
E	1	44,800
	2	45,300
	3	45,800
F	1	46,300
	2	46,800
	3	47,300
G	1	47,800
	2	48,300
	3	48,800
H	1	49,300
	2	49,800
	3	50,300
I	1	50,800
	2	51,300
	3	51,800
J	1	52,300
	2	52,800
	3	53,300
K	1	53,800
	2	54,300
	3	54,800
L	1	55,300
	2	55,800
	3	56,300
M	1	56,800
	2	57,300
	3	57,800
N	1	58,300
	2	58,800
	3	59,300
O	1	59,800
	2	60,300
	3	60,800
P	1	61,300
	2	61,800
	3	62,300

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

**Monroe County School Board
FY 2018-19 Salary Schedule**

Take Stock In Children

11Month Salary Schedule - 220 Days

8 Hour Duty Day

Level	Increment	TS
A	1	38,800
	2	39,300
	3	39,800
B	1	40,300
	2	40,800
	3	41,300
C	1	41,800
	2	42,300
	3	42,800
D	1	43,300
	2	43,800
	3	44,300
E	1	44,800
	2	45,300
	3	45,800
F	1	46,300
	2	46,800
	3	47,300
G	1	47,800
	2	48,300
	3	48,800
H	1	49,300
	2	49,800
	3	50,300
I	1	50,800
	2	51,300
	3	51,800
J	1	52,300
	2	52,800
	3	53,300
K	1	53,800
	2	54,300
	3	54,800
L	1	55,300
	2	55,800
	3	56,300
M	1	56,800
	2	57,300
	3	57,800
N	1	58,300
	2	58,800
	3	59,300
O	1	59,800
	2	60,300
	3	60,800
P	1	61,300
	2	61,800

**Monroe County School Board
FY 2018-19 Salary Schedule**

School Administration

Increment 500
500

		11 Month Salary Schedule - 220 Days				11 Month Salary Schedule - 235 Days		12 Month
Pay Grade		7.5 Hour	8 Hour Duty Day				8 Hour	
		S135	S135	S136	S137	S138	S139	S140
A	1	57,800	63,300	71,800	74,300	81,800	84,800	98,800
	2	58,300	63,800	72,300	74,800	82,800	85,300	99,300
	3	58,800	64,300	72,800	75,300	83,300	85,800	99,800
B	1	59,300	64,800	73,300	75,800	83,800	86,300	100,300
	2	59,800	65,300	73,800	76,300	84,300	86,800	100,800
	3	60,300	65,800	74,300	76,800	84,800	87,300	101,300
C	1	60,800	66,300	74,800	77,300	85,300	87,800	101,800
	2	61,300	66,800	75,300	77,800	85,800	88,300	102,300
	3	61,800	67,300	75,800	78,300	86,300	88,800	102,800
D	1	62,300	67,800	76,300	78,800	86,800	89,300	103,300
	2	62,800	68,300	76,800	79,300	87,300	89,800	103,800
	3	63,300	68,800	77,300	79,800	87,800	90,800	104,300
E	1	63,800	69,300	77,800	80,300	88,300	91,300	104,800
	2	64,300	69,800	78,300	80,800	88,800	91,800	105,300
	3	64,800	70,300	78,800	81,300	89,300	92,300	105,800
F	1	65,300	70,800	79,300	81,800	89,800	92,800	106,300
	2	65,800	71,300	79,800	82,300	90,800	93,300	106,800
	3	66,300	71,800	80,300	82,800	91,300	93,800	107,300
G	1	66,800	72,300	80,800	83,300	91,800	94,300	107,800
	2	67,300	72,800	81,300	83,800	92,300	94,800	108,300
	3	67,800	73,300	81,800	84,300	92,800	95,300	108,800
H	1	68,300	73,800	82,300	84,800	93,300	95,800	109,300
	2	68,800	74,300	82,800	85,300	93,800	96,300	109,800
	3	69,300	74,800	83,300	85,800	94,300	96,800	110,300
I	1	69,800	75,300	83,800	86,300	94,800	97,300	110,800
	2	70,300	75,800	84,300	86,800	95,300	98,300	111,300
	3	70,800	76,300	84,800	87,300	95,800	98,800	111,800
J	1	71,300	76,800	85,300	87,800	96,300	99,300	112,300
	2	71,800	77,300	85,800	88,300	96,800	99,800	112,800
	3	72,300	77,800	86,300	88,800	97,300	100,300	113,300
K	1	72,800	78,300	86,800	89,300	98,300	100,800	113,800
	2	73,300	78,800	87,300	89,800	98,800	101,300	114,300
	3	73,800	79,300	87,800	90,300	99,300	101,800	114,800
L	1	74,300	79,800	88,300	90,800	99,800	102,300	115,300
	2	74,800	80,300	88,800	91,300	100,300	102,800	115,800
	3	75,300	80,800	89,300	91,800	100,800	103,300	116,300
M	1	75,800	81,300	89,800	92,300	101,300	103,800	116,800
	2	76,300	81,800	90,300	92,800	101,800	104,300	117,300
	3	76,800	82,300	90,800	93,300	102,300	104,800	117,800
N	1	77,300	82,800	91,300	93,800	102,800	105,300	118,300
	2	77,800	83,300	91,800	94,300	103,300	106,300	118,800
	3	78,300	83,800	92,300	94,800	103,800	106,800	119,300
O	1	78,800	84,300	92,800	95,300	104,300	107,300	119,800
	2	79,300	84,800	93,300	95,800	104,800	107,800	120,300
	3	79,800	85,300	93,800	96,300	105,300	108,300	120,800
P	1	80,300	85,800	94,300	96,800	105,800	108,800	121,300
	2	80,800	86,300	94,800	97,300	106,300	109,300	121,800
	3	81,300	86,800	95,300	97,800	106,800	109,800	122,300
Q	1	81,800	87,300	95,800	98,300	107,300	110,300	122,800
	2	82,300	87,800	96,300	98,800	107,800	110,800	123,300
	3	82,800	88,300	96,800	99,300	108,300	111,300	123,800

7.5 Hour Duty Day Pay Grade
220 Days S135 - Dean of Students

Pay Grade 235 Day Calendar - 8 hours/day
S138 Principal - Elementary
S139 Principal - K-8

8 Hour Duty Day Pay Grade
220 Days S135 Assistant Principal - Elem (After 3 years as Dean)
220 Days S136 Assistant Principal - K-8
220 Days S137 Assistant Principal - High School

Pay Grade 254 Day Calendar - 8 hours/day
S140 Principal - High School

**Monroe County School Board
FY 2018-19 Salary Schedule**

District Administration

12 Month Salary Schedule - 254 Duty Days (DD)

Pay Grade/Level	Increment	8 Hour DD								
		131	133	135	136	137	138	139	140	141
A	1	58,800	63,800	70,800	73,300	75,800	78,300	80,800	98,300	103,300
	2	59,300	64,300	71,300	73,800	76,300	78,800	81,300	98,800	103,800
	3	59,800	64,800	71,800	74,300	76,800	79,300	81,800	99,300	104,300
B	1	60,300	65,300	72,300	74,800	77,300	79,800	82,300	99,800	104,800
	2	60,800	65,800	72,800	75,300	77,800	80,300	82,800	100,300	105,300
	3	61,300	66,300	73,300	75,800	78,300	80,800	83,300	100,800	105,800
C	1	61,800	66,800	73,800	76,300	78,800	81,300	83,800	101,300	106,300
	2	62,300	67,300	74,300	76,800	79,300	81,800	84,300	101,800	106,800
	3	62,800	67,800	74,800	77,300	79,800	82,300	84,800	102,300	107,300
D	1	63,300	68,300	75,300	77,800	80,300	82,800	85,300	102,800	107,800
	2	63,800	68,800	75,800	78,300	80,800	83,300	85,800	103,300	108,300
	3	64,300	69,300	76,300	78,800	81,300	83,800	86,300	103,800	108,800
E	1	64,800	69,800	76,800	79,300	81,800	84,300	86,800	104,300	109,300
	2	65,300	70,300	77,300	79,800	82,300	84,800	87,300	104,800	109,800
	3	65,800	70,800	77,800	80,300	82,800	85,300	87,800	105,300	110,300
F	1	66,300	71,300	78,300	80,800	83,300	85,800	88,300	105,800	110,800
	2	66,800	71,800	78,800	81,300	83,800	86,300	88,800	106,300	111,300
	3	67,300	72,300	79,300	81,800	84,300	86,800	89,300	106,800	111,800
G	1	67,800	72,800	79,800	82,300	84,800	87,300	89,800	107,300	112,300
	2	68,300	73,300	80,300	82,800	85,300	87,800	90,300	107,800	112,800
	3	68,800	73,800	80,800	83,300	85,800	88,300	90,800	108,300	113,300
H	1	69,300	74,300	81,300	83,800	86,300	88,800	91,300	108,800	113,800
	2	69,800	74,800	81,800	84,300	86,800	89,300	91,800	109,300	114,300
	3	70,300	75,300	82,300	84,800	87,300	89,800	92,300	109,800	114,800
I	1	70,800	75,800	82,800	85,300	87,800	90,300	92,800	110,300	115,300
	2	71,300	76,300	83,300	85,800	88,300	90,800	93,300	110,800	115,800
	3	71,800	76,800	83,800	86,300	88,800	91,300	93,800	111,300	116,300
J	1	72,300	77,300	84,300	86,800	89,300	91,800	94,300	111,800	116,800
	2	72,800	77,800	84,800	87,300	89,800	92,300	94,800	112,300	117,300
	3	73,300	78,300	85,300	87,800	90,300	92,800	95,300	112,800	117,800
K	1	73,800	78,800	85,800	88,300	90,800	93,300	95,800	113,300	118,300
	2	74,300	79,300	86,300	88,800	91,300	93,800	96,300	113,800	118,800
	3	74,800	79,800	86,800	89,300	91,800	94,300	96,800	114,300	119,300
L	1	75,300	80,300	87,300	89,800	92,300	94,800	97,300	114,800	119,800
	2	75,800	80,800	87,800	90,300	92,800	95,300	97,800	115,300	120,300
	3	76,300	81,300	88,300	90,800	93,300	95,800	98,300	115,800	120,800
M	1	76,800	81,800	88,800	91,300	93,800	96,300	98,800	116,300	121,300
	2	77,300	82,300	89,300	91,800	94,300	96,800	99,300	116,800	121,800
	3	77,800	82,800	89,800	92,300	94,800	97,300	99,800	117,300	122,300
N	1	78,300	83,300	90,300	92,800	95,300	97,800	100,300	117,800	122,800
	2	78,800	83,800	90,800	93,300	95,800	98,300	100,800	118,300	123,300
	3	79,300	84,300	91,300	93,800	96,300	98,800	101,300	118,800	123,800
O	1	79,800	84,800	91,800	94,300	96,800	99,300	101,800	119,300	124,300
	2	80,300	85,300	92,300	94,800	97,300	99,800	102,300	119,800	124,800
	3	80,800	85,800	92,800	95,300	97,800	100,300	102,800	120,300	125,300
P	1	81,300	86,300	93,300	95,800	98,300	100,800	103,300	120,800	125,800
	2	81,800	86,800	93,800	96,300	98,800	101,300	103,800	121,300	126,300
	3	82,300	87,300	94,300	96,800	99,300	101,800	104,300	121,800	126,800

254 Duty Days 8 Hour Day

Pay Grade			
131	Accountant	Buyer	Human Resource Generalist
135	Network Specialist	Programmer Analyst	Social Workers
	Chief Building Inspector	Facilities Planner	
	Employee Benefits/Risk Manager	Payroll Manager	
137	Assistant Director - Finance	IT Operations Manager	
138	Maintenance Director	Transportation Supervisor	Coordinator - ESE& Grants
	Director - CTE/Adult Ed.	Director-Food Services	Director-Internal Services
	Coordinator - Alt. Education	Security and Safety Coordinator	SIS Coordinator
139	Director - Technology	Director - Student Services	
141	Executive Director - Accountability and Assessment, Teaching and Learning, Operations and Planning, Finance and Performance, and Human Resources		

11 Month Salary Schedule - 220
 Duty Days (DD)

Pay Grade/Level	Increment	8 Hour DD		
		138	135	133
A	1	68,300	63,300	55,300
	2	68,800	63,800	55,800
	3	69,300	64,300	56,300
B	1	69,800	64,800	56,800
	2	70,300	65,300	57,300
	3	70,800	65,800	57,800
C	1	71,300	66,300	58,300
	2	71,800	66,800	58,800
	3	72,300	67,300	59,300
D	1	72,800	67,800	59,800
	2	73,300	68,300	60,300
	3	73,800	68,800	60,800
E	1	74,300	69,300	61,300
	2	74,800	69,800	61,800
	3	75,300	70,300	62,300
F	1	75,800	70,800	62,800
	2	76,300	71,300	63,300
	3	76,800	71,800	63,800
G	1	77,300	72,300	64,300
	2	77,800	72,800	64,800
	3	78,300	73,300	65,300
H	1	78,800	73,800	65,800
	2	79,300	74,300	66,300
	3	79,800	74,800	66,800
I	1	80,300	75,300	67,300
	2	80,800	75,800	67,800
	3	81,300	76,300	68,300
J	1	81,800	76,800	68,800
	2	82,300	77,300	69,300
	3	82,800	77,800	69,800
K	1	83,300	78,300	70,300
	2	83,800	78,800	70,800
	3	84,300	79,300	71,300
L	1	84,800	79,800	71,800
	2	85,300	80,300	72,300
	3	85,800	80,800	72,800
M	1	86,300	81,300	73,300
	2	86,800	81,800	73,800
	3	87,300	82,300	74,300
N	1	87,800	82,800	74,800
	2	88,300	83,300	75,300
	3	88,800	83,800	75,800
O	1	89,300	84,300	76,300
	2	89,800	84,800	76,800
	3	90,300	85,300	77,300
P	1	90,800	85,800	77,800
	2	91,300	86,300	78,300
	3	91,800	86,800	78,800

220 Duty Days 8 Hour Day

Pay Grade	138
Coordinator - Take Stock In Children	
Curriculum Coordinators	
Pay Grade	135
School Social Workers	
Pay Grade	133
Mediciad Specialist	

**Monroe County School Board
FY 2018-19 Salary Schedule**

Superintendent and Board Members

PAY GRADE ASUP2

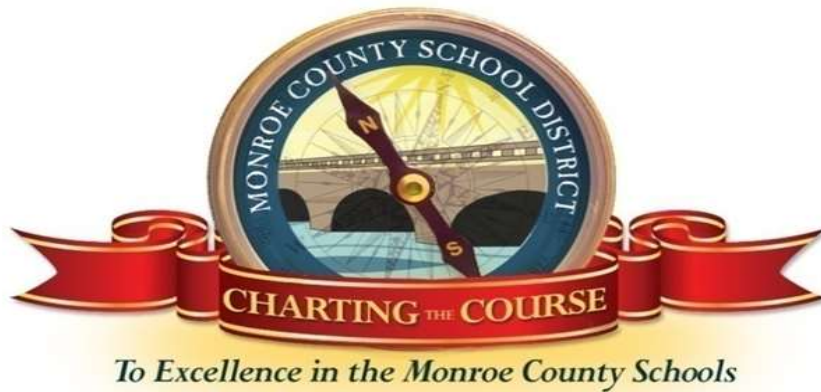
7200 Superintendent		
Salary Slot ASUP2	Yearly \$165,000	

Supplements Paid by the Department of Education		Slot
Superintendent Certification	2,000.00	SASUPC
CEOLDP Certification	4,500.00	SASUP2

PAY GRADE 150

School Board Members			
Salary Slot		Yearly - 365 24 hour Day	
Grade	Step		
150	1	\$31,557	

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**

**Monroe County School Board
FY 2018-19 Salary Schedule**

INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

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

**Monroe County School Board
FY 2018-19 Salary Schedule**

INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

		SLOT
Additional Instructional Assignment – MS and HS: In order to be eligible to receive a supplement under any of the conditions of an additional instructional assignment (Art. IX, Section 3).	PLUS 50-64 Minutes \$3,900 65-80 Minutes \$4,200 Yearly	QPS001
Before/After School/ Title One Activity Instructor (Teachers who voluntarily agree to instruct in the after school activity program)		
Academic Tutoring Activities	\$40.00 Hour	QPS001
Non-academic Activities	\$20.00 Hour	QOX100
Community School Managers – 10 months Base Pay established by Certificate as per Instructional Salary Schedule	PLUS \$345.00 Monthly	SICSM
Data Coaches • Duties of Data Coaches vary based on size of school.	0-600 students = \$1,775 Over 600 to 800 = \$1,900 Over 800 to 950 = \$1,950 Over 950 = \$2,025	SIDC1
Diagnostic Prescription Writer 10 Months Base Pay established by Certificate	PLUS \$75.00 Monthly	SIDPW
District Wide Teacher Leaders Base Pay established by Certificate	PLUS \$1,775.00 Yearly	SIDWL
EPIC (Educational Performance Incentive Compensation)	\$2,500.00 Yearly	SEPC
Extra Duties Supplement: 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.	\$25.00 per hour	QPS001
GED Exit Option Program (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.	\$2,375.00 Per 50 Minutes Instructional Period	SIGED
Grade book Manager	\$1,175.00 yearly	
Hospital/Homebound Teacher	\$40.00 per Hour	
Mentor Teacher Assigned as provided for in Article XXVII of the teacher contract	\$1,550.00 Yearly	SIMTI
National Board For Professional Teaching Standards Designated by UTM President	\$2,050.00 Yearly	SINB1
New/Beginning Teacher Induction Program Team Member Appointed by UTM President	\$3,100.00 Yearly	SINTI

**Monroe County School Board
FY 2018-19 Salary Schedule**

INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

SLOT

<p>Non-NMSI AP Teacher Performance Pay Additional compensation for student success in AP courses that are not part of the National Math and Science Initiative (NMSI courses include: AP Calculus, AP Statistics, AP Biology, AP Chemistry, AP Environmental Science, AP Physics, AP English Language, and AP English Literature) Paid in the form of a bonus per Section 1011.62, Florida Statutes.</p>	<p>\$50.00/ successful student outcome (Score of 3 or higher) without limitation. *Contingent upon continuation of NMSI Program.</p>	
<p>Peer Teacher 10 months Paid for each beginning teacher supervised for the year. Base Pay established by Certificate</p>	<p align="center">PLUS \$775.00 Yearly</p>	<p align="center">SIPEER</p>
<p>Planning Team Members at Large Does not apply when teachers is receiving a supplement that includes this duty. Base Pay established by Certificate</p>	<p align="center">PLUS \$1,450.00 Yearly</p>	<p align="center">SIPT1</p>
<p>Positive Behavior Support (PBS)</p>	<p align="center">\$2,075 Yearly</p>	
<p>Professional Development Contact Duties of PD Contacts vary based on size of school.</p>	<p align="center">0-600 students = \$1,775 Over 600 to 800 = \$1,900 Over 800 to 950 = \$1,950 Over 950 = \$2,025</p>	
<p>School Based Teacher Leaders Base Pay established by Certificate</p>	<p align="center">PLUS \$1,775.00 Yearly</p>	<p align="center">SITL1</p>
<p>RTI/MTSS Coordination (this supplement may be sub-divided) Available to Classroom teachers if not otherwise compensated (e.g. release time)</p>	<p align="center">PLUS \$3,900 Yearly</p>	
<p>Speech Pathologist includes Medicaid reimbursement paper work Base Pay established by Certificate</p>	<p align="center">PLUS \$3,000.00 Yearly</p>	<p align="center">SISP1</p>
<p>Technology Support Teacher May be paid to support personnel under certain conditions. Base Pay established by Certificate</p>	<p align="center">PLUS \$230.00 Monthly</p>	<p align="center">SITST</p>
<p>Visiting Teacher 10 Months Base Pay established by Certificate</p>	<p align="center">PLUS \$50.00 Monthly</p>	<p align="center">SIVT1</p>
<p>Webmaster</p>	<p align="center">\$1,175.00 yearly</p>	

**Monroe County School Board
FY 2018-19 Salary Schedule**

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		
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

**Monroe County School Board
FY 2018-19 Salary Schedule**

AWARDS AND INCENTIVES

INCENTIVE PAYMENT FOR ATTENDANCE (Per Semester)	\$250.00
EMPLOYEE RECOGNITION PROGRAM	
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
District Inclusion Teacher	\$250.00
Outstanding Assistant Principal of the year (1 Employees)	\$250.00
Outstanding Principal of the year (1 Employees)	\$250.00
Outstanding Management/Instructional Employee	\$250.00
Clerical/Office Group (1 Employees)	\$250.00
Custodial Group (1 Employees)	\$250.00
Transportation Group (1 Employees)	\$250.00
Food Service Group (1 Employees)	\$250.00
Maintenance Group (1 Employees)	\$250.00
Teacher Support Group (1 Employees)	\$250.00
District School-Related Employee-of-the Year	\$500.00

Monroe County School Board
FY 2018-19 Salary Schedule

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)

**Monroe County School Board
FY 2018-19 Salary Schedule**

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	ST1CN
Web Master	Additional duties and time involved in maintaining a School Web Site	\$1,175	Annual	SWEB