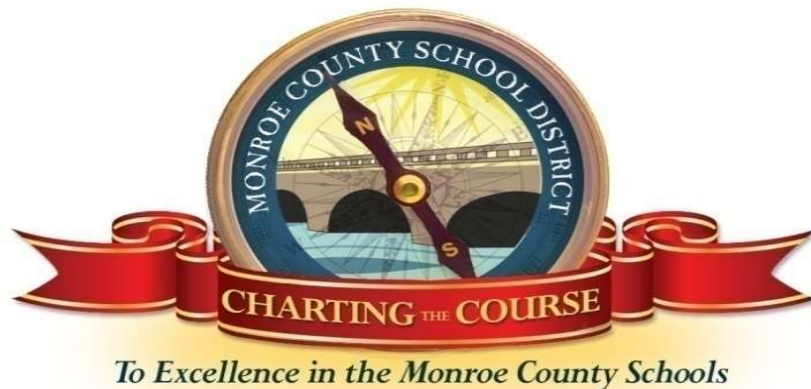

**Monroe County School District
Salary Schedules
2019-2020**

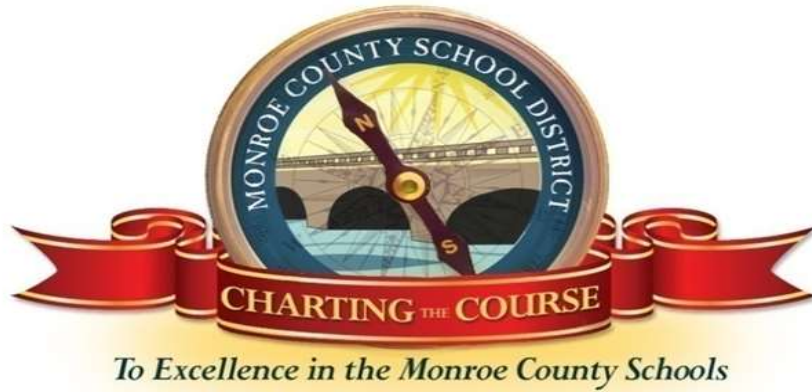


**Approval: September 10, 2019 and
December 17, 2019**

**Effective Date: July 1, 2019, except as
otherwise noted.**

TABLE OF CONTENTS

	<u>Page</u>
Instructional	3
Food Services	9
Maintenance, Warehouse and Transportation	11
Hourly (Grades 110-127)	16
Administrative/Salaried	19
Instructional Supplements, Awards and Incentives, Stipends and Non-Instructional Supplements	26



INSTRUCTIONAL SALARY SCHEDULE

**Monroe County School Board
FY 2019-20 Salary Schedule**

Instructional

Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary
				1	\$55,300		1	\$63,400		1	\$71,500		1	\$79,600
			J	2	\$55,600		2	\$63,700		2	\$71,800		2	\$79,900
				3	\$55,900		3	\$64,000		3	\$72,100		3	\$80,200
	1	\$48,100		1	\$56,200		1	\$64,300		1	\$72,400		1	\$80,500
B	2	\$48,400		2	\$56,500		2	\$64,600		2	\$72,700		2	\$80,800
	3	\$48,700		3	\$56,800		3	\$64,900		3	\$73,000		3	\$81,100
	1	\$49,000		1	\$57,100		1	\$65,200		1	\$73,300		1	\$81,400
C	2	\$49,300		2	\$57,400		2	\$65,500		2	\$73,600		2	\$81,700
	3	\$49,600		3	\$57,700		3	\$65,800		3	\$73,900		3	\$82,000
	1	\$49,900		1	\$58,000		1	\$66,100		1	\$74,200		1	\$82,300
D	2	\$50,200		2	\$58,300		2	\$66,400		2	\$74,500		2	\$82,600
	3	\$50,500		3	\$58,600		3	\$66,700		3	\$74,800		3	\$82,900
	1	\$50,800		1	\$58,900		1	\$67,000		1	\$75,100		1	\$83,200
E	2	\$51,100		2	\$59,200		2	\$67,300		2	\$75,400		2	\$83,500
	3	\$51,400		3	\$59,500		3	\$67,600		3	\$75,700		3	\$83,800
	1	\$51,700		1	\$59,800		1	\$67,900		1	\$76,000		1	\$84,100
F	2	\$52,000		2	\$60,100		2	\$68,200		2	\$76,300		2	\$84,400
	3	\$52,300		3	\$60,400		3	\$68,500		3	\$76,600		3	\$84,700
	1	\$52,600		1	\$60,700		1	\$68,800		1	\$76,900		1	\$85,000
G	2	\$52,900		2	\$61,000		2	\$69,100		2	\$77,200		2	\$85,300
	3	\$53,200		3	\$61,300		3	\$69,400		3	\$77,500		3	\$85,600
	1	\$53,500		1	\$61,600		1	\$69,700		1	\$77,800			
H	2	\$53,800		2	\$61,900		2	\$70,000		2	\$78,100			
	3	\$54,100		3	\$62,200		3	\$70,300		3	\$78,400			
	1	\$54,400		1	\$62,500		1	\$70,600		1	\$78,700			
I	2	\$54,700		2	\$62,800		2	\$70,900		2	\$79,000			
	3	\$55,000		3	\$63,100		3	\$71,200		3	\$79,300			

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.

2019-20	Title I*	Masters	Specialist	Doctorate	OT	Psych.
<u>Level/Inc. B1-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

2019-20

All teachers at Title I eligible or served schools (>40% FRL) \$500

All teachers at Transition schools (30-39.99% FRL) \$250

Longevity:

For those instructional personnel in the UTM bargaining unit employed full-time in fiscal year 2010-2011 and maintaining continuous service to the present will advance three (3) additional increments on the salary schedule.

INSTRUCTIONAL (Continued)

Highly Effective Grandfathered Salary Schedule Supplement

For the 2019-2020 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 2019-2020 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 2019-2020 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.

INSTRUCTIONAL (Continued)

Best and Brightest Award Program:

For the 2019-2020 school year, pursuant to Florida Statute 1012.731, qualifying teachers will receive the following bonuses to be paid out in two installments: one-half at the end of the first semester and the remaining half at the end of the second semester.

The statute establishes two (2) types of awards to teachers: Recruitment and Retention and one (1) type of award (Recognition) to instructional personnel as defined in Section 1012.01(2), F.S.

Recruitment - new hire/qualifying classroom teachers per statute - \$4,000

The bonus noted above will be pro-rated using existing contract language to define "a year" (91 days or more equals 1 year)

Employed Day 1 through Day 180 = \$4,000

Employed Day 1 through Day 92 or after (for less than 91 days) = \$2,000

Employed after Day 1 through Day 180 (for at least 91 days) = \$4,000

Retention - qualifying classroom teachers at identified qualifying school as determined per statute.

Highly Effective teachers - \$2,500

Effective teachers - \$1,000

Recognition - qualifying instructional personnel (not otherwise recognized by the Recruitment or Retention awards. The bonus amounts by class of employee are noted below:

A share has a value of \$1,000 for the 2019-2020 fiscal year.

Paraprofessionals - .375 share

Teachers - 1 to 5 years experience with the District .50 share

Teachers - 6 to 10 years experience with the District .75 share

Teachers - 11 plus years experience with the District 1.00 share

To receive the Principal bonus, a school principal must have served as school principal at his or her school for at least 4 consecutive school years including the current school year, and the school has improved an average of 3 percentage points or more in the percentage of total possible points achieved for determining school grades over the 3 prior years. The principal bonus is \$5,000.

**Monroe County School Board
FY 2019-20 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 2019-20 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	Bachelor'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

**Monroe County School Board
FY 2019-20 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	\$14.45	\$18.95	\$21,241.50	\$27,856.50
HS-002	Site Coordinators	222	7.5	\$14.74	\$21.68	\$24,542.10	\$36,097.20
HS-003	Pre-K Provider A.A.	196	7.5			\$24,370.48	\$30,376.55
HS-004	Pre-K Provider 1	196	7.5			\$28,419.69	\$33,974.17
HS-005	Pre-K Provider 2	196	7.5			\$44,887.45	\$49,147.39
HS-006	Health/Disabilities Manager Nurse	196	7.5			\$37,812.63	\$48,560.33
HS-007	Family Engagement/ERSEA Manager	254	8			\$45,339.93	\$57,741.31
HS-008	Budget Manager	254	8			\$44,222.82	\$55,497.98
HS-009	Education/Disabilities Manager	254	8			\$61,818.32	\$85,148.93
HS-010	Early Childhood Supervisor/Coordinator	254	8			\$85,265.97	\$98,608.90
HS-010	Social Worker	220	8			\$63,307.20	\$86,803.20

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.

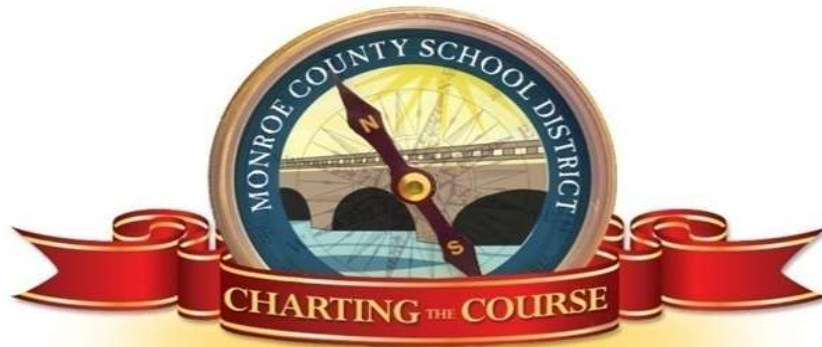
COLA increases are mandated by the Federal Government. COLA for FY 2019-20 is 2.4%

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

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	1,500
	Effective Greater than 3 years consecutive experience	1,200
	Highly Effective 3 years or less experience	1,200
	Effective 3 years or less experience	900
PreK Provider 2 (Bachelor's Degree, In Field)	Highly Effective Greater than 3 consecutive years experience	1,800
	Effective Greater than 3 years consecutive experience	1,500
	Highly Effective 3 years or less experience	1,500
	Effective 3 years or less experience	1,200

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



To Excellence in the Monroe County Schools

FOOD SERVICES

**Monroe County School Board
FY 2019-20 Salary Schedule**

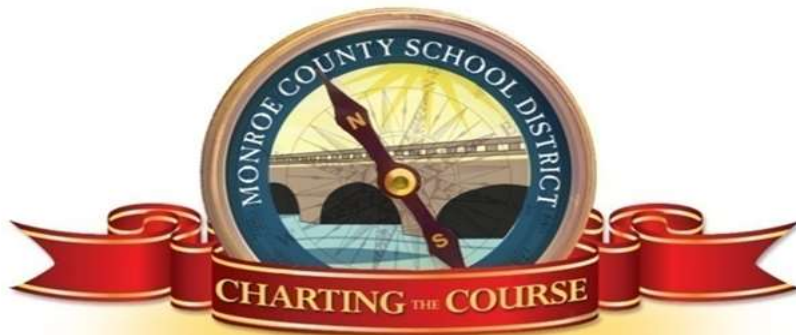
SCHOOL FOOD SERVICE

Slot	F1S00H	F3S00-F3S10	F5S00-F5S10
	Rank 1	Rank 3	Rank 5
exp	Substitutes	Food Service Workers*	Cook
A1	11.98	11.98	13.79
A2		12.18	13.99
B1		12.38	14.19
B2		12.58	14.39
C1		12.78	14.59
C2		12.98	14.79
D1 *	13.18	* 13.18	* 14.99
D2		13.38	15.19
E1		13.58	15.39
E2		13.78	15.59
F1		13.98	15.79
F2		14.18	15.99
G1		14.38	16.19
G2		14.58	16.39
H1		14.78	16.59
H2		14.98	16.79
I1		15.18	16.99
I2		15.38	17.19
J1		15.58	17.39
J2		15.78	17.59
K1		15.98	17.79
K2		16.18	17.99
L1		16.38	18.19
L2		16.58	18.39
M1		16.78	18.59
M2		16.98	18.79
N1		17.18	18.99
N2		17.38	19.19
O1		17.58	19.39
O2		17.78	19.59
P1		17.98	19.79
P2		18.18	19.99
Q1		18.38	20.19
Q2		18.58	20.39
R1		18.78	20.59
R2		18.98	20.79
S1		19.18	20.99
S2		19.38	21.19
T1		19.58	21.39
T2		19.78	21.59
U1		19.98	21.79
U2		20.18	21.99

* Effective January 1, 2020, Level D1 becomes the minimum level and increment placement. 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	LHS15	LHS20
	5 Years	15 Years	20 Years
	0.15	0.25	0.25
Cumulative Hourly	0.15	0.65	0.90



To Excellence in the Monroe County Schools

MAINTENANCE, WAREHOUSE AND TRANSPORTATION

**Monroe County School Board
FY 2019-20 Salary Schedule**

BUS DRIVERS AND AIDES			
Level	BDL	BAL	BDSUB
	Bus		Substitute
Exp	Drivers	Aides	Bus Drivers
A1	15.95	12.20	14.95
A2	16.15	12.45	
B1	16.35	12.70	
B2	16.55	12.95	
C1	16.75	13.20	
C2	16.95	13.45	
D1 *	* 17.15	* 13.70	* 16.15
D2	17.35	13.95	
E1	17.55	14.20	
E2	17.75	14.45	
F1	17.95	14.70	
F2	18.15	14.95	
G1	18.35	15.20	
G2	18.55	15.45	
H1	18.75	15.70	
H2	18.95	15.95	
I1	19.15	16.20	
I2	19.35	16.45	
J1	19.55	16.70	
J2	19.75	16.95	
K1	19.95	17.20	
K2	20.15	17.45	
L1	20.35	17.70	
L2	20.55	17.95	
M1	20.75	18.20	
M2	20.95	18.45	
N1	21.15	18.70	
N2	21.35	18.95	
O1	21.55	19.20	
O2	21.75	19.45	
P1	21.95	19.70	
P2	22.15	19.95	
Q1	22.35	20.20	
Q2	22.55	20.45	
R1	22.75	20.70	
R2	22.95	20.95	
S1	23.15		
S2	23.35		
T1	23.55		
T2	23.75		
U1	23.95		
U2	24.15		

* Effective January 1, 2020, Level D1 becomes the minimum level and increment placement.

**Monroe County School Board
FY 2019-20 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
2019-20 Salary Schedule**

MAINTENANCE, TRANSPORTATION AND WAREHOUSE DEPARTMENTS

RANK	CLASSIFICATION
4	Mechanic Helper (Maintenance Dept), Groundskeeper and Warehouseman/Delivery Clerk
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

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
R1		23.19	23.88	26.09	27.06	33.68
R2		23.44	24.13	26.34	27.31	33.93
S1		23.69	24.38	26.59	27.56	34.18
S2		23.94	24.63	26.84	27.81	34.43
T1		24.19	24.88	27.09	28.06	34.68
T2		24.44	25.13	27.34	28.31	34.93
U1		24.69	25.38	27.59	28.56	35.18
U2		24.94	25.63	27.84	28.81	35.43

* Effective January 1, 2020, All Rank 4 positions move to Rank 5 and Rank 5 A1 is eliminated.

(1) Effective January 1, 2020, Plumbers move from Rank 8 to Rank 9.

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 2019-20 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
2019-20 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	\$14.88	\$15.34	\$15.83	\$16.33	\$16.84	\$16.54
A2	\$12.33	\$13.31	\$13.72	\$14.14	\$14.58	\$15.18	\$15.64	\$16.13	\$16.63	\$17.14	\$16.84
B1	\$12.63	\$13.61	\$14.02	\$14.44	\$14.88	\$15.48	\$15.94	\$16.43	\$16.93	\$17.44	\$17.14
B2	\$12.93	\$13.91	\$14.32	\$14.74	\$15.18	\$15.78	\$16.24	\$16.73	\$17.23	\$17.74	\$17.44
C1	\$13.23	\$14.21	\$14.62	\$15.04	\$15.48	\$16.08	\$16.54	\$17.03	\$17.53	\$18.04	\$17.74
C2	\$13.53	\$14.51	\$14.92	\$15.34	\$15.78	\$16.38	\$16.84	\$17.33	\$17.83	\$18.34	\$18.04
D1	\$13.83	\$14.81	\$15.22	\$15.64	\$16.08	\$16.68	\$17.14	\$17.63	\$18.13	\$18.64	\$18.34
D2	\$14.13	\$15.11	\$15.52	\$15.94	\$16.38	\$16.98	\$17.44	\$17.93	\$18.43	\$18.94	\$18.64
E1	\$14.43	\$15.41	\$15.82	\$16.24	\$16.68	\$17.28	\$17.74	\$18.23	\$18.73	\$19.24	\$18.94
E2	\$14.73	\$15.71	\$16.12	\$16.54	\$16.98	\$17.58	\$18.04	\$18.53	\$19.03	\$19.54	\$19.24
F1	\$15.03	\$16.01	\$16.42	\$16.84	\$17.28	\$17.88	\$18.34	\$18.83	\$19.33	\$19.84	\$19.54
F2	\$15.33	\$16.31	\$16.72	\$17.14	\$17.58	\$18.18	\$18.64	\$19.13	\$19.63	\$20.14	\$19.84
G1	\$15.63	\$16.61	\$17.02	\$17.44	\$17.88	\$18.48	\$18.94	\$19.43	\$19.93	\$20.44	\$20.14
G2	\$15.93	\$16.91	\$17.32	\$17.74	\$18.18	\$18.78	\$19.24	\$19.73	\$20.23	\$20.74	\$20.44
H1	\$16.23	\$17.21	\$17.62	\$18.04	\$18.48	\$19.08	\$19.54	\$20.03	\$20.53	\$21.04	\$20.74
H2	\$16.53	\$17.51	\$17.92	\$18.34	\$18.78	\$19.38	\$19.84	\$20.33	\$20.83	\$21.34	\$21.04
I1	\$16.83	\$17.81	\$18.22	\$18.64	\$19.08	\$19.68	\$20.14	\$20.63	\$21.13	\$21.64	\$21.34
I2	\$17.13	\$18.11	\$18.52	\$18.94	\$19.38	\$19.98	\$20.44	\$20.93	\$21.43	\$21.94	\$21.64
J1	\$17.43	\$18.41	\$18.82	\$19.24	\$19.68	\$20.28	\$20.74	\$21.23	\$21.73	\$22.24	\$21.94
J2	\$17.73	\$18.71	\$19.12	\$19.54	\$19.98	\$20.58	\$21.04	\$21.53	\$22.03	\$22.54	\$22.24
K1	\$18.03	\$19.01	\$19.42	\$19.84	\$20.28	\$20.88	\$21.34	\$21.83	\$22.33	\$22.84	\$22.54
K2	\$18.33	\$19.31	\$19.72	\$20.14	\$20.58	\$21.18	\$21.64	\$22.13	\$22.63	\$23.14	\$22.84
L1	\$18.63	\$19.61	\$20.02	\$20.44	\$20.88	\$21.48	\$21.94	\$22.43	\$22.93	\$23.44	\$23.14
L2	\$18.93	\$19.91	\$20.32	\$20.74	\$21.18	\$21.78	\$22.24	\$22.73	\$23.23	\$23.74	\$23.44
M1	\$19.23	\$20.21	\$20.62	\$21.04	\$21.48	\$22.08	\$22.54	\$23.03	\$23.53	\$24.04	\$23.74
M2	\$19.53	\$20.51	\$20.92	\$21.34	\$21.78	\$22.38	\$22.84	\$23.33	\$23.83	\$24.34	\$24.04
N1	\$19.83	\$20.81	\$21.22	\$21.64	\$22.08	\$22.68	\$23.14	\$23.63	\$24.13	\$24.64	\$24.34
N2	\$20.13	\$21.11	\$21.52	\$21.94	\$22.38	\$22.98	\$23.44	\$23.93	\$24.43	\$24.94	\$24.64
O1	\$20.43	\$21.41	\$21.82	\$22.24	\$22.68	\$23.28	\$23.74	\$24.23	\$24.73	\$25.24	\$24.94
O2	\$20.73	\$21.71	\$22.12	\$22.54	\$22.98	\$23.58	\$24.04	\$24.53	\$25.03	\$25.54	\$25.24
P1	\$21.03	\$22.01	\$22.42	\$22.84	\$23.28	\$23.88	\$24.34	\$24.83	\$25.33	\$25.84	\$25.54
P2	\$21.33	\$22.31	\$22.72	\$23.14	\$23.58	\$24.18	\$24.64	\$25.13	\$25.63	\$26.14	\$25.84
Q1	\$21.63	\$22.61	\$23.02	\$23.44	\$23.88	\$24.48	\$24.94	\$25.43	\$25.93	\$26.44	\$26.14
Q2	\$21.93	\$22.91	\$23.32	\$23.74	\$24.18	\$24.78	\$25.24	\$25.73	\$26.23	\$26.74	\$26.44
R1	\$22.23	\$23.21	\$23.62	\$24.04	\$24.48	\$25.08	\$25.54	\$26.03	\$26.53	\$27.04	\$26.74
R2	\$22.53	\$23.51	\$23.92	\$24.34	\$24.78	\$25.38	\$25.84	\$26.33	\$26.83	\$27.34	\$27.04
S1	\$22.83	\$23.81	\$24.22	\$24.64	\$25.08	\$25.68	\$26.14	\$26.63	\$27.13	\$27.64	\$27.34
S2	\$23.13	\$24.11	\$24.52	\$24.94	\$25.38	\$25.98	\$26.44	\$26.93	\$27.43	\$27.94	\$27.64

Effective January 1, 2020, Paygrades 110 through 127 will be increased by \$0.15 and Paygrades 104 through 109 will be eliminated. Employees in those paygrades will be transitioned accordingly to their new level and increment.

Pay Grade	Position			
104	Day Care Worker			Reclassified to PG 110
107	Administrative Assistant I			Reclassified to PG 110
108	Administrative Assistant II	Bookkeeper I	Parent Educator	Reclassified to PG 110
109	Account Clerk I	Bookkeeper II	Library/Media Aide	Paraprofessional
110	Data Support Assistant I			Reclassified to PG 110
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			

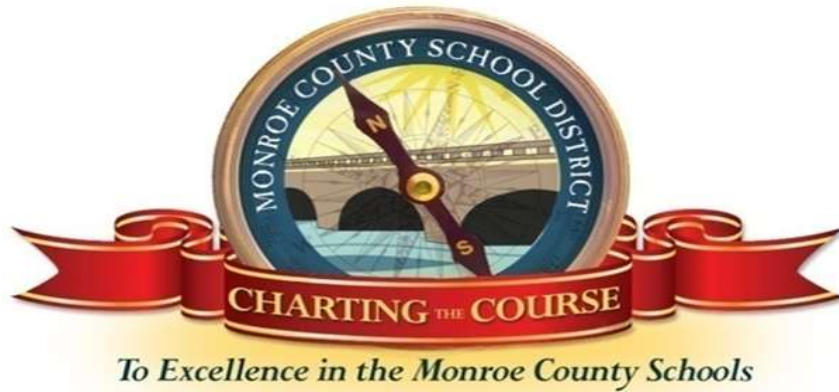
**Monroe County School Board
2019-20 Salary Schedule**

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

Level/ Increment	PAY GRADES										
	116	117	118	119	120	122	123	124	125	126	127
A1	17.93	18.51	19.10	19.71	20.35	21.69	22.39	23.12	23.93	24.77	25.64
A2	18.23	18.81	19.40	20.01	20.65	21.99	22.69	23.42	24.23	25.07	25.94
B1	18.53	19.11	19.70	20.31	20.95	22.29	22.99	23.72	24.53	25.37	26.24
B2	18.83	19.41	20.00	20.61	21.25	22.59	23.29	24.02	24.83	25.67	26.54
C1	19.13	19.71	20.30	20.91	21.55	22.89	23.59	24.32	25.13	25.97	26.84
C2	19.43	20.01	20.60	21.21	21.85	23.19	23.89	24.62	25.43	26.27	27.14
D1	19.73	20.31	20.90	21.51	22.15	23.49	24.19	24.92	25.73	26.57	27.44
D2	20.03	20.61	21.20	21.81	22.45	23.79	24.49	25.22	26.03	26.87	27.74
E1	20.33	20.91	21.50	22.11	22.75	24.09	24.79	25.52	26.33	27.17	28.04
E2	20.63	21.21	21.80	22.41	23.05	24.39	25.09	25.82	26.63	27.47	28.34
F1	20.93	21.51	22.10	22.71	23.35	24.69	25.39	26.12	26.93	27.77	28.64
F2	21.23	21.81	22.40	23.01	23.65	24.99	25.69	26.42	27.23	28.07	28.94
G1	21.53	22.11	22.70	23.31	23.95	25.29	25.99	26.72	27.53	28.37	29.24
G2	21.83	22.41	23.00	23.61	24.25	25.59	26.29	27.02	27.83	28.67	29.54
H1	22.13	22.71	23.30	23.91	24.55	25.89	26.59	27.32	28.13	28.97	29.84
H2	22.43	23.01	23.60	24.21	24.85	26.19	26.89	27.62	28.43	29.27	30.14
I1	22.73	23.31	23.90	24.51	25.15	26.49	27.19	27.92	28.73	29.57	30.44
I2	23.03	23.61	24.20	24.81	25.45	26.79	27.49	28.22	29.03	29.87	30.74
J1	23.33	23.91	24.50	25.11	25.75	27.09	27.79	28.52	29.33	30.17	31.04
J2	23.63	24.21	24.80	25.41	26.05	27.39	28.09	28.82	29.63	30.47	31.34
K1	23.93	24.51	25.10	25.71	26.35	27.69	28.39	29.12	29.93	30.77	31.64
K2	24.23	24.81	25.40	26.01	26.65	27.99	28.69	29.42	30.23	31.07	31.94
L1	24.53	25.11	25.70	26.31	26.95	28.29	28.99	29.72	30.53	31.37	32.24
L2	24.83	25.41	26.00	26.61	27.25	28.59	29.29	30.02	30.83	31.67	32.54
M1	25.13	25.71	26.30	26.91	27.55	28.89	29.59	30.32	31.13	31.97	32.84
M2	25.43	26.01	26.60	27.21	27.85	29.19	29.89	30.62	31.43	32.27	33.14
N1	25.73	26.31	26.90	27.51	28.15	29.49	30.19	30.92	31.73	32.57	33.44
N2	26.03	26.61	27.20	27.81	28.45	29.79	30.49	31.22	32.03	32.87	33.74
O1	26.33	26.91	27.50	28.11	28.75	30.09	30.79	31.52	32.33	33.17	34.04
O2	26.63	27.21	27.80	28.41	29.05	30.39	31.09	31.82	32.63	33.47	34.34
P1	26.93	27.51	28.10	28.71	29.35	30.69	31.39	32.12	32.93	33.77	34.64
P2	27.23	27.81	28.40	29.01	29.65	30.99	31.69	32.42	33.23	34.07	34.94
Q1	27.53	28.11	28.70	29.31	29.95	31.29	31.99	32.72	33.53	34.37	35.24
Q2	27.83	28.41	29.00	29.61	30.25	31.59	32.29	33.02	33.83	34.67	35.54
R1	28.13	28.71	29.30	29.91	30.55	31.89	32.59	33.32	34.13	34.97	35.84
R2	28.43	29.01	29.60	30.21	30.85	32.19	32.89	33.62	34.43	35.27	36.14
S1	28.73	29.31	29.90	30.51	31.15	32.49	33.19	33.92	34.73	35.57	36.44
S2	29.03	29.61	30.20	30.81	31.45	32.79	33.49	34.22	35.03	35.87	36.74

Pay Grade	Position
117	Program Assistant to Grants Manager I
118	Program Assistant to Grants Manager II
119	Administrative Aide to Executive Staff
	Benefits and Insurance Specialist
120	Payroll Specialist
	A/P Specialist *
122	Specialist, Food Service
	Office Manager
123	Information Specialist
	Technician Assistant
124	Administrative Aide to Superintendent/Board
126	Fiscal Services Specialist
127	Nurse, RN
	Specialist, Certification

* Contingent on approval of job description



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

**Monroe County School Board
FY 2019-20 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	39,100
	2	39,600
	3	40,100
B	1	40,600
	2	41,100
	3	41,600
C	1	42,100
	2	42,600
	3	43,100
D	1	43,600
	2	44,100
	3	44,600
E	1	45,100
	2	45,600
	3	46,100
F	1	46,600
	2	47,100
	3	47,600
G	1	48,100
	2	48,600
	3	49,100
H	1	49,600
	2	50,100
	3	50,600
I	1	51,100
	2	51,600
	3	52,100
J	1	52,600
	2	53,100
	3	53,600
K	1	54,100
	2	54,600
	3	55,100
L	1	55,600
	2	56,100
	3	56,600
M	1	57,100
	2	57,600
	3	58,100
N	1	58,600
	2	59,100
	3	59,600
O	1	60,100
	2	60,600
	3	61,100
P	1	61,600
	2	62,100
	3	62,600

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

**Monroe County School Board
FY 2019-20 Salary Schedule**

Take Stock In Children

11Month Salary Schedule - 220 Days

8 Hour Duty Day

Level	Increment	TS
A	1	39,100
	2	39,600
	3	40,100
B	1	40,600
	2	41,100
	3	41,600
C	1	42,100
	2	42,600
	3	43,100
D	1	43,600
	2	44,100
	3	44,600
E	1	45,100
	2	45,600
	3	46,100
F	1	46,600
	2	47,100
	3	47,600
G	1	48,100
	2	48,600
	3	49,100
H	1	49,600
	2	50,100
	3	50,600
I	1	51,100
	2	51,600
	3	52,100
J	1	52,600
	2	53,100
	3	53,600
K	1	54,100
	2	54,600
	3	55,100
L	1	55,600
	2	56,100
	3	56,600
M	1	57,100
	2	57,600
	3	58,100
N	1	58,600
	2	59,100
	3	59,600
O	1	60,100
	2	60,600
	3	61,100
P	1	61,600
	2	62,100
	3	62,600

**Monroe County School Board
FY 2019-20 Salary Schedule**

School Administration

Pay Grade		11 Month Salary Schedule - 220 Days				11 Month Salary Schedule - 235 Days		12 Month
		7.5 Hour	8 Hour Duty Day				8 Hour	
		S135	S135	S136	S137	S138	S139	S140
A	1	58,100	63,600	72,100	74,600	84,100	86,600	100,600
	2	58,600	64,100	72,600	75,100	84,600	87,100	101,100
	3	59,100	64,600	73,100	75,600	85,100	87,600	101,600
B	1	59,600	65,100	73,600	76,100	85,600	88,100	102,100
	2	60,100	65,600	74,100	76,600	86,100	88,600	102,600
	3	60,600	66,100	74,600	77,100	86,600	89,100	103,100
C	1	61,100	66,600	75,100	77,600	87,100	89,600	103,600
	2	61,600	67,100	75,600	78,100	87,600	90,100	104,100
	3	62,100	67,600	76,100	78,600	88,100	91,100	104,600
D	1	62,600	68,100	76,600	79,100	88,600	91,600	105,100
	2	63,100	68,600	77,100	79,600	89,100	92,100	105,600
	3	63,600	69,100	77,600	80,100	89,600	92,600	106,100
E	1	64,100	69,600	78,100	80,600	90,100	93,100	106,600
	2	64,600	70,100	78,600	81,100	91,100	93,600	107,100
	3	65,100	70,600	79,100	81,600	91,600	94,100	107,600
F	1	65,600	71,100	79,600	82,100	92,100	94,600	108,100
	2	66,100	71,600	80,100	82,600	92,600	95,100	108,600
	3	66,600	72,100	80,600	83,100	93,100	95,600	109,100
G	1	67,100	72,600	81,100	83,600	93,600	96,100	109,600
	2	67,600	73,100	81,600	84,100	94,100	96,600	110,100
	3	68,100	73,600	82,100	84,600	94,600	97,100	110,600
H	1	68,600	74,100	82,600	85,100	95,100	97,600	111,100
	2	69,100	74,600	83,100	85,600	95,600	98,600	111,600
	3	69,600	75,100	83,600	86,100	96,100	99,100	112,100
I	1	70,100	75,600	84,100	86,600	96,600	99,600	112,600
	2	70,600	76,100	84,600	87,100	97,100	100,100	113,100
	3	71,100	76,600	85,100	87,600	97,600	100,600	113,600
J	1	71,600	77,100	85,600	88,100	98,600	101,100	114,100
	2	72,100	77,600	86,100	88,600	99,100	101,600	114,600
	3	72,600	78,100	86,600	89,100	99,600	102,100	115,100
K	1	73,100	78,600	87,100	89,600	100,100	102,600	115,600
	2	73,600	79,100	87,600	90,100	100,600	103,100	116,100
	3	74,100	79,600	88,100	90,600	101,100	103,600	116,600
L	1	74,600	80,100	88,600	91,100	101,600	104,100	117,100
	2	75,100	80,600	89,100	91,600	102,100	104,600	117,600
	3	75,600	81,100	89,600	92,100	102,600	105,100	118,100
M	1	76,100	81,600	90,100	92,600	103,100	105,600	118,600
	2	76,600	82,100	90,600	93,100	103,600	106,600	119,100
	3	77,100	82,600	91,100	93,600	104,100	107,100	119,600
N	1	77,600	83,100	91,600	94,100	104,600	107,600	120,100
	2	78,100	83,600	92,100	94,600	105,100	108,100	120,600
	3	78,600	84,100	92,600	95,100	105,600	108,600	121,100
O	1	79,100	84,600	93,100	95,600	106,100	109,100	121,600
	2	79,600	85,100	93,600	96,100	106,600	109,600	122,100
	3	80,100	85,600	94,100	96,600	107,100	110,100	122,600
P	1	80,600	86,100	94,600	97,100	107,600	110,600	123,100
	2	81,100	86,600	95,100	97,600	108,100	111,100	123,600
	3	81,600	87,100	95,600	98,100	108,600	111,600	124,100
Q	1	82,100	87,600	96,100	98,600	109,100	112,100	124,600
	2	82,600	88,100	96,600	99,100	109,600	112,600	125,100
	3	83,100	88,600	97,100	99,600	110,100	113,100	125,600

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 2019-20 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	59,100	64,100	71,100	73,600	76,100	78,600	81,100	98,600	103,600
	2	59,600	64,600	71,600	74,100	76,600	79,100	81,600	99,100	104,100
	3	60,100	65,100	72,100	74,600	77,100	79,600	82,100	99,600	104,600
B	1	60,600	65,600	72,600	75,100	77,600	80,100	82,600	100,100	105,100
	2	61,100	66,100	73,100	75,600	78,100	80,600	83,100	100,600	105,600
	3	61,600	66,600	73,600	76,100	78,600	81,100	83,600	101,100	106,100
C	1	62,100	67,100	74,100	76,600	79,100	81,600	84,100	101,600	106,600
	2	62,600	67,600	74,600	77,100	79,600	82,100	84,600	102,100	107,100
	3	63,100	68,100	75,100	77,600	80,100	82,600	85,100	102,600	107,600
D	1	63,600	68,600	75,600	78,100	80,600	83,100	85,600	103,100	108,100
	2	64,100	69,100	76,100	78,600	81,100	83,600	86,100	103,600	108,600
	3	64,600	69,600	76,600	79,100	81,600	84,100	86,600	104,100	109,100
E	1	65,100	70,100	77,100	79,600	82,100	84,600	87,100	104,600	109,600
	2	65,600	70,600	77,600	80,100	82,600	85,100	87,600	105,100	110,100
	3	66,100	71,100	78,100	80,600	83,100	85,600	88,100	105,600	110,600
F	1	66,600	71,600	78,600	81,100	83,600	86,100	88,600	106,100	111,100
	2	67,100	72,100	79,100	81,600	84,100	86,600	89,100	106,600	111,600
	3	67,600	72,600	79,600	82,100	84,600	87,100	89,600	107,100	112,100
G	1	68,100	73,100	80,100	82,600	85,100	87,600	90,100	107,600	112,600
	2	68,600	73,600	80,600	83,100	85,600	88,100	90,600	108,100	113,100
	3	69,100	74,100	81,100	83,600	86,100	88,600	91,100	108,600	113,600
H	1	69,600	74,600	81,600	84,100	86,600	89,100	91,600	109,100	114,100
	2	70,100	75,100	82,100	84,600	87,100	89,600	92,100	109,600	114,600
	3	70,600	75,600	82,600	85,100	87,600	90,100	92,600	110,100	115,100
I	1	71,100	76,100	83,100	85,600	88,100	90,600	93,100	110,600	115,600
	2	71,600	76,600	83,600	86,100	88,600	91,100	93,600	111,100	116,100
	3	72,100	77,100	84,100	86,600	89,100	91,600	94,100	111,600	116,600
J	1	72,600	77,600	84,600	87,100	89,600	92,100	94,600	112,100	117,100
	2	73,100	78,100	85,100	87,600	90,100	92,600	95,100	112,600	117,600
	3	73,600	78,600	85,600	88,100	90,600	93,100	95,600	113,100	118,100
K	1	74,100	79,100	86,100	88,600	91,100	93,600	96,100	113,600	118,600
	2	74,600	79,600	86,600	89,100	91,600	94,100	96,600	114,100	119,100
	3	75,100	80,100	87,100	89,600	92,100	94,600	97,100	114,600	119,600
L	1	75,600	80,600	87,600	90,100	92,600	95,100	97,600	115,100	120,100
	2	76,100	81,100	88,100	90,600	93,100	95,600	98,100	115,600	120,600
	3	76,600	81,600	88,600	91,100	93,600	96,100	98,600	116,100	121,100
M	1	77,100	82,100	89,100	91,600	94,100	96,600	99,100	116,600	121,600
	2	77,600	82,600	89,600	92,100	94,600	97,100	99,600	117,100	122,100
	3	78,100	83,100	90,100	92,600	95,100	97,600	100,100	117,600	122,600
N	1	78,600	83,600	90,600	93,100	95,600	98,100	100,600	118,100	123,100
	2	79,100	84,100	91,100	93,600	96,100	98,600	101,100	118,600	123,600
	3	79,600	84,600	91,600	94,100	96,600	99,100	101,600	119,100	124,100
O	1	80,100	85,100	92,100	94,600	97,100	99,600	102,100	119,600	124,600
	2	80,600	85,600	92,600	95,100	97,600	100,100	102,600	120,100	125,100
	3	81,100	86,100	93,100	95,600	98,100	100,600	103,100	120,600	125,600
P	1	81,600	86,600	93,600	96,100	98,600	101,100	103,600	121,100	126,100
	2	82,100	87,100	94,100	96,600	99,100	101,600	104,100	121,600	126,600
	3	82,600	87,600	94,600	97,100	99,600	102,100	104,600	122,100	127,100
Q	1	83,100	88,100	95,100	97,600	100,100	102,600	105,100	122,600	127,600
	2	83,600	88,600	95,600	98,100	100,600	103,100	105,600	123,100	128,100
	3	84,100	89,100	96,100	98,600	101,100	103,600	106,100	123,600	128,600

254 Duty Days 8 Hour Day

Pay Grade			
131	Accountant	Buyer	Human Resource Generalist
133	Project Coordinator		Communications and Community Relations Coordinator
135	Network Specialist	Programmer Analyst	Social Workers
	Payroll Manager		Facilities Planner
	Employee Benefits/Risk Manager		
137	IT Operations Manager		
138	Maintenance Director	Transportation Supervisor	Director-Internal Services
	Director - Adult Ed.	Director-Food Services	Director- Finance
	Coordinator - Alt. Education	Security and Safety Coordinator	SIS Coordinator
	Chief Building Inspector	Coordinator - ESE& Grants	
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	68,600	63,600	55,600
	2	69,100	64,100	56,100
	3	69,600	64,600	56,600
B	1	70,100	65,100	57,100
	2	70,600	65,600	57,600
	3	71,100	66,100	58,100
C	1	71,600	66,600	58,600
	2	72,100	67,100	59,100
	3	72,600	67,600	59,600
D	1	73,100	68,100	60,100
	2	73,600	68,600	60,600
	3	74,100	69,100	61,100
E	1	74,600	69,600	61,600
	2	75,100	70,100	62,100
	3	75,600	70,600	62,600
F	1	76,100	71,100	63,100
	2	76,600	71,600	63,600
	3	77,100	72,100	64,100
G	1	77,600	72,600	64,600
	2	78,100	73,100	65,100
	3	78,600	73,600	65,600
H	1	79,100	74,100	66,100
	2	79,600	74,600	66,600
	3	80,100	75,100	67,100
I	1	80,600	75,600	67,600
	2	81,100	76,100	68,100
	3	81,600	76,600	68,600
J	1	82,100	77,100	69,100
	2	82,600	77,600	69,600
	3	83,100	78,100	70,100
K	1	83,600	78,600	70,600
	2	84,100	79,100	71,100
	3	84,600	79,600	71,600
L	1	85,100	80,100	72,100
	2	85,600	80,600	72,600
	3	86,100	81,100	73,100
M	1	86,600	81,600	73,600
	2	87,100	82,100	74,100
	3	87,600	82,600	74,600
N	1	88,100	83,100	75,100
	2	88,600	83,600	75,600
	3	89,100	84,100	76,100
O	1	89,600	84,600	76,600
	2	90,100	85,100	77,100
	3	90,600	85,600	77,600
P	1	91,100	86,100	78,100
	2	91,600	86,600	78,600
	3	92,100	87,100	79,100
Q	1	92,600	87,600	79,600
	2	93,100	88,100	80,100
	3	93,600	88,600	80,600

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
Medicaid Specialist	

**Monroe County School Board
FY 2019-20 Salary Schedule**

Superintendent and Board Members

PAY GRADE ASUP2

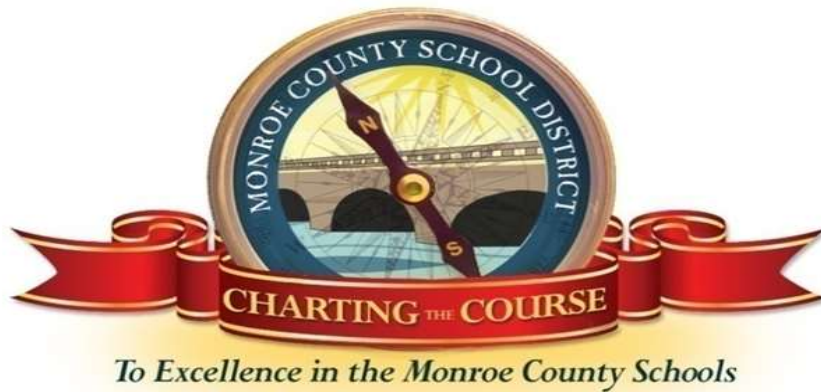
7200 Superintendent		
Salary Slot ASUP2	\$168,600	

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	\$31,717	

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 2019-20 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 2019-20 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	SG2M
Hospital/Homebound Teacher	\$40.00 per Hour	QPS001
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 2019-20 Salary Schedule**

INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

		SLOT
Peer Teacher 10 months Paid for each beginning teacher supervised for the year. Base Pay established by Certificate	PLUS \$775.00 Yearly	SIPEER
Planning Team Members at Large Does not apply when teachers is receiving a supplement that includes this duty. Base Pay established by Certificate	PLUS \$1,450.00 Yearly	SIPT1
Positive Behavior Support (PBS)	\$2,075 Yearly	SPBS
Professional Development Contact Duties of PD Contacts 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	SPD
School Based Teacher Leaders Base Pay established by Certificate	PLUS \$1,775.00 Yearly	SITL1
RTI/MTSS Coordination (this supplement may be sub-divided) Available to Classroom teachers if not otherwise compensated (e.g. release time)	PLUS \$3,900 Yearly	SIEP4
Speech Pathologist includes Medicaid reimbursement paper work Base Pay established by Certificate	PLUS \$3,000.00 Yearly	SISP1
Technology Support Teacher May be paid to support personnel under certain conditions. Base Pay established by Certificate	PLUS \$230.00 Monthly	SITST
Visiting Teacher 10 Months Base Pay established by Certificate	PLUS \$50.00 Monthly	SIVT1
Webmaster	\$1,175.00 yearly	SWEB
Master's Degree in Related Field (Head Start/VPK Only)	\$1,800	

**Monroe County School Board
FY 2019-20 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

**Monroe County School Board
FY 2019-20 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 2019-20 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 (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

Monroe County School Board
FY 2019-20 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)