



## MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding (MOU) between The Teachers Association of Lee County (TALC) and The School District of Lee County relating to Article 10 (Compensation) and the Appendix D (Instructional Supplement Salary Schedule) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement in which the Instructional Supplement Salary Schedule is amended.

On June 1, 2021, the parties reached consensus on amendments to the Instructional Supplement Salary Schedule with implementation to begin immediately. The amendments include the following:

- Modify the Grade Level Chair allocation to establish greater equity among larger and smaller Elementary Schools
- Addition of Team Leader supplements for the School Nurses; Team Leader supplements will continue to be available for School Social Workers, ESE Department, and School Psychologist
- Reallocate funds used for the Specialist, Technology Elementary Supplement; this supplement is underutilized due to the limited number of TCH Specialist, Technology positions within the Elementary School setting
- Increase the School Based Science Fair Director, School Inservice Representative, Special Olympics, and District Assistant Intramural Athletic Director supplements to recognize added responsibilities for these job descriptions
- Modify the allocation of Team Lead Supplement for Middle Schools to establish greater equity among the varying sizes of Middle Schools
- Redistribute the allocation of the Community Service Club and Interest Club supplements available; these supplements have been underutilized in all schools for the past several years
- Addition of Girls Wrestling Assistant and Head Coach supplements at participating High Schools
- Change of ESE Contact supplement at Elementary Schools to ESE Department Chair to align with Middle and High Schools



## MEMORANDUM OF UNDERSTANDING

- Additions of Board-Certified Behavior Analyst supplements; the supplements will be grant funded, with expenditure of funds approved as part of the grant process; the supplement amounts will be \$7,492.50 for position and an additional supplement for BCBA certification in the amount of \$607.50
- For Athletic supplements, employees hired after the first day of the season will receive a prorated amount based on number of days from hire to the end of the season

There is no estimated fiscal impact associated with these changes. Recommendations that involve increased will be considered during FY22 (2021-2022 school year) bargaining and may be implemented at a later date.

This agreement will be effective June 1, 2021, and will remain so until ratification of a subsequent collective bargaining agreement.

Agreed to:

The Teachers Association of Lee County

Handwritten signature of Kevin Daly in blue ink.

Kevin Daly  
President

6/9/21

Date

Handwritten signature of Kerr Fazzone in blue ink.

Kerr Fazzone, Ph.D.  
Chief Negotiator

6/9/21

Date

The School District of Lee County

Handwritten signature of Gregory K. Adkins in blue ink.

Gregory K. Adkins, Ed.D.  
Superintendent

6/11/21

Date

Handwritten signature of Angela J. Pruitt in blue ink.

Angela J. Pruitt, Ph.D.  
Chief Negotiator

6/9/2021

Date

## INSTRUCTIONAL SUPPLEMENT SALARY SCHEDULE

Supplement amounts are calculated by multiplying the index by the minimum base salary. The minimum base salary is \$47,300.00 for FY21 (2020-2021 school year) and \$47,300 for FY22 (2021-2022 school year). \*Exact amount is based on FY22 Amount.

All schools will receive exactly one supplement for each position unless indicated otherwise.

ASSESSMENT		Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 *Amount
<b>Testing Coordinator (1)</b>							
Includes Hospital Homebound							
	1 - 500 Students	Yes	No	S-35.57	2.57%	\$1,215.00	\$1,215.00
	501 - 1,000 Students	Yes	No	S-35.57	3.00%	\$1,417.50	\$1,417.50
	1,001 - 1,500 Students	Yes	No	S-35.57	3.42%	\$1,620.00	\$1,620.00
	1501+ Students	Yes	No	S-35.57	4.71%	\$2,227.50	\$2,227.50
<b>Assistant Testing Coordinator</b>							
	501-1000 Students = 1 Assistant 1001-1500 Students = 2 Assistants 1501 Students = 3 Assistants	Yes	No	S-35.67	2.14%	\$1,012.50	\$1,012.50
DISTRICT PROGRAMS		Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount
<b>Communications Contact Person</b>		Yes	No	S-35.62	0.86%	\$405.00	\$405.00
CURRICULUM		Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount
<b>Agriculture Teacher</b>		No	No	-	2.74%	\$1,296.00	\$1,296.00
<b>Department of Juvenile Justice (All Locations)</b>		No	No	-	1.42%	\$672.30	\$672.30
DISTRICT WIDE - SECONDARY							
<b>District Subject Area Specialist</b>							
	English/Language Arts	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Reading	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Social Science	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Mathematics	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Health & Physical Education	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	World Languages	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Science	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Visual Arts	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Performing Arts	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
DISTRICT WIDE - ELEMENTARY							
<b>District Subject Area Specialist</b>							
	English/Language Arts	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Reading	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Social Science	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Mathematics	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Health & Physical Education	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	World Languages	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00

	Science	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Visual Arts	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
	Performing Arts	Yes	No	S-35.32	5.14%	\$2,430.00	\$2,430.00
<b>ACADEMIC ENRICHMENT</b>		<b>Career Ladder</b>	<b>Grant Funded</b>	<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>
<b>DISTRICT WIDE</b>							
<b>District Elementary Science Expo Director (1)</b>		Yes	No	S-35.09	3.00%	\$1,417.50	\$1,417.50
<b>District Inventors Fair Director (1)</b>		Yes	No	S-35.10	3.00%	\$1,417.50	\$1,417.50
<b>District Science Fair Director (1)</b>		Yes	No	S-35.31	3.00%	\$1,417.50	\$1,417.50
<b>Environmental Education (EE) Field Event Instructor</b>		Yes	No	S-35.60	2.23%	\$1,053.00	\$1,053.00
<b>Faculty Environmental Education (EE) Coordinator (1)</b>							
	1-20 full-time instructional employees per school	Yes	No	S-35.37	0.86%	\$405.00	\$405.00
	21+ full time instructional employees per school	Yes	No	S-35.37	1.28%	\$607.50	\$607.50
<b>HIGH SCHOOL</b>							
<b>Academic Competition Coach</b>							
	Mathematics	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Science	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Social Science	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Language Arts	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	World Languages	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Reading	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Non-Departmental	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
<b>Assistant Academic Competition Coach</b>		Yes	No	S-35.04	0.86%	\$405.00	\$405.00
<b>School-Based History Fair Sponsor</b>		Yes	Yes	S-35.78	1.71%	\$810.00	\$810.00
<b>School-Based Inventors Fair Director</b>		Yes	Yes	S-35.79	1.71%	\$810.00	\$810.00
<b>School-Based-Mock Trial Sponsor</b>		Yes	Yes	S-35.80	1.71%	\$810.00	\$810.00
<b>School-Based Science Fair Director (1)</b>		Yes	No	S-35.51	1.71%	\$607.50	\$810.00
<b>MIDDLE SCHOOL/K-8</b>							
<b>Academic Competition Coach</b>							
	Mathematics	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Science	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Social Science	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Language Arts	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	World Languages	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Reading	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
	Non-Departmental	Yes	No	S-35.01	1.71%	\$810.00	\$810.00
<b>School-Based History Fair Sponsor</b>		Yes	Yes	S-35.78	1.71%	\$810.00	\$810.00
<b>School-Based Inventors Fair Director</b>		Yes	Yes	S-35.79	1.71%	\$810.00	\$810.00
<b>School-Based Science Fair Director (1)</b>		Yes	No	S-35.51	1.71%	\$607.50	\$810.00
<b>ELEMENTARY SCHOOL</b>							
<b>Academic Competition Coach (4)</b>		Yes	No	S-35.01	1.28%	\$607.50	\$607.50

<b>School-Based Inventors Fair Director</b>	Yes	Yes	S-35.79	1.71%	\$810.00	\$810.00
<b>School-Based Science Fair Director (1)</b>	Yes	No	S-35.51	1.71%	\$405.00	\$810.00
<b>LEADERSHIP</b>	<b>Career Ladder</b>	<b>Grant Funded</b>	<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>
<b>ALL LEVELS</b>						
<b>Administrative Designee</b>	Yes	No	S-35.03	0.86%	\$405.00	\$405.00
<b>School Improvement Plan (SIP) Coordinator (if elected)</b>	Yes	No	S-35.50	1.28%	\$607.50	\$607.50
<b>Teacher-on-Special-Assignment</b>	No	No	T-1.09	2.83%	\$1,336.50	\$1,336.50
<b>Team Leader - (1 Per Zone)</b>						
ESE	Yes	No	S-35.56	3.00%	\$1,417.50	\$1,417.50
School Nurse	Yes	No	S-35.56	3.00%	-	\$1,417.50
School Psychologist	Yes	No	S-35.56	3.00%	\$1,417.50	\$1,417.50
School Social Worker	Yes	No	S-35.56	3.00%	\$1,417.50	\$1,417.50
<b>POST SECONDARY</b>						
<b>Department Chairperson</b>						
Based on number of <b>full-time</b> instructional staff members per department. Five sections are equal to one full-time instructional staff member as assigned by job code.						
1-3 full-time staff members	Yes	No	S-35.24	1.71%	\$810.00	\$810.00
4-6 full-time staff members	Yes	No	S-35.24	2.14%	\$1,012.50	\$1,012.50
7-9 full-time staff members	Yes	No	S-35.24	2.57%	\$1,215.00	\$1,215.00
<b>HIGH SCHOOL</b>						
<b>Department Chairperson</b>						
Based on number of <b>full-time</b> instructional staff members per department. Five sections are equal to one full-time instructional staff member as assigned by job code.						
1-3 full-time staff members	Yes	No	S-35.24	1.71%	\$810.00	\$810.00
4-6 full-time staff members	Yes	No	S-35.24	2.14%	\$1,012.50	\$1,012.50
7-9 full-time staff members	Yes	No	S-35.24	2.57%	\$1,215.00	\$1,215.00
10+ full-time staff members	Yes	No	S-35.24	3.00%	\$1,417.50	\$1,417.50
<b>MIDDLE SCHOOL</b>						
<b>Department Chairperson</b>						
Based on number of <b>full-time</b> instructional staff members per department. Five sections are equal to one full-time instructional staff member as assigned by job code.						
1-3 full-time staff members	Yes	No	S-35.24	1.71%	\$810.00	\$810.00
4-6 full-time staff members	Yes	No	S-35.24	2.14%	\$1,012.50	\$1,012.50
7-9 full-time staff members	Yes	No	S-35.24	2.57%	\$1,215.00	\$1,215.00
10+ full-time staff members	Yes	No	S-35.24	3.00%	\$1,417.50	\$1,417.50
Team Leader - 1 per 7 Instructional Staff Members	Yes	No	S-35.56	1.71%	\$810.00	\$810.00
<b>K-8 SCHOOL</b>						
<b>Department Chairperson -MIDDLE</b>						
Based on number of <b>full-time</b> instructional staff members per department. Five sections are equal to one full-time instructional staff member as defined by job code.						
1-3 full-time staff members	Yes	No	S-35.24	1.71%	\$810.00	\$810.00
4-6 full-time staff members	Yes	No	S-35.24	2.14%	\$1,012.50	\$1,012.50

	7-9 full-time staff members	Yes	No	S-35.24	2.57%	\$1,215.00	\$1,215.00
	10+ full-time staff members	Yes	No	S-35.24	3.00%	\$1,417.50	\$1,417.50
Team Leader -1 per 7 Instructional Staff Members		Yes	No	S-35.56	1.71%	\$810.00	\$810.00
<b>Grade-Level Chairperson - ELEMENTARY</b>							
Based on number of <b>full-time</b> instructional staff members per grade level.							
<i>Excluding:</i> School Counselor, ESE, etc.							
	1-3 full-time staff members	Yes	No	S-35.39	1.11%	-	\$526.50
	4+ full-time staff members	Yes	No	S-35.39	2.14%	-	\$1,012.50
	Prekindergarten					\$810.00	-
	Kindergarten					\$810.00	-
	First Grade					\$810.00	-
	Second Grade					\$810.00	-
	Third Grade					\$810.00	-
	Fourth Grade					\$810.00	-
	Fifth Grade					\$810.00	-
	Specials (1)					\$810.00	-
<b>ELEMENTARY SCHOOL</b>							
<b>ESE Department Chairperson</b>							
Based on number of <b>full-time</b> instructional staff members per department. Five sections are equal to one full-time instructional staff member as defined by job code.							
	1-3 full-time staff members	Yes	No	S-35.39	1.11%	-	\$526.50
	4+ full-time staff members	Yes	No	S-35.39	2.14%	-	\$1,012.50
<b>Grade-Level Chairperson:</b> Based on number of full-time instructional staff members per grade level.							
<i>Excluding:</i> School Counselor, ESE, etc.							
	1-3 full-time staff members	Yes	No	S-35.39	1.11%	-	\$526.50
	4+ full-time staff members	Yes	No	S-35.39	2.14%	-	\$1,012.50
	Prekindergarten					\$810.00	-
	Kindergarten					\$810.00	-
	First Grade					\$810.00	-
	Second Grade					\$810.00	-
	Third Grade					\$810.00	-
	Fourth Grade					\$810.00	-
	Fifth Grade					\$810.00	-
	Specials (1)					\$810.00	-
<b>PROFESSIONAL DEVELOPMENT</b>		<b>Career Ladder</b>	<b>Grant Funded</b>	<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>
*Paid upon receipt of a Manager's rating of "Highly Effective" or "Effective."							
+ Paid upon verification of occupying position for duration of FY21 and FY22.							
<b>Check and Connect Contact Person</b>		Yes	Yes	S-35.20	2.57%	\$1,215.00	\$1,215.00
<b>Cooperating Teacher</b>		Yes	Yes	S-35.26	0.42%	\$200.00	\$200.00
<b>Lead Mentor</b>		Yes	Yes	S-35.27	1.73%	\$816.00	\$816.00
<b>Learning and Leadership Teacher (Senior)</b>		Yes	Yes	S-35.83	5.29%	\$2,500.00	\$2,500.00

<b>Mentor Teacher*</b> (Up to 2 Mentees)	Yes	Yes	S-35.65	1.73%	\$698.69	\$816.00			
<b>School Inservice Representative (SIR)</b> (1)	Yes	No	S-35.52	1.28%	\$405.00	\$605.00			
<b>Teacher, Learning and Leadership*</b>	No	Yes	T-1.16	21.41%	\$10,125.00	\$10,125.00			
<b>Teacher, Peer Collaborative *</b>	No	Yes	T-1.17	21.41%	\$10,125.00	\$10,125.00			
<b>Teacher, Transformation* +</b>	No	Yes	T-1.18	32.11%	\$15,187.50	\$15,187.50			
*Supplements per school based on student enrollment.									
<b>SAFETY AND SECURITY*</b>	<b>Career Ladder</b>	<b>Grant Funded</b>	<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>			
<b>HIGH SCHOOL</b>									
<b>Safety/Security Supervisor</b>									
	Up to 1,799 = 2	1,800+ = 3	Yes	No	S-35.48	1.71%	\$810.00	\$810.00	
<b>ELEMENTARY/MIDDLE SCHOOL/POST-SECONDARY</b>									
<b>Safety/Security Supervisor</b>									
	Up to 500 = 1	501 - 1,000 = 2	1,001+ = 3	Yes	No	S-35.48	1.71%	\$810.00	\$810.00
<b>STUDENT SERVICES &amp; EXCEPTIONAL STUDENT EDUCATION (ESE)</b>	<b>Career Ladder</b>	<b>Grant Funded</b>	<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>			
<b>SPECIAL INSTRUCTIONAL</b>									
<b>Board-Certified Behavior Specialist</b>	No	Yes	A-13.09	15.84%	-	\$7,492.50			
BCBA- Certification	No	Yes	-	1.28%	-	\$607.50			
<b>ESE Teacher</b>	No	No	T-1.04	2.14%	\$1,012.50	\$1,012.50			
<i>Excluding: Special Instructional Staff</i>									
<b>Occupational Therapist</b>	No	No	T-16.05	15.84%	\$7,492.50	\$7,492.50			
<b>Physical Therapist</b>	No	No	T-16.06	15.84%	\$7,492.50	\$7,492.50			
<b>School Counselor</b>	No	No	C-51.01	3.90%	\$1,842.75	\$1,842.75			
	Licensed Mental Health Counselor	Yes	No	-	1.28%	\$607.50	\$607.50		
<b>Licensed Mental Health Professional</b>	No	No	L-1.01	3.90%	\$1,842.75	\$1,842.75			
	Licensed Clinical Social Worker	Yes	No	-	1.28%	\$607.50	\$607.50		
	Licensed Marriage & Family	Yes	No	-	1.28%	\$607.50	\$607.50		
	Licensed Mental Health Counselor	Yes	No	-	1.28%	\$607.50	\$607.50		
<b>School Nurse (Registered Nurse only)</b>	No	No	N-1.01	5.14%	\$2,430.00	\$2,430.00			
<b>School Psychologist</b>									
	School Psychologist w/	Yes	No	P-16.03	17.12%	\$8,100.00	\$8,100.00		
	School Psychologist w/o NASP	No	No	P-16.03	15.84%	\$7,492.50	\$7,492.50		
	Licensed Clinical Social Worker	Yes	No	-	1.28%	\$607.50	\$607.50		
	Licensed Psychologist	Yes	No	-	1.28%	\$607.50	\$607.50		
<b>School Social Worker</b>									
	School Social Worker	No	No	S-8.03	3.90%	\$1,842.75	\$1,842.75		
	Licensed Clinical Social Worker	Yes	No	-	1.28%	\$607.50	\$607.50		
<b>Speech-Language Pathologist</b>									
	Speech-Language Pathologist w/ Certificate of Clinical Competency	No	No	S-11.58	17.12%	\$8,100.00	\$8,100.00		
	Speech-Language Pathologist w/o Certificate of Clinical Competency	No	No	S-11.58	15.84%	\$7,492.50	\$7,492.50		

ALL LEVELS							
<b>Equity Contact Person (1)</b>							
	1-20 full-time instructional employees per school	Yes	No	S-35.34	0.86%	\$405.00	\$405.00
	21+ full-time instructional employees per school	Yes	No	S-35.34	1.28%	\$607.50	\$607.50
<b>ESOL Contact Person</b>							
	Student Contact: 0 - 175	Yes	No	S-35.36	1.71%	\$810.00	\$810.00
	Student Contact: 176 - 275	Yes	No	S-35.36	2.14%	\$1,012.50	\$1,012.50
	Student Contact: 276+	Yes	No	S-35.36	2.57%	\$1,215.00	\$1,215.00
DEPARTMENTS							
<b>Equity Contact Person</b>							
	1-20 full-time instructional employees per department	Yes	No	S-35.34	0.86%	\$405.00	\$405.00
	21+ full-time instructional employees per department	Yes	No	S-35.34	1.28%	\$607.50	\$607.50
<b>School Inservice Representative (SIR) (1)</b>		Yes	No	S-35.52	1.28%	\$405.00	\$605.00
MIDDLE SCHOOL							
<b>Gifted Assessment Team (GAT) Contact Person</b>		Yes	No	S-35.71	0.86%	\$405.00	\$405.00
<b>Positive Behavior Support (PBS) Contact Person</b>		Yes	No	S-35.72	0.86%	\$405.00	\$405.00
ELEMENTARY SCHOOL							
<b>Gifted Assessment Team (GAT) Contact Person</b>		Yes	No	S-35.71	0.86%	\$405.00	\$405.00
<b>Positive Behavior Support (PBS) Contact Person</b>		Yes	No	S-35.72	0.86%	\$405.00	\$405.00
<b>ACTIVITIES / CLUBS</b>		<b>Career Ladder</b>		<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>
STUDENT PUBLICATIONS							
HIGH SCHOOL/POST-SECONDARY*							
<b>Broadcast/Television Advisor</b>		Yes	No	S-35.15	0.86%	\$405.00	\$405.00
<b>Literary Magazine Advisor*</b>		Yes	No	S-35.46	1.71%	\$810.00	\$810.00
<b>Newspaper Advisor*</b>		Yes	No	S-35.46	1.71%	\$810.00	\$810.00
<b>Yearbook Advisor</b>		Yes	No	S-35.59	2.57%	\$1,215.00	\$1,215.00
MIDDLE SCHOOL							
<b>Newspaper Advisor</b>		Yes	No	S-35.46	1.28%	\$607.50	\$607.50
<b>Yearbook Advisor</b>		Yes	No	S-35.59	1.28%	\$607.50	\$607.50
ELEMENTARY SCHOOL							
<b>Yearbook Advisor</b>		Yes	No	S-35.59	0.86%	\$405.00	\$405.00
REGISTERED STUDENT ORGANIZATIONS							
HIGH SCHOOL							
<b>Class Sponsor</b>							
	Senior	Yes	No	S-35.22	2.14%	\$1,012.50	\$1,012.50
	Junior	Yes	No	S-35.22	2.14%	\$1,012.50	\$1,012.50



	Sophomore	Yes	No	S-35.22	0.86%	\$405.00	\$405.00
	Freshman	Yes	No	S-35.22	0.86%	\$405.00	\$405.00
<b>Community Service Club Advisor (3)</b>		Yes	No	S-35.23	0.86%	\$405.00	\$405.00
<b>Exceptional Student Education (ESE)</b>		Yes	No	S-35.69	0.86%	\$405.00	\$405.00
<b>Peer Mentor Club Sponsor</b>							
<b>Future Educators of America Sponsor</b>		Yes	No	S-35.38	2.14%	\$1,012.50	\$1,012.50
<b>Interest Club Sponsor</b>							
<i>Examples: Scholars Club, Foreign Language, SADD, etc.</i>							
	Up to 500 Students - 5	Yes	No	S-35.42	0.43%	\$202.50	\$202.50
	501+ Students - 9	Yes	No	S-35.42	0.43%	\$202.50	\$202.50
<b>JROTC Sponsor (1) (Year Round)</b>		Yes	No	S-35.68	3.85%	\$1,822.50	\$1,822.50
<b>National Honor Society Advisor</b>		Yes	No	S-35.44	1.28%	\$607.50	\$607.50
<b>National Technical Honor Society Advisor (1)</b>		Yes	No	S-35.70	1.28%	\$607.50	\$607.50
<b>Student Council Sponsor</b>		Yes	No	S-35.55	2.57%	\$1,215.00	\$1,215.00
<b>Career Club Sponsor (4)</b>		Yes	No	S-35.58	1.71%	\$810.00	\$810.00
<i>Examples: VICA, FBLA, DECA, Skills USA, HOSA, etc.</i>							
<b>MIDDLE SCHOOL/K-8</b>							
<b>Community Service Club Advisor (2)</b>		Yes	No	S-35.23	0.86%	\$405.00	\$405.00
<b>Exceptional Student Education (ESE)</b>		Yes	No	S-35.69	0.86%	\$405.00	\$405.00
<b>Peer Mentor Club Sponsor</b>							
<b>Future Educators of America Sponsor</b>		Yes	Yes	S-35.38	1.71%	\$810.00	\$810.00
<b>Interest Club Sponsor</b>							
<i>Examples: Scholars Club, Foreign Language, SADD, etc.</i>							
	Up to 500 Students - 5	Yes	No	S-35.42	0.43%	\$202.50	\$202.50
	501+ Students - 9	Yes	No	S-35.42	0.43%	\$202.50	\$202.50
<b>National Junior Honor Society Advisor</b>		Yes	No	S-35.45	0.86%	\$405.00	\$405.00
<b>Student Council Sponsor</b>		Yes	No	S-35.55	1.71%	\$810.00	\$810.00
<b>ELEMENTARY SCHOOL</b>							
<b>Community Service Club Advisor</b>		Yes	No	S-35.23	0.86%	\$405.00	\$405.00
<b>Exceptional Student Education (ESE)</b>		Yes	No	S-35.69	0.86%	\$405.00	\$405.00
<b>Peer Mentor Club Sponsor</b>							
<b>Interest Club Sponsor</b>							
<i>Examples: Scholars Club, Foreign Language, SADD, etc.</i>							
	Up to 500 Students - 5	Yes	No	S-35.42	0.43%	\$202.50	\$202.50
	501+ Students - 9	Yes	No	S-35.42	0.43%	\$202.50	\$202.50
<b>School Safety Patrol Supervisor (1)</b>		Yes	No	S-35.49	0.86%	\$405.00	\$405.00
<b>ARTS</b>	<b>Career Ladder</b>	<b>Grant Funded</b>	<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>	
<b>HIGH SCHOOL</b>							
<b>Art Director</b>		Yes	No	S-35.63	0.86%	\$405.00	\$405.00
<b>Band Director</b>		Yes	No	S-35.11	8.56%	\$4,050.00	\$4,050.00
<b>Assistant Band Director</b>		Yes	No	S-35.05	3.42%	\$1,620.00	\$1,620.00
<b>Associate Band Instructor</b>		Yes	No	S-35.64	1.71%	\$810.00	\$810.00

<b>Choral Director</b>	Yes	No	S-35.19	3.85%	\$1,822.50	\$1,822.50	
<b>Director of Dance (Arts Schools Only)</b>	Yes	No	S-35.25	3.85%	\$1,822.50	\$1,822.50	
<b>Director of Drama</b>	Yes	No	S-35.28	3.85%	\$1,822.50	\$1,822.50	
<b>Strings Director</b>	Yes	No	S-35.54	3.00%	\$1,417.50	\$1,417.50	
<b>MIDDLE SCHOOL</b>							
<b>Art Director</b>	Yes	No	S-35.63	0.86%	\$405.00	\$405.00	
<b>Band Director</b>	Yes	No	S-35.14	3.85%	\$1,822.50	\$1,822.50	
<b>Choral Director</b>	Yes	No	S-35.21	2.14%	\$1,012.50	\$1,012.50	
<b>Director of Dance (Arts Schools Only)</b>	Yes	No	S-35.25	2.57%	\$1,215.00	\$1,215.00	
<b>Director of Drama</b>	Yes	No	S-35.30	1.71%	\$810.00	\$810.00	
<b>Strings Director</b>	Yes	No	S-35.54	3.00%	\$1,417.50	\$1,417.50	
<b>ELEMENTARY SCHOOL</b>							
<b>Art Director</b>	Yes	No	S-35.63	0.86%	\$405.00	\$405.00	
<b>Director of Dance (Arts Schools Only)</b>	Yes	No	S-35.25	0.86%	\$405.00	\$405.00	
<b>Director of Drama</b>	Yes	No	S-35.29	0.86%	\$405.00	\$405.00	
<b>Music Director</b>	Yes	No	S-35.33	1.28%	\$607.50	\$607.50	
<b>Strings Director (Arts Schools Only)</b>	Yes	No	S-35.54	3.00%	\$1,417.50	\$1,417.50	
<b>ATHLETICS</b>	<b>Career Ladder</b>	<b>Grant Funded</b>	<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>	
<b>DISTRICT WIDE - ALL LEVELS</b>							
<b>Special Olympics Athletic Director (1)</b>	Yes	No	S-35.12	0.86%	\$405.00	\$810.00	
<b>Special Olympics Zone Assistant Athletic Director</b>							
	East Zone	Yes	No	S-35.13	1.71%	\$405.00	\$810.00
	South Zone	Yes	No	S-35.13	1.71%	\$405.00	\$810.00
	West Zone	Yes	No	S-35.13	1.71%	\$405.00	\$810.00
<b>HIGH SCHOOL - YEAR ROUND</b>							
<b>Athletic/Activities Director</b>							
	Activities/Athletic Director w/ NIAAA Certification	Yes	No	S-35.02	12.84%	\$6,075.00	\$6,075.00
	Activities/Athletic Director w/o NIAAA Certification	Yes	No	S-35.02	11.56%	\$5,467.50	\$5,467.50
	Assistant Athletic/Activities Director (1)	Yes	No	S-35.75	6.68%	\$3,159.00	\$3,159.00
	<b>Athletic Trainer</b> All Athletic trainers must meet the qualifications found in 1012.46 F.S. Trainers cannot serve as coaches or assistant coaches during any season for which they receive a trainer supplement.	Yes	No	T-16.03	8.48%	\$4,009.50	\$4,009.50
	<b>Assistant Athletic Trainer</b>	Yes	No	S-35.74	6.68%	\$3,159.00	\$3,159.00
	<b>Esports Head Coach</b>	Yes	Yes	S-35.82	1.71%	\$810.00	\$810.00
	<b>Esports Assistant Coach</b>	Yes	Yes	S-35.81	0.86%	\$405.00	\$405.00
	<b>Special Olympics Coach</b>	Yes	No	S-35.73	0.86%	\$405.00	\$810.00
At the conclusion of the regular season, if the season is extended for FHSA sponsored events, coaches shall be paid \$100 per week for the post-season period.							
<b>HIGH SCHOOL - FALL</b>							

<b>Bowling</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	1.71%	\$810.00	\$810.00
	Girls - Head Athletic Coach	Yes	No	S-35.40	1.71%	\$810.00	\$810.00
<b>Cheerleading Sponsor (Fall)</b>							
	Varsity	Yes	No	S-35.16	3.00%	\$1,417.50	\$1,417.50
	Junior Varsity	Yes	No	S-35.16	2.14%	\$1,012.50	\$1,012.50
	Freshman	Yes	No	S-35.16	1.71%	\$810.00	\$810.00
<b>Cross Country</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	3.00%	\$1,417.50	\$1,417.50
	Girls - Head Athletic Coach	Yes	No	S-35.40	3.00%	\$1,417.50	\$1,417.50
<b>Football (Fall)</b>							
	Head Athletic Coach	Yes	No	S-35.40	7.28%	\$3,442.50	\$3,442.50
	Assistant Athletic Coach	Yes	No	S-35.06	4.71%	\$2,227.50	\$2,227.50
<b>Golf</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	3.00%	\$1,417.50	\$1,417.50
	Girls - Head Athletic Coach	Yes	No	S-35.40	3.00%	\$1,417.50	\$1,417.50
<b>Swimming</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
	Girls - Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
<b>Volleyball</b>							
	Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
	Assistant Athletic Coach	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
<b>HIGH SCHOOL - WINTER</b>							
<b>Basketball</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	5.57%	\$2,632.50	\$2,632.50
	Girls - Head Athletic Coach	Yes	No	S-35.40	5.57%	\$2,632.50	\$2,632.50
	Boys - Assistant Athletic Coach (2)	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
	Girls - Assistant Athletic Coach (2)	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
<b>Cheerleading Sponsor (Winter)</b>							
	Varsity	Yes	No	S-35.16	3.00%	\$1,417.50	\$1,417.50
	Junior Varsity	Yes	No	S-35.16	2.14%	\$1,012.50	\$1,012.50
	Freshman	Yes	No	S-35.16	1.71%	\$810.00	\$810.00
<b>Soccer</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
	Girls - Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
	Boys - Assistant Athletic Coach	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
	Girls - Assistant Athletic Coach	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
<b>Weightlifting</b>							
	Girls - Head Athletic Coach	Yes	No	S-35.40	1.71%	\$810.00	\$810.00
<b>Wrestling</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
	Boys - Assistant Athletic Coach	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
	Girls - Head Athletic Coach (Girls)	Yes	No	S-35.40	5.14%	-	\$2,430.00
	Girls - Assistant Athletic Coach	Yes	No	S-35.06	3.85%	-	\$1,822.50
<b>HIGH SCHOOL - SPRING</b>							

<b>Baseball</b>							
	Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
	Assistant athletic Coach (2)	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
<b>Football (Spring)</b>							
	Head Athletic Coach	Yes	No	S-35.40	2.57%	\$1,215.00	\$1,215.00
	Assistant Athletic Coach (7)	Yes	No	S-35.06	1.71%	\$810.00	\$810.00
<b>Lacrosse</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	4.28%	\$2,025.00	\$2,025.00
	Girls - Head Athletic Coach	Yes	No	S-35.40	4.28%	\$2,025.00	\$2,025.00
	Boys - Assistant Athletic Coach	Yes	No	S-35.06	3.00%	\$1,417.50	\$1,417.50
	Girls - Assistant Athletic Coach	Yes	No	S-35.06	3.00%	\$1,417.50	\$1,417.50
<b>Softball</b>							
	Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
	Assistant Athletic Coach (2)	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
<b>Tennis</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	3.00%	\$1,417.50	\$1,417.50
	Girls - Head Athletic Coach	Yes	No	S-35.40	3.00%	\$1,417.50	\$1,417.50
<b>Track</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
	Girls - Head Athletic Coach	Yes	No	S-35.40	5.14%	\$2,430.00	\$2,430.00
	Boys - Assistant Athletic Coach	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
	Girls - Assistant Athletic Coach	Yes	No	S-35.06	3.85%	\$1,822.50	\$1,822.50
<b>Weightlifting</b>							
	Boys - Head Athletic Coach	Yes	No	S-35.40	1.71%	\$810.00	\$810.00
<b>MIDDLE SCHOOL - YEAR ROUND</b>							
<b>Athletic Director</b>							
	District Intramural Athletic Director (1)	Yes	No	S-35.43	7.71%	\$3,645.00	\$3,645.00
	District Assistant Intramural Athletic Director (1 per zone)	Yes	No	S-35.07	1.71%	\$607.50	\$810.00
	School Intramural Athletic Director	Yes	No	S-35.43	4.71%	\$2,227.50	\$2,227.50
	School Assistant Intramural Athletic Director (1)	Yes	No	S-35.07	2.57%	\$1,215.00	\$1,215.00
	<b>Special Olympics Coach (1)</b>	Yes	No	S-35.73	1.71%	\$405.00	\$810.00
<b>MIDDLE SCHOOL - FALL</b>							
<b>Basketball</b>							
	Boys - Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
	Girls - Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
<b>Cross-Country</b>							
	Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
<b>MIDDLE SCHOOL - WINTER</b>							
<b>Volleyball</b>							
	Boys - Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
	Girls - Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00

<b>Soccer</b>							
	Boys - Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
	Girls - Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
<b>MIDDLE SCHOOL - SPRING</b>							
<b>Golf</b>							
	Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
<b>Tennis</b>							
	Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
<b>Track</b>							
	Boys - Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
	Girls - Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
<b>ELEMENTARY SCHOOL</b>							
<b>Special Olympics Coach (1)</b>		Yes	No	S-35.73	1.71%	\$405.00	\$810.00
<b>"AT LARGE" SUPPLEMENTS*</b>		<b>Career Ladder</b>	<b>Grant Funded</b>	<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>
*Use of "At Large" supplements must be approved by the TALC Labor Management Committee.							
<b>High School (4)</b>		Yes	No	-	0.86%	\$405.00	\$405.00
<b>Middle School (3)</b>		Yes	No	-	0.86%	\$405.00	\$405.00
<b>Elementary School (3)</b>		Yes	No	-	0.86%	\$405.00	\$405.00
<b>Post Secondary (2)</b>		Yes	No	-	0.86%	\$405.00	\$405.00
<b>ADVANCE DEGREE SUPPLEMENTS*</b>		<b>Career Ladder</b>	<b>Grant Funded</b>	<b>JDE</b>	<b>Index</b>	<b>FY21 Amount</b>	<b>FY22 Amount</b>
*In accordance with Florida Statute, an advanced degree must be held in the individual's area of certification in order to be eligible for a supplement.							
<b>Master's Degree</b>		No	No	-	5.35%	\$2,531.25	\$2,531.25
<b>Specialist Degree</b>		No	No	-	8.56%	\$4,050.00	\$4,050.00
<b>Doctorate Degree</b>		No	No	-	10.70%	\$5,062.50	\$5,062.50
**Certificate of Advanced Study or Certificate of Advanced Graduate Study may be eligible for the advanced degree supplement							
Grant funded supplements are only available if funding exists.							