



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	
Testing Coordinator (1)							
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
Assistant Testing Coordinator							
	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	
Communications Contact Person	Yes	No	S-35.62	0.86%	\$405.00	\$405.00	
CURRICULUM	Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount	
Agriculture Teacher	No	No	-	2.74%	\$1,296.00	\$1,296.00	
Department of Juvenile Justice (All Locations)	No	No	-	1.42%	\$672.30	\$672.30	
DISTRICT WIDE - SECONDARY							
District Subject Area Specialist							
	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							
District Subject Area Specialist							
	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
ACADEMIC ENRICHMENT		Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount
DISTRICT WIDE							
District Elementary Science Expo Director (1)		Yes	No	S-35.09	3.00%	\$1,417.50	\$1,417.50
District Inventors Fair Director (1)		Yes	No	S-35.10	3.00%	\$1,417.50	\$1,417.50
District Science Fair Director (1)		Yes	No	S-35.31	3.00%	\$1,417.50	\$1,417.50
Environmental Education (EE) Field Event Instructor		Yes	No	S-35.60	2.23%	\$1,053.00	\$1,053.00
Faculty Environmental Education (EE) Coordinator (1)							
	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
HIGH SCHOOL							
Academic Competition Coach							
	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
Assistant Academic Competition Coach		Yes	No	S-35.04	0.86%	\$405.00	\$405.00
School-Based History Fair Sponsor		Yes	Yes	S-35.78	1.71%	\$810.00	\$810.00
School-Based Inventors Fair Director		Yes	Yes	S-35.79	1.71%	\$810.00	\$810.00
School-Based-Mock Trial Sponsor		Yes	Yes	S-35.80	1.71%	\$810.00	\$810.00
School-Based Science Fair Director (1)		Yes	No	S-35.51	1.71%	\$607.50	\$810.00
MIDDLE SCHOOL/K-8							
Academic Competition Coach							
	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
School-Based History Fair Sponsor		Yes	Yes	S-35.78	1.71%	\$810.00	\$810.00
School-Based Inventors Fair Director		Yes	Yes	S-35.79	1.71%	\$810.00	\$810.00
School-Based Science Fair Director (1)		Yes	No	S-35.51	1.71%	\$607.50	\$810.00
ELEMENTARY SCHOOL							
Academic Competition Coach (4)		Yes	No	S-35.01	1.28%	\$607.50	\$607.50

School-Based Inventors Fair Director	Yes	Yes	S-35.79	1.71%	\$810.00	\$810.00
School-Based Science Fair Director (1)	Yes	No	S-35.51	1.71%	\$405.00	\$810.00
LEADERSHIP	Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount
ALL LEVELS						
Administrative Designee	Yes	No	S-35.03	0.86%	\$405.00	\$405.00
School Improvement Plan (SIP) Coordinator (if elected)	Yes	No	S-35.50	1.28%	\$607.50	\$607.50
Teacher-on-Special-Assignment	No	No	T-1.09	2.83%	\$1,336.50	\$1,336.50
Team Leader - (1 Per Zone)						
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
POST SECONDARY						
Department Chairperson						
Based on number of full-time 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
HIGH SCHOOL						
Department Chairperson						
Based on number of full-time 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
MIDDLE SCHOOL						
Department Chairperson						
Based on number of full-time 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
K-8 SCHOOL						
Department Chairperson -MIDDLE						
Based on number of full-time 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
Grade-Level Chairperson - ELEMENTARY							
Based on number of full-time instructional staff members per grade level.							
<i>Excluding: School Counselor, ESE, etc.</i>							
	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	-
ELEMENTARY SCHOOL							
ESE Department Chairperson							
Based on number of full-time 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
Grade-Level Chairperson: Based on number of full-time instructional staff members per grade level.							
<i>Excluding: School Counselor, ESE, etc.</i>							
	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	-
PROFESSIONAL DEVELOPMENT		Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount
*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.							
Check and Connect Contact Person		Yes	Yes	S-35.20	2.57%	\$1,215.00	\$1,215.00
Cooperating Teacher		Yes	Yes	S-35.26	0.42%	\$200.00	\$200.00
Lead Mentor		Yes	Yes	S-35.27	1.73%	\$816.00	\$816.00
Learning and Leadership Teacher (Senior)		Yes	Yes	S-35.83	5.29%	\$2,500.00	\$2,500.00

Mentor Teacher* (Up to 2 Mentees)	Yes	Yes	S-35.65	1.73%	\$698.69	\$816.00	
School Inservice Representative (SIR) (1)	Yes	No	S-35.52	1.28%	\$405.00	\$605.00	
Teacher, Learning and Leadership*	No	Yes	T-1.16	21.41%	\$10,125.00	\$10,125.00	
Teacher, Peer Collaborative *	No	Yes	T-1.17	21.41%	\$10,125.00	\$10,125.00	
Teacher, Transformation* +	No	Yes	T-1.18	32.11%	\$15,187.50	\$15,187.50	
*Supplements per school based on student enrollment.							
SAFETY AND SECURITY*	Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount	
HIGH SCHOOL							
Safety/Security Supervisor							
Up to 1,799 = 2	1,800+ =3	Yes	No	S-35.48	1.71%	\$810.00	\$810.00
ELEMENTARY/MIDDLE SCHOOL/POST-SECONDARY							
Safety/Security Supervisor							
Up to 500 = 1		Yes	No	S-35.48	1.71%	\$810.00	\$810.00
501 - 1,000 = 2							
1,001+ = 3							
STUDENT SERVICES & EXCEPTIONAL STUDENT EDUCATION (ESE)	Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount	
SPECIAL INSTRUCTIONAL							
Board-Certified Behavior Specialist	No	Yes	A-13.09	15.84%	-	\$7,492.50	
BCBA- Certification	No	Yes	-	1.28%	-	\$607.50	
ESE Teacher	No	No	T-1.04	2.14%	\$1,012.50	\$1,012.50	
<i>Excluding: Special Instructional Staff</i>							
Occupational Therapist	No	No	T-16.05	15.84%	\$7,492.50	\$7,492.50	
Physical Therapist	No	No	T-16.06	15.84%	\$7,492.50	\$7,492.50	
School Counselor	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	
Licensed Mental Health Professional	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	
School Nurse (Registered Nurse only)	No	No	N-1.01	5.14%	\$2,430.00	\$2,430.00	
School Psychologist							
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	
School Social Worker							
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	
Speech-Language Pathologist							
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							
Equity Contact Person (1)							
	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
ESOL Contact Person							
	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							
Equity Contact Person							
	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
School Inservice Representative (SIR) (1)		Yes	No	S-35.52	1.28%	\$405.00	\$605.00
MIDDLE SCHOOL							
Gifted Assessment Team (GAT) Contact Person		Yes	No	S-35.71	0.86%	\$405.00	\$405.00
Positive Behavior Support (PBS) Contact Person		Yes	No	S-35.72	0.86%	\$405.00	\$405.00
ELEMENTARY SCHOOL							
Gifted Assessment Team (GAT) Contact Person		Yes	No	S-35.71	0.86%	\$405.00	\$405.00
Positive Behavior Support (PBS) Contact Person		Yes	No	S-35.72	0.86%	\$405.00	\$405.00
ACTIVITIES / CLUBS		Career Ladder		JDE	Index	FY21 Amount	FY22 Amount
STUDENT PUBLICATIONS							
HIGH SCHOOL/POST-SECONDARY*							
Broadcast/Television Advisor		Yes	No	S-35.15	0.86%	\$405.00	\$405.00
Literary Magazine Advisor*		Yes	No	S-35.46	1.71%	\$810.00	\$810.00
Newspaper Advisor*		Yes	No	S-35.46	1.71%	\$810.00	\$810.00
Yearbook Advisor		Yes	No	S-35.59	2.57%	\$1,215.00	\$1,215.00
MIDDLE SCHOOL							
Newspaper Advisor		Yes	No	S-35.46	1.28%	\$607.50	\$607.50
Yearbook Advisor		Yes	No	S-35.59	1.28%	\$607.50	\$607.50
ELEMENTARY SCHOOL							
Yearbook Advisor		Yes	No	S-35.59	0.86%	\$405.00	\$405.00
REGISTERED STUDENT ORGANIZATIONS							
HIGH SCHOOL							
Class Sponsor							
	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
Community Service Club Advisor (3)		Yes	No	S-35.23	0.86%	\$405.00	\$405.00
Exceptional Student Education (ESE)		Yes	No	S-35.69	0.86%	\$405.00	\$405.00
Peer Mentor Club Sponsor							
Future Educators of America Sponsor		Yes	No	S-35.38	2.14%	\$1,012.50	\$1,012.50
Interest Club Sponsor							
<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
JROTC Sponsor (1) (Year Round)		Yes	No	S-35.68	3.85%	\$1,822.50	\$1,822.50
National Honor Society Advisor		Yes	No	S-35.44	1.28%	\$607.50	\$607.50
National Technical Honor Society Advisor (1)		Yes	No	S-35.70	1.28%	\$607.50	\$607.50
Student Council Sponsor		Yes	No	S-35.55	2.57%	\$1,215.00	\$1,215.00
Career Club Sponsor (4)		Yes	No	S-35.58	1.71%	\$810.00	\$810.00
<i>Examples: VICA, FBLA, DECA, Skills USA, HOSA, etc.</i>							
MIDDLE SCHOOL/K-8							
Community Service Club Advisor (2)		Yes	No	S-35.23	0.86%	\$405.00	\$405.00
Exceptional Student Education (ESE)		Yes	No	S-35.69	0.86%	\$405.00	\$405.00
Peer Mentor Club Sponsor							
Future Educators of America Sponsor		Yes	Yes	S-35.38	1.71%	\$810.00	\$810.00
Interest Club Sponsor							
<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
National Junior Honor Society Advisor		Yes	No	S-35.45	0.86%	\$405.00	\$405.00
Student Council Sponsor		Yes	No	S-35.55	1.71%	\$810.00	\$810.00
ELEMENTARY SCHOOL							
Community Service Club Advisor		Yes	No	S-35.23	0.86%	\$405.00	\$405.00
Exceptional Student Education (ESE)		Yes	No	S-35.69	0.86%	\$405.00	\$405.00
Peer Mentor Club Sponsor							
Interest Club Sponsor							
<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
School Safety Patrol Supervisor (1)		Yes	No	S-35.49	0.86%	\$405.00	\$405.00
ARTS	Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount	
HIGH SCHOOL							
Art Director		Yes	No	S-35.63	0.86%	\$405.00	\$405.00
Band Director		Yes	No	S-35.11	8.56%	\$4,050.00	\$4,050.00
Assistant Band Director		Yes	No	S-35.05	3.42%	\$1,620.00	\$1,620.00
Associate Band Instructor		Yes	No	S-35.64	1.71%	\$810.00	\$810.00

Choral Director	Yes	No	S-35.19	3.85%	\$1,822.50	\$1,822.50	
Director of Dance (Arts Schools Only)	Yes	No	S-35.25	3.85%	\$1,822.50	\$1,822.50	
Director of Drama	Yes	No	S-35.28	3.85%	\$1,822.50	\$1,822.50	
Strings Director	Yes	No	S-35.54	3.00%	\$1,417.50	\$1,417.50	
MIDDLE SCHOOL							
Art Director	Yes	No	S-35.63	0.86%	\$405.00	\$405.00	
Band Director	Yes	No	S-35.14	3.85%	\$1,822.50	\$1,822.50	
Choral Director	Yes	No	S-35.21	2.14%	\$1,012.50	\$1,012.50	
Director of Dance (Arts Schools Only)	Yes	No	S-35.25	2.57%	\$1,215.00	\$1,215.00	
Director of Drama	Yes	No	S-35.30	1.71%	\$810.00	\$810.00	
Strings Director	Yes	No	S-35.54	3.00%	\$1,417.50	\$1,417.50	
ELEMENTARY SCHOOL							
Art Director	Yes	No	S-35.63	0.86%	\$405.00	\$405.00	
Director of Dance (Arts Schools Only)	Yes	No	S-35.25	0.86%	\$405.00	\$405.00	
Director of Drama	Yes	No	S-35.29	0.86%	\$405.00	\$405.00	
Music Director	Yes	No	S-35.33	1.28%	\$607.50	\$607.50	
Strings Director (Arts Schools Only)	Yes	No	S-35.54	3.00%	\$1,417.50	\$1,417.50	
ATHLETICS	Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount	
DISTRICT WIDE - ALL LEVELS							
Special Olympics Athletic Director (1)	Yes	No	S-35.12	0.86%	\$405.00	\$810.00	
Special Olympics Zone Assistant Athletic Director							
	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
HIGH SCHOOL - YEAR ROUND							
Athletic/Activities Director							
	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	
Athletic Trainer	Yes	No	T-16.03	8.48%	\$4,009.50	\$4,009.50	
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.							
Assistant Athletic Trainer	Yes	No	S-35.74	6.68%	\$3,159.00	\$3,159.00	
Esports Head Coach	Yes	Yes	S-35.82	1.71%	\$810.00	\$810.00	
Esports Assistant Coach	Yes	Yes	S-35.81	0.86%	\$405.00	\$405.00	
Special Olympics Coach	Yes	No	S-35.73	0.86%	\$405.00	\$810.00	
At the conclusion of the regular season, if the season is extended for FHSAA sponsored events, coaches shall be paid \$100 per week for the post-season period.							
HIGH SCHOOL - FALL							

Bowling							
	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
Cheerleading Sponsor (Fall)							
	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
Cross Country							
	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
Football (Fall)							
	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
Golf							
	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
Swimming							
	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
Volleyball							
	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
HIGH SCHOOL - WINTER							
Basketball							
	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
Cheerleading Sponsor (Winter)							
	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
Soccer							
	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
Weightlifting							
	Girls - Head Athletic Coach	Yes	No	S-35.40	1.71%	\$810.00	\$810.00
Wrestling							
	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
HIGH SCHOOL - SPRING							

Baseball							
	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
Football (Spring)							
	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
Lacrosse							
	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
Softball							
	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
Tennis							
	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
Track							
	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
Weightlifting							
	Boys - Head Athletic Coach	Yes	No	S-35.40	1.71%	\$810.00	\$810.00
MIDDLE SCHOOL - YEAR ROUND							
Athletic Director							
	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
	Special Olympics Coach (1)	Yes	No	S-35.73	1.71%	\$405.00	\$810.00
MIDDLE SCHOOL - FALL							
Basketball							
	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
Cross-Country							
	Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
MIDDLE SCHOOL - WINTER							
Volleyball							
	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

Soccer							
	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
MIDDLE SCHOOL - SPRING							
Golf							
	Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
Tennis							
	Intramural Athletic Coach	Yes	No	S-35.41	1.71%	\$810.00	\$810.00
Track							
	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
ELEMENTARY SCHOOL							
	Special Olympics Coach (1)	Yes	No	S-35.73	1.71%	\$405.00	\$810.00
	"AT LARGE" SUPPLEMENTS*	Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount
*Use of "At Large" supplements must be approved by the TALC Labor Management Committee.							
	High School (4)	Yes	No	-	0.86%	\$405.00	\$405.00
	Middle School (3)	Yes	No	-	0.86%	\$405.00	\$405.00
	Elementary School (3)	Yes	No	-	0.86%	\$405.00	\$405.00
	Post Secondary (2)	Yes	No	-	0.86%	\$405.00	\$405.00
	ADVANCE DEGREE SUPPLEMENTS*	Career Ladder	Grant Funded	JDE	Index	FY21 Amount	FY22 Amount
*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.							
	Master's Degree	No	No	-	5.35%	\$2,531.25	\$2,531.25
	Specialist Degree	No	No	-	8.56%	\$4,050.00	\$4,050.00
	Doctorate Degree	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.							