

CTA - Variable Pay

*Not all supplements are available to all schools.
The type of school determines which supplements will be allocated.*

Supplements - Service Beyond Regular Duty Day

High School - Year Round Supplements

Paid out over the entire year in equal increments in each payroll

\$2,500	Athletic Asst Director	\$1,145	FL Future Educ Club Advisor
\$4,915	Athletic Director	\$835	Future Farmers of Amer Club Advisor
\$575	Art Exhibits (1 per school)	\$1,145	Junior Class Sponsor
\$3,015	Band Assistant Director	\$575	National Honor Society Sponsor
\$4,110	Band Director	\$1,925	Newspaper Advisor
\$575	Chess Club Sponsor	\$1,145	SAC Chair (same school employed)
\$3,015	Chorus Director	\$3,015	Science Club Adv/Science Fair Coor
\$2,185	Debate Coach	\$1,925	Senior Class Sponsor
\$235	Dept Head/Grade Chair (per member)	\$2,185	Student Government Sponsor
\$2,185	Drama Coach	\$1,145	Vocational Agriculture
		\$1,925	Yearbook Advisor

High School - Fall Supplements

Paid out on the last pay date prior to Winter Break

\$1,820	Athletic Trainer	\$3,015	Football Assistant Coach
\$835	Academic Games Sponsor (per season)	\$4,110	Football Head Coach
\$1,925	Bowling Coach	\$3,015	Football JV Coach
\$963	Cheerleading JV Coach	\$1,925	Golf Coach
\$1,638	Cheerleading Varsity Coach	\$1,093	Special Olympics (may be shared)
\$2,185	Cross Country Coach	\$1,925	Swimming Asst Coach
\$1,925	Dance/Drill Team Coach	\$3,275	Swimming Head Coach
\$1,925	Female Sports 9th Gr Coach (1 for each)	\$2,500	Volleyball JV Coach
\$2,500	Female Sports JV Coach (1 for each)	\$1,925	Volleyball Asst Coach
\$3,275	Female Varsity Sports Coach (1 for each)	\$3,275	Volleyball Head Coach
\$3,015	Football 9th Grade Coach		

High School - Winter Supplements

Paid out on the last pay date prior to Spring Break

\$835	Academic Games Sponsor (per season)	\$3,275	Female Varsity Sports Coach (1 for each)
\$1,820	Athletic Trainer	\$1,925	Gymnastics/Weight Coach
\$1,925	Basketball 9th Grade Coach	\$1,145	SECME Advisor (per semester)
\$4,110	Basketball Head Coach	\$1,925	Soccer Asst Coach
\$3,015	Basketball JV Coach	\$3,275	Soccer Head Coach
\$963	Cheerleading JV Coach	\$2,500	Soccer JV Coach
\$1,638	Cheerleading Varsity Coach	\$1,925	Wrestling Asst Coach
\$1,925	Female Sports 9th Gr Coach (1 for each)	\$3,275	Wrestling Head Coach
\$2,500	Female Sports JV Coach (1 for each)	\$2,500	Wrestling JV Coach

CTA - Variable Pay

High School - Spring/Final Supplements

Paid out on the last pay date of the School Year

\$835	Academic Games Sponsor (per season)	\$1,925	Gymnastics/Weight Coach
\$575	Academic Tournament Sponsor	\$1,145	SECME Advisor (per semester)
\$1,820	Athletic Trainer	\$1,925	Softball Asst Coach
\$1,925	Baseball Asst Coach	\$3,275	Softball Head Coach
\$3,275	Baseball Head Coach	\$562	Special Activity - 75 Students
\$2,500	Baseball JV Coach	\$1,093	Special Olympics (may be shared)
\$1,925	Female Sports 9th Gr Coach (1 for each)	\$1,925	Tennis Asst Coach
\$2,500	Female Sports JV Coach (1 for each)	\$2,185	Tennis Head Coach
\$3,275	Female Varsity Sports Coach (1 for each)	\$1,925	Track Asst Coach
		\$3,275	Track Head Coach

Middle School - Year Round Supplements

Paid out over the entire year in equal increments in each payroll

\$575	Art Exhibitors (1 per school)	\$235	Dept Head/Grade Chair (per member)
\$2,500	Athletic Director (10 to 15 sports)	\$1,145	Drama Coach
\$1,640	Athletic Director (2 to 4 sports)	\$835	FL Future Educators Club Advisor
\$1,925	Athletic Director (5 to 9 sports)	\$1,145	Instrumental Music Coordinator
\$1,640	Band Asst Director	\$835	Intramural Coordinator
\$2,185	Band Director	\$1,145	Newspaper Advisor
\$575	Chess Club Sponsor	\$1,145	SAC Chair (same school employed)
\$1,640	Chorus Director	\$1,925	Science Club Adv/Science Fair Coor
\$1,145	Communications Coordinator	\$1,145	Student Govt Sponsor
\$1,145	Dance Coordinator	\$1,145	Visual Art Coordinator
\$1,145	Debate Coach	\$1,145	Yearbook Advisor

Middle School - Fall Supplements

Paid out on the last pay date day prior to Winter Break

\$835	Academic Games Sponsor (per season)	\$1,925	Soccer Head Coach
\$1,925	Baseball Head Coach	\$1,093	Special Olympics (may be shared)
\$575	Intramural Sponsor	\$1,925	Volleyball Head Coach

Middle School - Winter Supplements

Paid out on the last work day prior to Spring Break

\$835	Academic Games Sponsor (per season)	\$1,145	SECME Advisor (per semester)
\$1,925	Basketball Head Coach	\$1,925	Soccer Head Coach
\$575	Intramural Sponsor		

CTA - Variable Pay

Middle School - Spring/Final Supplements

Paid out on the last pay date for the School Year

\$835	Academic Games Sponsor (per season)	\$1,093	Special Olympics (may be shared)
\$575	Intramural Sponsor	\$1,925	Track Head Coach
\$1,145	SECME Advisor (per semester)	\$1,925	Volleyball Head Coach
\$562	Special Activity - 75 Students		

Elementary School - Year Round Supplements

Paid out over the entire school year in equal increments

\$575	Art Exhibitors (1 per school)	\$1,145	SAC Chair (same school employed)
\$575	Chess Club Sponsor	\$835	Safety Patrol Coordinator
\$235	Dept Head/Grade Chair (each member)	\$835	Teachers of Tomorrow Sponsor

Elementary School - Fall Supplements

Paid out on the last pay date prior to Winter Break

\$835	Academic Games Sponsor (per season)
\$208	Music Coor (per production, max 3 p/yr)
\$1,093	Special Olympics (may be shared)

Elementary School - Winter Supplements

Paid out last work day prior to Spring Break

\$835	Academic Games Sponsor (per season)
\$208	Music Coor (per production, max 3 p/yr)
\$1,145	SECME Advisor (per semester)

Elementary School - Spring/Final Supplements

Paid out on the last pay date of the School Year

\$835	Academic Games Sponsor (per season)
\$575	Elem Math/Science Fair Coordinator
\$208	Music Coordinator (max 3 productions per year)
\$1,145	SECME Advisor (per semester)
\$1,093	Special Olympics (may be shared)
\$562	Special Activity - 65 Students (min 10 supplements per school)

One Per District

Paid out over the entire school year in equal increments

\$5,460	Executive Director HS Athletics
\$2,185	County Council of Student Councils (1)
\$1,145	Dist Science/Math Fair Coor/Facilitator (1)

All 3 School Levels

\$2,185	SACS Chair for Sch Improv Accred
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CTA - Variable Pay

Additional

- \$235** Middle School - with both Team Leaders & Department Chairs supplement paid for each member
- \$167** When same employee is both Lead & Chair, paid for each Dept member & each Team member
- \$20.44** A minimum rate of \$20.44 per hour shall be paid when performing additional tasks outside of the normal duty day requirements. Such tasks need not necessarily be instructional to be paid this rate.
- \$23.50** Supplemental Hourly Rate - applies to middle, high, vocational, alternative and/or special school Supplemental pay shall be paid for each additional period assigned beyond standard 5 periods. Also paid additional for each hour when Mandatory In-Service Training or Institutes are required.
- \$7** All Levels - Trainers receive additional \$7 hourly in addition to Mandatory In-Service pay
- \$50** High School - Advanced Placement (AP) - paid for each student passing an AP exam Contingent upon State continuation of AP funding and compliance with State AP funding formula
- \$2,000** High School - Tech Prep Coordinator, paid out upon completion of all requirements Contingent upon Federal continuation of grant funding
- \$136.95** Daily Rate for Permanent Substitute Teachers

Reading Endorsement Incentive

\$1000 one-time supplement will be paid to each school-based employee that has or adds to their professional teaching certificate 'Reading Endorsement' (secondary level only - Middle/High). Employee submits documentation and Payroll runs a distribution report twice each year to be paid out the last pay date in June or December (will be the closest month after adding endorsement).

Summer School (Special Session)

Same base hourly rate of contract period (divide annual by 196; divide result by 7.5 for hourly rate)

Glades Supplement for Teachers residing in the Glades area

Paid out year round. Based on years of service with the District

Begin time of hire through completion of 2 years:	\$3,000
Begin year 3 through completion of 8 years:	\$4,500
Begin year 9 and thereafter:	\$5,500

Community Service Facilitator

1 - 25 students	\$510 per semester
26 - 50 students	\$1020 per semester
51+ students	\$1530 per semester

CTA - Variable Pay

Advanced Degree / Certification Pay

Doctorate	Add \$6000 to Bachelor's
Double Master's	Add \$4500 to Bachelor's
Specialist's *	Add \$4500 to Bachelor's
Master's	Add \$3000 to Bachelor's
National Board Cert (NBPTS) **	Add \$2000 to Bachelor's
SCCC or NCSP Cert ***	Add \$2000 to Bachelor's
Bachelor's	Add \$0 (Minimum Requirement)

Advanced degree pay is a stipend that is paid to qualified teachers in addition to regular base wages.

One of the three (3) following conditions must be met:

1. The major of the advanced degree is in one of the approved areas under the terms of the CTA Agreement;
2. The major of the advanced degree is in one of the areas of certification as a regular classroom teacher;

OR

3. The degree includes, or is subsequently followed by, twelve (12) graduate hours or equivalent in:
 - a) One of the content areas of certification as a regular teacher,
 - b) Reading,
 - c) Mathematics,
 - d) Special Education,
 - e) Science, or
 - f) English to Speakers of Other Languages (ESOL)

Where an employee adds 'Reading Endorsement' to their FL State Dept issued teaching certification, such endorsement for purposes of calculating graduate hours shall equate to six (6) semester hours toward the established twelve (12) graduate hour requirement for Advanced Degree pay.

Each advanced degree must meet above requirements including a second Master, Specialist or Doctorate. Advanced degrees must include at least fifteen (15) semester hours in the field with no more than three (3) hours for practicum or thesis. Content area courses must bear the prefix of the appropriate subject area on the certificate. The Chief of Human Resources or designee shall have the final determination as to which graduate courses qualify.

Teachers serving in areas of professional certification may receive pay for advanced degrees in their area, e.g., Media Specialist, Certified Speech Pathologist, Occupational / Physical Therapist.

** A degree comparable to the Specialist Degree in Florida, as determined by the District, will be recognized.*

*** Will be paid to holder of a valid 'National Board for Professional Teaching Standards' (NBPTS) certificate.*

**** Will be paid to Speech Language Pathologists holding a valid 'Standards for the Certificate of Clinical Competence' (SCCC); or a holder of a valid 'National Certified School Psychologist' (NCSP) certificate.*