

APPENDIX D (pgs. 81 – 85)

INSTRUCTIONAL EXTRA PAY FOR EXTRA DUTY SCHEDULE

1. Supplements will be based on the current Placement Schedule with the salary for a BA/BS teacher with 0 years of experience as the base.
2. Outline of the duties to be performed to earn a supplement shall be written by the school administrator. The supplement responsibility agreement shall be ~~and~~ signed by the selected teacher ~~involved~~ and the school administrator. One copy is to remain with the administrator, one with the teacher and another uploaded to the electronic Supplemental Pay form to be signed by the employee and administrator ~~copy filed with the Superintendent's office~~ by October 1~~st~~ of each school year.
3. No supplement shall be paid when job performance is not in accordance with the agreed outline.
4. Any employee may receive more than one supplement, but not more than three (3) supplements for duties performed and shall be subject to conditions of Item Number 3 of this schedule. Miscellaneous supplements will not count as one of the three.
5. All supplements listed in this schedule are granted only on the basis of one school year.
6. No employee hired for the position contained in this schedule shall be paid less than the percentages indicated.
7. Personnel supplemented for athletics will be paid up to ten percent (10%) of their supplement for participation in post season athletic competition in the following manner: two percent (2%) will be paid for participation in each level of competition.
8. Personnel hired for the position of band director and/or choir director will automatically receive the supplement and will be expected to perform the duties described in order to retain that position.
9. A. For the 2025-2026 school year, t~~To~~ qualify as a Department Head (Sr./Post-Secondary), the department must contain no less than four (4) full-time instructional personnel. Teachers who are assigned to departments with fewer than four full-time instructional personnel shall be given the opportunity to apply for a department head position which may be created by combining two or more departments.

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B. Beginning with the 2026–2027 school year, each School Leadership Team (SLT) member will receive a 5% supplement. This supplement is designed to recognize and support teachers who serve as leaders within their schools, directly contributing to school initiatives and continuous improvement in teaching and learning.

School Leadership Teams focus on increasing the achievement and engagement of every student by developing, monitoring, and refining systems that support instructional excellence.

Each school principal may determine how to utilize the School Leadership Team supplements using the School Leadership Team member responsibility outline.

- Each elementary school serving grades PK-5 will receive 8 School Leadership Team member supplements.
- Each middle school serving grades 6-8 will receive 8 School Leadership Team member supplements.
- Each high school serving grades 9-12 will receive 8 School Leadership Team member supplements.
- Each combination school serving grades
 - PK-12, will receive 16 School Leadership Team member supplements
 - PK-8 will receive 12 School Leadership Team member supplements
 - 6-12 will receive 12 School Leadership Team member supplements.
- ESE Center Schools will receive 8 School Leadership Team member supplements.

<u>Grade Band</u>	<u>Grade Levels</u>	<u>Departments</u>	<u>ESE</u>	<u>Special Programs Guidance, Electives Advanced Programs</u>	<u>Total</u>
<u>Elementary</u>	<u>Pre-K - 5 (6)</u>		<u>1</u>	<u>1</u>	<u>8</u>
<u>Middle</u>		<u>M, Sci, SS, ELA (4)</u>	<u>1</u>	<u>3</u>	<u>8</u>
<u>High</u>		<u>M, Sci, SS, ELA (4)</u>	<u>1</u>	<u>3</u>	<u>8</u>
<u>PK-12</u>	<u>Pre-K - 5 (6)</u>	<u>M, Sci, SS, ELA (8)</u>	<u>1</u>	<u>1</u>	<u>16</u>
<u>6-12</u>		<u>M, Sci, SS, ELA (8)</u>	<u>2</u>	<u>2</u>	<u>12</u>
<u>PK-8</u>	<u>Pre-K - 5 (6)</u>	<u>M, Sci, SS, ELA (4)</u>	<u>1</u>	<u>1</u>	<u>12</u>
<u>MKL</u>	<u>Pre-K – Adult</u>	<u>M, Sci, SS, ELA, Daily Living Skills</u>	<u>7</u>	<u>1</u>	<u>8</u>

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10. **A. For the 2025-2026 school year, t**~~To~~ qualify as a Team Leader or Grade Group Chair, the team must contain no less than four (4) full-time instructional personnel. Special area personnel shall be included in grade group teams and shall be given the opportunity to apply for a team leader or grade group chair position.

B. Any teacher, who performs the essential duties of the ~~team leader/grade group chair~~ **School Leadership Team member** on a consistent, regular basis, shall receive the supplement regardless of the title given the position.
11. **For the 2025-2026 school year, s**Special area personnel (Art, Music, PE, Media, Guidance, etc.) may be given an opportunity to form a special area group and qualify for a grade group chair. This supplement shall be subject to the facility manager's approval.
12. In sports supplements which are seasonal in nature, the employee will be due full compensation for such. For supplemental employees who separate employment before the end of the school year, supplements will be paid as follows:
 - A. If the supplemented activities have been completed, the employee will receive the entire percentage indicated.
 - B. If the supplemented activities have not been completed, or are of a year-round nature, such supplement shall be paid on the proportion of the job completed.
13. Supplemental positions shall be filled by teachers. Athletic coaching positions shall be filled on an annual basis by the most qualified coaching-certified applicant provided that teachers who apply for such positions are interviewed for the position. Annually, the District shall provide the Association a list of positions filled by non-teachers including the position, school, date of advertisement, and the name of any teacher applicants. Under no circumstances, however, shall the supplement be paid to an administrator.
14. **For the 2025-2026 school year, s**Schools will receive school improvement team supplements based on this formula beginning in school year 2006-2007:

0-799 Students receive four (4) teacher supplements
800-1299 Students receive six (6) teacher supplements
1300+ Students receive eight (8) teacher supplements

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15. Beginning in school year 2008-2009 and ending in 2025-2026, Elementary and Middle schools will receive funding from the District for Department Heads, Team Leaders, or Grade Group Chairs according to this formula:

0-599 Students receive three (3) teacher supplements
600-799 Students receive four (4) teacher supplements
800-1049 Students receive five (5) teacher supplements
1050-1299 Students receive six (6) teacher supplements
1300+ Students receive seven (7) teacher supplements

Middle schools will receive one additional team leader/department head for their ASPIRE teachers.

SENIOR HIGH SCHOOL

PERCENT

Athletic Director	14%
Head Coach – baseball, basketball, soccer, softball, track, volleyball, wrestling ..	10%
Assistant Coaches (same sports as above & football)	9%
Head Coach–golf, swimming, tennis, rhythmic gymnastics, cross country, weight lifting, beach volleyball, <u>flag football</u>	6%
Assistant Coach (same sports as above)	4%
Head Coach, Boys/Girls – golf, swimming, tennis, cross country.	10%
To be paid this supplement a coach must have a minimum of five (5) boys and five (5) girls participating on each team	
Band Director	16%
Assistant Band Director	9%
Choir Director	8%
Cheerleader Sponsor	7%
Assistant Cheerleader Sponsor	6%
Drama Coach.....	4%
Department Heads with administrative planning period <u>(25-26)</u>	4%
Department Heads without administrative planning period <u>(25-26)</u>	6%
<u>School Leadership Team with administrative planning period (beg. 26-27)</u>	4%
<u>School Leadership Team without administrative planning period (beg. 26-27)</u>	5%
Club Sponsors with administrative planning period	2%
Club Sponsors without administrative planning period	3%
Annual Sponsor	4%
Academic Team Coach (one per school)	3%
Newspaper Sponsor.....	4%

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MIDDLE SCHOOL

Middle School Athletic Director	7%
Middle School Intramural Coach.....	7%
Head Coach – basketball, football, soccer, softball, track, volleyball, wrestling.....	7%
Head Coach – tennis, cross country.....	5%
Head Coach, Boys/Girls – tennis, cross country	7%
To be paid this supplement a coach must have a minimum of five (5) boys and five (5) girls participating on each team	
Assistant Coaches	5%
Band Director	11%
Choir Director	6%
Cheerleader Sponsor	6%
Team Leader/Grade Group Chair <u>(25-26)</u>	6%
Academic Team Coach (one per school)	3%
<u>School Leadership Team (beg. 26-27).....</u>	<u>5%</u>

ELEMENTARY SCHOOL

Elementary Intramural Coach.....	6%
Grade Group Chair/Team Leader <u>(25-26)</u>	6%
<u>School Leadership Team (beg. 26-27).....</u>	<u>5%</u>

MISCELLANEOUS

Resource Teacher.....	6%
Title I School-Wide Plan Coordinator.....	6%
School Psychologist	10%
School Social Worker	6%
Bus Duty with additional planning period.....	2%
Bus Duty without additional planning period	3%
Teachers at New Horizons , St. Andrew School, Margaret K. Lewis School in Millville, Margaret K. Lewis at <u>Surfside Academy</u> , Rosenwald High School and DJJ.....	5%
School Improvement Team Member <u>(25-26)</u>	3%
Teacher serving as: District History Fair Coordinator 6-12, District Middle School Science Fair Coordinator, District High School Science Fair Coordinator	5%
*Teacher with one (1) additional period of teaching/full year	15%
*Teacher with one (1) additional period of teaching/semester	7.5%
*Teacher on Block Schedule with one (1) additional period of teaching/Full year	20%
*Teacher on Block Schedule with one (1) additional period of teaching/Semester	10%
<u>Tom P. Haney Technical College Only:</u>	
*Teacher with sixty (60) additional minutes of student contact time per day for the full year at Haney only	15%
*Teacher with sixty (60) additional minutes of student contact time per day for one semester at Haney only	7.5%
<u>Industry Certification Lead Teacher – Haney</u>	<u>20%</u>

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**Teachers must be certified for the course they are selected to teach. Positions will be advertised as specified in Article X (10.2) of the contract.*

Professional ~~Development~~ Learning Certification Program (PDLCP) Mentor Teacher (with a maximum of two teachers to mentor each semester)

1st Mentee: 1 semester 1.5%, 2 semesters 3%

2nd Mentee: 1 semester 1.5%, 2 semesters 3%

Temporary Internship Certification Mentor Teacher (with a maximum of two teachers to mentor each semester)

1st Mentee: 1 semester 1.5%, 2 semesters 3%

2nd Mentee: 1 semester 1.5%, 2 semesters 3%

In accordance with Florida State Statute 1012.22, all individuals hired after July 1, 2011 with an advanced degree in the individual's area of certification will receive payment as indicated on the Placement Schedule for applicable degree as a supplement as this amount will not be included in the individual's base salary.

CONSULTANT FEES FOR INSTRUCTIONAL STAFF EMPLOYEES

\$100.00 per day for individuals without degrees but certified in specific areas of expertise (CPR, First Aid, etc.)

\$150.00 per day of presentations for consultants with degrees and expertise/training in the area(s) of presentation for services which do not occur within the normal 196 days of contracted services.

\$250.00 per day of presentation for workshops lasting five or more days having ten or more participants. Consultants must have a degree and expertise/training in the areas of presentation for services which do not occur within the normal 196 days of contracted services.

\$ 55.00 planning fee may be paid for each day of presentation.

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School Leadership Team (SLT) Member Agreement

School Year: _____

Reports To: School Principal (or designee)

Supplement: 5% supplement for service on the School Leadership Team

Position Summary:

School Leadership Team (SLT) members serve as teacher leaders who collaborate with administrators and colleagues to enhance student achievement and foster a positive school culture. SLT members lead grade-level, department, or program-based initiatives aligned with the School Improvement Plan (SIP), facilitate professional learning, and support systems that ensure all students meet high expectations.

Responsibilities:

School Improvement Planning

- Contribute to the development, implementation, and monitoring of the School Improvement Plan (SIP) in accordance with Florida Statutes and Department of Education guidance.
- Analyze and interpret multiple data sources (state assessments, progress monitoring, attendance, discipline, formative assessments) to identify trends and select measurable goals.

Instructional Leadership & Professional Learning

- Facilitate and/or co-lead Professional Learning Communities (PLCs) for grade levels, departments, and/or special programs.
- Assist in planning and delivering professional learning aligned with school and district priorities.
- Support implementation of state standards, curriculum frameworks, and evidence-based instructional practices.

Communication & Collaboration

- Communicate SLT decisions, updates, and initiatives to appropriate staff using established systems.
- Model professionalism with stakeholders and colleagues.
- Follow meeting norms and decision-making protocols.

Systems & Structures

- Help develop or refine school-wide systems related to improvement priorities, behavior, attendance, and academic support.
- Participate in regularly scheduled SLT meetings guided by pre-planned agendas and protocols.
- Serve as a point of contact for sharing staff input with the leadership team.

Minimum Qualifications

- Florida-certified teacher or instructional personnel currently employed at the school.
- Demonstrated effectiveness in improving student achievement in his/her classroom or program.
- Knowledge of Florida's Standards, MTSS framework, and state accountability measures.
- Strong communication, facilitation, and collaboration skills.

Time Commitment

- Attend regularly scheduled SLT meetings (e.g., biweekly or monthly).
- Lead or co-lead PLCs or committees as assigned.
- Participate in professional learning related to teacher leadership or school improvement.

Performance Indicators

- Quality and timeliness of contributions to the SIP and related initiatives.
- Evidence of improved student outcomes in the assigned grade level/department/program.
- Feedback from administrators and colleagues on leadership effectiveness.
- Consistent communication and modeling of professional norms

SCHOOL	SIP 3%	GR CHAIR/DEPT HEAD 6%	TTL CURR SUPPS	NEW SUPPS - SLT 5%	DIFFERENCE
MCSE (small elementary)	4	3	7	8	+1
Parker (med. elementary)	4	3	7	8	+1
DPE (large elementary)	4	4	8	8	0
MMS (middle school)	4	4	8	8	0
BHS (high school)	6	6	12	8	-4
Tyndall (K-8 combo)	6	5	11	12	+1
Rutherford (6-12)	8	3 MS + 5	16	12	-4
Bozeman (K-12)	8	5 MS + 3	16	16	0
MKL (ESE)	4	3	7	8	+1
Rosenwald (6-12, ESE)	4	3	7	12	+5
TOTAL	56	47	99	100	+1
	\$1,800	\$3,600		\$3,000	
	\$100,800	\$169,200	\$270,000	\$300,000	\$30,000

Note: High schools do not currently get a specific allocation for department heads. They get a pot of money to use for athletics, dept heads, am/pm duty, etc.