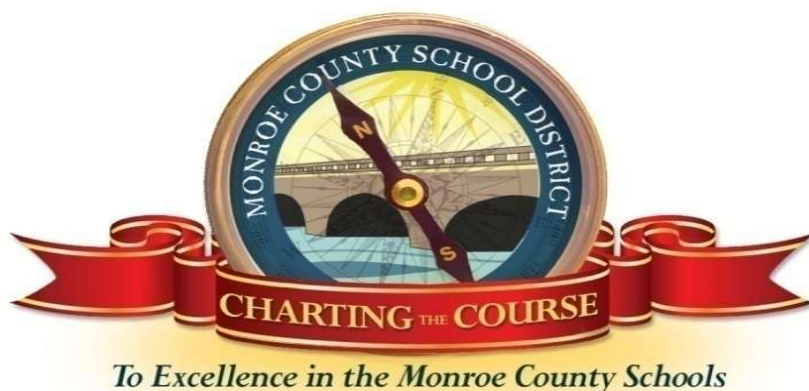

Monroe County School District Salary Schedules 2020-2021



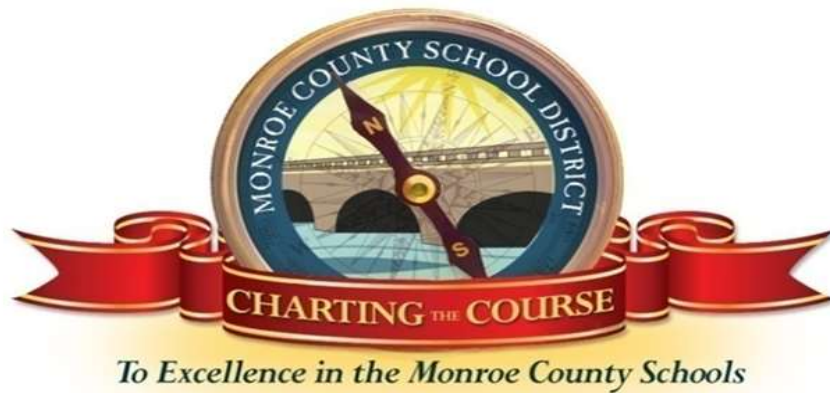
Approval: September 22, 2020

**Effective Date: July 1, 2020, except as
otherwise noted.**

Does not include union salaries as they are still under negotiation

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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								
	<u>110</u>	<u>111</u>	<u>112</u>	<u>113</u>	<u>114</u>	<u>115</u>	<u>116</u>	<u>117</u>	<u>118</u>
A1	\$15.08	\$15.54	\$16.03	\$16.53	\$17.04	\$16.74	\$18.13	\$18.71	\$19.30
A2	\$15.38	\$15.84	\$16.33	\$16.83	\$17.34	\$17.04	\$18.13	\$18.71	\$19.30
B1	\$15.68	\$16.14	\$16.63	\$17.13	\$17.64	\$17.34	\$18.13	\$18.71	\$19.30
B2	\$15.98	\$16.44	\$16.93	\$17.43	\$17.94	\$17.64	\$18.13	\$18.71	\$19.30
C1	\$16.28	\$16.74	\$17.23	\$17.73	\$18.24	\$17.94	\$18.13	\$18.71	\$19.30
C2	\$16.58	\$17.04	\$17.53	\$18.03	\$18.54	\$18.24	\$18.13	\$18.71	\$19.30
D1	\$16.88	\$17.34	\$17.83	\$18.33	\$18.84	\$18.54	\$18.13	\$18.71	\$19.30
D2	\$17.18	\$17.64	\$18.13	\$18.63	\$19.14	\$18.84	\$18.13	\$18.71	\$19.30
E1	\$17.48	\$17.94	\$18.43	\$18.93	\$19.44	\$19.14	\$18.13	\$18.71	\$19.30
E2	\$17.78	\$18.24	\$18.73	\$19.23	\$19.74	\$19.44	\$18.13	\$18.71	\$19.30
F1	\$18.08	\$18.54	\$19.03	\$19.53	\$20.04	\$19.74	\$18.13	\$18.71	\$19.30
F2	\$18.38	\$18.84	\$19.33	\$19.83	\$20.34	\$20.04	\$18.13	\$18.71	\$19.30
G1	\$18.68	\$19.14	\$19.63	\$20.13	\$20.64	\$20.34	\$18.13	\$18.71	\$19.30
G2	\$18.98	\$19.44	\$19.93	\$20.43	\$20.94	\$20.64	\$18.13	\$18.71	\$19.30
H1	\$19.28	\$19.74	\$20.23	\$20.73	\$21.24	\$20.94	\$18.13	\$18.71	\$19.30
H2	\$19.58	\$20.04	\$20.53	\$21.03	\$21.54	\$21.24	\$18.13	\$18.71	\$19.30
I1	\$19.88	\$20.34	\$20.83	\$21.33	\$21.84	\$21.54	\$18.13	\$18.71	\$19.30
I2	\$20.18	\$20.64	\$21.13	\$21.63	\$22.14	\$21.84	\$18.13	\$18.71	\$19.30
J1	\$20.48	\$20.94	\$21.43	\$21.93	\$22.44	\$22.14	\$18.13	\$18.71	\$19.30
J2	\$20.78	\$21.24	\$21.73	\$22.23	\$22.74	\$22.44	\$18.13	\$18.71	\$19.30
K1	\$21.08	\$21.54	\$22.03	\$22.53	\$23.04	\$22.74	\$18.13	\$18.71	\$19.30
K2	\$21.38	\$21.84	\$22.33	\$22.83	\$23.34	\$23.04	\$18.13	\$18.71	\$19.30
L1	\$21.68	\$22.14	\$22.63	\$23.13	\$23.64	\$23.34	\$18.13	\$18.71	\$19.30
L2	\$21.98	\$22.44	\$22.93	\$23.43	\$23.94	\$23.64	\$18.13	\$18.71	\$19.30
M1	\$22.28	\$22.74	\$23.23	\$23.73	\$24.24	\$23.94	\$18.13	\$18.71	\$19.30
M2	\$22.58	\$23.04	\$23.53	\$24.03	\$24.54	\$24.24	\$18.13	\$18.71	\$19.30
N1	\$22.88	\$23.34	\$23.83	\$24.33	\$24.84	\$24.54	\$18.13	\$18.71	\$19.30
N2	\$23.18	\$23.64	\$24.13	\$24.63	\$25.14	\$24.84	\$18.13	\$18.71	\$19.30
O1	\$23.48	\$23.94	\$24.43	\$24.93	\$25.44	\$25.14	\$18.13	\$18.71	\$19.30
O2	\$23.78	\$24.24	\$24.73	\$25.23	\$25.74	\$25.44	\$18.13	\$18.71	\$19.30
P1	\$24.08	\$24.54	\$25.03	\$25.53	\$26.04	\$25.74	\$18.13	\$18.71	\$19.30
P2	\$24.38	\$24.84	\$25.33	\$25.83	\$26.34	\$26.04	\$18.13	\$18.71	\$19.30
Q1	\$24.68	\$25.14	\$25.63	\$26.13	\$26.64	\$26.34	\$18.13	\$18.71	\$19.30
Q2	\$24.98	\$25.44	\$25.93	\$26.43	\$26.94	\$26.64	\$18.13	\$18.71	\$19.30
R1	\$25.28	\$25.74	\$26.23	\$26.73	\$27.24	\$26.94	\$18.13	\$18.71	\$19.30
R2	\$25.58	\$26.04	\$26.53	\$27.03	\$27.54	\$27.24	\$18.13	\$18.71	\$19.30
S1	\$25.88	\$26.34	\$26.83	\$27.33	\$27.84	\$27.54	\$18.13	\$18.71	\$19.30
S2	\$26.18	\$26.64	\$27.13	\$27.63	\$28.14	\$27.84	\$18.13	\$18.71	\$19.30

Pay Grade	Position				
110	Data Support Assistant I	Administrative Assistant I	Administrative Assistant II	Account Clerk I	Paraprofessional
	Day Care Worker	Bookkeeper I	Bookkeeper II	Library/Media Aide	Parent Educator
	Attendance Clerk	Foreman			
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	Activites Leader - Extended Day				
117	Program Assistant to Grants Manager I		Operations Specialist		
118	Program Assistant to Grants Manager II				

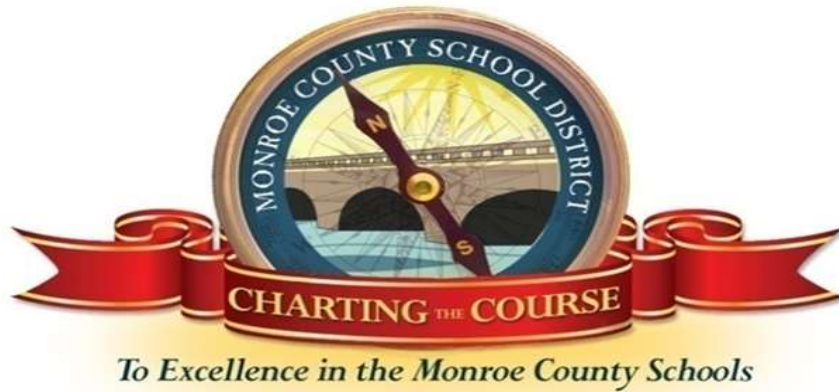
Monroe County School Board

2019-20 Salary Schedule

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

Level/	PAY GRADES							
Increment	<u>120</u>	<u>122</u>	<u>123</u>	<u>124</u>	<u>125</u>	<u>126</u>	<u>127</u>	
A1	20.55	21.89	22.59	23.32	24.13	24.97	25.84	
A2	20.85	22.19	22.89	23.62	24.43	25.27	26.14	
B1	21.15	22.49	23.19	23.92	24.73	25.57	26.44	
B2	21.45	22.79	23.49	24.22	25.03	25.87	26.74	
C1	21.75	23.09	23.79	24.52	25.33	26.17	27.04	
C2	22.05	23.39	24.09	24.82	25.63	26.47	27.34	
D1	22.35	23.69	24.39	25.12	25.93	26.77	27.64	
D2	22.65	23.99	24.69	25.42	26.23	27.07	27.94	
E1	22.95	24.29	24.99	25.72	26.53	27.37	28.24	
E2	23.25	24.59	25.29	26.02	26.83	27.67	28.54	
F1	23.55	24.89	25.59	26.32	27.13	27.97	28.84	
F2	23.85	25.19	25.89	26.62	27.43	28.27	29.14	
G1	24.15	25.49	26.19	26.92	27.73	28.57	29.44	
G2	24.45	25.79	26.49	27.22	28.03	28.87	29.74	
H1	24.75	26.09	26.79	27.52	28.33	29.17	30.04	
H2	25.05	26.39	27.09	27.82	28.63	29.47	30.34	
I1	25.35	26.69	27.39	28.12	28.93	29.77	30.64	
I2	25.65	26.99	27.69	28.42	29.23	30.07	30.94	
J1	25.95	27.29	27.99	28.72	29.53	30.37	31.24	
J2	26.25	27.59	28.29	29.02	29.83	30.67	31.54	
K1	26.55	27.89	28.59	29.32	30.13	30.97	31.84	
K2	26.85	28.19	28.89	29.62	30.43	31.27	32.14	
L1	27.15	28.49	29.19	29.92	30.73	31.57	32.44	
L2	27.45	28.79	29.49	30.22	31.03	31.87	32.74	
M1	27.75	29.09	29.79	30.52	31.33	32.17	33.04	
M2	28.05	29.39	30.09	30.82	31.63	32.47	33.34	
N1	28.35	29.69	30.39	31.12	31.93	32.77	33.64	
N2	28.65	29.99	30.69	31.42	32.23	33.07	33.94	
O1	28.95	30.29	30.99	31.72	32.53	33.37	34.24	
O2	29.25	30.59	31.29	32.02	32.83	33.67	34.54	
P1	29.55	30.89	31.59	32.32	33.13	33.97	34.84	
P2	29.85	31.19	31.89	32.62	33.43	34.27	35.14	
Q1	30.15	31.49	32.19	32.92	33.73	34.57	35.44	
Q2	30.45	31.79	32.49	33.22	34.03	34.87	35.74	
R1	30.75	32.09	32.79	33.52	34.33	35.17	36.04	
R2	31.05	32.39	33.09	33.82	34.63	35.47	36.34	
S1	31.35	32.69	33.39	34.12	34.93	35.77	36.64	
S2	31.65	32.99	33.69	34.42	35.23	36.07	36.94	

Pay Grade	Position
119	Administrative Aide to Executive Staff Benefits and Insurance Specialist Human Resource Specialist
	Payroll Specialist A/P Specialist A/R and Daycare Oversight Specialist Lab Assistant
	Legal Secretary
120	Food Services Manager I Office Manager Executive School Secretary
122	Specialist, Food Service
123	Information Specialist Technician Assistant
124	Administrative Aide to Superintendent/Board
126	Fiscal Services Specialist Records Specialist Property Control Specialist
127	Nurse, RN Specialist, Certification Technology Technician



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	39,400
	2	39,900
	3	40,400
B	1	40,900
	2	41,400
	3	41,900
C	1	42,400
	2	42,900
	3	43,400
D	1	43,900
	2	44,400
	3	44,900
E	1	45,400
	2	45,900
	3	46,400
F	1	46,900
	2	47,400
	3	47,900
G	1	48,400
	2	48,900
	3	49,400
H	1	49,900
	2	50,400
	3	50,900
I	1	51,400
	2	51,900
	3	52,400
J	1	52,900
	2	53,400
	3	53,900
K	1	54,400
	2	54,900
	3	55,400
L	1	55,900
	2	56,400
	3	56,900
M	1	57,400
	2	57,900
	3	58,400
N	1	58,900
	2	59,400
	3	59,900
O	1	60,400
	2	60,900
	3	61,400
P	1	61,900
	2	62,400
	3	62,900

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	39,400
	2	39,900
	3	40,400
B	1	40,900
	2	41,400
	3	41,900
C	1	42,400
	2	42,900
	3	43,400
D	1	43,900
	2	44,400
	3	44,900
E	1	45,400
	2	45,900
	3	46,400
F	1	46,900
	2	47,400
	3	47,900
G	1	48,400
	2	48,900
	3	49,400
H	1	49,900
	2	50,400
	3	50,900
I	1	51,400
	2	51,900
	3	52,400
J	1	52,900
	2	53,400
	3	53,900
K	1	54,400
	2	54,900
	3	55,400
L	1	55,900
	2	56,400
	3	56,900
M	1	57,400
	2	57,900
	3	58,400
N	1	58,900
	2	59,400
	3	59,900
O	1	60,400
	2	60,900
	3	61,400
P	1	61,900
	2	62,400
	3	62,900

**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	8 Hour
		S135	S135	S136	S137	S138	S139	
A	1	58,400	63,900	72,400	76,400	84,100	86,600	100,600
	2	58,900	64,400	72,900	76,900	84,600	87,100	101,100
	3	59,400	64,900	73,400	77,400	85,100	87,600	101,600
B	1	59,900	65,400	73,900	77,900	85,600	88,100	102,100
	2	60,400	65,900	74,400	78,400	86,100	88,600	102,600
	3	60,900	66,400	74,900	78,900	86,600	89,100	103,100
C	1	61,400	66,900	75,400	79,400	87,100	89,600	103,600
	2	61,900	67,400	75,900	79,900	87,600	90,100	104,100
	3	62,400	67,900	76,400	80,400	88,100	91,100	104,600
D	1	62,900	68,400	76,900	80,900	88,600	91,600	105,100
	2	63,400	68,900	77,400	81,400	89,100	92,100	105,600
	3	63,900	69,400	77,900	81,900	89,600	92,600	106,100
E	1	64,400	69,900	78,400	82,400	90,100	93,100	106,600
	2	64,900	70,400	78,900	82,900	91,100	93,600	107,100
	3	65,400	70,900	79,400	83,400	91,600	94,100	107,600
F	1	65,900	71,400	79,900	83,900	92,100	94,600	108,100
	2	66,400	71,900	80,400	84,400	92,600	95,100	108,600
	3	66,900	72,400	80,900	84,900	93,100	95,600	109,100
G	1	67,400	72,900	81,400	85,400	93,600	96,100	109,600
	2	67,900	73,400	81,900	85,900	94,100	96,600	110,100
	3	68,400	73,900	82,400	86,400	94,600	97,100	110,600
H	1	68,900	74,400	82,900	86,900	95,100	97,600	111,100
	2	69,400	74,900	83,400	87,400	95,600	98,600	111,600
	3	69,900	75,400	83,900	87,900	96,100	99,100	112,100
I	1	70,400	75,900	84,400	88,400	96,600	99,600	112,600
	2	70,900	76,400	84,900	88,900	97,100	100,100	113,100
	3	71,400	76,900	85,400	89,400	97,600	100,600	113,600
J	1	71,900	77,400	85,900	89,900	98,600	101,100	114,100
	2	72,400	77,900	86,400	90,400	99,100	101,600	114,600
	3	72,900	78,400	86,900	90,900	99,600	102,100	115,100
K	1	73,400	78,900	87,400	91,400	100,100	102,600	115,600
	2	73,900	79,400	87,900	91,900	100,600	103,100	116,100
	3	74,400	79,900	88,400	92,400	101,100	103,600	116,600
L	1	74,900	80,400	88,900	92,900	101,600	104,100	117,100
	2	75,400	80,900	89,400	93,400	102,100	104,600	117,600
	3	75,900	81,400	89,900	93,900	102,600	105,100	118,100
M	1	76,400	81,900	90,400	94,400	103,100	105,600	118,600
	2	76,900	82,400	90,900	94,900	103,600	106,600	119,100
	3	77,400	82,900	91,400	95,400	104,100	107,100	119,600
N	1	77,900	83,400	91,900	95,900	104,600	107,600	120,100
	2	78,400	83,900	92,400	96,400	105,100	108,100	120,600
	3	78,900	84,400	92,900	96,900	105,600	108,600	121,100
O	1	79,400	84,900	93,400	97,400	106,100	109,100	121,600
	2	79,900	85,400	93,900	97,900	106,600	109,600	122,100
	3	80,400	85,900	94,400	98,400	107,100	110,100	122,600
P	1	80,900	86,400	94,900	98,900	107,600	110,600	123,100
	2	81,400	86,900	95,400	99,400	108,100	111,100	123,600
	3	81,900	87,400	95,900	99,900	108,600	111,600	124,100
Q	1	82,400	87,900	96,400	100,400	109,100	112,100	124,600
	2	82,900	88,400	96,900	100,900	109,600	112,600	125,100
	3	83,400	88,900	97,400	101,400	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)

		8 Hour DD								
Pay Grade/Level Increment		131	133	135	136	137	138	139	140	141
A	1	59,400	64,400	71,400	73,900	76,400	78,900	81,400	98,900	103,900
	2	59,900	64,900	71,900	74,400	76,900	79,400	81,900	99,400	104,400
	3	60,400	65,400	72,400	74,900	77,400	79,900	82,400	99,900	104,900
B	1	60,900	65,900	72,900	75,400	77,900	80,400	82,900	100,400	105,400
	2	61,400	66,400	73,400	75,900	78,400	80,900	83,400	100,900	105,900
	3	61,900	66,900	73,900	76,400	78,900	81,400	83,900	101,400	106,400
C	1	62,400	67,400	74,400	76,900	79,400	81,900	84,400	101,900	106,900
	2	62,900	67,900	74,900	77,400	79,900	82,400	84,900	102,400	107,400
	3	63,400	68,400	75,400	77,900	80,400	82,900	85,400	102,900	107,900
D	1	63,900	68,900	75,900	78,400	80,900	83,400	85,900	103,400	108,400
	2	64,400	69,400	76,400	78,900	81,400	83,900	86,400	103,900	108,900
	3	64,900	69,900	76,900	79,400	81,900	84,400	86,900	104,400	109,400
E	1	65,400	70,400	77,400	79,900	82,400	84,900	87,400	104,900	109,900
	2	65,900	70,900	77,900	80,400	82,900	85,400	87,900	105,400	110,400
	3	66,400	71,400	78,400	80,900	83,400	85,900	88,400	105,900	110,900
F	1	66,900	71,900	78,900	81,400	83,900	86,400	88,900	106,400	111,400
	2	67,400	72,400	79,400	81,900	84,400	86,900	89,400	106,900	111,900
	3	67,900	72,900	79,900	82,400	84,900	87,400	89,900	107,400	112,400
G	1	68,400	73,400	80,400	82,900	85,400	87,900	90,400	107,900	112,900
	2	68,900	73,900	80,900	83,400	85,900	88,400	90,900	108,400	113,400
	3	69,400	74,400	81,400	83,900	86,400	88,900	91,400	108,900	113,900
H	1	69,900	74,900	81,900	84,400	86,900	89,400	91,900	109,400	114,400
	2	70,400	75,400	82,400	84,900	87,400	89,900	92,400	109,900	114,900
	3	70,900	75,900	82,900	85,400	87,900	90,400	92,900	110,400	115,400
I	1	71,400	76,400	83,400	85,900	88,400	90,900	93,400	110,900	115,900
	2	71,900	76,900	83,900	86,400	88,900	91,400	93,900	111,400	116,400
	3	72,400	77,400	84,400	86,900	89,400	91,900	94,400	111,900	116,900
J	1	72,900	77,900	84,900	87,400	89,900	92,400	94,900	112,400	117,400
	2	73,400	78,400	85,400	87,900	90,400	92,900	95,400	112,900	117,900
	3	73,900	78,900	85,900	88,400	90,900	93,400	95,900	113,400	118,400
K	1	74,400	79,400	86,400	88,900	91,400	93,900	96,400	113,900	118,900
	2	74,900	79,900	86,900	89,400	91,900	94,400	96,900	114,400	119,400
	3	75,400	80,400	87,400	89,900	92,400	94,900	97,400	114,900	119,900
L	1	75,900	80,900	87,900	90,400	92,900	95,400	97,900	115,400	120,400
	2	76,400	81,400	88,400	90,900	93,400	95,900	98,400	115,900	120,900
	3	76,900	81,900	88,900	91,400	93,900	96,400	98,900	116,400	121,400
M	1	77,400	82,400	89,400	91,900	94,400	96,900	99,400	116,900	121,900
	2	77,900	82,900	89,900	92,400	94,900	97,400	99,900	117,400	122,400
	3	78,400	83,400	90,400	92,900	95,400	97,900	100,400	117,900	122,900
N	1	78,900	83,900	90,900	93,400	95,900	98,400	100,900	118,400	123,400
	2	79,400	84,400	91,400	93,900	96,400	98,900	101,400	118,900	123,900
	3	79,900	84,900	91,900	94,400	96,900	99,400	101,900	119,400	124,400
O	1	80,400	85,400	92,400	94,900	97,400	99,900	102,400	119,900	124,900
	2	80,900	85,900	92,900	95,400	97,900	100,400	102,900	120,400	125,400
	3	81,400	86,400	93,400	95,900	98,400	100,900	103,400	120,900	125,900
P	1	81,900	86,900	93,900	96,400	98,900	101,400	103,900	121,400	126,400
	2	82,400	87,400	94,400	96,900	99,400	101,900	104,400	121,900	126,900
	3	82,900	87,900	94,900	97,400	99,900	102,400	104,900	122,400	127,400
Q	1	83,400	88,400	95,400	97,900	100,400	102,900	105,400	122,900	127,900
	2	83,900	88,900	95,900	98,400	100,900	103,400	105,900	123,400	128,400
	3	84,400	89,400	96,400	98,900	101,400	103,900	106,400	123,900	128,900

254 Duty Days 8 Hour Day

Pay Grade			
131	Accountant	Buyer	Human Resource Generalist
133	Project Coordinator	Communications and Community Relations Coordinator	
	Telecom Specialist	ERP System Specialist	
135	Network Specialist	Programmer Analyst	Social Workers
	Payroll Manager	Facilities Planner	Maintenance Supervisor
	Employee Benefits/Risk Manager		
137	IT Operations Manager	Finance Controller	
138	Maintenance Director	Transportation Supervisor	Director-Internal Services
	Director - Adult Ed.	Director-Food Services	
	Coordinator - Alt. Education	Security and Safety Coordinator	SIS Coordinator
	Chief Building Inspector	Coordinator - ESE& Grants	ERP Coordinator
139	Director - Technology	Director - Student Services	
141	Executive Director - Accountability and Assessment, Teaching and Learning, Operations and Planning, Finance and Performance, and Human Resources		

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

11 Month Salary Schedule - 220 Duty Days (DD)

Pay Grade/Level Increment		8 Hour DD		
		138	135	133
A	1	68,900	63,900	55,900
	2	69,400	64,400	56,400
	3	69,900	64,900	56,900
B	1	70,400	65,400	57,400
	2	70,900	65,900	57,900
	3	71,400	66,400	58,400
C	1	71,900	66,900	58,900
	2	72,400	67,400	59,400
	3	72,900	67,900	59,900
D	1	73,400	68,400	60,400
	2	73,900	68,900	60,900
	3	74,400	69,400	61,400
E	1	74,900	69,900	61,900
	2	75,400	70,400	62,400
	3	75,900	70,900	62,900
F	1	76,400	71,400	63,400
	2	76,900	71,900	63,900
	3	77,400	72,400	64,400
G	1	77,900	72,900	64,900
	2	78,400	73,400	65,400
	3	78,900	73,900	65,900
H	1	79,400	74,400	66,400
	2	79,900	74,900	66,900
	3	80,400	75,400	67,400
I	1	80,900	75,900	67,900
	2	81,400	76,400	68,400
	3	81,900	76,900	68,900
J	1	82,400	77,400	69,400
	2	82,900	77,900	69,900
	3	83,400	78,400	70,400
K	1	83,900	78,900	70,900
	2	84,400	79,400	71,400
	3	84,900	79,900	71,900
L	1	85,400	80,400	72,400
	2	85,900	80,900	72,900
	3	86,400	81,400	73,400
M	1	86,900	81,900	73,900
	2	87,400	82,400	74,400
	3	87,900	82,900	74,900
N	1	88,400	83,400	75,400
	2	88,900	83,900	75,900
	3	89,400	84,400	76,400
O	1	89,900	84,900	76,900
	2	90,400	85,400	77,400
	3	90,900	85,900	77,900
P	1	91,400	86,400	78,400
	2	91,900	86,900	78,900
	3	92,400	87,400	79,400
Q	1	92,900	87,900	79,900
	2	93,400	88,400	80,400
	3	93,900	88,900	80,900

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

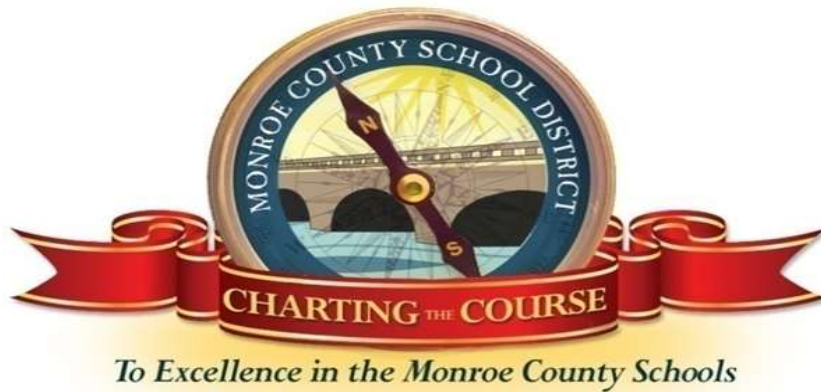
7200 Superintendent		
Salary Slot ASUP2	\$168,600	

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	\$33,224	

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	SIGNED
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

**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
Health Coordinator	Additional Duties	\$4,200	Annual	
Superintendent's Planning Team	Additional Duties	\$4,200	Annual	
AVID District Director	Additional Duties	\$2,100	Annual	
Principal Mentor	Additional Duties	\$4,650	Annual	
			Annual	
Emergency (Temporary) Supplements			Annual	
Technology Support Guides		\$3,900	Annual	
Shelter Services	Time and 1/2 for hours over 40/week		Annual	

**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)