

**DISTRICT SCHOOL BOARD OF MONROE COUNTY**  
**SALARY SCHEDULE**  
**2008-2009**  
**INSTRUCTIONAL**  
**BASIC SCHEDULE**

Effective Date:  
 July 1, 2008

EXP	Step	BACHELOR'S DEGREE		MASTERS DEGREE		SPECIALIST DEGREE		DOCTORATE DEGREE	
		AC I1A00- I1A14	PSC I1P03- I1P17	AC I2A00- I2A14	PSC I2P03- I2P17	AC I3A00- I3A14	PSC I3P03- I3P17	AC I4A00- I4A14	PSC I4P03- I4P17
0	0	\$42,330		\$44,088		\$45,036		\$45,577	
1	1	\$42,769		\$44,615		\$45,465		\$46,012	
2	2	\$44,422		\$46,266		\$47,062		\$47,611	
3	3	\$44,894	\$47,317	\$46,740	\$49,026	\$47,485	\$50,585	\$48,032	\$51,509
4	4	\$44,967	\$48,915	\$46,812	\$50,624	\$47,583	\$53,247	\$48,487	\$53,105
5	5	\$45,036	\$49,649	\$46,882	\$51,393	\$47,731	\$53,481	\$48,634	\$54,172
6	6	\$45,106	\$49,882	\$46,952	\$51,625	\$47,883	\$53,707	\$48,784	\$54,407
7	7	\$45,178	\$50,114	\$47,025	\$51,858	\$47,972	\$54,717	\$48,875	\$54,636
8	8	\$45,250	\$51,233	\$47,094	\$52,983	\$48,081	\$55,727	\$48,980	\$55,704
9	9	\$45,356	\$51,982	\$47,201	\$53,730	\$48,187	\$55,960	\$49,089	\$56,650
10	10	\$45,461	\$52,216	\$47,308	\$54,378	\$48,293	\$56,500	\$49,194	\$56,884
11	11	\$45,570	\$53,247	\$47,414	\$55,976	\$48,400	\$57,038	\$49,302	\$57,962
12	12	\$45,676	\$54,402	\$47,520	\$57,136	\$48,506	\$58,636	\$49,391	\$59,558
13	13	\$45,781	\$55,355	\$47,627	\$58,088	\$48,641	\$59,156	\$49,515	\$60,080
14	14	\$45,888	\$56,406	\$47,731	\$60,111	\$48,718	\$60,661	\$49,621	\$61,586
15-19	15		\$60,348		\$64,058		\$65,327		\$66,249
20-24	16		\$63,668		\$67,673		\$68,672		\$69,541
25+	17		\$70,264		\$76,555		\$78,473		\$80,184

All salaries listed on this schedule are based on the highest acceptable level of training (Degree) appearing on employee's valid Florida teaching certificate.

**Teaching Experience Credit** \*Effective July 1, 2004 for teachers currently employed and teachers recruited and employed after this date, will be allowed to bring in all years of verified teaching experience for pay purposes. However payment shall not be retroactive. Teachers bringing in experience and who are awarded a Professional Services Contract in the district will be eligible to move to the highest PSC column in accordance with their total experience and will continue to move at the normal progression rate.

**Performance Pay** -Beginning school year 2002-2003, instructional personnel who apply and demonstrate outstanding performance, will be provided the opportunity to earn a five (5) per cent salary supplement.

All teachers who earned an \*R Supplement (Bachelor's+ 15 Semester hours of an approved planned program or a Bachelor's + 300 in-service hours) Prior to 1976-1977 will receive an additional..... **\$183.00 per year**

DISTRICT SCHOOL BOARD OF MONROE COUNTY

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EXP	Step	OCCUPATIONAL THERAPIST		PSYCHOLOGIST	
		AC IOA00 -IOA14	PSC IOP03-IOP17	AC IPA00-IPA14	PSC IPP03-IPP17
0	0	\$45,600		\$47,002	
1	1	\$46,143		\$47,545	
2	2	\$47,792		\$49,142	
3	3	\$48,264	\$50,737	\$49,248	\$51,747
4	4	\$48,336	\$52,333	\$49,319	\$53,341
5	5	\$48,405	\$53,103	\$49,389	\$54,111
6	6	\$48,480	\$53,337	\$49,460	\$54,345
7	7	\$48,549	\$53,569	\$49,531	\$54,575
8	8	\$48,619	\$54,730	\$49,604	\$55,740
9	9	\$48,727	\$55,475	\$49,710	\$56,481
10	10	\$48,831	\$56,988	\$49,818	\$57,996
11	11	\$48,939	\$58,586	\$49,922	\$59,594
12	12	\$49,048	\$58,882	\$50,029	\$59,889
13	13	\$49,154	\$59,833	\$50,137	\$60,840
14	14	\$49,259	\$63,299	\$50,241	\$64,019
15-19	15		\$65,803		\$66,522
20-24	16		\$69,453		\$70,186
25+	17		\$78,371		\$79,118

\*Effective July 1, 2004 for teachers currently employed and teachers recruited and employed after this date, will be allowed to bring in all years of verified teaching experience for pay purposes. However payment shall not be retroactive. Teachers bringing in experience and who are awarded a Professional Services Contract in the district will be eligible to move to the highest PSC column in accordance with their total experience and will continue to move at the normal progression rate.

OCCUPATIONAL THERAPIST WITH A DOCTORATE DEGREE WILL BE PAID AS PER THE DOCTORATE DEGREE INSTRUCTIONAL SALARY SCHEDULES.

SCHOOL PSYCHOLOGIST INTERN - \$8,000.00

SCHOOL PSYCHOLOGIST WITH A DOCTORATE DEGREE WILL BE PAID AS PER THE DOCTORATE DEGREE INSTRUCTIONAL SALARY SCHEDULES.

**School Psychologist**-\* School psychologist salary schedule is based on ten months; however, when the director of exceptional education deems it necessary to extend the contract of one or more school psychologists for a period of time not to exceed one (1) additional month, he/she must request volunteers from the existing psychologist staff. If there are not enough volunteers for the positions needed, the director may contract outside the system for the extra services needed.

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PERMANENT SUBSTITUTES  
TUTOR COMPANION FOR THE DEAF & BLIND  
OTHER CERTIFIED PARA-PROFESSIONALS

<u>Experience</u>	<u>Annual Salary</u>	<u>Salary Slot</u>
0	\$20,827	OP000
1	\$21,095	OP001
2	\$22,139	OP002
3	\$23,544	OP003
4	\$24,290	OP004
5	\$24,946	OP005
6	\$25,434	OP006

DISTRICT SCHOOL BOARD OF MONROE COUNTY  
**SALARY SCHEDULE**

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2008-2009

**INSTRUCTIONAL LEADERSHIP SUPPLEMENTS**

Senior High School Program HOB Middle School Team Leaders Elementary Team Leaders* (*Two or More Grade Levels or Special Areas or Programs)	10 months	Base Pay established by Certificate as per Instructional Salary Schedule ..... <b>PLUS</b> (yearly)	<b>2,818</b>
HOB Middle School Department Heads* (*Minimum of 4 full-time teachers in each subject required) Elementary Grade Level Chairman* (*One grade level)	10 months	Base Pay established by Certificate as per Instructional Salary Schedule ..... <b>PLUS</b> (yearly)	<b>1,380</b>

Limitations on Program Managers-Team Leaders-Department Heads and Grade Level Chairmen:

1. Senior High Program Managers: Key West High School - 9; Coral Shores High School -7  
Marathon High School -6.
2. An elementary school may not expend more than the value of 5 team leader supplements for the combined supplements of Team Leaders and Grade Level Chairmen. Combination Elementary-Middle Schools with less than 600 students may not expend more than the value of 5 Team Leader Supplements for the combined supplements of Team Leaders and Grade Level Chairmen. Elementary-Middle Schools with 600-800 students may not expend more than the value of 6 team leader supplements for the combined supplements of Team Leaders and Grade Level Chairmen. Elementary-Middle Schools with 800 or more students may not expend more than the value of 7.25 Team Leader supplements for the combined supplements of Team Leaders and Grade Level Chairmen. Elementary-Middle Schools with 950 or more students may not expend more than the value of 8.25 Team Leader supplements for the combined supplements of Team Leaders and Grade Level Chairmen. 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.

<b>Academic Coaches (Limited to 3 District Wide)</b> Base Pay established by Certificate as per Instructional Salary Schedule.....	<b>PLUS \$1380.00</b> Yearly
<b>After School Activity Instructor</b> (Teachers who voluntarily agree to instruct in the after school activity program) Academic Tutoring Activities	<b>\$25.00</b> Hour

Non-academic Activities	\$20.00 Hour
<b>Career Education Program Leaders -10 months</b> Base Pay established by Certificate as per Instructional Salary Schedule	<b>PLUS \$67.00</b> Monthly
<b>Community School Managers - 10 months</b> Base Pay established by Certificate as per Instructional Salary Schedule	<b>PLUS \$345.00</b> Monthly
<b>Computer Assisted Instructional Program</b> (Teachers who voluntarily agree to provide district-wide support and assistance to the computer Assisted instruction program implemented by the district) Base Pay established by Certificate as per Instructional Salary Schedule	<b>PLUS \$3450.00</b> Yearly
<b>DCT &amp; DE Specialist - 10 Months</b> Base Pay established by Certificate as per Instructional Salary Schedule	<b>PLUS 1/10 of</b> <b>Base Monthly</b> Beyond 10
<b>Diagnostic Prescription Writer</b> 10 Months Base Pay established by Certificate	<b>PLUS\$ 67.00</b> Monthly
<b>District Wide Teacher Leaders</b> Base Pay established by Certificate.....	<b>PLUS \$1725.00</b> Yearly
<b>Dropout Prevention Tutorial Program</b> (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.	<b>\$2300.00 Per 50</b> Minute Instructional Period
<b>Extra Duties Supplement:</b> 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. Depending on the duties to be performed the supplement paid may range between	<b>\$1725.00</b> to <b>\$2530.00</b> Yearly
<b>Extra Period Supplement:</b> In order to be eligible to receive a supplement under any of the conditions of 6 <sup>th</sup> period assignment (Art. IX, Section3) teachers must be instructing all other periods in a complete assignment.	
<b>Middle School 6<sup>th</sup> Period Assignment</b> Teachers who voluntary agree to instruct a 6 <sup>th</sup> period subject at middle school level. Base Pay established by Certificate	<b>PLUS \$3518.00</b> Yearly
<b>Secondary School 6<sup>th</sup> Period Assignment</b> Teachers who voluntary agree to instruct a 6 <sup>th</sup> period subject at senior high level. Base Pay established by Certificate	<b>PLUS \$3518.00</b> Yearly
<b>High School &amp; Adult Education Building Coordinator</b> 10 Months Duties as indicated by job description	<b>PLUS \$9000.00</b> Yearly
<b>Mentor Teacher</b> Assigned as provided for in Article XXVII of the teacher contract	<b>\$1500.00</b> Yearly

<b>National Board For Professional Teaching Standards</b> Designated by UTM President	<b>\$2875.00</b> Yearly
<b>New/Beginning Teacher Induction Program Team Member</b> Appointed by UTM President	<b>\$3000.00</b> Yearly
<b>Peer Teacher</b> 10 months Paid for each beginning teacher supervised for the year. Base Pay established by Certificate	<b>PLUS \$750.00</b> Yearly
<b>Planning Team Members at Large</b> Does not apply when teachers is receiving a supplement that includes this duty. Base Pay established by Certificate	<b>PLUS</b> ½ Team Leader Sup.
<b>School Based Teacher Leaders</b> Base Pay established by Certificate	<b>PLUS \$1725.00</b> Yearly
<b>Speech Pathologist</b> includes Medicaid reimbursement paper work Base Pay established by Certificate	<b>PLUS \$2530.00</b> Yearly
<b>Technology Support Teacher</b> May be paid to support personnel under certain conditions. Base Pay established by Certificate	<b>PLUS \$230.00</b> Monthly
<b>Title One Tutorial Program</b> Teachers who voluntarily instruct a 1 hour period of Title One instruction as an elementary school.	<b>\$25.00</b> Hour
<b>Visiting Teacher</b> 10 Months Base Pay established by Certificate	<b>PLUS \$43.00</b> Monthly

DISTRICT SCHOOL BOARD OF MONROE COUNTY

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AWARDS/INCENTIVES

<u>INCENTIVE PAYMENT FOR ATTENDANCE</u>	\$250.00
<u>EMPLOYEE RECOGNITION PROGRAM</u>	
Teachers-of-the-Year (11 Employees).....	\$500.00
District Teacher-of-the-year.....	\$1,000.00
First Year Teacher (12 Employees).....	\$100.00
School Inclusion Teacher (14 Employees).....	\$100.00
District Inclusion Teacher.....	\$250.00
Outstanding Assistant Principal of the year (3 Employees).....	\$250.00
Outstanding Principal of the year (3 Employees).....	\$250.00
Clerical/Office Group (2 Employees).....	\$250.00
Custodial Group (2 Employees).....	\$250.00
Transportation Group (2 Employees).....	\$250.00
Food Service Group (2 Employees).....	\$250.00
Maintenance Group (2 Employees).....	\$250.00
Teacher Support Group (2 Employees).....	\$250.00
District School-Related Employee-of-the Year.....	\$500.00

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**2008-2009**

**SUMMER PROGRAMS**

<u>Type of Contract</u>	<u>Other</u>	<u>Bachelor's Degree</u>	<u>Masters Degree</u>	<u>Specialist In Education</u>	<u>Doctoral Degree</u>
AC	\$3,028	\$4,209	\$4,429	\$4,656	\$4,818
CC		\$4,265	\$4,483	\$4,685	\$4,873
CC-7		\$4,320	\$4,540	\$4,741	\$4,933
CC-10		\$4,377	\$4,597	\$4,797	\$4,989
CC-14		\$4,432	\$4,652	\$4,852	\$5,043

Summer School Employment is for 170 hours of work, which includes at least 150 hours of instructional contact time with students and a maximum of 20 hours of planning and student supervision at the school site.

The operation of a summer school program for less than 150/170 hours must have the written approval of the Superintendent. A school(s) may operate its summer school program for less than 150/170 hours with the prior approval of the Superintendent. However, whatever reduction takes place in the 150/170 hours will result in a proportionate reduction in the salary earned by the summer school instructors.

\*Daily rate is established by program rate divided by number of days the program is in operation.

Supplement for Building Supervisor \_\_\_\_\_ \$ 575.00  
Of Summer School Program

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**ADULT EDUCATION**

<u>INSTRUCTOR</u>	<u>CONTRACT HOUR</u>	<u>SALARY SLOT</u>
Bachelor's Degree	\$20.46	OZ100
Masters' Degree	\$22.42	OZ200
Doctorate/Specialist	\$24.38	OZ400
Special Licensure	\$27.76	OZ300

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**PART-TIME  
INSTRUCTIONAL POSITIONS**

Salary Slot

HOMEBOUND TEACHER \_\_\_\_\_ \$19.62 per hour OXH00

ALTERNATIVE TO SUSPENSION TEACHER\_ \$19.62 per hour OXA00

EXTENDED DAY PROGRAM INSTRUCTOR\_ \$19.62 per hour OXP00

DAYCARE LEAD / INSTRUCTORS (Certified) \$19.62 per hour OXL00

**PART-TIME  
NON-INSTRUCTIONAL POSITIONS**

Salary Slot

**EXTENDED DAY PROGRAM INSTRUCTOR**

NON-CERTIFIED \_\_\_\_\_ \$ 14.28 per hour OXQ00

ADULT EDUCATION RECRUITER \_\_\_\_\_ \$ 10.11 per hour OXR00

DAYCARE WORKER \_\_\_\_\_ \$ 11.48 per hour OXW00

**DAYCARE LEAD / INSTRUCTORS**

(NON-CERTIFIEC) \_\_\_\_\_ \$ 13.19 per hour OXF00

TUTOR-INTERPRETER \_\_\_\_\_ \$ 15.69 per hour OXT00

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**STIPENDS**

Stipends- (Institutes/Workshops)

DOE or Grant Funded Institutes or Workshops\_\_\_\_\_ \$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, C&I)

**PAY SCHEDULES INFORMATION FOR 1996-1997**

**SUPPLEMENTAL PLAN FOR ACCELERATED RETIREMENT PARTICIPANTS**

Hourly Teachers

Instructional and Administrative Personnel who have retired under the 1996-1997 Supplemental Plan for Accelerated Retirement and are reemployed (after having been retired for one calendar month) by the District during the 1997-1998 school year as hourly teachers shall be paid and hourly rate based on AC-0 level, Bachelor's Degree..... \$19.00 per hour. The total number of hours employed shall not exceed 780, as required by Florida Retirement System Guidelines.

Non-Instructional

All non-instructional personnel who have retired under the 1996-1997 Supplemental Plan for Accelerated Retirement and are reemployed, (after having been retired for one calendar month) by the District during the 1997-1998 school year in positions designated by Florida Retirement System Guidelines shall be paid at the zero (0) level base for the designated job. The total number of hours employed shall not exceed 780, as required by Florida Retirement System Guidelines. Any retiree participating in the 1996-1997 supplemental plan for Accelerated Retirement who is reemployed by the District after one calendar year shall begin at the zero (0) level on the pay schedule for the designated position for which they are employed.

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**SUBSTITUTE TEACHERS**

<u>HS Diploma</u>	HS Diploma + 464 or higher on ETS Parapro Passing CLAST scores	AS/AS or 60 + Semester Hours	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Doctorate Degree</u>	Retired MCSD Instructional Personnel
60.00	70.00	79.13	105.50	116.05	126.60	137.15

Regular teachers who substitute during their assigned planning period in the secondary schools may be paid \$20.00 an hour for providing this service.

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**SCHEDULE OF ANNUAL SUPPLEMENTS  
ATHLETICS-MUSIC-ACTIVITIES**

Position	High School	9 <sup>th</sup> Grade/Middle School
Assistant Baseball Coach	1,507.00	
Assistant Basketball Coach	1,507.00	
Assistant Cheerleading Coach (Varsity)	1,507.00	
Assistant Cross Country Coach	1,507.00	
Assistant Football Coach	1,507.00	
Assistant Soccer Coach	1,507.00	
Assistant Softball Coach	1,507.00	
Assistant Track Coach	1,507.00	
Assistant Volleyball Coach J.V.	1,507.00	
Athletic Director	4,575.00	
Athletic Trainer	3,297.00	
Band Master	3,810.00	2,379.00
Beta Club	1,000.00	
Business Manager (Athletics)	3,757.00	
Cannettes Director +	2,576.00	
Cheerleading Coach+	2,806.00	
Choral Director +	2,806.00	
Conchette Director +	2,576.00	
Dolphinette Director +	1,725.00	
Drama Coach-per major production (limit 2 per year)	500.00	
Gymnastics Coach	1,507.00	
Head Baseball Coach	** 1,648.00      *** 3,527.00	
Head Basketball Coach	** 1,648.00      *** 3,527.00	820.00
Head Cross Country	3,527.00	
Head Football Coach	4,345.00	952.00
Head Golf Coach	3,527.00	
Head Soccer Coach	** 1,648.00      *** 3,527.00	
Head Softball Coach	** 1,648.00      *** 3,527.00	
Head Swimming Coach	3,527.00	
Head Tennis Coach	3,527.00	
Head Track Coach	* 2,293.00      *** 3,527.00	
Head Volleyball Coach	** 1,648.00      *** 3,527.00	
Head Wrestling Coach	* 2,293.00      *** 3,527.00	
J.V. Cheerleading Coach	1,955.00	
Jr. - Sr. Class Head Sponsor	1,000.00	
Major Clubs approved by Principal	1,000.00	667.00
National Art Honor Society Sponsor	1,000.00	
National Honor Society	1,000.00	
Newspaper	1,500.00	863.00
Spring Football Practice/Weight Training	1,507.00	
Student Activities Director	1,955.00	
Student Council	1,000.00	667.00
Yearbook	1,500.00	863.00

To be paid for inter-school competition only, minimum of 8 games, meets, or matches.

\*\* 12 games - meets - matches

\*\*\* 13 games - meets - matches

May apply to instructional or non-instructional personnel.

Coaches are limited to receiving no more than two athletic supplements. The Superintendent or his designee must authorize exceptions to this. Spring practice or weight training will not be considered a second supplement.

\*\* Paid to instructional staff with full time assignment or by approval of the District Athletic Director and the Principal of the School.