

**DISTRICT SCHOOL BOARD OF MONROE COUNTY**  
**SALARY SCHEDULE**  
**2009-2010**  
**INSTRUCTIONAL**  
**BASIC SCHEDULE**

Effective Date:  
July 1, 2009

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.

DISTRICT SCHOOL BOARD OF MONROE COUNTY

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2009-2010

Effective Date: 07/01/2009

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

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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.

**DISTRICT SCHOOL BOARD OF MONROE COUNTY  
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Effective Date: 07/01/2009

**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

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**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 Base</b> Monthly 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</b> Per 50 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. 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.	<b>\$25.00 per hour</b>
<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> $\frac{1}{2}$ 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

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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

**DISTRICT SCHOOL BOARD OF MONROE COUNTY**

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**2009-2010**

**SUMMER/ ADULT PROGRAMS**

**HOURLY RATES**

<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	\$20	\$25	\$26	\$27	\$28
CC		\$26	\$27	\$28	\$29
CC-7		\$27	\$28	\$29	\$30
CC-10		\$28	\$29	\$30	\$31
CC-14		\$29	\$30	\$31	\$32

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.

Current day school instructional employees assigned to the adult program on a full time basis shall remain on the teacher salary schedule provided their normal workweek is 37.5 hours. Current instructional employees teaching part-time in the adult program in an after hours capacity shall be paid according to the above schedule. No employee currently working in the district at the time of this agreement shall be adversely affected by the new salary schedule and shall be placed on the schedule at the step where they will receive the same or greater salary.

Employees performing instructional duties in the adult education program under a special licensure shall be paid as a Bachelor's Degree Employee. Years of experience in the field of special licensure shall be granted provided that they are verifiable. No employee currently working in the district at the time of this agreement shall be adversely affected by the new salary schedule and shall be placed on the schedule at the step where they will receive the same or greater salary.

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**PART-TIME  
INSTRUCTIONAL POSITIONS**

Part-time instructors shall be paid according to the hourly rate on the Summer/ Adult Ed salary schedule.

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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)

**DISTRICT SCHOOL BOARD OF MONROE COUNTY**

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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.

SALARY SCHEDULE  
2009-2010  
SCHEDULE OF ANNUAL SUPPLEMENTS  
ATHLETICS-MUSIC-ACTIVITIES

Effective Date: 07/01/2009

Position	High School	Middle/K-8	Elementary
Assistant Baseball Coach	1,507		
Assistant Basketball Coach	1,507		
Assistant Cheerleading Coach (Varsity)	1,507		
Assistant Cross Country Coach	1,50		
Assistant Football Coach	1,507		
Assistant Soccer Coach	1,507		
Assistant Softball Coach	1,507		
Assistant Track Coach	1,507		
Assistant Volleyball Coach J.V.	1,507		
Assistant Wrestling Coach	1507		
Assistant Lacrosse Coach	1507		
Athletic Director	4,575		
Athletic Trainer	3,297		
Band Master	3,810	2379	
Beta Club	1,000		
Business Manager (Athletics)	3,757		
Cannettes Director	2,576		
Cheerleading Coach	2,806		
Choral Director	2,806		
Conchette Director	2,576		
Dolphinette Director	1,725		
Drama Coach-per major production (limit 2 per year)	500		
Gymnastics Coach	1,507		
Head Baseball Coach	** 1,648 ***3527		
Head Basketball Coach	** 1,648 ***3527		
Head Cross Country	3,527		
Head Football Coach	4,345		
Head Golf Coach	3,527		
Head Soccer and	** 1,648 ***3527		
Head Lacrosse Coaches	** 1,648 ***3527		
Head Softball Coach	** 1,648 ***3527		
Head Swimming Coach	3,527		
Head Tennis Coach	3,527		
Head Track Coach	**2293 ***3527		
Head Volleyball Coach	** 1,648 ***3527		
Head Wrestling Coach	**2293 ***3527		
J.V. Cheerleading Coach	1,955		
Jr. - Sr. Class Head Sponsor	1,000		
Major Clubs approved by Principal	1,000	+667	++667
National Art Honor Society Sponsor	1,000		
National Honor Society	1,000	667	667
Newspaper	1,500	863	863
Spring Football Practice/Weight Training	1,507		
Student Activities Director	1,955		
Student Council	1,000	667	667
Yearbook	1,500	863	863

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.

If no instructional employees apply for any position then non-instructional employees or community members may apply + Maximum of two for each school ++ Maximum of one for each school