

## FY17 INSTRUCTIONAL SUPPLEMENT SALARY SCHEDULE

\*Supplement amounts are calculated by multiplying the index by the beginning teacher salary (\$40,000 for the 2016-17 school year).

ACADEMIC / ADMINISTRATIVE	Index*	FY17 Amount
<b>LEADERSHIP</b>		
<b>Academic Coach (Elementary) 4 per school</b>	1.5%	\$ 600.00
<b>Academic Coach (Middle School and High School):</b> 7 per school. Mathematics, Science, Social Studies, Language Arts, Foreign Language, Forensics and 1 Non-departmental	2.0%	\$ 800.00
<b>Assistant Academic Coach (High School)</b>	1.0%	\$ 400.00
<b>Department Chairperson (High School and Middle School): (number of full-time instructional units* per department)</b>		
1-3 units	2.0%	\$ 800.00
4-6 units	2.5%	\$ 1,000.00
7-9 units	3.0%	\$ 1,200.00
10 or more units	3.5%	\$ 1,400.00
<b>Grade Level Chairperson (Elementary)</b>		
Regular Classroom (exclusive of school counselor, ESE, etc.)	2.0%	\$ 800.00
Specials Chairperson (1 per Elementary School)	2.0%	\$ 800.00
<b>School Improvement Plan (SIP) Coordinator (if elected)</b>	1.5%	\$ 600.00
<b>Team Leader (Middle School)</b>		
1-3 units	2.0%	\$ 800.00
4-6 units	2.5%	\$ 1,000.00
7-9 units	3.0%	\$ 1,200.00
10 or more units	3.5%	\$ 1,400.00
<b>District Wide</b>		
<b>District Science Fair Director</b>	3.5%	\$ 1,400.00
<b>District Subject Area Specialist</b>	6.0%	\$ 2,400.00
<b>District Support</b>		
<b>ESE Contact Person (Elementary)</b>		
1-3 full-time ESE instructional units per school	1.5%	\$ 600.00
4-6 full-time ESE instructional units per school	2.0%	\$ 800.00
7-9 full-time ESE instructional units per school	2.5%	\$ 1,000.00
10+ full-time ESE instructional units per school	3.0%	\$ 1,200.00
<b>ESOL Contact Person</b>		
Student Contact: 0 - 75	2.0%	\$ 800.00
Student Contact: 76 - 175	2.0%	\$ 800.00
Student Contact: 176 - 275	2.5%	\$ 1,000.00
Student Contact: 276+	3.0%	\$ 1,200.00
<b>Equity Coordinator:</b>		
1-10 full-time instructional units per school	1.0%	\$ 400.00
11-20 full-time instructional units per school	1.0%	\$ 400.00
21-30 full-time instructional units per school	1.5%	\$ 600.00
31-up full-time instructional units per school	1.5%	\$ 600.00
<b>Faculty Environmental Education Coordinator:</b>		
1-10 full-time instructional units per school	1.0%	\$ 400.00
11-20 full-time instructional units per school	1.0%	\$ 400.00
21-30 full time instructional units per school	1.5%	\$ 600.00
31-up full-time instructional units per school	1.5%	\$ 600.00
<b>Safety-Security Supervisor</b>	2.0%	\$ 800.00
Supplements per school based on enrollment:		
<u>Elementary</u> <u>Middle</u> <u>High</u>		
Up to 500 = 1                      Up to 500 = 1                      Up to 1,799 = 2		
500 - 1,000 = 2                      500 - 1,000 = 2                      Above 1,799 = 3		
Above 1,000 = 3                      Above 1,000 = 3		
<b>School Based Science Fair Director</b>		
Elementary School	1.0%	\$ 400.00
Middle School	1.5%	\$ 600.00
High School	1.5%	\$ 600.00
<b>School In-Service Representative (based on total staff)</b>		
School Staff 0 -50	1.0%	\$ 400.00
School Staff 51 -100	1.0%	\$ 400.00
School Staff 100 and up	1.0%	\$ 400.00
<b>Testing Coordinator (to include Hospital Homebound Coordinator)</b>		

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	1 - 500 Students	3.0%	\$ 1,200.00
	501 - 1,000 Students	3.5%	\$ 1,400.00
	1,001 - 1,500 Students	4.0%	\$ 1,600.00
	1501+ Students	5.5%	\$ 2,200.00
<b>Assistant Testing Coordinator</b> (number of Asst. based on enrollment)			
	501 - 1000 Students - 1 Assistants		
	1001 - 1500 Students - 2 Assistants	2.5%	\$ 1,000.00
	1501+ Students - 3 Assistants		
<b>Web Master</b>		1.0%	\$ 400.00
*Five sections are equal to one full-time instructional unit.			
Note: All schools will receive exactly one supplement for each position listed unless it is clearly indicated to the contrary in the schedule.			
<b>ACTIVITIES / CLUBS</b>		<b>Index*</b>	<b>FY17 Amount</b>
<b>Student Publications</b>			
<b>Broadcast/Television Advisor (High School)</b>		1.0%	\$ 400.00
<b>Literary Magazine Advisor (High School)</b>		2.0%	\$ 800.00
<b>Newspaper Advisor (High School)</b>		2.0%	\$ 800.00
<b>Newspaper Advisor (Middle School)</b>		1.5%	\$ 600.00
<b>Yearbook Advisor (High School)</b>		3.0%	\$ 1,200.00
<b>Yearbook Advisor (Middle School)</b>		1.5%	\$ 600.00
<b>Yearbook Advisor (Elementary School)</b>		1.0%	\$ 400.00
<b>Registered Student Organizations</b>			
<b>Class Sponsor (High School)</b>			
	Senior	2.5%	\$ 1,000.00
	Junior	2.5%	\$ 1,000.00
	Sophomore	1.0%	\$ 400.00
	Freshman	1.0%	\$ 400.00
<b>Community Service Club Advisor</b>		1.0%	\$ 400.00
	High School (4 per school)		
	Middle School (2 per school)		
	Elementary (1 per school)		
<b>Future Educators of America Sponsor (High School)</b>		2.5%	\$ 1,000.00
<b>Honors Societies</b>			
<b>National Honor Society Advisor (High School)</b>		1.5%	\$ 600.00
<b>National Junior Honor Society Advisor (Middle School)</b>		1.0%	\$ 400.00
<b>National Technical Honor Society</b>		1.5%	\$ 600.00
<b>Interest Club Sponsor</b> (Examples: Scholars Club, Foreign Language, SADD, etc.)		0.5%	\$ 200.00
	High School, Middle School, and Elementary School Supplements per school based on enrollment.		
	Up to 500 Students - 6		
	501+ Students - 10		
<b>School Safety Patrol Supervisor (Elementary School)</b>		1.0%	\$ 400.00
<b>Student Council Sponsor (High School)</b>		3.0%	\$ 1,200.00
<b>Student Council Sponsor (Middle School)</b>		2.0%	\$ 800.00
<b>Vocational/Technical Club Sponsor</b> (Examples: VICA, FBLA, DECA, Skills USA, HOSA, etc.) (High School 1 per-school)		2.0%	\$ 800.00
Note: All schools will receive exactly one supplement for each position listed unless it is clearly indicated to the contrary in the schedule.			
<b>ARTS</b>		<b>Index*</b>	<b>FY17 Amount</b>
<b>Art Director</b>		1.0%	\$ 400.00
<b>Assistant Band Director (High School Only)</b>		2.5%	\$ 1,000.00
<b>Associate Band Instructor</b> (Band Director from same school cannot apply for this position.)		2.0%	\$ 800.00
<b>Band Director</b>			
High School			
	Tier A	5.5%	\$ 2,200.00
	Tier B	7.0%	\$ 2,800.00
	Tier C	8.5%	\$ 3,400.00
Middle School			
	Tier A	2.5%	\$ 1,000.00
	Tier B	3.0%	\$ 1,200.00
	Tier C	4.5%	\$ 1,800.00
<b>Choral Director:</b>			

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High School				
	Tier A		2.5%	\$ 1,000.00
	Tier B		3.0%	\$ 1,200.00
	Tier C		4.5%	\$ 1,800.00
Middle School				
	Tier A		1.5%	\$ 600.00
	Tier B		2.5%	\$ 1,000.00
<b>Dance (Arts Schools Only)</b>				
	Elementary		1.5%	\$ 600.00
	Middle		3.0%	\$ 1,200.00
	High		4.5%	\$ 1,800.00
<b>Director of Drama (High School)</b>				
	Tier A		2.5%	\$ 1,000.00
	Tier B		3.5%	\$ 1,400.00
	Tier C		4.5%	\$ 1,800.00
<b>Director of Drama (Middle School)</b>			2.0%	\$ 800.00
<b>Director of Drama (Elementary School)</b>			1.0%	\$ 400.00
<b>Elementary Music Director</b>			1.5%	\$ 600.00
<b>Orchestra &amp; Strings Teacher</b>				
Strings Director				
	Tier A		2.5%	\$ 1,000.00
	Tier B		3.5%	\$ 1,400.00
<b>ATHLETICS</b>			<b>Index*</b>	<b>FY17 Amount</b>
<b>HIGH SCHOOL - FULL YEAR</b>				
<b>Athletic/Activities Director (1)</b>			11.0%	\$ 4,400.00
<b>Athletic Trainer (Two for each season – fall, winter, spring and one for one additional season)</b>			4.5%	\$ 1,800.00
<b>First Responder</b>			3.5%	\$ 1,400.00
(All Athletic trainers must meet the qualifications found in 1012.46 F.S. Trainers cannot serve as coaches or assistant coaches during any season for which they receive a trainer supplement.) TALC provision 15.04 does not apply to the Athletic Trainer position.				
<b>HIGH SCHOOL - FALL</b>				
<b>Bowling (2)</b>			2.0%	\$ 800.00
<b>Cross Country (1-boys and 1-girls)</b>			3.5%	\$ 1,400.00
<b>Cheerleading</b>				
	Varsity (1)		3.5%	\$ 1,400.00
	Junior Varsity (1)		2.5%	\$ 1,000.00
	Freshman (1)		2.0%	\$ 800.00
<b>Football - Regular Season (1)</b>			8.5%	\$ 3,400.00
<b>Assistant Football - Regular Season (7)</b>			5.5%	\$ 2,200.00
<b>Golf (1-boys and 1-girls)</b>			3.5%	\$ 1,400.00
<b>Swimming (1-boys and 1-girls)</b>			6.0%	\$ 2,400.00
<b>Volleyball (1)</b>			6.0%	\$ 2,400.00
<b>Assistant Volleyball (1)</b>			4.5%	\$ 1,800.00
<b>HIGH SCHOOL - WINTER</b>				
<b>Basketball (1-boys and 1-girls)</b>			6.5%	\$ 2,600.00
<b>Assistant Basketball (2-boys and 2-girls)</b>			4.5%	\$ 1,800.00
<b>Cheerleading</b>				
	Varsity (1)		3.5%	\$ 1,400.00
	Junior Varsity (1)		2.5%	\$ 1,000.00
	Freshman (1)		2.0%	\$ 800.00
<b>Soccer (1-boys and 1-girls)</b>			6.0%	\$ 2,400.00
<b>Assistant Soccer (1-boys and 1-girls)</b>			4.5%	\$ 1,800.00
<b>Weightlifting (1- girls)</b>			2.0%	\$ 800.00
<b>Wrestling (1)</b>			6.0%	\$ 2,400.00
<b>Assistant Wrestling (1)</b>			4.5%	\$ 1,800.00
<b>HIGH SCHOOL - SPRING</b>				
<b>Baseball (1)</b>			6.0%	\$ 2,400.00
<b>Assistant Baseball (2)</b>			4.5%	\$ 1,800.00
<b>Football - Spring Practice (1)</b>			3.0%	\$ 1,200.00
<b>Assistant Football - Spring Practice (7)</b>			2.0%	\$ 800.00
<b>Lacrosse (1-boys and 1-girls)</b>			5.0%	\$ 2,000.00
<b>Assistant Lacrosse (1-boys and 1-girls)</b>			3.5%	\$ 1,400.00

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<b>Softball (1)</b>	6.0%	\$ 2,400.00
<b>Assistant Softball (2)</b>	4.5%	\$ 1,800.00
<b>Tennis (1-boys and 1-girls)</b>	3.5%	\$ 1,400.00
<b>Track (1-boys and 1-girls)</b>	6.0%	\$ 2,400.00
<b>Assistant Track (1-boys and 1-girls)</b>	4.5%	\$ 1,800.00
<b>Weightlifting (1- boys)</b>	2.0%	\$ 800.00
At the conclusion of a sport's regular season, if the season is extended for FHSAA sponsored events, the coach and varsity assistant coaches shall be paid \$100 per week for the post-season period.		
<b>MIDDLE SCHOOL</b>		
<b>District Intramural Athletic Director (1)</b>	9.0%	\$ 3,600.00
<b>Assistant District Intramural Athletic Director (2)</b> (These three positions must comprise one person representing each zone)	1.5%	\$ 600.00
<b>School Intramural Director</b>	5.5%	\$ 2,200.00
<b>School Intramural Assistant Director</b>	3.0%	\$ 1,200.00
<b>Head Coach</b> (Boys Basketball, Girls Basketball, Boys Soccer, Girls Soccer, Boys Track, Girls Track, Boys Volleyball, Girls Volleyball, Cross-Country, Golf and Tennis)	2.0%	\$ 800.00
(Only those instructors whose program requires them to work beyond the regular school day shall receive the Intramural Supplements.)		
<b>DISCRETIONARY SUPPLEMENTS</b>		
All Discretionary Supplements must be approved by the TALC Labor Management Committee.		
	<b>Index*</b>	<b>FY17 Amount</b>
<b>High School - 4 per year</b>	1.0%	\$ 400.00
<b>Middle School - 3 per year</b>	1.0%	\$ 400.00
<b>Elementary School - 3 per year</b>	1.0%	\$ 400.00
<b>Vocational School - 2 per year</b>	1.0%	\$ 400.00
<b>ADVANCE DEGREE SUPPLEMENTS</b>		
Advance degrees must be held in the individual's area of certification.		
	<b>Index*</b>	<b>FY17 Amount</b>
<b>Master Degree</b>	6.3%	\$ 2,500.00
<b>Specialist Degree</b>	10.0%	\$ 4,000.00
<b>Doctorate Degree</b>	12.5%	\$ 5,000.00
<b>SPECIAL INSTRUCTIONAL</b>		
	<b>Index*</b>	<b>FY17 Amount</b>
<b>Evaluation</b>		
<b>Mentor Teacher</b> (\$800 per mentee-up to 2 mentees)		\$ 816.00
<b>Opportunity School Teacher</b> (Formerly Hard to Staff School)		\$ 1,600.00
<b>Opportunity School Subject</b> (Formerly Hard to Staff Subject)		\$ 500.00
<b>Professional Development and Leadership Specialist</b> (TIF only for FY15) (Upon receipt of a final performance rating of "effective" or "highly effective," including Manager and VAM rating)		\$ 10,000.00
<b>Teacher Leader</b> (Teacher Incentive Fund Schools)		\$ 10,000.00
<b>Job Class</b>		
<b>Agriculture Teacher</b>	3.2%	\$ 1,285.00
<b>Curriculum/Technology Specialist (Elementary School)</b>	2.2%	\$ 880.00
<b>ESE Teacher (excluding Speech-Language Pathologist)</b>	1.8%	\$ 700.00
<b>JROTC Instructor</b> (1-per season-Fall, Winter, Spring)	1.5%	\$ 600.00
<b>Teacher-on-Special-Assignment</b>	3.3%	\$ 1,325.00
<b>Location</b>		
<b>Administrative Designee</b>	1.0%	\$ 400.00
<b>Detention Center Teacher</b>	1.7%	\$ 665.00
<b>Resource Teacher, Environmental Education Center</b>	2.6%	\$1,045.00
<b>Student Services</b>		
<b>Occupational Therapist</b>	6.3%	\$ 2,500.00
<b>Physical Therapist</b>	6.3%	\$ 2,500.00
<b>School Counselor</b>	2.0%	\$ 810.00
<b>School Nurse (RN only)</b>	4.6%	\$ 1,820.00
<b>School Psychologist</b>	6.3%	\$ 2,500.00
<b>School Social Worker</b>	4.6%	\$ 1,820.00
<b>Speech-Language Pathologist</b>	6.3%	\$ 2,500.00
<b>Speech-Language Pathologist with Certificate of Clinical Competency</b>	7.2%	\$ 2,875.00