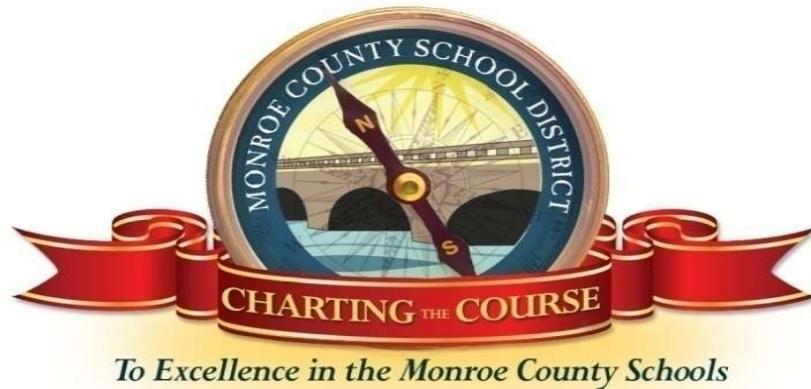


---

**Monroe County School District  
Salary Schedules  
2020-2021**

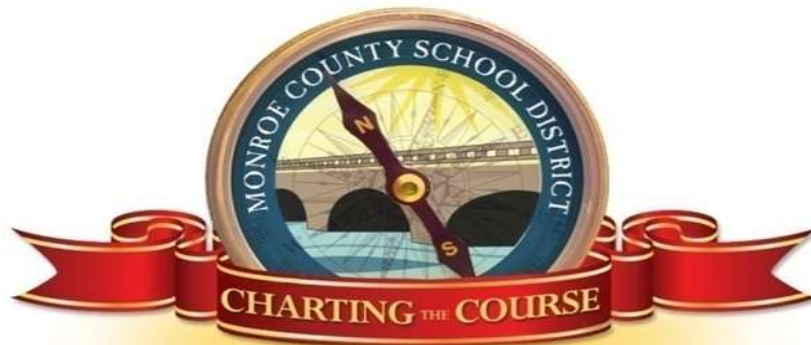


**Approval: September 22, 2020 and  
November 17, 2020**

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

## TABLE OF CONTENTS

	<u>Page</u>
Instructional	3-8
Food Services	9-10
Maintenance, Warehouse and Transportation	11-15
Hourly (Grades 110-127)	16-18
Administrative/Salaried	19-25
Instructional Supplements, Awards and Incentives, Stipends and Non-Instructional Supplements	26-33



*To Excellence in the Monroe County Schools*

# **INSTRUCTIONAL SALARY SCHEDULE**

**Monroe County School Board  
FY 2020-21 Salary Schedule**

**Instructional**

Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary	Level	Inc.	Salary
				1	\$55,600		1	\$63,700		1	\$71,800		1	\$79,900
			J	2	\$55,900		2	\$64,000		2	\$72,100		2	\$80,200
				3	\$56,200		3	\$64,300		3	\$72,400		3	\$80,500
B	1	\$48,400		1	\$56,500		1	\$64,600		1	\$72,700		1	\$80,800
	2	\$48,700	K	2	\$56,800		2	\$64,900		2	\$73,000		2	\$81,100
	3	\$49,000		3	\$57,100		3	\$65,200		3	\$73,300		3	\$81,400
C	1	\$49,300		1	\$57,400		1	\$65,500		1	\$73,600		1	\$81,700
	2	\$49,600	L	2	\$57,700		2	\$65,800		2	\$73,900		2	\$82,000
	3	\$49,900		3	\$58,000		3	\$66,100		3	\$74,200		3	\$82,300
D	1	\$50,200		1	\$58,300		1	\$66,400		1	\$74,500		1	\$82,600
	2	\$50,500	M	2	\$58,600		2	\$66,700		2	\$74,800		2	\$82,900
	3	\$50,800		3	\$58,900		3	\$67,000		3	\$75,100		3	\$83,200
E	1	\$51,100		1	\$59,200		1	\$67,300		1	\$75,400		1	\$83,500
	2	\$51,400	N	2	\$59,500		2	\$67,600		2	\$75,700		2	\$83,800
	3	\$51,700		3	\$59,800		3	\$67,900		3	\$76,000		3	\$84,100
F	1	\$52,000		1	\$60,100		1	\$68,200		1	\$76,300		1	\$84,400
	2	\$52,300	O	2	\$60,400		2	\$68,500		2	\$76,600		2	\$84,700
	3	\$52,600		3	\$60,700		3	\$68,800		3	\$76,900		3	\$85,000
G	1	\$52,900		1	\$61,000		1	\$69,100		1	\$77,200		1	\$85,300
	2	\$53,200	P	2	\$61,300		2	\$69,400		2	\$77,500		2	\$85,600
	3	\$53,500		3	\$61,600		3	\$69,700		3	\$77,800		3	\$85,900
H	1	\$53,800		1	\$61,900		1	\$70,000		1	\$78,100			
	2	\$54,100	Q	2	\$62,200		2	\$70,300		2	\$78,400			
	3	\$54,400		3	\$62,500		3	\$70,600		3	\$78,700			
I	1	\$54,700		1	\$62,800		1	\$70,900		1	\$79,000			
	2	\$55,000	R	2	\$63,100		2	\$71,200		2	\$79,300			
	3	\$55,300		3	\$63,400		3	\$71,500		3	\$79,600			

**Salary Schedule Supplements:**

All teachers hired on or after July 1, 2011 will receive an advanced degree supplement provided the teacher's advanced degree is in the teacher's area of certification. [Per F.S. 1012.22(1)(c)3.] Any teacher hired prior to July 1, 2011 will receive an advanced degree supplement provided the teacher holds an advanced degree.

<b>2020-21</b>	<b>Title I*</b>	<b>Masters</b>	<b>Specialist</b>	<b>Doctorate</b>	<b>OT</b>	<b>Psych.</b>
<u>Level/Inc. B1-M2</u>	\$500	\$1,800	\$4,200	\$5,100	\$5,400	\$10,000
<u>Level/Inc. M3-P3</u>	\$500	\$2,700	\$4,200	\$5,100	\$5,400	\$10,000
<u>Level/Inc. Q1-X3</u>	\$500	\$3,900	\$4,800	\$5,700	\$5,400	\$10,000
<u>Level/Inc. Y1-QQ3</u>	\$500	\$4,200	\$5,400	\$6,300	\$5,400	\$10,000

**2020-21**

All teachers at Title I eligible or served schools (>40% FRL) \$500

All teachers at Transition schools (30-39.99% FRL) \$250

**Longevity:**

For those instructional personnel in the UTM bargaining unit employed full-time in fiscal year 2010-2011 and maintaining continuous service to the present will advance three (3) additional increments on the salary schedule.

**Monroe County School Board  
FY 2020-21 Salary Schedule**

**INSTRUCTIONAL (Continued)**

**Initial Salary Schedule Placement:**

New hires to the MCSD in 2020-2021 will receive only the salary increase for placement on the new salary schedule and are not entitled to additional movement. Placement shall be based on all verified years of teaching experience

As of July 1, 2015, all years of verified traditional public school or accredited private school teaching experience (in-state or out-of-state) will be recognized by MCSD for initial placement on the salary schedule for new teachers hired within the system. Initial placement will occur in the following manner: the first ten (10) years of experience will be credited by granting one full level (3 increments) for each year of verified experience; each year thereafter will be credited by granting two-thirds of a level (2 increments) per year of verified experience. The salary of the new hire will be changed on the regular pay date following verification of the teaching experience. Teaching experience must be verified within ninety (90) days from the date of hire. Critical needs exceptions for higher placement on the schedule shall be reviewed and agreed upon annually by the Superintendent and UTM president.

**Salary Schedule Advancement:**

Following initial placement, teachers shall move on the salary schedule in accordance with the following stipulated provisions:

- 1) New teacher base salary will be increased to \$48,400 (\$300 added to beginning level B1)
- 2) All other teachers' compensation adjustment \$1,500 movement (5 increments) on the salary schedule
- 3) Longevity for teachers hired FT in 2010-2011 and maintaining continuous service to present will receive an additional \$900 (3 increments) on the salary schedule

Each full level on the salary schedule is fractionalized into thirds. Each increment is one-third (1/3) of a full level. Movement of one (1) full level on the schedule requires moving three (3) increments or three (3) thirds.



**PERMANENT SUBSTITUTES**

<u>Experience</u>	<u>New Schedule</u>	<u>Salary Slot</u>
0	\$21,327	OP000
1	\$22,017	OP001
2	\$23,082	OP002
3	\$24,515	OP003
4	\$25,276	OP004
5	\$25,945	OP005
6	\$26,443	OP006

**SUMMER/ ADULT PROGRAMS HOURLY RATES**

Instructors teaching in Summer School and Adult Education Programs will receive their regular hourly rate up to \$40 per hour. Hourly rate is determined by taking annual salary and dividing by 1,470 hours (196 days X 7.5 per day). Those instructors whose hourly rate exceeds \$40 per hour will be paid a maximum of \$40 per hour.

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.

Hourly rates for the Summer Recreation program funded by the Ocean Reef Foundation are covered by a separate Memorandum of Understanding which is incorporated by reference to this salary schedule.

**Monroe County School Board  
FY 2020-21 Salary Schedule**

**Substitute Teacher and Emergency Teacher Salary Schedule**

**PAY GRADE 701**

**SUBSTITUTE TEACHERS**

Salary Slot		Daily Rate						
Grade	Step	HS Diploma + 464 on ETS Parapro Passing CLAST Scores	AA/AS or 60+ Semester Hours	Bachelor's Degree	Master's Degree	Doctorate Degree	Education Specific Degree	Retired MCSD Instructional Personnel
701	1	\$100.00	\$105.50	\$110.00	\$116.05	\$126.60	\$200.00	\$210.00
701	2	\$125.00	\$130.50	\$135.00	\$141.05	\$151.60	\$200.00	\$210.00
701	3	\$150.00	\$155.50	\$160.00	\$166.05	\$176.60	\$200.00	\$210.00
701	4	\$175.00	\$180.50	\$185.00	\$191.05	\$201.60	\$200.00	\$210.00

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

**PAY GRADE 702**

EMERGENCY TEACHER		
Salary Slot		Annual Salary
Grade	Step	
702	0	Level B Increment 1 Instructional Salary Schedule

**Monroe County School Board  
FY 2020-21 Salary Schedule**

**HEAD START**

Salary Slot	Position	Contract Days	Hours Per Day	Hourly Rate		Salary Range	
				Minimum	Maximum	Minimum	Maximum
HS-001	CDA Staff	196	7.5	\$14.81	\$19.71	\$21,770.70	\$28,973.70
HS-002	Site Coordinators	222	7.5	\$15.11	\$22.37	\$25,158.15	\$37,246.05
HS-003	Pre-K Provider A.A.	196	7.5	\$16.99	\$21.17	\$24,975.30	\$31,119.90
HS-004	Pre-K Provider 1	196	7.5	\$19.81	\$23.68	\$29,120.70	\$34,809.60
HS-005	Pre-K Provider 2	196	7.5	\$31.30	\$34.27	\$46,011.00	\$50,376.90
HS-006	Health/Disabilities Manager Nurse	196	8	\$24.72	\$31.74	\$38,760.96	\$49,768.32
HS-007	Family Engagement/ERSEA Manager	254	8	\$22.87	\$29.12	\$46,471.84	\$59,171.84
HS-008	Budget Manager	254	8	\$22.30	\$27.99	\$45,313.60	\$56,875.68
HS-009	Education/Disabilities Manager	254	8	\$31.18	\$42.95	\$63,357.76	\$87,274.40
HS-010	Early Childhood Supervisor/Coordinator	254	8	\$43.01	\$49.74	\$87,396.32	\$101,071.68
HS-011	Social Worker	220	8	\$36.86	\$50.55	\$64,873.60	\$88,968.00
HS-012	School Counselor	196	7.5	\$33.12	\$39.86	\$48,686.40	\$58,594.20

New employees are placed on salary schedule according to years of experience and receive 1% increments for each year of relevant experience.

A change in credentials, resulting in a salary increase must be budgeted prior to fiscal year to receive increase.

COLA increases are mandated by the Federal Government. COLA for FY 2020-21 is 2.488%

Incentive pay may become part of the employee's base salary if funding is available.

\*A Nurse

with a related Bachelor's Degree may receive \$2,500 more annually; \$4,500 with a related Master's Degree

**Head Start Incentive Pay**

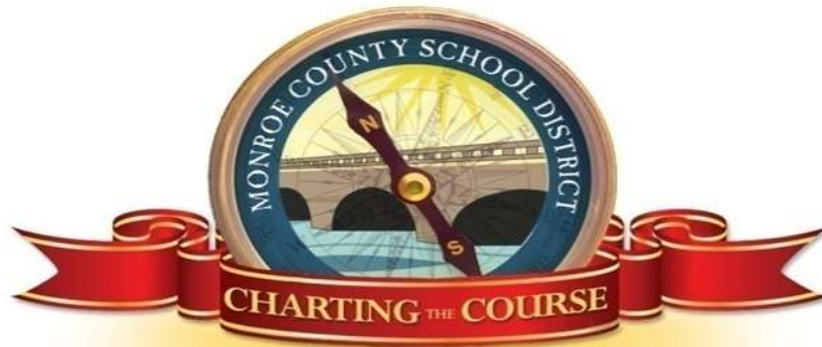
Position		
Site Coordinator	Highly Effective	600
	Effective	300
PreK Provider 1 (Bachelor's Degree, Out of Field)	Highly Effective Greater than 3 consecutive years experience	1,500
	Effective Greater than 3 years consecutive experience	1,200
	Highly Effective 3 years or less experience	1,200
	Effective 3 years or less experience	900
PreK Provider 2 (Bachelor's Degree, In Field)	Highly Effective Greater than 3 consecutive years experience	1,800
	Effective Greater than 3 years consecutive experience	1,500
	Highly Effective 3 years or less experience	1,500
	Effective 3 years or less experience	1,200

Evaluations done according to Board-approved rubric. Employee performance is compared to goals.

**Head Start Supplements**

Supplement		Annual Amount	Salary Slot
Webmaster	Addl. Duties maintaining Head Start portion of website	\$1,175	SWEB
SST Supplement	Addl. Duties working with ESE students	\$3,000	
Mentor Teacher	Addl. Duties mentoring student/teacher interactions	\$1,550	
Master's Degree	Master's Degree in Related Field (Head Start/VPK Only)	\$1,800	





*To Excellence in the Monroe County Schools*

## **FOOD SERVICES**

**Monroe County School Board  
FY 2020-21 Salary Schedule**

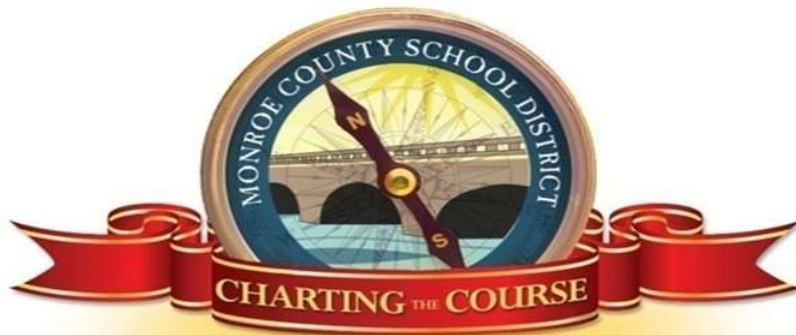
**SCHOOL FOOD SERVICE**

Slot	F1S00H	F3S00-F3S10	F5S00-F5S10
	Rank 1	Rank 3	Rank 5
exp	Substitutes	Food Service Workers*	Cook
D1	13.33	13.33	* 15.14
D2		13.53	15.34
E1		13.73	15.54
E2		13.93	15.74
F1		14.13	15.94
F2		14.33	16.14
G1		14.53	16.34
G2		14.73	16.54
H1		14.93	16.74
H2		15.13	16.94
I1		15.33	17.14
I2		15.53	17.34
J1		15.73	17.54
J2		15.93	17.74
K1		16.13	17.94
K2		16.33	18.14
L1		16.53	18.34
L2		16.73	18.54
M1		16.93	18.74
M2		17.13	18.94
N1		17.33	19.14
N2		17.53	19.34
O1		17.73	19.54
O2		17.93	19.74
P1		18.13	19.94
P2		18.33	20.14
Q1		18.53	20.34
Q2		18.73	20.54
R1		18.93	20.74
R2		19.13	20.94
S1		19.33	21.14
S2		19.53	21.34
T1		19.73	21.54
T2		19.93	21.74
U1		20.13	21.94
U2		20.33	22.14

Employees are authorized no more than 190 days per year unless specifically authorized in each case.

Longevity- School Food Service - Hourly Supplement for Service with the District:

Slot	LHS05	LHS10	LHS15
	5 Years	10 Years	15 Years
	0.15	0.25	0.25
Cumulative Hourly	0.15	0.40	0.65



*To Excellence in the Monroe County Schools*

# **MAINTENANCE, WAREHOUSE AND TRANSPORTATION**

**Monroe County School Board  
FY 2020-21 Salary Schedule**

<b>BUS DRIVERS AND AIDES</b>			
Level	BDL	BAL	BDSUB
	Bus		Substitute
Exp	Drivers	Aides	Bus Drivers
D1	17.30	13.70	16.15
D2	17.50	13.95	
E1	17.70	14.20	
E2	17.90	14.45	
F1	18.10	14.70	
F2	18.30	14.95	
G1	18.50	15.20	
G2	18.70	15.45	
H1	18.90	15.70	
H2	19.10	15.95	
I1	19.30	16.20	
I2	19.50	16.45	
J1	19.70	16.70	
J2	19.90	16.95	
K1	20.10	17.20	
K2	20.30	17.45	
L1	20.50	17.70	
L2	20.70	17.95	
M1	20.90	18.20	
M2	21.10	18.45	
N1	21.30	18.70	
N2	21.50	18.95	
O1	21.70	19.20	
O2	21.90	19.45	
P1	22.10	19.70	
P2	22.30	19.95	
Q1	22.50	20.20	
Q2	22.70	20.45	
R1	22.90	20.70	
R2	23.10	20.95	
S1	23.30	21.20	
S2	23.50	21.45	
T1	23.70	21.70	
T2	23.90	21.95	
U1	24.10	22.20	
U2	24.30	22.45	

**Monroe County School Board  
FY 2020-21 Salary Schedule**

Included in the workday, sixty (60) minutes per day shall be provided for normal bus maintenance, including pre and post trip inspections, and required reports. Additional responsibilities shall include scheduling maintenance and repairs with mechanics, completing required forms and reports, receiving training and daily cleaning of the bus interior. The washing of the exterior of the buses shall be carried out by hiring bus drivers who volunteer to provide this service for additional compensation at their normal rate of pay. One hour shall be allotted per bus for this service. When there are not enough bus drivers who volunteer to wash buses, then other individuals may be hired.

For each of the two FTE week weeks and for a two week period at the beginning of the school year, each regular driver shall receive an additional One (1) adjustment in pay and a fifty (\$50) stipend. On early release days, drivers shall receive extra compensation when the difference between their reporting and ending time exceeds their normal afternoon PIF time.

Summer Program Bus Driver paid at regular hourly wage

Longevity- Bus Drivers - Hourly Supplement for Service with the District:

Slot	LBD05	LBD10	LBD15	LBD20
	5 Years	10 Years	15 Years	20 Years
	0.15	0.25	0.25	0.25
	0.15	0.40	0.65	0.90

Longevity- Bus Aides - Hourly Supplement for Service with the District:

Slot	LBD05	LBD10	LBD15	LBD20
	5 Years	10 Years	15 Years	20 Years
	0.15	0.25	0.25	0.25
Cumulative Hourly	0.15	0.40	0.65	0.90

Supplements:

Gas Attendant 118.00 Per Month

Stipends:

For any type service not listed on any salary schedule, per day	\$20.00
Completion of 40 hours of school bus driver training	\$400.00
Completion of six months service, an additional stipend of	\$500.00

A driver or aide who volunteers to perform medical services for a student with an emergency care plan who is assigned to their route shall be paid \$300.00 per year. Substitute drivers and aides shall be paid a flat rate of \$1.50 per day for covering a route that has a student with an emergency care plan assigned. Annual driver and aide training and agreement to provide medical services shall be documented on an Emergency Care Plan Notification Cover Letter (Appendix G). The student assignment and provisions contained herein shall be listed on the annual route bid sheet at the annual bidding.

**Extracurricular Trips:**

Bus drivers will be paid their normal hourly rate plus \$1.00 hour up to reaching a forty hour workweek after which they will receive time and a half for each hour beyond forty. The additional one \$1.00 per hour is for all field trips only (not to include before/after school busses returning students home or to regular drop-off destinations).

**Area Coordinator:**

The Transportation Area Coordinator assigned to Sugarloaf transportation, Middle Keys transportation and Upper Keys transportation shall be paid 8 hours per day.

Additionally the Area Coordinator will be allowed to work two additional hours per workday at time and one-half for 180 student days to compensate for additional duties as assigned. Duties are specified in the job description. Area Coordinators shall not bid on a route while serving as the Transportation Department Area Coordinator.

**ALL DRIVERS OF SCHOOL BUSES MUST HAVE A VALID BUS DRIVER'S LICENSE (STATE) AND INSURANCE.**

**Monroe County School Board  
2020-21 Salary Schedule**

**MAINTENANCE, TRANSPORTATION AND WAREHOUSE DEPARTMENTS**

RANK	CLASSIFICATION
5 *	Mechanic Helper, Ground Maintenance Tech, and Internal Service Messenger
6	Labor Foreman
8	Mechanics: Automotive, Body & Fender, Carpenters, and Painters
9	Plumbers (1), Electricians and Refrigeration (HVAC)
10	Lead Mechanic, Service Manager, and Grounds Supervisor

Slot	M5S	M6S	M8S	M9S	M10B
Exp	Rank 5	Rank 6	Rank 8	Rank 9	Rank 10
A1		15.38	17.59	18.56	25.18
A2	14.94	15.63	17.84	18.81	25.43
B1	15.19	15.88	18.09	19.06	25.68
B2	15.44	16.13	18.34	19.31	25.93
C1	15.69	16.38	18.59	19.56	26.18
C2	15.94	16.63	18.84	19.81	26.43
D1	16.19	16.88	19.09	20.06	26.68
D2	16.44	17.13	19.34	20.31	26.93
E1	16.69	17.38	19.59	20.56	27.18
E2	16.94	17.63	19.84	20.81	27.43
F1	17.19	17.88	20.09	21.06	27.68
F2	17.44	18.13	20.34	21.31	27.93
G1	17.69	18.38	20.59	21.56	28.18
G2	17.94	18.63	20.84	21.81	28.43
H1	18.19	18.88	21.09	22.06	28.68
H2	18.44	19.13	21.34	22.31	28.93
I1	18.69	19.38	21.59	22.56	29.18
I2	18.94	19.63	21.84	22.81	29.43
J1	19.19	19.88	22.09	23.06	29.68
J2	19.44	20.13	22.34	23.31	29.93
K1	19.69	20.38	22.59	23.56	30.18
K2	19.94	20.63	22.84	23.81	30.43
L1	20.19	20.88	23.09	24.06	30.68
L2	20.44	21.13	23.34	24.31	30.93
M1	20.69	21.38	23.59	24.56	31.18
M2	20.94	21.63	23.84	24.81	31.43
N1	21.19	21.88	24.09	25.06	31.68
N2	21.44	22.13	24.34	25.31	31.93
O1	21.69	22.38	24.59	25.56	32.18
O2	21.94	22.63	24.84	25.81	32.43
P1	22.19	22.88	25.09	26.06	32.68
P2	22.44	23.13	25.34	26.31	32.93
Q1	22.69	23.38	25.59	26.56	33.18
Q2	22.94	23.63	25.84	26.81	33.43
R1	23.19	23.88	26.09	27.06	33.68
R2	23.44	24.13	26.34	27.31	33.93
S1	23.69	24.38	26.59	27.56	34.18
S2	23.94	24.63	26.84	27.81	34.43
T1	24.19	24.88	27.09	28.06	34.68
T2	24.44	25.13	27.34	28.31	34.93
U1	24.69	25.38	27.59	28.56	35.18
U2	24.94	25.63	27.84	28.81	35.43

\* Effective January 1, 2020, All Rank 4 positions moved to Rank 5 and Rank 5 A1 is eliminated.  
(1) Effective January 1, 2020, Plumbers moved from Rank 8 to Rank 9.

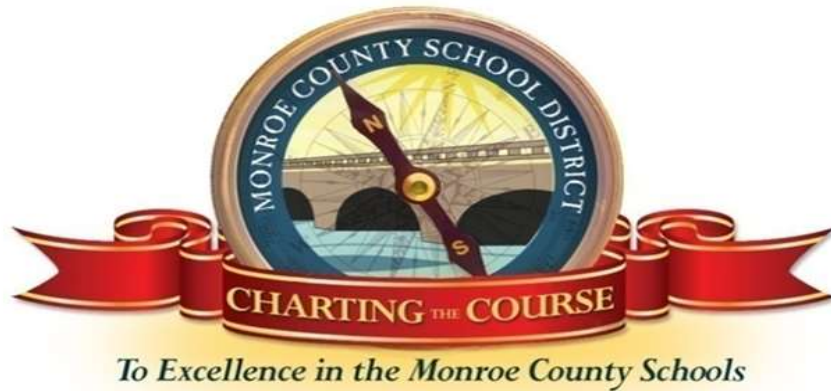
Longevity- Maintenance and Transportation - Hourly Supplement for Service with the District:

Slot	L8H05	L8H10	L8H15	L8H20
	5 Years	10 Years	15 Years	20 Years
	\$0.15	\$0.25	\$0.25	\$0.25
Cumulative	\$0.15	\$0.40	\$0.65	\$0.90

**Monroe County School Board  
FY 2020-21 Salary Schedule**

<b>PAY GRADE 802</b>						
<b>TEMPORARY EMPLOYEES</b>						
<b>Salary Slot</b>		<b>Hourly Rate</b>	<b>Job Description</b>			
<b>Grade</b>	<b>Step</b>					
802	1	Prevailing Minimum Wage	Worker Trainee	Student Worker	Other	
802	2	11.89	Clerical	Truck Driver	Others	
802	3	15.85	Body Mechanics	Painter		
802	4	17.20	Electronics			
802	5	18.52	Auto Mechanics			
802	6	19.84	Carpenter	Mason		
802	6	19.84	Electrician	Refrigeration	Plumber	

<b>PAY GRADE 803</b>						
<b>TEMPORARY EMPLOYEES-HELPERS</b>						
<b>Salary Slot</b>		<b>Hourly Rate</b>	<b>Job Description</b>			
<b>Grade</b>	<b>Step</b>					
803	1	9.25	Electronics Helper 1			
803	2	10.57	Auto Mechanics Helper 1	Body Mechanics Helper 1		
			Electronics Helper 2	Mason Helper 1		
			Plaster Helper 1	Roofer Helper 1		
			Welder Helper 1			
803	3	11.23	Auto Mechanics Helper 2	Body Mechanics Helper 2		
			Electrician Helper 1	Refrigeration Helper 1		
803	4	11.89	Auto Mechanics Helper 3	Body Mechanics Helper 3		
			Carpenter Helper 1	Electronics Helper 3		
			Mason Helper 2	Plaster Helper 2		
			Plumber Helper 1	Roofer Helper 2		
			Welder Helper 2			
803	5	12.55	Refrigeration Helper 2			
803	6	13.23	Carpenter Helper 2	Electrician Helper 2		
			Mason Helper 3	Plaster Helper 3		
			Plumber Helper 2	Roofer Helper 3		
			Welder Helper 3			
803	7	13.89	Refrigeration Helper 3			
803	8	14.52	Carpenter Helper 3			
803	9	15.85	Electrician Helper 3	Plumber Helper 3		



**HOURLY SALARY SCHEDULE  
FOR  
PAY GRADES 110-127**



**Monroe County School Board  
2020-21 Salary Schedule**

**HOURLY PAY RATES FOR PAY GRADES 110-118 (Non-Represented Hourly Employees)**

Level/ Increment	Pay Grade								
	110	111	112	113	114	115	116	117	118
A1	<del>\$14.88</del>	\$15.34	\$15.83	\$16.33	\$16.84	\$16.54	\$17.93	\$18.51	\$19.10
A2	<del>\$15.18</del>	\$15.64	\$16.13	\$16.63	\$17.14	\$16.84	\$18.23	\$18.81	\$19.40
B1	<del>\$15.48</del>	\$15.94	\$16.43	\$16.93	\$17.44	\$17.14	\$18.53	\$19.11	\$19.70
B2	<del>\$15.78</del>	\$16.24	\$16.73	\$17.23	\$17.74	\$17.44	\$18.83	\$19.41	\$20.00
C1	<del>\$16.08</del>	\$16.54	\$17.03	\$17.53	\$18.04	\$17.74	\$19.13	\$19.71	\$20.30
C2	<del>\$16.38</del>	\$16.84	\$17.33	\$17.83	\$18.34	\$18.04	\$19.43	\$20.01	\$20.60
D1	<del>\$16.68</del>	\$17.14	\$17.63	\$18.13	\$18.64	\$18.34	\$19.73	\$20.31	\$20.90
D2	<del>\$16.98</del>	\$17.44	\$17.93	\$18.43	\$18.94	\$18.64	\$20.03	\$20.61	\$21.20
E1	<del>\$17.28</del>	\$17.74	\$18.23	\$18.73	\$19.24	\$18.94	\$20.33	\$20.91	\$21.50
E2	<del>\$17.58</del>	\$18.04	\$18.53	\$19.03	\$19.54	\$19.24	\$20.63	\$21.21	\$21.80
F1	<del>\$17.88</del>	\$18.34	\$18.83	\$19.33	\$19.84	\$19.54	\$20.93	\$21.51	\$22.10
F2	\$18.18	\$18.64	\$19.13	\$19.63	\$20.14	\$19.84	\$21.23	\$21.81	\$22.40
G1	\$18.48	\$18.94	\$19.43	\$19.93	\$20.44	\$20.14	\$21.53	\$22.11	\$22.70
G2	\$18.78	\$19.24	\$19.73	\$20.23	\$20.74	\$20.44	\$21.83	\$22.41	\$23.00
H1	\$19.08	\$19.54	\$20.03	\$20.53	\$21.04	\$20.74	\$22.13	\$22.71	\$23.30
H2	\$19.38	\$19.84	\$20.33	\$20.83	\$21.34	\$21.04	\$22.43	\$23.01	\$23.60
I1	\$19.68	\$20.14	\$20.63	\$21.13	\$21.64	\$21.34	\$22.73	\$23.31	\$23.90
I2	\$19.98	\$20.44	\$20.93	\$21.43	\$21.94	\$21.64	\$23.03	\$23.61	\$24.20
J1	\$20.28	\$20.74	\$21.23	\$21.73	\$22.24	\$21.94	\$23.33	\$23.91	\$24.50
J2	\$20.58	\$21.04	\$21.53	\$22.03	\$22.54	\$22.24	\$23.63	\$24.21	\$24.80
K1	\$20.88	\$21.34	\$21.83	\$22.33	\$22.84	\$22.54	\$23.93	\$24.51	\$25.10
K2	\$21.18	\$21.64	\$22.13	\$22.63	\$23.14	\$22.84	\$24.23	\$24.81	\$25.40
L1	\$21.48	\$21.94	\$22.43	\$22.93	\$23.44	\$23.14	\$24.53	\$25.11	\$25.70
L2	\$21.78	\$22.24	\$22.73	\$23.23	\$23.74	\$23.44	\$24.83	\$25.41	\$26.00
M1	\$22.08	\$22.54	\$23.03	\$23.53	\$24.04	\$23.74	\$25.13	\$25.71	\$26.30
M2	\$22.38	\$22.84	\$23.33	\$23.83	\$24.34	\$24.04	\$25.43	\$26.01	\$26.60
N1	\$22.68	\$23.14	\$23.63	\$24.13	\$24.64	\$24.34	\$25.73	\$26.31	\$26.90
N2	\$22.98	\$23.44	\$23.93	\$24.43	\$24.94	\$24.64	\$26.03	\$26.61	\$27.20
O1	\$23.28	\$23.74	\$24.23	\$24.73	\$25.24	\$24.94	\$26.33	\$26.91	\$27.50
O2	\$23.58	\$24.04	\$24.53	\$25.03	\$25.54	\$25.24	\$26.63	\$27.21	\$27.80
P1	\$23.88	\$24.34	\$24.83	\$25.33	\$25.84	\$25.54	\$26.93	\$27.51	\$28.10
P2	\$24.18	\$24.64	\$25.13	\$25.63	\$26.14	\$25.84	\$27.23	\$27.81	\$28.40
Q1	\$24.48	\$24.94	\$25.43	\$25.93	\$26.44	\$26.14	\$27.53	\$28.11	\$28.70
Q2	\$24.78	\$25.24	\$25.73	\$26.23	\$26.74	\$26.44	\$27.83	\$28.41	\$29.00
R1	\$25.08	\$25.54	\$26.03	\$26.53	\$27.04	\$26.74	\$28.13	\$28.71	\$29.30
R2	\$25.38	\$25.84	\$26.33	\$26.83	\$27.34	\$27.04	\$28.43	\$29.01	\$29.60
S1	\$25.68	\$26.14	\$26.63	\$27.13	\$27.64	\$27.34	\$28.73	\$29.31	\$29.90
S2	\$25.98	\$26.44	\$26.93	\$27.43	\$27.94	\$27.64	\$29.03	\$29.61	\$30.20

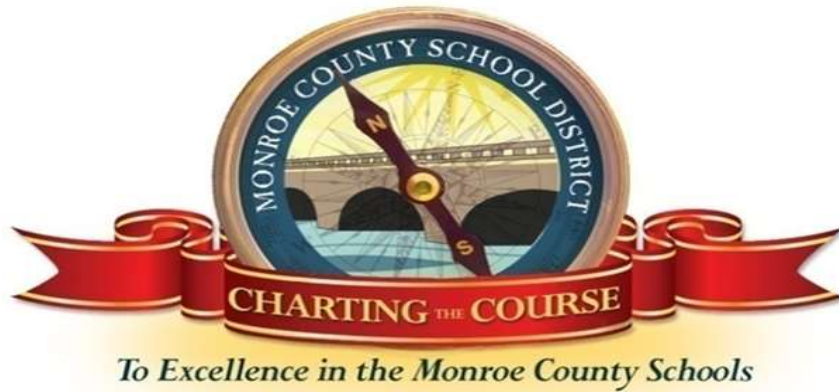
Pay Grade	Position
110	Data Support Assistant I
	Day Care Worker
	Attendance Clerk
111	Account Clerk II
	Account Clerk I
112	Job Coach
	Administrative Assistant I
113	Account Clerk III
	Clerk, Internal Services
114	Job Coach - Lead
115	Activites Leader - Extended Day
	Nurse LPN
117	Program Assistant to Grants Manager I
118	Program Assistant to Grants Manager II
	Administrative Assistant II
	Bookkeeper I
	Bookkeeper II
	Foreman
	Data Support Assistant II
	Bookkeeper, Transportation
	Account Clerk I
	Library/Media Aide
	Paraprofessional
	Parent Educator
	Operations Specialist

**Monroe County School Board  
2020-21 Salary Schedule**

**HOURLY PAY RATES FOR PAY GRADES 119-127 (Non-Represented Hourly Employees)**

Level/ Increment	PAY GRADES								
	119	120	122	123	124	125	126	127	
A1	19.71	20.35	21.69	22.39	23.12	23.93	24.77	25.64	
A2	20.01	20.65	21.99	22.69	23.42	24.23	25.07	25.94	
B1	20.31	20.95	22.29	22.99	23.72	24.53	25.37	26.24	
B2	20.61	21.25	22.59	23.29	24.02	24.83	25.67	26.54	
C1	20.91	21.55	22.89	23.59	24.32	25.13	25.97	26.84	
C2	21.21	21.85	23.19	23.89	24.62	25.43	26.27	27.14	
D1	21.51	22.15	23.49	24.19	24.92	25.73	26.57	27.44	
D2	21.81	22.45	23.79	24.49	25.22	26.03	26.87	27.74	
E1	22.11	22.75	24.09	24.79	25.52	26.33	27.17	28.04	
E2	22.41	23.05	24.39	25.09	25.82	26.63	27.47	28.34	
F1	22.71	23.35	24.69	25.39	26.12	26.93	27.77	28.64	
F2	23.01	23.65	24.99	25.69	26.42	27.23	28.07	28.94	
G1	23.31	23.95	25.29	25.99	26.72	27.53	28.37	29.24	
G2	23.61	24.25	25.59	26.29	27.02	27.83	28.67	29.54	
H1	23.91	24.55	25.89	26.59	27.32	28.13	28.97	29.84	
H2	24.21	24.85	26.19	26.89	27.62	28.43	29.27	30.14	
I1	24.51	25.15	26.49	27.19	27.92	28.73	29.57	30.44	
I2	24.81	25.45	26.79	27.49	28.22	29.03	29.87	30.74	
J1	25.11	25.75	27.09	27.79	28.52	29.33	30.17	31.04	
J2	25.41	26.05	27.39	28.09	28.82	29.63	30.47	31.34	
K1	25.71	26.35	27.69	28.39	29.12	29.93	30.77	31.64	
K2	26.01	26.65	27.99	28.69	29.42	30.23	31.07	31.94	
L1	26.31	26.95	28.29	28.99	29.72	30.53	31.37	32.24	
L2	26.61	27.25	28.59	29.29	30.02	30.83	31.67	32.54	
M1	26.91	27.55	28.89	29.59	30.32	31.13	31.97	32.84	
M2	27.21	27.85	29.19	29.89	30.62	31.43	32.27	33.14	
N1	27.51	28.15	29.49	30.19	30.92	31.73	32.57	33.44	
N2	27.81	28.45	29.79	30.49	31.22	32.03	32.87	33.74	
O1	28.11	28.75	30.09	30.79	31.52	32.33	33.17	34.04	
O2	28.41	29.05	30.39	31.09	31.82	32.63	33.47	34.34	
P1	28.71	29.35	30.69	31.39	32.12	32.93	33.77	34.64	
P2	29.01	29.65	30.99	31.69	32.42	33.23	34.07	34.94	
Q1	29.31	29.95	31.29	31.99	32.72	33.53	34.37	35.24	
Q2	29.61	30.25	31.59	32.29	33.02	33.83	34.67	35.54	
R1	29.91	30.55	31.89	32.59	33.32	34.13	34.97	35.84	
R2	30.21	30.85	32.19	32.89	33.62	34.43	35.27	36.14	
S1	30.51	31.15	32.49	33.19	33.92	34.73	35.57	36.44	
S2	30.81	31.45	32.79	33.49	34.22	35.03	35.87	36.74	

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 2020-21 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 2020-21 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 2020-21 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				S139	S140
		S135	S135	S136	S137	S138		
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 2020-21 Salary Schedule**

District Administration

12 Month Salary Schedule - 254 Duty Days (DD)

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

**254 Duty Days 8 Hour Day**

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

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 2020-21 Salary Schedule**

**Superintendent and Board Members**

**PAY GRADE ASUP2**

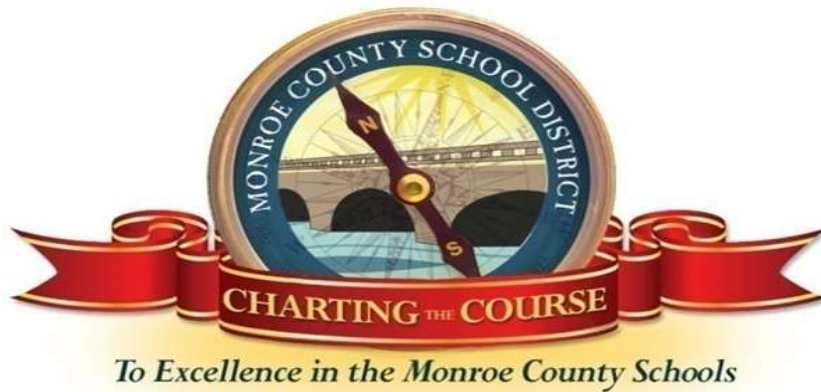
7200 Superintendent		
Salary Slot ASUP2	\$168,600	

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 2020-21 Salary Schedule**

**INSTRUCTIONAL LEADERSHIP SUPPLEMENTS**

				Slot
<ul style="list-style-type: none"> <li>• Senior High School Department Heads</li> <li>• Elementary-Middle School Team Leaders* (*Two or More Grade Levels or Special Areas or Programs)</li> </ul>	10 Months	Base Pay established by Certificate as per Instructional Salary Schedule .....PLUS (yearly)	2,900	SITM1
<ul style="list-style-type: none"> <li>• Middle School Department Heads* (*Minimum of 4 full-time teachers in each subject required)</li> <li>• Elementary-Middle School Grade Level Chairman* (*One grade level)</li> <li>• Other teacher leaders* (*Not otherwise listed on the Instructional Leadership Supplements)</li> </ul>	10 Months	Base Pay established by Certificate as per Instructional Salary Schedule .....PLUS (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 2020-21 Salary Schedule**

**INSTRUCTIONAL LEADERSHIP SUPPLEMENTS**

		SLOT
<b>Additional Instructional Assignment – MS and HS:</b> In order to be eligible to receive a supplement under any of the conditions of an additional instructional assignment (Art. IX, Section 3).	<b>PLUS 50-64 Minutes \$3,900 65-80 Minutes \$4,200 Yearly</b>	M-K8 SIEP1 H- SIEP1 H- SIEP2 M- SIEP3
<b>Before/After School/ Title One Activity Instructor</b> (Teachers who voluntarily agree to instruct in the after school activity program)		
Academic Tutoring Activities Non-academic Activities	<b>\$40.00 Hour \$20.00 Hour</b>	QPS001 QOX100
<b>Community School Managers – 10 months</b> Base Pay established by Certificate as per Instructional Salary Schedule	<b>PLUS \$345.00 Monthly</b>	SICSM
<b>Data Coaches</b> • Duties of Data Coaches vary based on size of school.	<b>0-600 students = \$1,775 Over 600 to 800 = \$1,900 Over 800 to 950 = \$1,950 Over 950 = \$2,025</b>	SIDC1
<b>Diagnostic Prescription Writer</b> 10 Months Base Pay established by Certificate	<b>PLUS \$75.00 Monthly</b>	SIDPW
<b>District Wide Teacher Leaders</b> Base Pay established by Certificate	<b>PLUS \$1,775.00 Yearly</b>	SIDWL
<b>EPIC (Educational Performance Incentive Compensation)</b>	<b>\$2,500.00 Yearly</b>	SEPC
<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>	QPS004
<b>GED Exit Option 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>\$2,375.00 Per 50 Minutes Instructional Period</b>	SIGED
<b>Grade book Manager</b>	<b>\$1,175.00 yearly</b>	SG2M
<b>Hospital/Homebound Teacher</b>	<b>\$40.00 per Hour</b>	QPS002
<b>Mentor Teacher</b> Assigned as provided for in Article XXVII of the teacher contract	<b>\$1,550.00 Yearly</b>	SIMTI
<b>National Board For Professional Teaching Standards</b> Designated by UTM President	<b>\$2,050.00 Yearly</b>	SINB1
<b>New/Beginning Teacher Induction Program Team Member</b> Appointed by UTM President	<b>\$3,100.00 Yearly</b>	SINTI

**Monroe County School Board  
FY 2020-21 Salary Schedule**

**INSTRUCTIONAL LEADERSHIP SUPPLEMENTS**

		<b>SLOT</b>
<b>Peer Teacher</b> 10 months Paid for each beginning teacher supervised for the year. Base Pay established by Certificate	<b>PLUS \$775.00 Yearly</b>	SIPEER
<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 \$1,450.00 Yearly</b>	SIPT1
<b>Positive Behavior Support (PBS)</b>	<b>\$2,075 Yearly</b>	SPBS
<b>Professional Development Contact</b> Duties of PD Contacts vary based on size of school.	<b>0-600 students = \$1,775 Over 600 to 800 = \$1,900 Over 800 to 950 = \$1,950 Over 950 = \$2,025</b>	SPD
<b>School Based Teacher Leaders</b> Base Pay established by Certificate	<b>PLUS \$1,775.00 Yearly</b>	SITL1
<b>RTI/MTSS Coordination</b> (this supplement may be sub-divided) Available to Classroom teachers if not otherwise compensated (e.g. release time)	<b>PLUS \$3,900 Yearly</b>	SIEP4
<b>Speech Pathologist</b> includes Medicaid reimbursement paper work Base Pay established by Certificate	<b>PLUS \$3,000.00 Yearly</b>	SISP1
<b>Technology Support Teacher</b> May be paid to support personnel under certain conditions. Base Pay established by Certificate	<b>PLUS \$230.00 Monthly</b>	SITST
<b>Visiting Teacher</b> 10 Months Base Pay established by Certificate	<b>PLUS \$50.00 Monthly</b>	SIVT1

**Non-Instructional Personnel Annual Supplements**

<b>Supplement</b>	<b>Description</b>	<b>Amount</b>	<b>Paid</b>	<b>Slot</b>
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	ST1C
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	
<b>Emergency (Temporary) Supplements</b>				
Technology Support Guides		\$3,900	Annual	STSG
Shelter Services	Time and 1/2 for hours over 40/week		Annual	

**Monroe County School Board  
FY 2020-21 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

**AWARDS AND INCENTIVES**

INCENTIVE PAYMENT FOR ATTENDANCE (Per Semester)	\$250.00
<b>EMPLOYEE RECOGNITION PROGRAM</b>	
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 2020-21 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)