



Interim 2007-08 Salary Schedules

The School Board of
Broward County, Florida

Employee Relations



Broward County Public Schools
www.browardschools.com



INTERIM
20067-20078 SALARY SCHEDULES
TABLE OF CONTENTS

Administrative, Supervisory, Professional and Technical Salary Schedule	1
Police Benevolent Association (PBA) – Investigators Salary Schedule	2
Broward Teachers Union – Technical Support Professional (BTU/TSP) Salary Schedule	3
School-Based Administrators' Salary Schedule	4
Confidential Office Personnel Listing of Jobs - County / Area	5
Confidential Office Personnel Salary Schedule	6
Teacher Salary Schedule	7
R.O.T.C. Instructor's Salary Schedule	8
Supplementary Pay Schedule	9
Substitute Teacher Salary Schedule.....	14
Special Salary Schedule	15
Teacher Aide Salary Schedule	16
Teacher Assistant Salary Schedule	17
Federation of Public Employees Secretarial/Clerical Unit Listing of Jobs	18
Federation of Public Employees Secretarial/Clerical Unit Salary Schedule.....	21
Bus Operators and Bus Attendants Salary Schedule	22
Facilities Salary Schedule.....	23
Maintenance and Operations Trades Salary Schedule	24
Maintenance and Operations Foreman Salary Schedule	26
Apprentice Salary Schedule	27
Security Specialist Salary Schedule	28
Campus Monitor	29
Food Service Assistant Salary Schedule	30
Food Service Managers Salary Schedule	31
Temporary Salary Schedule.....	32
School Activities Unit Price Salary Schedule	33

Educational Support Management Association of Broward, Inc. (ESMAB)
ADMINISTRATIVE, SUPERVISORY, PROFESSIONAL & TECHNICAL (ASPT)
Interim 2006~~7~~-2007~~8~~ SALARY SCHEDULE

PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
35	A	109,150	137,911	166,672
	H	59.64481	75.36119	91.07758
34	A	101,724	128,527	155,331
	H	55.58689	70.23355	84.88021
33	A	94,799	119,778	144,756
	H	51.80273	65.45219	79.10165
32	A	88,952	112,390	135,828
	H	48.60765	61.41532	74.22299
31	A	82,894	104,736	126,578
	H	45.29727	57.23267	69.16807
30	A	77,245	97,598	117,952
	H	42.21038	53.33249	64.45460
29	A	71,825	90,751	109,678
	H	39.24863	49.59086	59.93310
28	A	67,077	84,752	102,426
	H	36.65410	46.31235	55.97059
27	A	63,133	79,768	96,402
	H	34.49891	43.58885	52.67879
26	A	58,835	74,338	89,842
	H	32.15027	40.62204	49.09381
25	A	54,827	69,273	83,720
	H	29.96011	37.854297	45.74848
24	A	51,091	64,553	78,014
	H	27.91858	35.27459	42.63061
23	A	47,609	60,153	72,697
	H	26.01585	32.87045	39.72504
22	A	44,370	56,061	67,752
	H	24.24590	30.63449	37.02308
21	A	41,352	52,249	63,145
	H	22.59672	28.55111	34.50550
20	A	38,530	48,681	58,833
	H	21.05464	26.60185	32.14906
19	A	35,907	45,368	54,829
	H	19.62131	24.79131	29.96131
18	A	33,461	42,277	51,094
	H	18.28470	23.10243	27.92015
17	A	31,186	39,403	47,620
	H	17.04153	21.53181	26.02209
16	A	29,058	36,715	44,372
	H	15.87869	20.06272	24.24676
15	A	27,078	34,212	41,346
	H	14.79672	18.69515	22.59358
14	A	25,342	32,020	38,699
	H	13.84809	17.49749	21.14690

SCHEDULE BASIS: 244 DAY CALENDAR; 7.5 HOUR WORKDAY

Eligibility for Salary Increase: Requires employment with the District in active, permanent status with a satisfactory or better performance evaluation rating working at least one (1) day more than half of the work calendar and/or salary schedule to which an employee was assigned during the prior fiscal year. The salary increase will be based on the job classification in effect as of July 1, 2006.

Advanced Degree Incentives and Amounts of Incentives: Bachelors - \$1,000, Masters - \$1,500 and Doctorate - \$2,000.

Police Benevolent Association (PBA) - Investigators
SALARY SCHEDULE
Interim 2006Z-2007g*

GRADE	STEP	1	2	3	4	5	6	7	8	9	10	11	12	13
23	A	49,840	51,236	52,671	54,146	55,662	57,221	58,823	60,470	62,163	63,904	65,693	67,532	69,423
	H	27,23497	27,99781	28,78197	29,58798	30,41639	31,26831	32,14372	33,04372	33,96885	34,92022	35,89781	36,90273	37,93607

THIS SCHEDULE IS BASED ON A 244 DAY CALENDAR AND A 7 1/2 HOUR WORKDAY. THE SCHEDULE WAS INCREASED 4.686%.

PLACEMENT ON THE SALARY SCHEDULE:

Step one (1) was the current minimum of the 2005-06 salary range. Steps 2-13 were increased 2.8% above each previous step. Employees were then placed at a step which encompassed their current salary, without going below it. The schedule was then increased 4.686%.

Advanced Degree Incentives and Amounts of Incentives: Bachelors - \$1,000, Masters - \$1,500 and Doctorate - \$2,000.

* The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Broward Teachers Union - Technical Support Professional (TSP)
SALARY SCHEDULE
Interim 2006Z-2007g*

STEP GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
29 A	76,928	79,082	81,296	83,572	85,912	88,318	90,791	93,333	95,946	98,632	101,394	104,233	107,152
H	42,03716	43,21421	44,42404	45,66776	46,94645	48,26120	49,61257	51,00164	52,42951	53,89727	55,40655	56,95792	58,55301
28 A	71,842	73,854	75,922	78,048	80,233	82,480	84,789	87,163	89,604	92,113	94,692	97,343	100,069
H	39,25792	40,35738	41,48743	42,64918	43,84317	45,07104	46,33279	47,63005	48,96393	50,33497	51,74426	53,19290	54,68251
27 A	67,618	69,511	71,457	73,458	75,515	77,629	79,803	82,037	84,334	86,695	89,122	91,617	94,182
H	36,94973	37,98155	39,04754	40,14098	41,26503	42,42022	43,60820	44,82896	46,08415	47,37432	48,70055	50,06393	51,46557
26 A	63,014	64,778	66,592	68,457	70,374	72,344	74,370	76,452	78,593	80,794	83,056	85,382	87,773
H	34,43388	35,39781	36,38907	37,40820	38,45574	39,53224	40,63934	41,77705	42,94699	44,14973	45,38579	46,65883	47,96339
25 A	58,722	60,366	62,056	63,794	65,580	67,416	69,304	71,245	73,240	75,291	77,399	79,566	81,794
H	32,08852	32,98689	33,91038	34,86011	35,83607	36,83934	37,87104	38,93169	40,02186	41,14262	42,29454	43,47869	44,69617
24 A	54,721	56,253	57,828	59,447	61,112	62,823	64,582	66,390	68,249	70,160	72,124	74,143	76,219
H	29,90219	30,73934	31,60000	32,48470	33,39454	34,32951	35,29071	36,27869	37,29454	38,33880	39,41202	40,51530	41,64973
23 A	50,991	52,419	53,887	55,396	56,947	58,542	60,181	61,866	63,598	65,379	67,210	69,092	71,027
H	27,86393	28,64426	29,44645	30,27104	31,11858	31,99016	32,88579	33,80656	34,75301	35,72623	36,72678	37,75519	38,81257
22 A	47,521	48,852	50,220	51,626	53,072	54,558	56,086	57,656	59,270	60,930	62,636	64,390	66,193
H	25,96776	26,69508	27,44262	28,21093	29,00109	29,81311	30,64809	31,50601	32,38798	33,29508	34,22732	35,18579	36,17104
21 A	44,290	45,530	46,805	48,116	49,463	50,848	52,272	53,736	55,241	56,788	58,378	60,013	61,693
H	24,20219	24,87978	25,57650	26,29290	27,02896	27,78579	28,56393	29,36393	30,18634	31,03169	31,90055	32,79399	33,71202
20 A	41,267	42,422	43,610	44,831	46,086	47,376	48,703	50,067	51,469	52,910	54,391	55,914	57,480
H	22,55027	23,18142	23,83060	24,49781	25,18361	25,88852	26,61366	27,35902	28,12514	28,91257	29,72186	30,55410	31,40984
19 A	38,457	39,534	40,641	41,779	42,949	44,152	45,388	46,659	47,965	49,308	50,689	52,108	53,567
H	21,01475	21,60328	22,20820	22,83005	23,46940	24,12678	24,80219	25,49672	26,21038	26,94426	27,69891	28,47432	29,27158
18 A	35,839	36,842	37,874	38,934	40,024	41,145	42,297	43,481	44,698	45,950	47,237	48,560	49,920
H	19,58415	20,13224	20,69617	21,27541	21,87104	22,48361	23,11311	23,76011	24,42514	25,10929	25,81257	26,53552	27,27869
17 A	33,402	34,337	35,298	36,286	37,302	38,346	39,420	40,524	41,659	42,825	44,024	45,257	46,524
H	18,25246	18,76339	19,28852	19,82842	20,38361	20,95410	21,54098	22,14426	22,76448	23,40164	24,05683	24,73060	25,42295
16 A	31,122	31,993	32,889	33,810	34,757	35,730	36,730	37,758	38,815	39,902	41,019	42,168	43,349
H	17,00656	17,48251	17,97213	18,47541	18,99290	19,52459	20,07104	20,63279	21,21038	21,80437	22,41475	23,04262	23,68798
15 A	29,001	29,813	30,648	31,506	32,388	33,295	34,227	35,185	36,170	37,183	38,224	39,294	40,394
H	15,84754	16,29126	16,74754	17,21639	17,69836	18,19399	18,70328	19,22678	19,76503	20,31858	20,88743	21,47213	22,07322
14 A	27,143	27,903	28,684	29,487	30,313	31,162	32,035	32,932	33,854	34,802	35,776	36,778	37,808
H	14,83224	15,24754	15,67432	16,11311	16,56448	17,02842	17,50546	17,99563	18,49945	19,01749	19,54973	20,09727	20,66011

This schedule is based on a 244 day calendar and a 7.5 hour workday.

No-step-advancement for 2006-2007. Schedule was increased an average of 6.4500%

Advanced Degree Incentives and Amounts of Incentives: Bachelors - \$1,000, Masters - \$1,500 and Doctorate - \$2,000.

* The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

**SCHOOL-BASED ADMINISTRATORS
SALARY SCHEDULE
Interim 2006-2007**

CATEGORY A*			CATEGORY B*			CATEGORY C**			CATEGORY D**			CATEGORY E**		
STEP	ANNUAL SALARY		STEP	ANNUAL SALARY		STEP	ANNUAL SALARY		STEP	ANNUAL SALARY		STEP	ANNUAL SALARY	
15	83,715 387.56944 51.67593	A D H	15	88,334 408.95370 54.52716	A D H	15	109,865 450.26639 60.03552	A D H	15	114,641 469.84016 62.64535	A D H	15	118,302 484.84426 64.64590	A D H
14	82,716 382.94444 51.05926	A D H	14	87,351 404.40278 53.92037	A D H	14	108,735 445.63525 59.41803	A D H	14	113,522 465.25410 62.03388	A D H	14	117,216 480.39344 64.05246	A D H
13	81,712 378.29630 50.43951	A D H	13	86,353 399.78241 53.30432	A D H	13	107,616 441.04918 58.80656	A D H	13	112,416 460.72131 61.42951	A D H	13	116,126 475.92623 63.45683	A D H
12	80,711 373.66204 49.82161	A D H	12	85,360 395.18519 52.69136	A D H	12	106,495 436.45492 58.19399	A D H	12	111,307 456.17623 60.82350	A D H	12	115,033 471.44672 62.85956	A D H
11	79,702 368.99074 49.19877	A D H	11	84,362 390.56481 52.07531	A D H	11	105,374 431.86066 57.58142	A D H	11	110,196 451.62295 60.21639	A D H	11	113,943 466.97951 62.26393	A D H
10	78,702 364.36111 48.58148	A D H	10	83,368 385.96296 51.46173	A D H	10	104,253 427.26639 56.96885	A D H	10	109,090 447.09016 59.61202	A D H	10	112,852 462.50820 61.66776	A D H
9	77,695 359.69907 47.95988	A D H	9	82,373 381.35648 50.84753	A D H	9	103,132 422.67213 56.35628	A D H	9	107,982 442.54918 59.00656	A D H	9	111,762 458.04098 61.07213	A D H
8	76,690 355.04630 47.33951	A D H	8	81,376 376.74074 50.23210	A D H	8	102,011 418.07787 55.74372	A D H	8	106,873 438.00410 58.40055	A D H	8	110,670 453.56557 60.47541	A D H
7	75,688 350.40741 46.72099	A D H	7	80,381 372.13426 49.61790	A D H	7	100,887 413.47131 55.12951	A D H	7	105,764 433.45902 57.79454	A D H	7	109,577 449.08607 59.87814	A D H
6	74,680 345.74074 46.09877	A D H	6	79,382 367.50926 49.00123	A D H	6	99,770 408.89344 54.51913	A D H	6	104,657 428.92213 57.18962	A D H	6	108,489 444.62705 59.28361	A D H
5	73,679 341.10648 45.48086	A D H	5	78,391 362.92130 48.38951	A D H	5	98,648 404.29508 53.90601	A D H	5	103,548 424.37705 56.58361	A D H	5	107,397 440.15164 58.68689	A D H
4	72,672 336.44444 44.85926	A D H	4	77,394 358.30556 47.77407	A D H	4	97,529 399.70902 53.29454	A D H	4	102,439 419.83197 55.97760	A D H	4	106,308 435.68852 58.09180	A D H
3	71,668 331.79630 44.23951	A D H	3	76,396 353.68519 47.15803	A D H	3	96,409 395.11885 52.68251	A D H	3	101,337 415.31557 55.37541	A D H	3	105,221 431.23361 57.49781	A D H
2	70,664 327.14815 43.61975	A D H	2	75,401 349.07870 46.54383	A D H	2	95,286 390.51639 52.06885	A D H	2	100,225 410.75820 54.76776	A D H	2	104,125 426.74180 56.89891	A D H
1	69,661 322.50463 43.00062	A D H	1	74,405 344.46759 45.92901	A D H	1	94,169 385.93852 51.45847	A D H	1	99,117 406.21721 54.16229	A D H	1	103,035 422.27459 56.30328	A D H
0	68,655 317.84722 42.37963	A D H	0	73,410 339.86111 45.31481	A D H	0	93,043 381.32377 50.84317	A D H	0	98,005 401.65984 53.55465	A D H	0	101,942 417.79508 55.70601	A D H

*These categories are based on a 216 day calendar and a 7.5 hour day. **These categories are based on a 244 day calendar and a 7.5 hour day.

Employees who worked for the School Board in their current School-Based Administrator position, (i.e.: Assistant Principal or Principal) for one (1) day more than half of the 2005-2006 fiscal year, and who received a satisfactory annual evaluation at the end of the 2005-2006 year, shall advance one (1) step on this salary schedule. For example, an eligible employee who was on step 1 during the 2005-2006 school year shall be placed on step 2 of this 2006-2007 salary schedule. Employees who were at the top step of their current position prior to July 1, 2006, and who received a satisfactory annual evaluation at the end of the 2005-2006 year, shall receive an additional payment of \$1,012 in addition to the schedule increase. The additional payment will be divided into equal payments to be included in the remainder of each of the regular paychecks for 2006-2007. Schedule was increased 5.1864% overall.

Pay for Performance Program: School-Based Administrators who demonstrate outstanding performance, as measured under the criteria of the District's Pay for Performance Program, are eligible to earn a supplement equal to 5% of the employee's annual base salary. This program is in conformance with existing Florida statute detailed in s1012.34 and Broward County School Board policy 4214, Professional Pathways.

CATEGORY A - Assistant Principals (Elementary Schools, Middle Schools, Exceptional Student Education Centers, and Alternative Centers)
CATEGORY B - Assistant Principals (High Schools, Community Schools, Adult Centers, Vocational Centers, Seagull School, and Off-Campus Adult & Vocational Centers)
CATEGORY C - Principals (Elementary Schools)
CATEGORY D - Principals (Middle Schools, Exceptional Student Education Centers, and Alternative Centers)
CATEGORY E - Principals (High Schools, Whiddon-Rogers Education Center, Hallandale Adult & Community School, Pompano Multi-Purpose Center, Community Schools-North & South and Vocational Centers)

Advanced Degree Incentives and Amounts of Incentives: Specialist - \$1,750 and Doctorate - \$2,000.

CONFIDENTIAL OFFICE PERSONNEL
COUNTY/AREA
Interim 20067-20078
Listing of Jobs

<u>POSITION</u>	<u>CLASS</u>
School Board Office Manager	12
Executive Secretary to the Office of Superintendent	12
Executive Secretary to the Chief Operating Officer	12
Executive Secretary to the Deputy Superintendent	12
Records Management Assistant, Official School Board Records	12
Executive Secretary to the Area Superintendent	11
Executive Secretary to:	
Associate Superintendent	11
Comptroller	11
Office of School Board Members	11
General Counsel	11
Word Processing Manager (Personnel)	11
Department Secretary	9
Office Manager:	
Professional Standards and Special Investigative Unit	9
Instructional Staffing	9
Noninstructional Staffing/Wage and Salary	9
Clerk Specialist C, Audits	9
Clerk Specialist C, Budgets	9
Clerk Specialist C, Cost Accounting	9
Clerk Specialist B, Administrative Procedures	8
Clerk Specialist B, Benefits Claims	8
Clerk Specialist B, Budget Master Control	8
Clerk Specialist B, FTE Control	8
Clerk Specialist B, Instructional Staffing	8
Clerk Specialist B, Noninstructional Staffing/Wage & Salary	8
Clerk Specialist B, Word Processing	8
Clerk Specialist B	8
Secretary, Employee Assistance Program	8
Board Clerk Specialist A, Official School Board Records	6
Clerk Specialist A, Budget Office	6
Clerk Specialist A, Noninstructional Staffing/Wage and Salary	6
Clerk Specialist A, Systems and Programming	6
Clerk Specialist A, Treasurer	6
Clerk Specialist A	6

CONFIDENTIAL OFFICE PERSONNEL
SALARY SCHEDULE
Interim 2006~~7~~-2007~~8~~

LEVEL		Min	Max
12	A	54,048	73,698
	D	216.1904	294.7940
	H	28.82539	39.30586
11	A	47,565	64,860
	D	190.2618	259.4388
	H	25.36824	34.59184
10	A	43,017	59,916
	D	172.0687	239.6651
	H	22.94249	31.95534
9	A	41,939	57,190
	D	167.7574	228.7580
	H	22.36765	30.50107
8	A	39,416	53,746
	D	157.6637	214.9835
	H	21.02183	28.66446
7	A	37,353	52,031
	D	149.4137	208.1225
	H	19.92182	27.74966
6	A	37,049	50,521
	D	148.1951	202.0844
	H	19.75935	26.94458
5	A	34,808	48,483
	D	139.2306	193.9301
	H	18.56408	25.85735
4	A	32,437	45,181
	D	129.7494	180.7259
	H	17.29992	24.09678
3	A	30,233	42,110
	D	120.9311	168.4392
	H	16.12415	22.45856
2	A	28,171	39,239
	D	112.6853	156.9545
	H	15.02471	20.92726
1	A	26,250	36,561
	D	104.9983	146.2453
	H	13.99977	19.49937

GRADE	1st Quartile Range	
12	54,047.6063	TO 61,614.1875
11	47,565.4500	TO 54,224.4375
10	43,017.1688	TO 49,039.3125
9	41,939.3438	TO 47,810.6250
8	39,415.9313	TO 44,934.0000
7	37,353.4125	TO 42,582.7500
6	37,048.7813	TO 42,235.5000
5	34,807.6500	TO 39,680.6250
4	32,437.3500	TO 36,978.3750
3	30,232.7813	TO 34,465.1250
2	28,171.3313	TO 32,115.0000
1	26,249.5688	TO 29,924.4375

GRADE	2nd Quartile Range	
12	61,614.3750	TO 63,872.8594
11	54,224.6250	TO 56,212.3875
10	49,039.5000	TO 51,466.5281
9	47,810.8125	TO 49,564.2375
8	44,934.1875	TO 46,580.7094
7	42,582.9375	TO 44,691.8250
6	42,235.6875	TO 43,784.7469
5	39,680.8125	TO 41,644.9031
4	36,978.5625	TO 38,809.2188
3	34,465.3125	TO 36,171.1031
2	32,115.1875	TO 33,704.7844
1	29,924.6250	TO 31,405.2563

GRADE	3rd Quartile Range	
12	63,873.0469	TO 68,785.5797
11	56,212.5750	TO 60,535.9500
10	51,466.7156	TO 55,691.3016
9	49,564.4250	TO 53,376.7781
8	46,580.8969	TO 50,163.1922
7	44,692.0125	TO 48,361.1250
6	43,784.9344	TO 47,152.8234
5	41,645.0906	TO 45,063.6234
4	38,809.4063	TO 41,995.2469
3	36,171.2906	TO 39,140.3578
2	33,704.9719	TO 36,471.6047
1	31,405.4438	TO 33,983.1938

GRADE	4th Quartile Range	
12	68,785.7672	TO 73,698.4875
11	60,536.1375	TO 64,859.7000
10	55,691.4891	TO 59,916.2625
9	53,376.9656	TO 57,189.5063
8	50,163.3797	TO 53,745.8625
7	48,361.3125	TO 52,030.6125
6	47,153.0109	TO 50,521.0875
5	45,063.8109	TO 48,482.5312
4	41,995.4344	TO 45,181.4625
3	39,140.5453	TO 42,109.8000
2	36,471.7922	TO 39,238.6125
1	33,983.3813	TO 36,561.3188

The salaries listed are based on a 7.5 hour workday and a 250 day calendar. To calculate the annual salary for another calendar, multiply the daily rate by the calendar.

~~The range minimums and maximums were increased 5.2208%. All employees shall receive a 5.2208% increase to their base hourly rate. The increase shall be retroactive to July 1, 2006 or the beginning of the employee's 2006-07 calendar.~~

NOTE: The annual salaries on this salary schedule are calculated to reflect the additional three (3) paid holidays for the 247 day calendar, (making it a 250 day calendar). ALL Confidential calendars were increased by three (3) days to include three (3) paid holidays. However, for the 2006-2007 school year, the three (3) paid holidays will be paid in a lump-sum payment after the last holiday. Payment for each of the three (3) paid holidays will be determined based on meet and confer group eligibility at the time of the holiday. These three (3) additional paid holidays will be included as part of the employees' ~~equalized~~ pay effective 7/1/2007.

**TEACHERS SALARY SCHEDULE
2007-2008**

<u>Step</u>	<u>Salary</u>	<u>Salary & Cafe</u>
1	37,000	37,300
2	37,050	37,350
3	37,075	37,375
4	37,146	37,446
5	37,425	37,725
6	37,850	38,150
7	38,240	38,540
8	39,001	39,301
9	39,255	39,555
10	39,986	40,286
11	40,545	40,845
12	41,270	41,570
13	41,964	42,264
14	42,925	43,225
15	44,045	44,345
16	45,184	45,484
17	46,350	46,650
18	47,694	47,994
19	49,855	50,155
20	53,350	53,650
21	62,613	62,913
22	67,488	67,788

Qualified employees who worked one (1) day more than half of their assigned 2006-2007 work calendar shall advance one (1) step on the salary schedule, effective the first day of each employee's 2007-2008 work calendar.

**ROTC INSTRUCTOR SALARY SCHEDULE
2007-2008**

<u>Step</u>	<u>Salary</u>	<u>Salary & Cafe</u>
1	37,000	37,300
2	37,050	37,350
3	37,075	37,375
4	37,146	37,446
5	37,425	37,725
6	37,850	38,150
7	38,240	38,540
8	39,001	39,301
9	39,255	39,555
10	39,986	40,286
11	40,545	40,845
12	41,270	41,570
13	41,964	42,264
14	42,925	43,225
15	44,045	44,345
16	45,184	45,484
17	46,350	46,650
18	47,694	47,994
19	49,855	50,155
20	53,350	53,650
21	62,613	62,913
22	67,488	67,788

Qualified employees who worked one (1) day more than half of their assigned 2006-2007 work calendar shall advance one (1) step on the salary schedule, effective the first day of each employee's 2007-2008 work calendar.

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
Interim 20067-20078 ***

I. HIGH SCHOOL

A. Department Chairperson	
Employees elected under the provisions of Article IX of this agreement shall receive \$156 per employee in department, the number of department members to be determined by the principal as of October 1. (Minimum \$717). Vocational department chairpersons shall also receive \$156 per non-bargaining unit instructional employee in their department who works a minimum of five (5) hours per day, five (5) days a week or a minimum of thirty (30) hours per week. Adult General Education Department chairperson shall also receive \$156 per non-bargaining unit instructional employee in their department who works a minimum of five (5) hours per day, five days a week or a minimum of thirty (30) hours per week. For purposes of this section, Adult General Education shall be limited to the following centers: Hallandale Adult & Community Center, Whidden-Rogers Education Center, Dave Thomas Education Center, Wingate Oaks Center and the Whispering Pines School.	
B. Guidance Directors	\$3,298
C. General*	
1. Yearbook (not part of class)	\$1,579
2. Newspaper (not part of class)	\$1,579
3. Student Government	\$1,579
4. Debate	\$1,185
5. Drama (per major production)	\$788
6. Newspaper (part of class)	\$788
7. Yearbook (part of class)	\$788
8. Literary Magazine	\$788
9. Senior Class Sponsor	\$392
10. Other Class Sponsor	\$392
11. Club Sponsor	\$1,076
12. Forensics	\$1,185
13. Academic Games	\$521
14. Inservice Facilitator 0-50 units	
(51 & up - \$7.17 per unit)	
maximum	\$1,043
15. Career Education	\$717
16. Bus Duty (Based on number of buses supervised) 1-6	\$359
7-12	\$717
above 12	\$1,076
17. Textbook Chairperson 1-700	\$717
(Based on student population of October FTE count) 701-1,400	\$1,076
1,401-above	\$1,434
18. Media Center Director (Directing two or more bargaining unit employees)	\$1,185
19. Sports for Athletics with Disabilities (4)	\$717
20. Academic Competition (1)	\$717
21. National Honor Society	\$1,185
22. Media Center Coordinator (Directing one or more employees)	\$359
23. Florida Future Educators of America	\$782
24. Urban Teacher Academy Mentor	\$750
D. Athletics*	
1. Yearly Positions	
a. Athletic Director (Boys & Girls)	\$4,490
b. Assistant Athletic Director (Boys & Girls)	\$2,169
c. Head Trainer (Boys & Girls)	\$2,604
d. Assistant Trainer (Boys & Girls)	\$1,735
NOTE: Trainer position may be divided into three (3) sport seasons; Fall - 40%, Winter - 30%, and Spring - 30%.	
e. Intramurals	\$1,076
2. Head Coaches	
a. Head Football	\$3,038
b. Head Basketball(Boys' Team)	\$2,604
(Girls' Team)	\$2,604
c. Head Track (Boys' Team)	\$2,169
(Girls' Team)	\$2,169

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
Interim 20067-20078 ***

d. Head Baseball	\$2,169
e. Head Softball	\$2,169
f. Head Soccer	\$2,169
g. Head Wrestling	\$2,169
h. Head Cheerleader	\$2,169
i. Head Tennis(Boys' Team)	\$1,302
(Girls' Team)	\$1,302
3. Head Coaches - Two (2) Teams	
a. Head Cross-Country (Boys' & Girls' Team)	\$1,579
<i>* When in excess of regular teaching load and recommended by the principal.</i>	
(1) The six (6) supplements that are available for each high school and middle school are computer, mathematics science, social studies, academic games and language art competition. Elementary schools may select one of these six (6). (4) The selected teacher may receive this designated amount per sport, per season, with a maximum of three (3) sports.	
b. Head Golf (Boys' & Girls' Team)	\$1,579
c. Head Drill Team	\$1,735
d. Head Volleyball (Varsity & J.V. Team)	\$2,366
e. Head Swimming (Boys' & Girls' Team)	\$2,761
f. Gymnastics (Boys' & Girls' Team)	\$1,579
g. Water Polo (Boys' & Girls' Team)	\$1,579
h. Cheerleader (Varsity & J.V.)	\$2,761
i. Girls Head Flag Football (Varsity & J.V. Teams)	\$2,366
j. Head Tennis(Boys & Girls Team)	\$1,579
4. Assistant Coaches	
a. Assistant Football	\$2,169
b. Assistant Basketball	\$1,735
c. Assistant Wrestling	\$1,735
d. Assistant Cheerleader	\$1,302
e. Assistant Track	\$1,735
f. Assistant Swimming	\$1,302
g. Assistant Softball	\$1,302
h. Assistant Soccer	\$1,302
i. Assistant Baseball	\$1,302
5. If a school has only one (1) team in the following sports, the head coach's supplement would be as follows:	
a. Swimming	\$1,973
b. Volleyball (Varsity)	\$1,579
c. Volleyball (J. V.)	\$1,185
d. Golf	\$1,185
e. Cross Country	\$1,185
f. Water Polo	\$1,185
g. Gymnastics	\$1,185
h. Girls Flag Football (Varsity)	\$1,579
i. Girls Flag Football (Junior Varsity)	\$1,185
E. Music*	
1. Band Director	\$2,761
2. Vocal Director/Orchestra	\$2,152
3. Music Assistant	\$1,185
F. The principal may recommend additional task assignments to the Area Superintendent for approval which will improve the school's program and/or operations, and will fall in the range of \$359-717. Supplements may be divided by employees provided that the amount of time required for the position is divided proportionately.	

II. MIDDLE SCHOOL

A. Department Chairperson and/or Team Leader	
Employees elected under the provisions of Article IX of this agreement shall receive \$156 per employee in department or on team, the number of department members to be determined by the principal as of October 1. (Minimum \$717.)	
	\$2,886
B. Guidance Director	
C. General*	
1. Student Government	\$1,185

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
Interim 20067-20078 ***

2. Academic Games	\$1,185
3. Junior Honor Society	\$392
4. Inservice Facilitator 0-50 units (51 & up - \$7.17 per unit) maximum	\$521 \$1,043
5. Career Education	\$717
6. Bus Duty (Based on number of buses supervised) 1-6 7-12 above 12	\$358 \$717 \$1,076
7. Textbook Chairperson 1-700 (Based on student population of October FTE counts) 701-1,400 1,401-above	\$717 \$1,076 \$1,434
8. Media Center Director (Directing two [2] or more bargaining unit employees)	\$1,185
9. Sports for Athletics with Disabilities (4)	\$717
10. Media Center Coordinator (Directing one [1] or more employees)	\$358
11. Florida Future Educators of America	\$782
D. Athletics*	
1. Athletics Director	\$1,995
2. Cross-Country (Boys' & Girls' Team)	\$1,302
3. Wrestling	\$1,302
4. Tennis (Boys' & Girls' Team)	\$1,302
5. Softball (Boys' & Girls' Team)	\$1,302
6. Basketball (Boys' Team) (Girls' Team)	\$1,302 \$1,302
7. Track (Boys' Team) (Girls' Team)	\$1,302 \$1,302
8. Field Events	\$1,302
9. Swimming (Boys' & Girls' Team)	\$1,302
* When in excess of regular teaching load and recommended by the principal.	
(4) The selected teacher may receive this designated amount per sport, per season, with a maximum of three (3) sports.	
10. Volleyball (Boys' Team) (Girls' Team)	\$1,302 \$1,302
11. Gymnastics (Girls' Team)	\$1,302
12. Soccer	\$1,302
13. Cheerleaders	\$1,302
14. Intramurals	\$1,302
E. Music*	
1. Band or Orchestra	\$1,185
2. Vocal Director	\$1,185
3. Music Assistant	\$788
F. Academic Competition (1)	\$717
G. The principal may recommend additional task assignments to the Area Superintendent for approval which will improve the school's program and/or operations, and will fall in the range of \$359-717. Supplements may be divided by employees provided that the amount of time required for the position is divided proportionately.	

III. ELEMENTARY SCHOOL

A. Grade Level Chairperson and/or Team Leader Employees elected under the provisions of Article IX of this agreement shall receive \$156 per employee in grade level or on team. (Minimum \$717.)	
B. General*	
1. Safety Patrol	\$359
2. Inservice Facilitator 0-50 units (51 & up - \$7.17 per unit) maximum	\$521 \$1,043
3. Career Education	\$430
4. Bus Duty 1-6 7-12	\$359 \$717

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
Interim 20067-20078 ***

above 12	\$1,075
5. Textbook Chairperson 1-700	\$717
(Based on student population as of October FTE count) 701-1,400	\$1,075
1,401 - up	\$1,434
6. Sports for Athletics with Disabilities (4)	\$717
7. Environmental/Science Coordinator	\$458
8. Academic Competition (1)	\$717
9. Media Center Coordinator (Directing one [1] or more employees)	\$359
C. The principal may recommend additional task assignments to the Area Superintendent for approval which will improve the school's program and/or operations, and will fall in the range of \$359-717. Supplements may be divided by employees provided that the amount of time required for the position is divided proportionately.	

IV. SPECIAL**

A. School Social Worker	\$2,835
B. Psychologists	\$3,815
C. Intervention Team Leader	\$2,521
D. Instructional Coach (if 2nd beginning teacher, additional \$550)	\$1,161
E. School Liaison	\$638
F. Professional Development Network	\$652
G. ESE District & Area Monitor/Specialist	\$1,174
H. ROTC:	
1. Instructor in Charge	\$1,305
2. Instructor Responsible for Equipment	\$652
I. Physical Education Networking Team (nine [9] people) The district will select two (2) additional employee to receive supplements to provide technical assistance at the district level to the teams working in ESE Centers.	\$1,956
J. Broward School Board At-Risk Certification (5)	\$2,217
K. Guild Teachers (Mentoring other teachers for a total of fifty (50) hours (NBPTS teachers who are mentoring under the state program are not eligible for this stipend) (If NBPTS teachers who are not mentoring under the state program are eligible for this stipend)	\$870

* When in excess of regular teaching load and recommended by the principal.

** When in excess of regular duty hours and recommended by the supervisor.

(1) The eight (8) supplements that are available for each high school and middle school are computer, mathematics, science, social studies, academic games, ESOL Academic Competition Coordinator, Foreign Language Academic Competition Coordinator, and language art competition. Elementary schools may select one of these eight (8).

(2) There shall be one (1) of each of these supplements within the district with the exception of the Future Business Leaders of America for which there shall be two (2) supplements.

(4) The selected teacher may receive this designated amount per sport, per season, with a maximum of three (3) sports.

(5) Effective with the commencement of the second year of this contract, the actual amount of the supplement will be prorated by the time spent in direct instruction on a dropout prevention program. For example, a teacher with five (5) periods of dropout prevention will receive the full \$2,217. A teacher with three (3) periods of dropout prevention will earn 3/5 of the supplement (\$1,330).

L. Southeastern Consortium for Minorities in Engineering (SECME) (6)	\$1,462
M. Rover - Year Round Education (Hallandale Elem. only)	\$717
N. Assistant Grade Level Chairperson - Year Round Education (Hallandale Elem. only). Employees elected under the provisions of Article IX of this agreement shall receive \$156 per employee in department, the number of department members to be determined by the principal as of October 1. (Minimum \$717.)	
O. National Board for Professional Teaching Standards (Note: Teachers shall receive this supplement for as long as they hold their national certification.)	The greater of 5% of base salary or 2,438
P. Broward County Recognition Program (BCRP)	5% of base salary
Note: Teachers shall receive this supplement for as long as they hold their local recognition certification.	
Q. ESE Specialist	\$935
R. Speech/Language Pathologist	\$935
S. Family Counselor	\$1,100
T. Speech Language Pathologist (National Clinical Certification)	\$1,100
U. Testing Coordinator	\$1,100
V. ESOL Coordinator	
1-75 ESOL Students	\$675

(paid in addition to item R above)

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
Interim 20067-20078 ***

	76-150 ESOL Students	\$900
	151 or more ESOL Students	\$1,150
W.	Itinerant Visually Impaired Teachers	\$3,000
V. VOCATIONAL TECHNICAL & ADULT EDUCATION* (2)		
A.	Future Farmers of America	\$717
B.	Future Business Leaders of America	\$717
C.	Cooperative Education Club of FL	\$717
D.	Health Occupation, Student Assoc.	\$717
E.	Florida Homemakers Assoc/Home Economics Related Occup	\$717
F.	Vocational Industrial Clubs of America	\$717
G.	Distributive Education Clubs of America	\$717
H.	Florida Industrial Arts Student Association	\$717
VI. DISTRICT COORDINATION OF ACADEMIC GAMES* (3)		
A.	Academic Games Competition:	
	1. Elementary	\$652
	a. North Area	\$261
	b. North Central Area	\$261
	c. South Area	\$261
	d. South Central Area	\$261
	2. Middle	\$717
	3. High	\$717
B.	Computer Competition:	
	1. Elementary	\$717
	2. Middle	\$717
	3. High	\$717
C.	Language Arts Competition:	
	1. Elementary	\$717
	2. Middle	\$717
	3. High	\$717
D.	Mathematics Competition:	
	1. Elementary	\$717
	2. Middle	\$717
	3. High	\$717
E.	Science Competition:	
	1. Elementary	\$717
	2. Middle	\$717
	3. High	\$717
F.	Social Studies Competition:	
	1. Elementary	\$717
	2. Middle	\$717
	3. High	\$717
G.	Foreign Language Competition:	
	1. Elementary	\$717
	2. Middle	\$717
	3. High	\$717

* When in excess of regular teaching load and recommended by the principal.

** When in excess of regular duty hours and recommended by the supervisor.

*** The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

(2) There shall be one (1) of each of these supplements within the district with the exception of the Future Business Leaders of America for which there shall be two (2) supplements.

(3) These are districtwide supplements and there shall be one for each of the supplements listed in Section VI in the district. The County Curriculum Council may recommend bargaining unit members to fill these positions to the Deputy Superintendent, Educational Programs and Human Resource Development.

(6) SECME supplements are available to high schools and middle schools who qualify for the SECME Program and are approved by the Board pursuant to district guidelines.

Substitute Teachers Salary Schedule - Interim 20067-20078

A substitute teacher's regular workday consists of up to 7 hours and 30 minutes. A substitute is not paid for covering classes during a planning period, unless he/she is in a long term or interim position.

A. Day-to-Day Substitute Teacher - Substitute teachers who have completed substitute teacher training or have experience as a full time teacher.		
Requirements	Hourly	Daily (based on 7.5 hrs)
Minimum of 60 college credits hours	\$ 10.67	\$ 80.03
B. Pool Substitute Teacher - A substitute teacher hired by one location (school) to work for that location only. A pool substitute teacher is guaranteed work every day that school is in session. Only cleared day-to-day substitute teachers may apply for this position.		
Requirements	Hourly	Daily (based on 7.5 hrs)
Minimum of 60 college credits hours	\$12.00	\$ 90.00
C. Interim Substitute Teacher - A substitute teacher who is employed to teach for an indeterminate number of days, but at least 20 consecutive days or more will, upon the <u>recommendation</u> of the Superintendent, or designee, be paid the daily rate of a beginning teacher, (Bachelor's degree) with no experience. Only cleared day-to-day substitute teachers with a completed Bachelor's degree, or higher, may apply for this position.		
Requirements	Hourly	Daily (based on 7.5 hrs)
Must have <i>at least a Bachelor's degree</i> . Official transcripts conferring degree status must be on file. *An interim substitute may <u>not</u> be used for a vacancy or an unfilled position.	\$25.17	\$188.78

Substitute Teacher Incentive Programs - Interim 20067-20078

D. Superintendent's Schools, Critical Schools and ESE/Alternative Centers Sub Program - Board approved substitute teacher who works at an identified Superintendent's School, critical school or ESE/Alternative Center. <i>Pay rate is determined by degree status.</i>		
Requirements	Hourly	Daily
60 Credit hours of college	\$13.34	\$100.00
Bachelor's degree or higher	\$14.67	\$110.00
E. Super Sub Bonus Program - Board approved substitute teacher who works a minimum of 90 <i>full</i> days or more (675 total hrs) within the current school year will receive a one-time bonus of \$500. <i>Pool and Interim Substitute Teachers are not eligible.</i>		
Requirements	One Time Payment (August)	
Board Approved Substitute Teacher	\$500.00	

SPECIAL SALARY SCHEDULE
Interim 2006~~7~~-2007~~8~~**

Full Time	Hourly Rate*
Behavioral Technician	17.53421
Broward Advisor's for Continuing Education (BRACE):	
Associate's Degree	17.53421
Bachelor's Degree	21.92088
Community Liaison	17.53421
Home Service Educator, Even Start	17.53421
Job Coach	17.53421
Job Coach, Educational Assistant	17.53421
Parent Educator	17.53421
Vocational and Career Advisor	
Associate's Degree	17.53421
Bachelor's Degree	21.92088

~~Special Salary Schedule Hourly rates were increased by 6.3340%.~~

INCENTIVES - Special Education Centers

In order to reward and retain Paraprofessionals at Exceptional Education Centers, the parties agree to provide an incentive. Paraprofessionals employed at the following Exceptional Education Centers: Bright Horizons School, Cross Creek Exceptional, Cypress Run Education Center, Dave Thomas Education Center, Hallandale Adult & Community, Pine Ridge Alternative Center, Seagull Center ESE Program, Sunset School, The Quest Center, Whiddon Rogers Education Center, Wingate Oaks Center and Whispering Pines shall receive an incentive in the amount of three hundred dollars (\$300.00).

This Salary Schedule is subject to the provisions of Article XVII-M.

*Hourly rate will be converted to annual rate based on employee calendar and workday.

**The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Teacher Aide
Salary Schedule
Interim 20067-20078*

GRADE 10

186 Days

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ANNUAL	12,472	12,818	13,290	13,544	13,961	14,383	14,819	15,267	15,732	16,212	16,701	17,210	17,732	18,274	18,828	19,401
HOURLY	8,94082	9,18849	9,52719	9,70921	10,00758	10,31056	10,62277	10,94417	11,27710	11,62156	11,97177	12,33696	12,71136	13,09960	13,49704	13,90717

196 Days

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ANNUAL	13,143	13,507	14,005	14,273	14,711	15,157	15,615	16,088	16,577	17,084	17,599	18,135	18,686	19,256	19,841	20,444
HOURLY	8,94082	9,18849	9,52719	9,70921	10,00758	10,31056	10,62277	10,94417	11,27710	11,62156	11,97177	12,33696	12,71136	13,09960	13,49704	13,90717

This schedule is based on a 7.5 hour workday.

INCENTIVES - Special Education Centers

- A. In order to reward and retain Paraprofessionals at Exceptional Education Centers, the parties agree to provide an incentive. Paraprofessionals employed at the following Exceptional Education Centers: Bright Horizons School, Cross Creek Exceptional, Cypress Run Education Center, Dave Thomas Education Center, Hallandale Adult & Community, Pine Ridge Alternative Center, Seagull Center ESE Program, Sunset School, The Quest Center, Whiddon Rogers Education Center, Wingate Oaks Center and Whispering Pines shall receive an incentive in the amount of three hundred dollars (\$300.00).

- B. Supplements shall be pro-rated for employees who are hired after October 1st of the school year.

~~Teacher Aide Salary Schedule Hourly rates were increased by 6.2250%. There was no step movement~~

This Salary Schedule is subject to the provisions of Article XVII-M.

- * The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Teacher Assistant
Salary Schedule
Interim 2006/7-2007/8*

GRADE 12

186 Days																
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ANNUAL	14,391	14,790	15,328	15,645	16,116	16,604	17,106	17,625	18,157	18,708	19,274	19,855	20,455	21,072	21,711	22,374
HOURLY	10.31632	10.60203	10.98796	11.21490	11.55245	11.90266	12.26208	12.63419	13.01550	13.41064	13.81615	14.23318	14.66288	15.10526	15.56377	16.03840

196 Days																
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ANNUAL	15,165	15,585	16,152	16,486	16,982	17,497	18,025	18,572	19,133	19,714	20,310	20,923	21,554	22,205	22,879	23,576
HOURLY	10.31632	10.60203	10.98796	11.21490	11.55245	11.90266	12.26208	12.63419	13.01550	13.41064	13.81615	14.23318	14.66288	15.10526	15.56377	16.03840

This schedule is based on a 7.5 hour workday.

INCENTIVES - Special Education Centers

- A. In order to reward and retain Paraprofessionals at Exceptional Education Centers, the parties agree to provide an incentive. Paraprofessionals employed at the following Exceptional Education Centers: Bright Horizons School, Cross Creek Exceptional, Cypress Run Education Center, Dave Thomas Education Center, Hallandale Adult & Community, Pine Ridge Alternative Center, Seagull Center ESE Program, Sunset School, The Quest Center, Whiddon Rogers Education Center, Wingate Oaks Center and Whispering Pines shall receive an incentive in the amount of three hundred dollars (\$300.00).

- B. Supplements shall be pro-rated for employees who are hired after October 1st of the school year.

Teacher Assistant Salary Schedule Hourly rates were increased by 6.2250%. There was no step movement

This Salary Schedule is subject to the provisions of Article XVII-M.

- * The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

FEDERATION OF PUBLIC EMPLOYEES
SECRETARIAL/CLERICAL UNIT
Interim 20067-20078 Listing of Jobs
(Page 1 of 3)

Pay Grade	Job Classification Title	Job Descr#
10	Clerk Typist I (All Locations)	(MM-65)
	General Clerk I (All Locations)	(MM-68)
	Receptionist I (All Locations)	(MM-60)
11	Clerk Specialist I (County)	(MM-62)
	General Clerk II (All Locations)	(MM-1)
	Receptionist II (All Locations)	(MM-2)
	Secretary I (All Locations)	(MM-61)
12	Benefits Information Clerk	(MM-84)
	Clerk Typist II (All Locations)	(MM-3)
	Data Processing Clerk I (Elementary/Middle School)	(MM-63)
	Library Media Clerk (All Locations)	(MM-4)
	Operations Specialist I	(MM-67)
13	Bilingual Intake Facilitator	(MM-57)
	Clerk Specialist II (County)	(MM-45)
	Data Processing Clerk II (Elementary/Middle School)	(MM-6)
	Operations Specialist II	(MM-5)
	Registrar I (Middle School)	(MM-7)
	Secretary II (All Locations)	(MM-8)
14	Test Proctor	(MM-75)
	Bookkeeper I (Elementary & Middle School)	(MM-59)
	Budgetkeeper I (All Locations)	(MM-66)
	Clerk Specialist III (County)	(MM-11)
	Customer Service Specialist I	(MM-98)
	Data Entry Operator I (County)	(MM-13)
	Data Processing Clerk III (High School)	(MM-12)
	Registrar II (High School)	(MM-14)
15	Secretary III (All Locations)	(MM-15)
	Accounting Clerk (County)	(MM-16)
	Accounting Specialist I	(MM-91)
	Bilingual Clerk	(MM-53)
	Binder/Shipper	(MM-51)
	Bookkeeper II (Elementary & Middle School)	(MM-9)
	Bookkeeper/Budgetkeeper (Elementary & Middle School)	(MM-71)
	Budgetkeeper II (All Locations)	(MM-10)
	Clerk Specialist IV (County)	(MM-18)
	Clerk Specialist IV, "Just Say No To Drugs"	(MM-54)
	Customer Service Specialist II	(MM-24)
	Data Entry Operator II (County)	(MM-21)
	Documentation Specialist I	(MM-20)
	Educational Interpreter for Deaf/Hard of Hearing I	(MM-87)
	Health Technician I	(MM-89)
	Inventory Audit Specialist	(MM-26)
	Minority/Women Business Enterprise (M/WBE) Data Specialist	(MM-97)
	Multicultural Resource Facilitator	(MM-77)
	Network Analyst I	(MM-22)
	Office Manager I (Elementary & Middle Schools)	(MM-78)

**FEDERATION OF PUBLIC EMPLOYEE
SECRETARIAL/CLERICAL UNIT
Interim 20067-20078 Listing of Jobs
(Page 2 of 3)**

Pay Grade	Job Classification Title	Job Descr#
15 (Cont.)	Operations Specialist III	(MM-19)
	Photographic Technician	(MM-49)
	Registrar III (Adult & Vocational Centers)	(MM-23)
	Technician I (County) (1)	(MM-25)
	Telecommunications Service Assistant I	(MM-76)
16	Accounts Payable Specialist	(MM-69)
	Area Budget/Bookkeeper	(MM-70)
	Bookkeeper III (High School, County & Vocational Centers)	(MM-17)
	Educational Interpreter for Deaf/Hard of Hearing II	(MM-87)
	Financial Systems Facilitator I	(MM-56)
	Guidance Data Specialist	(MM-104)
	Office Manager II (High School, County and Vocational Centers)	(MM-29)
	Payroll Processor	(MM-44)
	Purchasing Technician	(MM-105)
	Secretary IV (County)	(MM-27)
18	Accounting Specialist II	(MM-92)
	Bid Document Specialist (County)	(MM-80)
	Budget Support Specialist	(MM-30)
	Business Affairs Specialist (County)	(MM-81)
	Closed Captioning Specialist	(MM-106)
	Compositor	(MM-48)
	Computer Operator I	(MM-31)
	Customer Service Specialist	(MM-73)
	Customer Service Specialist III	(MM-55)
	Database Research Assistant	(MM-96)
	Documentation Specialist II	(MM-33)
	Educational Interpreter for Deaf/Hard of Hearing III	(MM-87)
	Health Technician II	(MM-90)
	HR/Payroll Systems Technical Specialist	(MM-108)
	Micro Computer Technical Specialist	(MM-85)
	Network Analyst II	(MM-79)
	Offset Press Operator	(MM-50)
	Old Dillard Museum Technical Specialist	(MM-95)
	Operations Specialist IV	(MM-32)
	Operations Technician	(MM-72)
	Purchasing Agent Specialist (County)	(MM-82)
	Senior Accounts Payable Specialist	(MM-93)
	Senior Payroll Processor/PAF Processor	(MM-94)
	Systems Facilitator-HRD	(MM-107)
	Technician II (County) (1)	(MM-37)
	Test Monitor	(MM-74)
	Webmaster I	(MM-101)
19	Customer Service Specialist IV	(MM-102)
	Financial Systems Facilitator II	(MM-52)
20	Computer Operator II	(MM-39)
	Educational Interpreter for Deaf/Hard of Hearing IV	(MM-87)
	Graphic Artist	(MM-88)

(1) No new employee shall be assigned to this job following the date of adoption and the job shall be deleted immediately following the departure of the last present incumbent.

**FEDERATION OF PUBLIC EMPLOYEE
SECRETARIAL/CLERICAL UNIT
Interim 20067-20078 Listing of Jobs
(Page 3 of 3)**

Pay Grade	Job Classification Title	Job Descr#
20 (Cont.)	Maintenance Funding Control Specialist	(MM-47)
	Stage Operations Technical Specialist - Parkway Performing Arts	(MM-58)
	State Data Base Specialist	(MM-83)
21	Buyer (County)	(MM-43)
	Instructional Materials Distribution Facilitator	(MM-46)

Federation of Public Employees Secretarial/Clerical Unit
Salary Schedule
Interim 2006-2007*

LEVEL		Min	Max
21	A	41,920	62,278
	BI	1,612.3160	2,395.3170
	D	169.7175	252.1386
	H	24.24536	36.01980
20	A	39,054	59,872
	BI	1,502.0770	2,302.7650
	D	158.1134	242.3963
	H	22.58763	34.62804
19	A	36,401	55,800
	BI	1,400.0390	2,146.1390
	D	147.3725	225.9093
	H	21.05322	32.27276
18	A	33,923	51,997
	BI	1,304.7470	1,999.8770
	D	137.3418	210.5134
	H	19.62026	30.07334
17	A	31,613	48,461
	BI	1,215.8970	1,863.8910
	D	127.9891	196.1990
	H	18.28416	28.02843
16	A	29,454	45,151
	BI	1,132.8300	1,736.5720
	D	119.2453	182.7970
	H	17.03504	26.11386
15	A	27,453	42,082
	BI	1,055.8720	1,618.5360
	D	111.1444	170.3722
	H	15.87777	24.33888
14	A	25,582	39,212
	BI	983.9200	1,508.1650
	D	103.5705	158.7542
	H	14.79579	22.67917
13	A	23,842	36,549
	BI	916.9830	1,405.7120
	D	96.5245	147.9697
	H	13.78922	21.13853
12	A	22,217	34,057
	BI	854.4870	1,309.8940
	D	89.9460	137.8836
	H	12.84943	19.69766
11	A	20,696	31,732
	BI	796.0040	1,220.4470
	D	83.7899	128.4681
	H	11.96999	18.35259
10	A	19,292	29,573
	BI	742.0030	1,137.4320
	D	78.1056	119.7297
	H	11.15794	17.10424

GRADE	1st Quartile Range	
21	41,920.22744	TO 47,789.05927
20	39,054.01227	TO 44,521.57398
19	36,401.01738	TO 41,497.15980
18	33,923.42954	TO 38,672.70967
17	31,613.31264	TO 36,039.17640
16	29,453.58416	TO 33,577.08593
15	27,452.66433	TO 31,296.03733
14	25,581.92091	TO 29,163.38983
13	23,841.56138	TO 27,179.37996
12	22,216.66447	TO 25,326.99749
11	20,696.11271	TO 23,593.56848
10	19,292.07826	TO 21,992.96921

GRADE	2nd Quartile Range	
21	47,789.05928	TO 52,099.23081
20	44,521.57399	TO 49,462.94671
19	41,497.15981	TO 46,100.30970
18	38,672.70968	TO 42,960.11719
17	36,039.17641	TO 40,037.23405
16	33,577.08594	TO 37,302.22404
15	31,296.03734	TO 34,767.29392
14	29,163.38984	TO 32,397.10291
13	27,179.37997	TO 30,195.03987
12	25,326.99750	TO 28,136.95930
11	23,593.56849	TO 26,213.87040
10	21,992.96922	TO 24,432.65460

GRADE	3rd Quartile Range	
21	52,099.23082	TO 57,188.73250
20	49,462.94672	TO 54,667.41393
19	46,100.30971	TO 50,949.95587
18	42,960.11720	TO 47,478.46102
17	40,037.23406	TO 44,249.19475
16	37,302.22405	TO 41,226.54399
15	34,767.29393	TO 38,424.60871
14	32,397.10292	TO 35,804.69392
13	30,195.03988	TO 33,371.77911
12	28,136.95931	TO 31,097.10671
11	26,213.87041	TO 28,972.74925
10	24,432.65461	TO 27,002.94278

GRADE	4th Quartile Range	
21	57,188.73251	TO 62,278.23420
20	54,667.41394	TO 59,871.88116
19	50,949.95588	TO 55,799.60204
18	47,478.46103	TO 51,996.80486
17	44,249.19476	TO 48,461.15547
16	41,226.54400	TO 45,150.86394
15	38,424.60872	TO 42,081.92352
14	35,804.69393	TO 39,212.28493
13	33,371.77912	TO 36,548.51837
12	31,097.10672	TO 34,057.25414
11	28,972.74926	TO 31,731.62811
10	27,002.94279	TO 29,573.23096

The salaries listed are based on a seven (7) hour workday and a twelve (12) month calendar (247 days).

Quartiles based on a 6.45% increase to the minimum and maximum.

All employees shall receive a 6.45% increase. The increase shall be retroactive to July 1, 2006 or the beginning of the employee's 2006-07 calendar.

* The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

**Bus Operators
Salary Schedule
Interim 2006~~7~~-2007~~8~~***

<u>Year/Step</u>	<u>HOURLY RATE</u>
1	10.88984
2	11.29435
3	11.57087
4	11.87072
5	12.18853
6	12.29498
7	12.73172
8	13.01884
9	13.74874
10	14.31753
11	15.48848
12	16.49975
13	16.60620
14	17.56425
15	19.37390
16	20.43840

**Bus Attendants
Salary Schedule
Interim 2006~~7~~-2007~~8~~***

<u>Year/Step</u>	<u>HOURLY RATE</u>
1	9.58050
2	10.10630
3	10.52091
4	10.75145
5	10.99543
6	11.46467
7	11.79552
8	12.13530
9	12.84966
10	13.23151
11	14.03172
12	15.39568
13	16.18040

Bus drivers and attendants shall be employed for 180 driving days or the 180 day student calendar, plus four (4) paid planning days and six (6) paid holidays. Drivers in training shall be paid the Florida minimum wage hourly rate. Drivers and attendants on probation shall be paid at level 1.

~~There is no step movement. The salary schedule rates were increased 6.4500%~~

* The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Maintenance and Operations Department Interim 2006 <u>7</u> -2007 <u>8</u> *		
FACILITIES PERSONNEL	Minimum	Maximum
Assistant Head Facilities Serviceperson (High School & Vocational Centers)	16.57261	19.78395
Assistant Head Facilities Serviceperson (Elementary, Middle & Exceptional Child Center)	15.61040	19.44204
Building Operations Supervisor (High School)	23.43210	27.04672
Head Facilities Serviceperson (Middle, Exceptional Child Center)	17.84075	21.18698
Head Facilities Serviceperson (High School & Vocational Center)	19.10673	22.49571
Head Facilities Serviceperson (Elementary School)	17.31328	20.57391
Head Facilities Serviceperson (Grounds & Minor Repair Elementary)	18.64955	21.98872
Head Facilities Serviceperson (Grounds & Minor Repair - Middle)	18.87228	22.21274
Facilities Serviceperson (Days)	10.37390	16.55346
Facilities Serviceperson Aide (Days)	9.30721	9.57365
Facilities Serviceperson & Grounds Maintenance	13.18716	18.27482
Pool Operator	13.18716	18.27482
School Site Repairperson	14.24213	21.98872
Yardperson	12.21423	19.89007

The rates on this salary schedule were increased by 6.0932% with the exception of the minimum rate for the Assistant Head Facilities Serviceperson (Middle School & Exceptional Child Center), which remained unchanged.

DUAL SITE WORKERS and the night floor crew in specific classifications will make \$0.50 per hour more than the base hourly rate of their classification.

~~LEAD FACILITIES SERVICEPERSONS - ELEMENTARY - A night facilities serviceperson shall be designated by the elementary principal to serve as night lead person. The lead person shall be compensated an additional \$0.35 per hour more than their base hourly rate. Effective December 30, 2006, such additional compensation shall cease upon the title change from Night Lead Facilities Serviceperson to Assistant Head Facilities Serviceperson.~~

NIGHT DIFFERENTIAL - All personnel starting work after 1 p.m. (local time) will be paid \$0.25 per hour night differential over their hourly rate. No adjustments will be made for temporary summer schedules.

PART-TIME PERMANENT EMPLOYEES - Will be paid in accordance with the above salary schedule.

* The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Maintenance and Operations Department
Interim 20067-20078*

TRADES	HOURLY RATE					
	IA	IB	I	II	III	IV
Boiler Mechanic			19.96210	21.92440	24.10825	27.17830
Building Security Person			12.65095	14.62380	15.99530	17.95760
Cafe and Industrial Arts Repairperson			20.04650	22.01935	23.99220	27.07280
Carpet/Flooring Installer (Utilities Serviceperson)			17.53560	19.46625	21.48130	24.41420
Certified Household Pest and Rodent Control Operator			19.71945	21.67120	23.67570	26.94620
Console Viewer, Security, Fire & Electrical			16.21685	17.92595	19.67725	22.25145
Garage Serviceperson			17.40900	19.35020	21.33360	24.32980
Grounds Equipment Mechanic			18.68555	20.65840	22.63125	25.62745
Hardware Mechanic			20.17310	22.15650	24.12935	27.24160
Helper			15.16185	17.11360	18.45345	20.63730
Laborer			12.65095	14.62380	15.99530	17.95760
Laundry Attendant			11.45880	13.45275	14.44445	16.10080
Mail Clerk		11.84915	13.85365	15.83705	18.87545	22.07210
Mail Service Truck Driver		14.08575	15.91090	17.72550	19.56120	22.33585
Maintenance Truck Driver		14.08575	15.91090	17.72550	19.56120	22.51520
Maintenance Truck Driver Heavy			16.07970	17.99980	19.88825	22.69455
Mechanical Insulator			21.04875	23.03215	26.06000	
Mechanical Plant Operator			20.66895	22.68400	24.63575	27.71635
Musical Instrument Repairperson			19.07590	21.04875	23.03215	26.06000
Musical Instrument Assistant			15.16185	17.11360	18.45345	20.62675
Paint & Body Serviceperson			14.00135	15.91090	17.79935	20.52125
Pest Control Applicator			15.33065	17.28240	19.39240	22.44135
Sewer Mechanic			19.91990	21.91385	23.86560	26.96730
Small Mower Operator		11.90190	13.85365	15.83705	17.83100	20.62675
Stock Clerk		14.66600	16.62830	18.62225	20.58455	23.49635
Stock Price and Inventory Clerk		16.32235	18.26355	20.23640	22.21980	25.19490
Stockroom Assistant			19.31855	21.27030	23.24315	26.29210
Stockroom Serviceperson		13.27340	15.33065	17.28240	19.39240	22.44135
Surplused Furniture Facilitator			18.26355	20.23640	22.21980	25.19490
Tire Repairperson			15.15130	16.78655	19.07590	21.91385
Tractor-Mower Operator		13.09405	15.04580	17.01865	19.26580	22.44135
Tree Trimmer			14.44445	16.43840	18.40070	21.22810
Truck Driver		14.08575	15.91090	17.72550	19.56120	22.51520
Utility Serviceperson; Fire Alarm Inspector; Fence/playground Equip Installer; A/C Coil Cleaner			17.53560	19.46625	21.48130	24.41420
Vehicle Upholstery and Glass Installer			19.73000	21.69230	23.68625	26.72465
Vehicle Upholstery and Glass Installer Trainee			15.16185	17.11360	19.19195	
Warehouse Records Facilitator			17.48285	19.41350	21.37580	24.37200
Warehouse Section Attendant		14.66600	16.62830	18.62225	20.58455	23.49635
Warehouse Serviceperson		13.27340	15.33065	17.28240	19.39240	22.44135
Warehouse Truck Driver		14.08575	15.91090	17.72550	19.56120	22.51520
Water Treatment Serviceperson			17.53560	19.46625	21.48130	24.41420

The rates on this salary schedule were increased by \$1.4000. There is no step advancement.

Maintenance employees who were eligible for automatic step advancement prior to July 1, 1992, shall continue to automatically advance one (1) step on their anniversary date until they have reached the top of the appropriate pay schedule. Employees who were enrolled in the Apprenticeship Program prior to July 1, 1992, shall continue to receive an automatic step increase until they reach the top of the schedule for journeyman.

* The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Maintenance and Operations Department (Continued)
Interim 20067-20078*

TRADES - CERTIFICATION LADDER	HOURLY RATE					
	IA	IB	I	II	III	IV
A/C and Refrigeration Mechanic			22.67345	24.63575	27.71635	
Carpenter	18.21080	20.18365	22.15650	24.12935	27.24160	
Electrician			22.67345	24.63575	27.71635	
Electronic Technician		20.66895	22.67345	24.63575	27.71635	
Energy Management Systems Technician			22.67345	24.63575	27.71635	
Glazier			21.69230	23.68625	26.72465	
Heavy Equipment Operator			22.15650	24.12935	27.24160	
Mason/Tile Setter			22.67345	24.63575	27.71635	
Painter	17.74660	19.73000	21.69230	23.68625	26.72465	
Pest Weed Control Operator			22.15650	24.12935	27.24160	
Plumber			22.67345	24.63575	27.71635	
Roofer			19.43460	22.54685	26.72465	
Sheet Metal Mechanic			20.17310	23.15875	27.23105	
Sprinkler Mechanic/Pump Servicer			19.91990	21.91385	23.86560	26.96730
Welder			21.69230	23.68625	26.72465	

~~The rates on this salary schedule were increased by \$1.4000. There is no step advancement.~~

Maintenance and Facilities Service employees who were eligible for automatic step advancement prior to July 1, 1992, shall continue to automatically advance one (1) step on their anniversary date until they have reached the top of the appropriate pay schedule. Employees who were enrolled in the Apprenticeship Program prior to July 1, 1992, shall continue to receive an automatic step increase until they reach the top of the schedule for journeyman.

TRADES	HOURLY RATE							
	I	II	III	IV	V	VI	VII	VIII
Automotive and Truck Mechanic (Journeyman)	24.45640	27.14665	27.35765	27.55810	27.82185	28.12780	28.32825	28.50760
Automotive and Truck Quality Control Mechanic	24.45640	27.14665	27.35765	27.55810	27.82185	28.12780	28.32825	28.50760
Paint and Body Mechanic (Journeyman)	24.45640	27.14665	27.35765	27.55810	27.82185	28.12780	28.32825	28.50760

~~The rates on this salary schedule were increased by \$1.4000.~~

Advancement from Step I and Step VIII is set forth in Appendix A, Certification Incentive Program for Automotive Mechanics and Paint and Body Mechanics.

Apprentices complete the program and enter the journeyman trade at the entry level of the position pursuant to Article 12 B-4.

LEADMAN - Hourly rate will be \$0.35 per hour more than the base hourly rate paid to the highest man/woman supervised.

~~FOREMAN - Hourly rate will be \$0.75 per hour above the maximum rate of pay of the pay scale for their respective trade. Such compensation shall cease on the first pay period subsequent to February 1, 2007 or upon implementation of the results of the Foremen Job Study.~~

NIGHT DIFFERENTIAL - Maintenance personnel starting work after 1 p.m. (local time) will be paid \$0.55 per hour night differential over their hourly rate. No adjustments will be made for temporary summer schedules.

PART-TIME PERMANENT EMPLOYEES - Will be paid in accordance with the above salary schedule.

APPRENTICES ALL TRADES - Rate shall be established in accordance with apprenticeship program approved by the Federation and the School Board.

* The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

**Maintenance and Operations Department
Foreman Salary Schedule
Interim 2006Z-2007Z****

Hourly Rates

Job Class Titles	*Job Levels		
	1	2	3
Foreman-Carpenter	\$28.87610	\$29.42093	\$29.96576
Foreman-Carpenter/Mason	29.37933	29.93366	30.48799
Foreman-Electrician	29.37933	29.93366	30.48799
Foreman-Electronics/Business Machines	29.37933	29.93366	30.48799
Foreman-Grounds Equipment Mechanic	27.16510	27.67765	28.19020
Foreman-Heavy Equipment Operator	29.37933	29.93366	30.48799
Foreman-HVAC	29.37933	29.93366	30.48799
Foreman-Irrigation	28.58534	29.12468	29.66403
Foreman-Laborer/Truck Driver	23.86611	24.31642	24.76672
Foreman-Lawn/Turf	23.78783	24.23666	24.68549
Foreman-Lawn/Turf/Painter	28.32813	28.86262	29.39712
Foreman-Locksmith	28.87610	29.42093	29.96576
Foreman-Maintenance Stockroom	26.70659	27.21049	27.71439
Foreman-Maintenance/Electrician	29.37933	29.93366	30.48799
Foreman-Mason	29.37933	29.93366	30.48799
Foreman-Mechanical	29.37933	29.93366	30.48799
Foreman-Painter	28.32813	28.86262	29.39712
Foreman-Painter/Mason	29.37933	29.93366	30.48799
Foreman-Roofer	28.32813	28.86262	29.39712
Foreman-Sheet Metal	28.86491	29.40953	29.95416
Foreman-Small Appliances	28.69717	29.23862	29.78008
Foreman-Utility Service	25.87905	26.36734	26.85562
Foreman-Utility Service/Welder	28.32813	28.86262	29.39712
Foreman-Vehicle Maintenance	30.21806	30.78821	31.35836
Foreman-Warehouse	26.70659	27.21049	27.71439

Effective 2/1/2007, this salary schedule replaces the former pay basis for Foreman pay.

*JOB LEVELS based on a combination of employees supervised and number of trades under supervision:

Foreman I (lvl 1) = up to 10 employees and one trade under supervision
Foreman II (lvl 2) = up to 10 employees and more than one trade under supervision
OR OVER 10 employees and one trade under supervision
Foreman III (lvl 3) = over 10 employees AND more than one trade under supervision

Foreman job classification and level is based on assigned trade, number of employees/trades under supervision. Rate will be consistent with assignment and may change accordingly.

** The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Apprentice Salary Schedule

Interim 20067-20078*

(Employees Assigned to the Apprenticeship Program After December 4, 1990.)

APPRENTICE SCHEDULE	1st Year	2nd Year	3rd Year	4rd Year	5th Year	Journeyman Rate
A/C and Refrigeration Mechanic	17.21910	18.56950	19.95155	21.31250		22.67345
Carpenter	14.02245	15.05635	16.13245	17.19800		18.21080
Cafeteria & Industrial Arts Repairperson	16.43484	17.63856	18.84274			20.04650
Electrician	17.21910	18.28465	19.38185	20.48960	21.56570	22.67345
Electronic Technician	15.77375	16.99755	18.22135	19.42405		20.66895
Heavy Equipment Operator	16.88150	18.63280	20.39465			22.15650
Mason	17.21910	18.56950	19.95155	21.31250		22.67345
Mechanical Insulator	16.05860	17.29295	18.55895	19.81440		21.04875
Painter	13.68485	15.03525	16.39620			17.74660
Plumber	17.21910	18.56950	19.95155	21.31250		22.67345
Pump Servicer	15.24625	16.78655	18.34795			19.91990
Roofer	14.90865	16.03750	17.19800	18.30575		19.43460
Sheet Metal Mechanic	14.95085	16.09025	17.21910	18.37960		20.17310

~~The rates on this salary schedule were increased by \$1.4000.~~

- * The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Security Specialists
Salary Schedule
Interim 20067-20078*

Steps	1	2	3	4	5	6
Hourly Rate	23.12834	23.80384	24.49261	25.16473	25.79152	27.06711

~~The rates on this salary schedule were increased 6.4500%. There is no step movement.~~

* The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Campus Monitors
Salary Schedule
Interim 20067-20078*

	Minimum	Maximum
Hourly Rate	11.40116	16.53945

~~The rates on this salary schedule were increased 6.4500%.~~

* The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Food Service Assistants' Salary Schedule
Interim 20067-20078*

	ASST I GENERAL WORKER	ASST IIA COOK & BAKER	ASST IIB ASST COOK & BAKER SALAD HEAD	ASST III ASST MANAGER	ASST IV INTERN MANAGER	FOOD SERVICE ATTD-VOC/ ADULT CENTER	FOOD SERVICE LINE MGR-VOC/ AD CTR; SNACK BAR MGR-VOC/ AD CENTER
Minimum	9.09709	10.10918	9.82674	10.36810	13.21610	9.09709	13.21610
Maximum	12.71004	13.73392	13.45145	13.89867	16.59344	12.71004	16.59344

~~Food Service Assistant Salary Schedule rates were increased by 6.3900%. There was no step movement~~

- * The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

Food Service Managers
Salary Schedule
Interim 20067-20078*

LEVEL	STEP	MONTHLY RATE	COMPLETED YEARS
MANAGER I	STEP I	2,731	(1-5 YEARS)
	STEP II	2,830	(6-9 YEARS)
	STEP III	2,925	(10-13 YEARS)
	STEP IV	2,997	(14 YEARS & UP)
MANAGER II	STEP I	2,803	(1-5 YEARS)
	STEP II	2,904	(6-9 YEARS)
	STEP III	3,000	(10-13 YEARS)
	STEP IV	3,072	(14 YEARS & UP)
MANAGER III	STEP I	3,053	(1-5 YEARS)
	STEP II	3,145	(6-9 YEARS)
	STEP III	3,245	(10-13 YEARS)
	STEP IV	3,316	(14 YEARS & UP)
MANAGER IV	STEP I	3,333	(1-5 YEARS)
	STEP II	3,427	(6-9 YEARS)
	STEP III	3,524	(10-13 YEARS)
	STEP IV	3,591	(14 YEARS & UP)
MANAGER V	STEP I	3,550	(1-5 YEARS)
	STEP II	3,647	(6-9 YEARS)
	STEP III	3,747	(10-13 YEARS)
	STEP IV	3,815	(14 YEARS & UP)
MANAGER VI	STEP I	3,770	(1-5 YEARS)
	STEP II	3,868	(6-9 YEARS)
	STEP III	3,980	(10-13 YEARS)
	STEP IV	4,128	(14 YEARS & UP)

~~Food Service Managers Salary Schedule rates were increased by 6.3700%. There was no step movement~~

- * The School Board maintains the status quo on wages during negotiations by continuing in the budget the salary levels provided in the existing agreement for both retained and newly hired personnel.

TEMPORARY SALARY SCHEDULE
Interim 20067-20078
(All rates on schedule represent hourly rates)

**Temporary Adult, Vocational And Community Education Teachers-
Post Secondary Adult Vocational Education, Adult General Education and Community
Education (Lifelong Learning) Programs:**

JOB CLASS # - specify rate:	Hourly Rate
302000, 602006 Master's Degree with Certificate or Advanced	\$ 24.85
901040, 982002 Vocational Certificate	
902100, 902201 Bachelor's Degree or Nondegreed Vocational Certified	22.75
902200, 902255 with Certificate in Field	
902005 Non/Certified or Certified Out of Field	14.55

CLASSIFIED (meets test requirements) - Minimum hourly rate for assigned position

OTHERS (Must meet the minimum qualifications corresponding to the same job title):

Temporary/Sub	
740048/740047 Community Liaison	\$ 8.25
740020 Home Service Educator, Even Start	7.80
740026 Home Visitor - Home Instruction Program for Preschool Youngsters (HIPPY)	7.45
740025 Monitor - Home Instruction Program for Preschool Youngsters (HIPPY)	10.35
740509/740925 General Laborer - Does not require commercial driver's license	6.67
740632 Sub Food Service Worker	6.67
740063/740064 Cafeteria Aide	6.67
740056/740060 Teacher Aide	6.67
740054/740061 Teacher Assistant	7.00
740508/740923 Facilities Serviceperson (Day)	7.00
740508/740923 Facilities Serviceperson (Night)	7.20
740507/740506 Facilities Serviceperson Aide (Day)	6.67
740507/740506 Facilities Serviceperson Aide (Night)	6.67
740049/740046 BRACE Advisor	7.80
741003 Administrator, After School Care for the Handicapped	20.80
742000/741000 Job Coach	8.05
742005 Job Coach, Educational Assistant	8.05
740024 Behavioral Technician	8.05
742015 Parent Educator	7.80
742010 Parent Home - School Partner	6.67
741003 Administrator, Emotionally Handicapped (EH) Cluster Improvement Project	20.80
740030/740031 Vocational and Career Advisor	7.80
740028 Temporary Family Information Facilitator	6.67

Before and After School Child Care:

901050 OS Part-time School Age Child Care Supv. (OTP Elig)	\$ 20.72022
901058 OS Part-time School Age Child Care Supv. (OTP Inelig)	20.72022
901052 OS Instructional Program Activity Coord. (OTP Elig)	18.00
901057 OS Instructional Program Activity Coord. (OTP Inelig)	18.00
901051 OS Certified Child Care Monitor (OTP Eligible)	12.00
901056 OS Certified Child Care Monitor (OTP Ineligible)	12.00
I. OS Child Care Monitor I (Noncertificated)	
910005 A. OTP Eligible	8.00
740035 B. OTP Ineligible	8.00
II. OS Child Care Monitor II	
901054 A. OTP Eligible	10.00
901053 B. OTP Ineligible	10.00

741011 Bus Operator/Attendant Trainee (minimum wage)

6.67

Temporary adult, vocational and community services registrars:

740065/740062 Day	\$ 8.50
740065/740062 Night	8.70

770101/770102 Temporary student worker (minimum wage) 32

6.67

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
 (unit prices per game, match, or meet)
AND WAGE TYPES
 Interim 20067-20078

FACILITIES SET-UP (Job V V -2)
 (Facilities set-up)

	Amount	Wage Type
Football	\$ 20.00	8500
Track	\$ 25.00	8502
Flag Football	\$ 20.00	8504
Wrestling	\$ 20.00	8506
All Other Sports	\$ 10.00	8508

TIMER (Job V V-7) (per game, match, or meet)

	Amount	Wage Type
Example basketball:		
1 game	\$ 15.00	8520
2 games	\$ 30.00	8522
3 games	\$ 45.00	8524
4 games	\$ 60.00	8526

STARTER/JUDGES (Job V V-7)

	Amount	Wage Type
All Sport	\$ 25.00	8532

TICKET COUNTER (Job V V-10)

	Amount	Wage Type
Football	\$ 30.00	8536

FACILITIES CLEAN-UP PERSON (Job V V-3)
 (Facilities Clean-up)

	Amount	Wage Type
Football	\$ 30.00	8510
Track	\$ 30.00	8512
All Other Sports	\$ 20.00	8514
Baseball	\$ 10.00	8516
Softball	\$ 10.00	8518

	Amount	Wage Type
Example wrestling:		
Dual match	\$ 30.00	8528
Tri-match/quad	\$ 45.00	8530

CHAIN CREW (Job V V-9)

	Amount	Wage Type
Football	\$ 25.00	8534

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
(unit prices per game, match, or meet)
AND WAGE TYPES
Interim 2006Z-2007g

TICKET SELLER (Job V V-11) (per game, match, or meet)

	Amount	Wage Type	Amount	Wage Type
Football	\$ 40.00	8538	\$ 15.00	8556
Basketball 1 game	\$ 15.00	8540	\$ 15.00	8558
Basketball 2 games	\$ 30.00	8542	\$ 20.00	8560
Basketball 3 games	\$ 45.00	8544	\$ 30.00	8562
Basketball 4 games	\$ 60.00	8546	\$ 20.00	8564
Soccer 1 game	\$ 20.00	8548	\$ 30.00	8566
Soccer 2 games	\$ 30.00	8550	\$ 25.00	8568
Wrestling dual match	\$ 30.00	8552	\$ 15.00	8570
Wrestling tri meet/quad	\$ 45.00	8554	\$ 25.00	8574
			\$ 15.00	8576

TICKET TAKER (Job V V-12) (per game, match, or meet)

	Amount	Wage Type	Amount	Wage Type
Football	\$ 40.00	8580	\$ 15.00	8598
Basketball 1 game	\$ 15.00	8582	\$ 15.00	8600
Basketball 2 games	\$ 30.00	8584	\$ 20.00	8602
Basketball 3 games	\$ 45.00	8586	\$ 30.00	8604
Basketball 4 games	\$ 60.00	8588	\$ 20.00	8606
Wrestling dual match	\$ 30.00	8590	\$ 30.00	8608
Wrestling tri meet/quad	\$ 45.00	8592	\$ 25.00	8610
Soccer 1 game	\$ 20.00	8594	\$ 15.00	8612
Soccer 2 games	\$ 30.00	8596	\$ 25.00	8616
			\$ 15.00	8618

GATE/DOOR MONITOR (Job V V-13) (per game, match, or meet)

	Amount	Wage Type	Amount	Wage Type
Football	\$ 40.00	8622	\$ 15.00	8640
Basketball 1 game	\$ 15.00	8624	\$ 20.00	8642
Basketball 2 games	\$ 30.00	8626	\$ 30.00	8644
Basketball 3 games	\$ 45.00	8628	\$ 20.00	8646

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE (unit prices per game, match, or meet)

AND WAGE TYPES

Interim 20067-20078

Basketball	4 games	\$ 60.00	8630	Baseball	2 games	\$ 30.00	8648
Wrestling dual match		\$ 30.00	8632	Softball	1 game	\$ 20.00	8650
Wrestling tri meet/quad		\$ 45.00	8634	Softball	2 games	\$ 30.00	8652
Swimming		\$ 25.00	8636	Track		\$ 25.00	8654
JV Volleyball		\$ 15.00	8638	Flag Football		\$ 15.00	8656

SCORER (Job V V-14) (per game, match, or meet)

		Amount	Wage Type		Amount	Wage Type
Football		\$ 40.00	8660	Swimming	\$ 25.00	8678
Basketball	1 game	\$ 15.00	8662	Soccer	\$ 20.00	8680
Basketball	2 games	\$ 30.00	8664	Soccer	\$ 30.00	8682
Basketball	3 games	\$ 45.00	8666	Baseball	\$ 20.00	8684
Basketball	4 games	\$ 60.00	8668	Baseball	\$ 30.00	8686
JV Volleyball		\$ 15.00	8670	Softball	\$ 20.00	8688
Varsity Volleyball		\$ 15.00	8672	Softball	\$ 30.00	8690
Wrestling dual match		\$ 30.00	8674	Track	\$ 25.00	8692
Wrestling tri meet/quad		\$ 45.00	8676	Flag Football	\$ 15.00	8694
				Water Polo	\$ 15.00	8698

ANNOUNCER (Job V V-15)

		Amount	Wage Type		Amount	Wage Type
Football		\$ 40.00	8702	Track	\$ 25.00	8720
Basketball	1 game	\$ 15.00	8704	Baseball	\$ 20.00	8722
Basketball	2 games	\$ 30.00	8706	Baseball	\$ 30.00	8724
Basketball	3 games	\$ 45.00	8708	Softball	\$ 20.00	8726
Basketball	4 games	\$ 60.00	8710	Softball	\$ 30.00	8728
Volleyball		\$ 20.00	8712	Flag Football per game	\$ 20.00	8730
Wrestling dual match		\$ 30.00	8716	Water Polo	\$ 20.00	8734
Wrestling tri meet/quad		\$ 45.00	8718	Soccer	\$ 20.00	8738
				Soccer	\$ 30.00	8740

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
(unit prices per game, match, or meet)
AND WAGE TYPES
Interim 2006/7-2007/8

CROWD CONTROL MONITOR (Job V V-16)*

		Amount		Wage Type	
Football		\$	40.00	8742	
Cross Country		\$	30.00	8744	
Swimming		\$	30.00	8746	
Basketball	1 game	\$	15.00	8748	
Basketball	2 games	\$	30.00	8750	
Basketball	3 games	\$	45.00	8752	
Basketball	4 games	\$	60.00	8754	
Water Polo (per game)		\$	15.00	8756	
Golf		\$	30.00	8758	
Track		\$	30.00	8760	
Volleyball (per game)		\$	15.00	8762	
Tennis		\$	30.00	8764	
Wrestling dual matches		\$	30.00	8766	
Wrestling tri meet/quad		\$	45.00	8768	
Soccer	1 game	\$	30.00	8770	
Soccer	2 games	\$	40.00	8772	
Flag Football		\$	30.00	8774	
Softball		\$	30.00	8778	
Baseball		\$	30.00	8780	

PHOTOGRAPHER/VIDEO (Job V V-17)

	Amount	Wage Type
Football	\$ 45.00	8782
All Other Sports	\$ 30.00	8784

STADIUM COORDINATOR

When a private organization or public school, other than the home school, utilized the stadium the home school may charge a Stadium Coordinator operations charge of \$25.00 per hour.
Example: note on the Athletic Event Workers (excluding Officials) SBBC Employees Payroll Sheet, the time worked (5pm-10pm); as well as job V V-19,
name, signature and total Stadium Coordinator operations charge (\$125.00)

STADIUM COORDINATOR (Job V V-19)

Amount	Wage Type
0.00	8786

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE (unit prices per game, match, or meet) **AND WAGE TYPES** Interim 20067-20078

EVENT SUPERVISOR

The Event Supervisor may be the athletic director, assistant athletic director, or principal designee. These events are not regular season contests. They include, but are not limited to, tournaments, F.H.S.A.A. state series playoffs (district, regional), and BCAA special events. The individual is paid this rate per day of the event.

EVENT SUPERVISOR (Job V V-18)

	Amount	Wage Type	Amount	Wage Type
Football	\$ 100.00	8788	\$ 50.00	8802
Volleyball (boys & girls)	\$ 50.00	8790	\$ 50.00	8804
Cross Country	\$ 50.00	8792	\$ 50.00	8806
Swimming	\$ 50.00	8794	\$ 50.00	8808
Golf	\$ 50.00	8796	\$ 50.00	8810
Wrestling	\$ 50.00	8798	\$ 100.00	8812
Flag Football	\$ 50.00	8800	\$ 50.00	8814
				Basketball
				Baseball
				Soccer
				Softball
				Tennis
				Track
				Water Polo

If a school is hosting more than 3 basketball games in one day, the athletic director, assistant athletic director, or principal designee may be paid as an Event Supervisor.

SPECIAL EVENT SESSION WORKERS

Sessions can include check-in, weigh-in, field events, prelims, finals and exit session (compiling and reporting results). (wrestling, swimming, track)

SPECIAL EVENT SESSION WORKERS

	Amount	Wage Type
Timer	\$ 30.00	8816
Scorer	\$ 30.00	8818
Ticket Taker	\$ 30.00	8820
Ticket Seller	\$ 30.00	8822
Monitor	\$ 30.00	8824

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
 (unit prices per game, match, or meet)
AND WAGE TYPES
 Interim 20067-20078

Announcer	\$ 30.00	8826
-----------	----------	------

Any events including, but not limited to, tournaments, FHSAA state series playoffs, or BCAA special events in which more than 2 teams participate can be paid as Special Event Session Workers. Any gate help not listed will revert to regular season salary schedule.

Note:

1. The schools do not have to use all of the event workers. Example: door monitor, gate monitor, or ticket seller for softball, etc.
2. The schools are not required to pay volunteer personnel.
3. In accordance with the Standard Practice Bulletins, if a ticket seller is utilized a ticket taker must also be utilized.
4. This is the Salary Schedule approved by The School Board of Broward County, Florida, which provides for the appropriate payment for the enumerated activities. There shall be no deviations from this schedule.



Broward County Public Schools

The School Board of Broward County, Florida

Beverly A. Gallagher, *Chair*

Robin Bartleman, *Vice Chair*

Maureen S. Dinnen

Jennifer Leonard Gottlieb

Phyllis C. Hope

Stephanie Arma Kraft, Esq.

Robert D. Parks, Ed.D.

Eleanor Sobel

Benjamin J. Williams

James F. Notter

Interim Superintendent of Schools

The School Board of Broward County, Florida prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender, national origin, marital status, race, religion or sexual orientation. Individuals who wish to file a discrimination and/or harassment complaint may call the Director of Equal Educational Opportunities at (754) 321-2150 or Teletype Machine TTY (754) 321-2158. Individuals with disabilities requesting accommodations under the American with Disabilities Act (ADA) may call Equal Educational Opportunities (EEO) at (754) 321-2150 or Teletype Machine TTY (754) 321-2158.

www.browardschools.com