

**AGENDA REQUEST  
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**

Meeting Date <b>6/04/02</b>	Open Agenda <input type="checkbox"/> Yes <input type="checkbox"/> No	Time Certain Request <input type="checkbox"/> Yes <input type="checkbox"/> No	Agenda Item Number <b>G-7</b>
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**TITLE:**  
Interim 2002-2003 Salary Schedules

**REQUESTED ACTION:**  
Adopt the attached 2002-2003 Interim Salary Schedules which authorizes the continuation of the salary schedules for the 2001-2002 school year until negotiations/meet & confer sessions are completed with the various unions and employee organizations. **No general pay increases, including steps, will be granted until negotiations are concluded.**

**SUMMARY EXPLANATION AND BACKGROUND:**  
The attached 2002-2003 Interim Salary Schedule (bargaining unit and non-bargaining unit employees) will remain in effect until permanent schedules are adopted by the Board. **With the exception of the 5% performance pay supplement available to instructional employees (page 21) and school-based administrators (page 4) required by Florida Statute 230.23, these schedules represent no change from the 2001-2002 salary schedules previously Board approved.**

**MAJOR SYSTEM GOALS:**  
 •Goal One: All students will achieve at their highest potential.  
 •Goal Two: All schools will have equitable resources.  
 •Goal Three: All operations of the school system will support and align with student achievement and needs.  
 •Goal Four: All stakeholders work together to build a better school system.

**FINANCIAL IMPACT:**  
This item does not generate any additional costs. Funds to cover these salary schedules are to be budgeted and approved by the Board during the budget process for the 2002-2003 year.

**EXHIBITS: (List)**  
1. Interim 2002-2003 Salary Schedules

<b>BOARD ACTION:</b>	<b>SOURCE OF ADDITIONAL INFORMATION:</b>	
	Kal Mistry	765-6220
(For Official School Board Records' Office Only)	William Tegtman	765-6312
	Rodney Marion	765-6252
	Name	Phone

**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA  
KAL MISTRY, ASSOCIATE SUPERINTENDENT  
DIVISION OF HUMAN RESOURCES**



Approved in Open Board Meeting on: \_\_\_\_\_

By: \_\_\_\_\_ School Board Chairperson  
 Revised 7-03-2000  
 FT/Mistry/Marion/Tegtman



# 2002-03 Interim Salary Schedule

The School Board of  
Broward County, Florida

Noninstructional Staffing/  
Wage and Salary



Broward County Public Schools



**INTERIM**  
**20012-20023 SALARY SCHEDULE**  
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**BOARD APPROVED WORK CALENDARS  
AND PAY DATES**

**INTERIM 2001~~2~~-200~~2~~3**

<u>CALENDAR</u>	<u>BEGINNING AND ENDING DATES</u>	<u>NUMBER OF DAYS</u>	<u>PAY DATES*</u>
12 Months	July 1 through June 30	244/261	15th & Last Day of Month Wed. Biweekly**
Year Round	July 1 through June 30	<del>244</del> 242	15th & Last day of month
<b>Modified Schools</b>			
Multi-Track	July <del>13</del> 17 through June <del>28</del> 27	196+30	
Single-Track	August <del>2</del> 1 through July 19 June 27	Days Supersession – Every other Friday	
11 Months (2A)	July <del>31</del> 30 through June <del>21</del> 20	216	15th & Last day of month
11 Months (2B)	July <del>2</del> 17 through June <del>21</del> 20	216	15th & Last day of month***
11 Months (2C)	July <del>16</del> 1 through June <del>21</del> 20	216	15th & Last day of month***
<del>11 Months (2D)</del>	<del>July 2 through June 21</del>	<del>216</del>	<del>15th &amp; Last day of month***</del>
10 1/2 Months (A)	August 14 <del>13</del> through June <del>21</del> 20	206	Every other Friday
10 1/2 Months (B)	August 7 <del>6</del> through June <del>14</del> 13	206	Every other Friday
Food Service	August <del>15</del> 14 through June <del>17</del> 16	201	Every other Friday
10 Months	August <del>21</del> 20 through June <del>14</del> 13	196	Every other Friday
9 Months	August <del>22</del> 21 through June <del>13</del> 12	190	<del>Every Other Friday</del> <u>Wed. Biweekly</u>
	August <del>27</del> 26 through June <del>13</del> 12	186	Every Other Friday

When the above pay dates fall on a weekend or holiday the pay dates will be the last workday before such weekend/holiday.

\*\* All employees regardless of calendar are paid twice a month or every other Friday with the following exceptions, which are paid on a biweekly basis:

Bus Operators/Bus Attendants

Maintenance & Facilities Servicepersons

\*\*\*Payment for work performed in July will be paid at the end of August (school psychologists)

*Caleendars Approved by The School Board of Broward County, Florida*

**ADMINISTRATIVE, SUPERVISORY, PROFESSIONAL & TECHNICAL  
SALARY SCHEDULE  
Interim 20012-20023**

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
35	101,281	104,117	107,032	110,029	113,110	116,277	119,533	122,860	126,321	129,858	133,494	137,232	141,074
34	94,390	97,033	99,750	102,543	105,414	108,366	111,400	114,519	117,726	121,022	124,411	127,895	131,476
33	87,963	90,426	92,958	95,561	98,237	100,968	103,816	106,723	109,711	112,783	115,941	119,187	122,524
32	82,537	84,848	87,224	89,666	92,177	94,758	97,411	100,139	102,943	105,825	108,788	111,834	114,965
31	76,918	79,072	81,286	83,562	85,902	88,307	90,780	93,322	95,935	98,621	101,382	104,221	107,139
30	71,676	73,683	75,746	77,867	80,047	82,288	84,592	86,961	89,396	91,899	94,472	97,117	99,836
29	66,646	68,512	70,430	72,402	74,429	76,513	78,655	80,857	83,121	85,448	87,841	90,301	92,829
28	62,241	63,984	65,776	67,618	69,511	71,457	73,458	75,515	77,629	79,803	82,037	84,334	86,695
27	58,581	60,221	61,907	63,640	65,422	67,254	69,137	71,073	73,063	75,109	77,212	79,374	81,596
26	54,592	56,121	57,692	59,307	60,968	62,675	64,430	66,234	68,089	69,995	71,955	73,970	76,041
25	50,874	52,298	53,762	55,267	56,814	58,405	60,040	61,721	63,449	65,226	67,052	68,929	70,859
24	47,408	48,735	50,100	51,503	52,945	54,427	55,951	57,518	59,129	60,785	62,487	64,237	66,036
23	44,176	45,413	46,585	47,992	49,336	50,717	52,137	53,597	55,098	56,641	58,227	59,857	61,533
22	41,171	42,324	43,509	44,727	45,979	47,266	48,589	49,949	51,348	52,786	54,264	55,783	57,345
21	38,370	39,444	40,548	41,683	42,850	44,050	45,283	46,551	47,854	49,194	50,571	51,987	53,443
20	35,752	36,753	37,782	38,840	39,928	41,046	42,195	43,376	44,591	45,840	47,124	48,443	49,799
19	33,318	34,251	35,210	36,196	37,209	38,251	39,322	40,423	41,555	42,719	43,915	45,145	46,409
18	31,048	31,917	32,811	33,730	34,674	35,645	36,643	37,669	38,724	39,808	40,923	42,069	43,247
17	28,937	29,747	30,580	31,436	32,316	33,221	34,151	35,107	36,090	37,101	38,140	39,208	40,306
16	26,962	27,717	28,493	29,291	30,111	30,954	31,821	32,712	33,628	34,570	35,538	36,533	37,556
15	25,126	25,830	26,553	27,296	28,060	28,846	29,654	30,484	31,338	32,215	33,117	34,044	34,997
14	23,516	24,174	24,851	25,547	26,262	26,997	27,753	28,530	29,329	30,150	30,994	31,862	32,754

THIS SCHEDULE IS BASED ON A 244 DAY CALENDAR.

**BROWARD COUNTY SCHOOLS ADMINISTRATORS ASSOCIATION (BCSAA)\***  
**SALARY SCHEDULE**  
 Interim 20012-20023

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
27	58,581	60,221	61,907	63,640	65,422	67,254	69,137	71,073	73,063	75,109	77,212	79,374	81,596
26	54,592	56,121	57,692	59,307	60,968	62,675	64,430	66,234	68,089	69,995	71,955	73,970	76,041
25	50,874	52,298	53,762	55,267	56,814	58,405	60,040	61,721	63,449	65,226	67,052	68,929	70,859
24	47,408	48,735	50,100	51,503	52,945	54,427	55,951	57,518	59,129	60,785	62,487	64,237	66,036
23	44,176	45,413	46,685	47,992	49,336	50,717	52,137	53,597	55,098	56,641	58,227	59,857	61,533
22	41,171	42,324	43,509	44,727	45,979	47,266	48,589	49,949	51,348	52,786	54,264	55,783	57,345
21	38,370	39,444	40,548	41,683	42,850	44,050	45,283	46,551	47,854	49,194	50,571	51,987	53,443
20	35,752	36,753	37,782	38,840	39,928	41,046	42,195	43,376	44,591	45,840	47,124	48,443	49,799
19	33,318	34,251	35,210	36,196	37,209	38,251	39,322	40,423	41,555	42,719	43,915	45,145	46,409
18	31,048	31,917	32,811	33,730	34,674	35,645	36,643	37,669	38,724	39,808	40,923	42,069	43,247
17	28,937	29,747	30,580	31,436	32,316	33,221	34,151	35,107	36,090	37,101	38,140	39,208	40,306
16	26,962	27,717	28,493	29,291	30,111	30,954	31,821	32,712	33,628	34,570	35,538	36,533	37,556
15	25,126	25,830	26,553	27,296	28,060	28,846	29,654	30,484	31,338	32,215	33,117	34,044	34,997
14	23,516	24,174	24,851	25,547	26,262	26,997	27,753	28,530	29,329	30,150	30,994	31,862	32,754

THIS SCHEDULE IS BASED ON A 244 DAY CALENDAR.

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

**SCHOOL-BASED ADMINISTRATORS  
SALARY SCHEDULE  
Interim 20012-20023**

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	70,833 A 327,931 D	15	74,927 A 346,884 D	15	92,891 A 380,701 D	15	97,123 A 398,045 D	15	100,369 A 411,348 D
14	69,987 A 324,014 D	14	74,094 A 343,028 D	14	91,934 A 376,779 D	14	96,177 A 394,168 D	14	99,450 A 407,582 D
13	69,136 A 320,074 D	13	73,249 A 339,116 D	13	90,985 A 372,889 D	13	95,238 A 390,320 D	13	98,527 A 403,799 D
12	68,287 A 316,144 D	12	72,408 A 335,222 D	12	90,035 A 368,996 D	12	94,300 A 386,475 D	12	97,503 A 400,012 D
11	67,433 A 312,190 D	11	71,553 A 331,310 D	11	89,084 A 365,098 D	11	93,358 A 382,615 D	11	96,679 A 396,225 D
10	66,585 A 308,264 D	10	70,721 A 327,412 D	10	88,135 A 361,209 D	10	92,422 A 378,779 D	10	95,757 A 392,447 D
9	65,732 A 304,315 D	9	69,877 A 323,505 D	9	87,184 A 357,311 D	9	91,482 A 374,926 D	9	94,832 A 388,656 D
8	64,880 A 300,370 D	8	69,034 A 319,602 D	8	86,234 A 353,418 D	8	90,543 A 371,078 D	8	93,908 A 384,869 D
7	64,031 A 296,440 D	7	68,190 A 315,694 D	7	85,282 A 349,515 D	7	89,603 A 367,225 D	7	92,983 A 381,078 D
6	63,178 A 292,481 D	6	67,345 A 311,782 D	6	84,335 A 345,635 D	6	88,656 A 363,385 D	6	92,062 A 377,303 D
5	62,329 A 288,560 D	5	66,505 A 307,894 D	5	83,383 A 341,734 D	5	87,726 A 359,533 D	5	91,138 A 373,516 D
4	61,476 A 284,611 D	4	65,660 A 303,981 D	4	82,435 A 337,848 D	4	86,787 A 355,684 D	4	90,216 A 369,738 D
3	60,624 A 280,667 D	3	64,815 A 300,069 D	3	81,485 A 333,955 D	3	85,852 A 351,852 D	3	89,294 A 365,959 D
2	59,775 A 276,736 D	2	63,972 A 296,167 D	2	80,534 A 330,057 D	2	84,910 A 347,992 D	2	88,368 A 362,164 D
1	58,924 A 272,796 D	1	63,129 A 292,264 D	1	79,585 A 326,172 D	1	83,972 A 344,148 D	1	87,445 A 358,381 D
0	58,073 A 268,856 D	0	62,286 A 288,361 D	0	78,632 A 322,262 D	0	83,030 A 340,287 D	0	86,520 A 354,590 D

**A=Annual D=Daily Rate** \*These categories are based on a 216 day calendar. \*\*These categories are based on a 244 day calendar.

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 2000-2001 fiscal year, and who received a satisfactory annual evaluation at the end of the 2000-2001 year, shall advance one (1) step on this salary schedule. For example, an eligible employee who was on step 1 during the 2000-2001 school year shall be placed on step 2 of this 2001-2002 salary schedule. Employees who were at the top step of their current position prior to July 1, 2001, and who received a satisfactory annual evaluation at the end of the 2000-2001 year, shall receive an additional payment of \$985, in addition to the schedule increase. One-half of this payment shall be made prior to the winter break and the balance shall be paid prior to the end of the school year. Overall average increase is 6.5%.

**Eligibility and application is based on the criteria detailed in the Program on Pay For Performance.)**

- CATEGORY A - Assistant Principals (Elementary Schools, Middle Schools, Exceptional Student Education Centers, and Alternative Centers)
- CATEGORY B - Assistant Principals (High Schools, Community Schools, Vocational Centers, 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, and Vocational Centers)

**CONFIDENTIAL OFFICE PERSONNEL**  
**COUNTY/AREA**  
***Interim 20012-20023***  
***Listing of Jobs***

<u>POSITION</u>	<u>CLASS</u>
School Board Office Manager	5
Executive Secretary to the Office of Superintendent	5
Executive Secretary to the Deputy Superintendent	5
Records Management Assistant, Official School Board Records	5
Executive Secretary to the Area Superintendent	4
Excutive Secretary to:	4
Associate Superintendent	
Comptroller	
General Counsel	
Word Processing Manager (Personnel)	4
Department Secretary	3
Office Manager:	3
Chief, Special Investigative Unit	
Instructional Staffing	
Noninstructional Staffing/Wage and Salary	
Professional Standards Director	
Clerk Specialist C, Audits	3
Clerk Specialist C, Budgets	3
Clerk Specialist C, Cost Accounting	3
Secretary, Board Office	3
Clerk Specialist B, Administrative Procedures	2
Clerk Specialist B, Benefits Claims	2
Clerk Specialist B, Budget Master Control	2
Clerk Specialist B, FTE Control	2
Clerk Specialist B, Instructional Staffing	2
Clerk Specialist B, Noninstructional Staffing/Wage & Salary	2
Clerk Specialist B, Word Processing	2
Clerk Specialist B,	2
Secretary, Employee Assistance Program	2
Board Clerk Specialist A, Official School Board Records	1
Clerk Specialist A, Budget Office	1
Clerk Specialist A, Noninstructional Staffing/Wage and Salary	1
Clerk Specialist A, Systems and Programming	1
Clerk Specialist A, Treasurer	1
Clerk Specialist A	1



**CONFIDENTIAL OFFICE PERSONNEL - COUNTY/AREA  
SALARY SCHEDULE  
Interim 20012-20023**

STEP	1	2	3	4	5	6	7	8	9	10	11	
<b>CLASS 5</b>	A	46,081	47,533	49,030	50,574	52,157	53,810	55,505	57,253	59,056	60,916	62,835
	SM	1,920,042	1,980,542	2,042,917	2,107,250	2,173,625	2,242,083	2,312,703	2,385,542	2,460,667	2,538,167	2,618,125
	D	188,857	194,807	200,943	207,270	213,796	220,533	227,480	234,643	242,033	249,656	257,520
	H	25,181	25,974	26,792	27,636	28,507	29,404	30,331	31,286	32,271	33,287	34,336
<b>CLASS 4</b>	A	40,555	41,832	43,150	44,509	45,911	47,357	48,849	50,388	51,975	53,612	55,301
	SM	1,685,792	1,743,000	1,797,917	1,854,542	1,912,958	1,973,208	2,035,375	2,099,500	2,165,625	2,233,833	2,304,208
	D	156,209	171,443	176,844	182,414	188,150	194,086	200,201	206,508	213,012	219,721	226,643
	H	22,161	22,859	23,579	24,322	25,088	25,876	26,693	27,534	28,402	29,296	30,219
<b>CLASS 3</b>	A	35,758	36,884	38,046	39,244	40,480	41,755	43,070	44,427	45,826	47,270	48,759
	SM	1,489,917	1,536,833	1,585,250	1,635,157	1,686,667	1,739,792	1,794,583	1,851,125	1,909,417	1,969,583	2,031,625
	D	146,549	151,164	155,926	160,836	165,902	171,127	176,516	182,078	187,811	193,730	199,832
	H	19,540	20,155	20,790	21,445	22,120	22,817	23,535	24,277	25,041	25,831	26,644
<b>CLASS 2</b>	A	33,606	34,665	35,757	36,883	38,045	39,243	40,479	41,754	43,069	44,426	45,825
	SM	1,400,250	1,444,375	1,489,875	1,536,792	1,585,206	1,635,125	1,686,625	1,739,750	1,794,542	1,851,083	1,909,375
	D	137,730	142,070	146,545	151,160	155,922	160,832	165,898	171,123	176,512	182,074	187,807
	H	18,364	18,943	19,539	20,155	20,790	21,444	22,120	22,816	23,535	24,277	25,041
<b>CLASS 1</b>	A	31,589	32,584	33,610	34,669	35,761	36,887	38,049	39,248	40,484	41,759	43,074
	SM	1,316,208	1,357,667	1,400,417	1,444,542	1,490,042	1,536,958	1,585,375	1,635,333	1,686,833	1,739,958	1,794,750
	D	129,463	133,541	137,746	142,086	146,551	151,176	155,939	160,852	165,918	171,143	176,533
	H	17,262	17,605	18,366	18,945	19,541	20,157	20,792	21,447	22,122	22,819	23,538

CALENDAR - 244 DAYS  
NORMAL HOURS - 7.5 PER DAY

**CONFIDENTIAL SCHOOL-BASED OFFICE PERSONNEL  
SALARY SCHEDULE  
Interim 20012-20023**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12
GRADE A	36,555	37,579	38,631	39,713	40,825	41,968	43,143	44,351	45,593	46,870	48,182	49,531	50,918
1B D	149,816	154,012	158,324	162,758	167,316	172,000	176,816	181,766	186,857	192,090	197,467	202,998	208,680
H	19,975	20,535	21,110	21,701	22,309	22,933	23,575	24,235	24,914	25,612	26,329	27,066	27,824
GRADE A	31,742	32,631	33,545	34,484	35,450	36,443	37,463	38,512	39,590	40,699	41,839	43,010	44,214
15 D	130,090	133,734	137,480	141,328	145,237	149,357	153,537	157,836	162,254	166,799	171,471	176,270	181,205
H	17,345	17,831	18,331	18,844	19,372	19,914	20,472	21,045	21,634	22,240	22,863	23,503	24,161
GRADE A	29,579	30,407	31,256	32,133	33,033	33,958	34,909	35,886	36,891	37,924	38,985	40,078	41,200
15 D	121,225	124,619	128,107	131,693	135,381	139,172	143,070	147,074	151,193	155,426	159,779	164,254	168,852
H	16,163	16,616	17,081	17,559	18,051	18,556	19,076	19,610	20,159	20,723	21,304	21,901	22,514
GRADE A	27,564	28,336	29,129	29,945	30,783	31,645	32,531	33,442	34,378	35,341	36,331	37,348	38,394
14 D	112,967	116,131	119,381	122,725	126,160	129,693	133,324	137,057	140,893	144,840	148,898	153,066	157,352
H	15,062	15,484	15,917	16,363	16,821	17,292	17,777	18,274	18,786	19,312	19,853	20,409	20,980
GRADE A	25,691	26,410	27,149	27,909	28,690	29,493	30,319	31,168	32,041	32,938	33,860	34,808	35,783
13 D	105,291	108,238	111,266	114,381	117,582	120,873	124,258	127,738	131,316	134,992	138,770	142,656	146,652
H	14,039	14,432	14,835	15,251	15,678	16,116	16,568	17,032	17,509	17,999	18,503	19,021	19,554
GRADE A	23,939	24,609	25,298	26,006	26,734	27,483	28,253	29,044	29,857	30,693	31,552	32,435	33,343
12 D	98,111	100,857	103,680	106,582	109,566	112,635	115,791	119,033	122,365	125,791	129,311	132,930	136,652
H	13,081	13,448	13,824	14,211	14,609	15,018	15,439	15,871	16,315	16,772	17,241	17,724	18,220
GRADE A	22,306	22,931	23,573	24,233	24,912	25,610	26,327	27,064	27,822	28,601	29,402	30,225	31,071
11 D	91,418	93,980	96,611	99,316	102,098	104,959	107,898	110,918	114,025	117,217	120,500	123,873	127,340
H	12,189	12,531	12,881	13,242	13,613	13,995	14,386	14,789	15,203	15,629	16,067	16,516	16,979

THE SALARIES LISTED ABOVE ARE BASED ON A 7 1/2 HOUR WORKDAY AND A 12 MONTH CALENDAR (244 DAYS). FOR A CONTRACT CALENDAR OTHER THAN 12 (TWELVE) MONTHS-MULTIPLY THE APPROPRIATE DAILY RATE BY DAYS IN THE ASSIGNED CALENDAR. FOR A SHORTER WORKDAY, DIVIDE THE APPROPRIATE DAILY RATE BY 7 1/2 AND MULTIPLY THAT HOURLY RATE BY THE NORMAL WORKING HOURS FOR A NEW DAILY RATE.

**INTERIM TEACHER SALARY SCHEDULE\***  
**20012-20023 SCHOOL YEAR, ~~Effective the first day of each~~**  
**~~employee's 2001-2002 work calendar.~~**

<u>Step</u>	<u>Salary</u>	<u>Salary + Cafe</u>
1	\$ 31,260	\$ 31,560
2	31,300	31,600
3	32,165	32,465
4	32,320	32,620
5	32,974	33,274
6	33,418	33,718
7	33,956	34,256
8	34,511	34,811
9	35,164	35,464
10	36,123	36,423
11	37,126	37,426
12	38,168	38,468
13	39,234	39,534
14	40,384	40,684
15	41,800	42,100
16	43,215	43,515
17	44,592	44,892
18	45,970	46,270
19	47,400	47,700
20	49,180	49,480
21	57,865	58,165

1. ~~Employees who worked one (1) day more than half of their assigned 2000-2001 work calendar shall advance one (1) step on the salary schedule, the first day of each employee's 2001-2002 work 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.

**INTERIM TEACHER SALARY SCHEDULE\***  
**20012-20023 SCHOOL YEAR**

1. ~~2.~~ New bargaining unit members employed for the 2001-2002 school year shall receive a maximum of eleven (11) years of verified teaching experience with the following placement on the salary schedule:

(Interim 20012-20023)

<u>Years of Experience</u>	<u>Step</u>
0	1
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	10
10	11
11	12
12	13
13	14
14	15
15-20	16

- ~~3.~~ In 2001-2002, Broward teachers with more than twenty (20) years of experience will be placed on the step which is four (4) years less than their verified experience credit.

\*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.

**INTERIM TEACHER SALARY SCHEDULE\*\*  
20012-20023 SCHOOL YEAR**

2.4. The parties agree that employees shall not advance a step on the Salary Schedule unless the collective bargaining agreement specifically calls for a step increase for the specific school year in question. If there is no collective bargaining agreement in effect at the start of a school year, then step increases shall not be granted unless the subsequent contract specifically requires one. Any employee who receives an unsatisfactory rating(s) on his/her annual evaluation shall become eligible for and shall receive payment for a negotiated step advancement retroactive to the date of salary schedule improvements after he/she has satisfactorily fulfilled the terms of the professional development plan resulting from the unsatisfactory rating(s) and has been rated satisfactory. Until that occurs, the employee's salary shall remain frozen at the rate of pay for the previous year.

	<b>Out-of-Field*</b>	<b>In-Field</b>
Master's Degree	\$ 1,687	\$ 2,247
Specialist Degree	3,352	4,269
Doctor's Degree	4,528	5,287
Basic Incentive Award	945	1,386
Advanced Incentive Award	1,533	2,016

\*Effective November 1, 1994, bargaining unit members may only qualify to earn degree's in-field. However, unit members who held out-of-field degrees and incentives on November 1, 1994, shall continue to receive the remuneration listed above in the column entitled "out-of-field" for as long as they work for the Board in this bargaining unit without a break in service. A Board approved leave is not considered a break in service.

~~5. Bonus Payment: In addition to those employees eligible for a state-provided bonus for the 2001-2002 school year, all other employees in this bargaining unit regardless of the level of students they serve, shall also receive by October 15, 2001, a one time bonus of \$850 minus applicable employee deductions if they meet the following eligibility requirements:~~

- ~~A. Hold a valid Florida Educator's Certificate.~~
- ~~B. Worked full time (twenty (20) hours or more a week) under contract with a Florida public school district in 2000-2001.~~
- ~~C. Hired prior to January 23, 2001 or earlier and worked more than ninety nine (99) days during the 2000-2001 school year.~~

\*\*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.

**INTERIM TEACHER SALARY SCHEDULE\***  
**20012-20023 SCHOOL YEAR**

- ~~D. Hired after January 23, 2001 and not on any type of leave of absence for 2000-2001 school year.~~
- ~~E. Returned to work for the 2001-2002 school year and are active by the time of identification of those who are eligible for the bonus.~~
- ~~F. Received an end of the year 2000-2001 performance evaluation overall rating of satisfactory or better.~~
- ~~G. Are not on any type of leave of absence for the 2001-2002 school year prior to identification and payment of the bonus.~~

\*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.

## APPENDIX H

### MEMORANDUM OF UNDERSTANDING BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY AND THE BROWARD TEACHERS UNION

In order to recruit employees to teach in Broward County, Florida, the parties agree to the following:

1. Teachers initially hired during the 2001-2002 school year who are placed on Step 1 of the salary schedule (zero years of experience) shall receive a one-time lump sum payment of five hundred dollars and zero cents (\$500.00) during their first year of employment. Payment shall be made within one hundred twenty (120) days of permanent employment or the beginning of the school year, whichever occurs later.
2. Teachers initially hired during the 2001-2002 school year who are placed on Step 2 of the salary schedule (one year of experience) shall receive a one-time lump sum payment of five hundred dollars and no cents (\$500.00) during their first year of employment. Payment shall be made within one hundred twenty (120) days of permanent employment.
3. Unless agreed to otherwise by the parties, teachers hired through September 30, 2002 who are placed on steps one or two of Appendix E of the Collective Bargaining Agreement shall be paid a one-time recruitment bonus of five hundred dollars and zero cents (\$500.00) less applicable deductions. For the 2002-2003 school year, said bonus shall be paid no later than one hundred twenty (120) days after the date of initial employment.
4. Any employees in the above category eligible to receive the eight hundred fifty dollars and zero cents (\$850.00) bonus in 2001-2002 school year contained in Appendix E of the Collective Bargaining Agreement shall not be eligible for this recruitment bonus.

**INTERIM ROTC INSTRUCTOR SALARY SCHEDULE  
20012-20023 SCHOOL YEAR**

(For employees who are not assigned to the Teacher's Bargaining Unit Salary Schedule)

<u>Step</u>	<u>Salary</u>	<u>Salary + Cafe</u>
1	\$ 31,260	\$ 31,560
2	31,300	31,600
3	32,165	32,465
4	32,320	32,620
5	32,974	33,274
6	33,418	33,718
7	33,956	34,256
8	34,511	34,811
9	35,164	35,464
10	36,123	36,423
11	37,126	37,426
12	38,168	38,468
13	39,234	39,534
14	40,384	40,684
15	41,800	42,100
16	43,215	43,515
17	44,592	44,892
18	45,970	46,270
19	47,400	47,700
20	49,180	49,480
21	57,865	58,165

**Supplements**

Supplements may be recommended by the principal, as follows:

- A. Instructor in charge \$1,124
- B. Instructor responsible for equipment 562



**INTERIM ROTC INSTRUCTOR SALARY SCHEDULE (Continued)**

**20012-20023 SCHOOL YEAR**

**(For employees who are not assigned to the Teacher's Bargaining Unit Salary Schedule)**

**Salary Schedule Placement Procedures**

1. New employees for the 20012-20023 school shall receive a maximum of eleven (11) years of verified teaching experience with the following placement on the salary schedule:

<u>Years of Experience</u>	<u>Step</u>
0	1
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	10
10	11
11	12
12	13
13	14
14	15
15-20	16

Broward teachers with more than twenty (20) years of experience will be placed on the step which is four (4) years less than their verified experience credit.

2. The parties agree that employees shall not advance a step on the Salary Schedule unless the School Board of Broward County approves a step increase for the specific school year in question. Any employee who receives an unsatisfactory rating(s) on his/her annual evaluation shall become eligible for and shall receive payment for a Board-approved step advancement retroactive to the date of salary schedule improvements after he/she has satisfactorily fulfilled the terms of the professional development plan resulting from the unsatisfactory rating(s) and has been rated satisfactory. Until that occurs, the employee's salary shall remain frozen at the rate of pay for the previous year.

Placement on this schedule for previous years of experience will be in conformity with the procedures for placement on the Teachers' Salary Schedule

## CRITERIA FOR BASIC INCENTIVE AWARD

### A. Basic Incentive Award

1. Any employee holding continuing contract and a Rank III (Bachelor's Degree or equivalent) or Rank II (Master's Degree or equivalent) certificate is eligible for the Basic Incentive Award.
2. A minimum of fifteen (15) semester hours, earned after the date of the last degree, will be required to receive the Basic Incentive Award. A minimum of twelve (12) of the fifteen (15) hours must be in the teaching field and/or related subjects in order to earn an in-field Basic Incentive stipend.
3. Courses which are acceptable for the professional and for the specialization areas of certificate requirements are acceptable for the Basic Incentive Award Program.
4. All hours shall have been earned within ten (10) years prior to the awarding of the Basic Incentive Award.
5. Applications must be submitted to the Personnel Division by September 15th and supporting grade reports or transcripts must be received by October 1st.
6. Inservice programs will be recommended by the Superintendent and approved by the Board.
7. When an employee transfers to a different subject area teaching assignment the award is subject to review.
8. Personnel will review applications which have been disapproved, when requested in writing by the applicant.

NOTE: The term "continuing contract" may be used interchangeably with the term "professional service contract."

## CRITERIA FOR ADVANCED INCENTIVE AWARD

### B. Advanced Incentive Award

1. An employee holding a Continuing Contract and a Rank II (Master's Degree or equivalent) and ten (10) years of Florida service and holds the original fifteen (15) hour Basic Incentive Award or is eligible simultaneously for both awards is eligible for the Advanced Incentive Award.
2. A minimum of fifteen (15) semester hours, earned after the date of last degree, beyond what was required for the Basic Incentive Award will be required to receive the Advanced Incentive Award. A minimum of twelve (12) of the fifteen (15) hours must be in the teaching field and/or related subjects in order to earn the In-field Basic Incentive stipend.
3. Junior, senior or graduate level courses, which are acceptable for the specialization areas of certification requirements are acceptable for the advanced Incentive Award.
4. All hours shall have been earned within ten (10) years prior to the awarding of the Advanced Incentive Award.
5. Inservice progress may be used for Advanced Incentive Awards if approved by the Board.
6. When an employee transfers to a different subject area teaching assignment, the award is subject to review.
7. Personnel will review applications which have been disapproved, when requested in writing by the applicant.
8. Applications must be submitted to the Personnel Division by September 15th and supporting grade reports or transcripts must be received by October 1st.
9. An application is required for all employees even though it may be incomplete as to course work.
10. Work must be completed by the opening day of school for employees.

NOTE: The term "continuing contract" may be used interchangeably with the term "professional service contract."

## INSERVICE POINTS

Criteria shall be consistent with Section 231.34, Florida Statutes

1. One (1) point shall be equivalent to one (1) clock hour of participation by the typical participant.
2. Approved college credit hours awarded as follows:
  - A. One (1) semester hour shall equal twenty (20) inservice points.
  - B. One (1) quarter hour shall equal thirteen and one-third (13 1/3 inservice points.)

**SUPPLEMENTARY PAY SCHEDULE - APPENDIX F\*\*  
Interim 20012-20023**

I.	High School	
A.	Department Chairperson	
	Employees elected under the provisions of Article IX of this agreement shall receive \$135 per employee in department, the number of department members to be determined by the principal as of October 1. (Minimum \$618). Vocational department chairpersons shall also receive \$135 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 \$135 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, Pompano Multi Purpose Education Center, Wingate Oaks Center and the Whispering Pines School.	
B.	Guidance Directors	\$2,842
C.	General*	
	1. Yearbook (not part of class)	1,360
	2. Newspaper (not part of class)	1,360
	3. Student Government	1,360
	4. Debate	1,021
	5. Drama (per major production)	679
	6. Newspaper (part of class)	679
	7. Yearbook (part of class)	679
	8. Literary Magazine	679
	9. Senior Class Sponsor	679
	10. Other Class Sponsor	337
	11. Club Sponsor	337
	12. Forensics	927
	13. Academic Games	1,021
	14. Inservice Facilitator 0-50 units (51 & up - \$6.18 per unit) maximum	449  899
	15. Career Education	618
	16. Bus Duty (Based on number of buses supervised) 1-6 7-12 above 12	309 618 927
	17. Textbook Chairperson 1-700 (Based on student population of October FTE count) 701-1,400 1,401-above	618 927 1,236
	18. Media Center Director (Directing two or more bargaining unit employees)	1,021
	19. Sports for Athletics with Disabilities (4)	618
	20. Academic Competition (1)	618
	21. Guidance Counselor	1,124
	22. National Honor Society	1,021
	23. Media Center Coordinator (Directing one or more employees)	309
	24. Florida Future Educators of America	674
D.	Athletics*	
	1. Yearly Positions	
	a. Athletic Director (Boys & Girls)	3,869
	b. Assistant Athletic Director (Boys & Girls)	1,869
	c. Head Trainer (Boys & Girls)	2,244
	d. Assistant Trainer (Boys & Girls)	1,495
	NOTE: Trainer position may be divided into three (3) sport seasons; Fall - 40%, Winter - 30%, and Spring - 30%.	
	e. Intramurals	927
	2. Head Coaches	
	a. Head Football	2,618
	b. Head Basketball(Boys' Team) (Girls' Team)	2,244 2,244
	c. Head Track (Boys' Team) (Girls' Team)	1,869 1,869
	d. Head Baseball	1,869
	e. Head Softball	1,869
	f. Head Soccer	1,869
	g. Head Wrestling	1,869
	h. Head Cheerleader	1,869
	i. Head Tennis(Boys' Team) (Girls' Team)	1,122 1,122
	3. Head Coaches - Two (2) Teams	
	a. Head Cross-Country (Boys' & Girls' Team)	1,360

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

\*\* 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.

(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.

**SUPPLEMENTARY PAY SCHEDULE (CONT'D)\*\*  
Interim 20012-20023**

b. Head Golf (Boys' & Girls' Team)	1,360
c. Head Drill Team	1,495
d. Head Volleyball (Varsity & J.V. Team)	2,039
e. Head Swimming (Boys' & Girls' Team)	2,379
f. Gymnastics (Boys' & Girls' Team)	1,360
g. Water Polo (Boys' & Girls' Team)	1,360
h. Cheerleader (Varsity & J.V.)	2,379
4. Assistant Coaches	
a. Assistant Football	1,869
b. Assistant Basketball	1,495
c. Assistant Wrestling	1,495
d. Assistant Cheerleader	1,122
e. Assistant Track	1,495
f. Assistant Swimming	1,122
g. Assistant Softball	1,122
h. Assistant Soccer	1,122
i. Assistant Baseball	1,122
5. If a school has only one (1) team in the following sports, the head coach's supplement would be as follows:	
a. Swimming	1,700
b. Volleyball (Varsity)	1,360
c. Volleyball (J. V.)	1,021
d. Golf	1,021
e. Cross Country	1,021
f. Water Polo	1,021
g. Gymnastics	1,021
E. Music*	
1. Band Director	2,379
2. Vocal Director/Orchestra	1,854
3. Music Assistant	1,021
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 \$309-618. 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 \$135 per employee in department or on team, the number of department members to be determined by the principal as of October 1. (Minimum \$618.)	
B. Guidance Director	2,487
C. General*	
1. Student Government	1,021
2. Academic Games	1,021
3. Junior Honor Society	337
4. Inservice Facilitator 0-50 units (51 & up - \$6.18 per unit) maximum	449
5. Career Education	899
6. Career Education	618
6. Bus Duty (Based on number of buses supervised) 1-6	309
7-12	618
above 12	927
7. Textbook Chairperson 1-700	618
(Based on student population of October FTE counts) 701-1,400	927
1,401-above	1,236
8. Media Center Director (Directing two [2] or more bargaining unit employees)	1,021
9. Sports for Athletics with Disabilities (4)	618
10. Media Center Coordinator (Directing one [1] or more employees)	309
11. Florida Future Educators of America	674
D. Athletics*	
1. Athletics Director	1,719
2. Cross-Country (Boys' & Girls' Team)	1,122
3. Wrestling	1,122
4. Tennis (Boys' & Girls' Team)	1,122
5. Softball (Boys' & Girls' Team)	1,122
6. Basketball (Boys' Team)	1,122
(Girls' Team)	1,122
7. Track (Boys' Team)	1,122
(Girls' Team)	1,122
8. Field Events	1,122
9. Swimming (Boys' & Girls' Team)	1,122

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

\*\* 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.

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

**SUPPLEMENTARY PAY SCHEDULE (CONT'D)\*\*\***  
**Interim 20012-20023**

10. Volleyball (Boys' Team)	1,122
(Girls' Team)	1,122
11. Gymnastics (Girls' Team)	1,122
12. Soccer	1,122
13. Cheerleaders	1,122
14. Intramurals	1,122
E. Music*	
1. Band or Orchestra	1,021
2. Vocal Director	1,021
3. Music Assistant	679
F. Academic Competition (1)	618
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 \$309-618. 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 \$135 per employee in grade level or on team. (Minimum \$618.)	
B. General*	
1. Safety Patrol	309
2. Inservice Facilitator 0-50 units	449
(51 & up - \$6.18 per unit)	
maximum	809
3. Career Education	371
4. Bus Duty 1-6	309
7-12	618
above 12	927
5. Textbook Chairperson 1-700	618
(Based on student population as of October FTE count) 701-1,400	927
1,401 - up	1,236
6. Sports for Athletics with Disabilities (4)	618
7. Environmental/Science Coordinator	394
8. Academic Competition (1)	618
9. Media Center Coordinator (Directing one [1] or more employees)	309
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 \$309-618. 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	2,443
B. Psychologists	3,287
C. Intervention Team Leader	2,163
D. Instructional Coach (if 2nd beginning teacher, additional \$500)	1,000
E. School Liaison	550
F. Professional Development Network Committee	1,967
G. Professional Development Network	562
H. ESE District & Area Monitor/Specialist	1,011
I. ROTC:	
1. Instructor in Charge	1,124
2. Instructor Responsible for Equipment	562
J. Physical Education Networking Team (nine [9] people)	1,685
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.	
K. Broward School Board At-Risk Certification (5)	1,910
L. Guild Teachers (Mentoring other teachers for a total of fifty (50) hours	750
(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)	

\* 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.

(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 \$1,910. A teacher with three (3) periods of dropout prevention will earn 3/5 of the supplement (\$1,146).

**SUPPLEMENTARY PAY SCHEDULE (CONT'D)\*\*\*  
Interim 20012-20023**

L.	Southeastern Consortium for Minorities in Engineering (SECME) (6)	1,260
M.	Rover - Year Round Education (Hallandale Elem. only)	618
N.	Assistant Grade Level Chairperson - Year Round Education (Hallandale Elem. only). Employees elected under the provisions of Article IX of this agreement shall receive \$135 per employee in department, the number of department members to be determined by the principal as of October 1. (Minimum \$618.)	
O.	National Board for Professional Teaching Standards (Note: Teachers shall receive this supplement for as long as they hold their national certification.)	2,100
P.	Outstanding Performance <u>(Eligibility and application is based on the criteria detailed in the Memorandum of Understanding on Outstanding Performance.)</u>	5% of Individuals Salary
V.	Vocational Technical & Adult Education* (2)	
A.	Future Farmers of America	618
B.	Future Business Leaders of America	618
C.	Cooperative Education Club of FL	618
D.	Health Occupation, Student Assoc.	618
E.	Florida Homemakers Assoc/Home Economics Related Occup	618
F.	Vocational Industrial Clubs of America	618
G.	Distributive Education Clubs of America	618
H.	Florida Industrial Arts Student Association	618
VI.	District Coordination of Academic Games* (3)	
A.	Academic Games Competition:	
1.	Elementary	562
a.	North Area	225
b.	<u>North</u> Central Area	225
c.	South Area	225
d.	<u>South Central Area</u>	225
2.	Middle	618
3.	High	618
B.	Computer Competition:	
1.	Elementary	618
2.	Middle	618
3.	High	618
C.	Language Arts Competition:	
1.	Elementary	610
2.	Middle	618
3.	High	618
D.	Mathematics Competition:	
1.	Elementary	618
2.	Middle	618
3.	High	618
E.	Science Competition:	
1.	Elementary	618
2.	Middle	618
3.	High	618
F.	Social Studies Competition:	
1.	Elementary	618
2.	Middle	618
3.	High	618
G.	Foreign Language Competition:	
1.	Elementary	610
2.	Middle	618
3.	High	618

\* 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.



## **Special Supplements**

**Interim 20012-20023**

<b>High School</b> Students Against Drunk Drivers (SADD)	<b>\$500</b>
<b>Middle School</b> "Just Say No"	<b>\$250</b>
<b>Elementary School</b> "Just Say No"	<b>\$200</b>

**SALARY SCHEDULE-SUBSTITUTE TEACHERS**

**Interim 20042-023**

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

- A.** The salary for substitute teachers **who have not** completed the 15-hour in-service course in Classroom Management, Lesson Preparation/Presentation Skills, and School Laws is:

<u>Degree Required</u>	<u>Hourly</u>	<u>Daily</u>
60 Semester Hours of college credit or Bachelor's degree or higher	\$9.33	\$69.98

- B.** The salary for substitute teachers **who have** completed the 15-hour in-service course in Classroom Management, Lesson Preparation/Presentation Skills, and School Law or a retired teacher from the School Board of Broward County is:

<u>Degree Required</u>	<u>Hourly</u>	<u>Daily</u>
60 Semester Hours of college credits or Bachelor's degree or higher	\$10.67	\$80.03

- C.** Pool Substitute Teacher

A pool substitute teacher must attend and complete the Substitute Teacher Training Orientation during the current school year. Pool substitutes will have one year to complete this training. They must also qualify for a Broward County Substitute Teaching Certificate.

<u>Degree Required</u>	<u>Hourly</u>	<u>Daily</u>
60 Semester Hours of college credits Bachelor's degree preferred	\$12.00	\$90.00

- D.** Interim Substitute Teacher

A substitute teacher who is employed to substitute for an indeterminate number of days but at least 20 consecutive days or more will, upon the recommendation of the Superintendent, be paid the daily rate of a beginning teacher (Bachelor's degree) with no experience.

To be eligible for interim substitute pay, a substitute must have at least a bachelor's degree. An interim substitute may not be used in a vacancy/unfilled position; unless, permanent teachers are not being hired.

<u>Hourly</u>	<u>Daily</u>
\$20.61	\$154.60

- E.** Upward Bound and ESE/Alternative Centers Substitute Program  
A board approved substitute teacher who works at an identified Upward Bound or ESE/Alternative Center.

<u>Degree Required</u>	<u>Hourly</u>	<u>Daily</u>
60 Semester Hours of college credit	\$13.34	\$100.00
Bachelor's degree or higher	\$14.67	\$110.00

- F.** Super Sub Bonus Program  
A board approved substitute teacher who works a minimum of 90 days or more within the current school term will receive a one-time bonus of \$500. (Pool or Interim Substitute Teachers are not eligible.)

## SPECIAL SALARY SCHEDULE\*\*

Interim 20012-20023

<u>Full Time</u>	<u>Hourly Rate*</u>
Broward Advisor's for Continuing Education (BRACE):	
Associate's degree	14.03
Bachelor's degree	17.54
Community Liaison	14.03
Home Service Educator, Even Start	14.03
Job Coach	14.03
Job Coach, Educational Assistant	14.03
Parent Educator	14.03
Vocational and Career Advisor:	
Associate's degree	14.03
Bachelor's degree	17.54

**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\***  
**Interim 2001-2-2002**

**GRADE 10**

<b>186 DAYS</b>																
<b>STEPS</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
<b>ANNUAL</b>	10,827	11,127	11,537	11,757	12,118	12,485	12,863	13,253	13,656	14,073	14,497	14,939	15,392	15,863	16,344	16,840
<b>HOURLY</b>	7.761	7.976	8.270	8.428	8.687	8.950	9.221	9.500	9.789	10.088	10.392	10.709	11.034	11.371	11.716	12.072

<b>196 DAYS</b>																
<b>STEPS</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
<b>ANNUAL</b>	11,409	11,725	12,157	12,389	12,770	13,157	13,555	13,965	14,390	14,829	15,276	15,742	16,220	16,715	17,223	17,746
<b>HOURLY</b>	7.761	7.976	8.270	8.428	8.687	8.950	9.221	9.500	9.789	10.088	10.392	10.709	11.034	11.371	11.716	12.072

This schedule is based on a 7 1/2 hour workday.

**SUPPLEMENTS - Special Education Centers**

A. In order to reward and retain Paraprofessionals at Exceptional Education Centers, the parties agree to provide a supplement. Paraprofessionals employed at the following Exceptional Education Centers: Bright Horizons School, Pine Ridge Center, Seagull Center, Sunset School, The Quest Center, Wingate Oaks Center, Whispering Pines, Cypress Run Alternative/Exceptional Student Center, and Cross Creek Exceptional shall receive a supplement in the amount of two hundred fifty dollars (\$250.00).

**THIS SALARY SCHEDULE IS SUBJECT TO THE PROVISIONS OF ARTICLE XVII(H). THERE WILL BE NO STEP ADVANCEMENT. FOR EXAMPLE, AN EMPLOYEE WHO WAS ON STEP 2 DURING THE 2000-2001 SCHOOL YEAR SHALL BE ON STEP 2 OF THIS 2001-2002 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.

**TEACHER ASSISTANT\*  
Interim 20012-20023**

GRADE 12

**186 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>ANNUAL</b>	12,492	12,838	13,306	13,580	13,989	14,413	14,848	15,299	15,761	16,239	16,730	17,235	17,756	18,291	16,846	19,421
<b>HOURLY</b>	8,955	9,203	9,538	9,735	10,028	10,332	10,644	10,967	11,298	11,641	11,993	12,355	12,728	13,112	13,510	13,922

**196 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>ANNUAL</b>	13,164	13,528	14,021	14,310	14,741	15,188	15,647	16,121	16,608	17,112	17,630	18,162	18,710	19,275	19,860	20,465
<b>HOURLY</b>	8,955	9,203	9,538	9,735	10,028	10,332	10,644	10,967	11,298	11,641	11,993	12,355	12,728	13,112	13,510	13,922

This schedule is based on a 7 1/2 hour workday.

NC STEP ADVANCEMENT FOR 2001-2002. SCHEDULES WERE INCREASED AN AVERAGE OF 3.5%.

SUPPLEMENTS - Special Education Centers

A. In order to reward and retain Paraprofessionals at Exceptional Education Centers, the parties agree to provide a supplement. Paraprofessionals employed at the following Exceptional Education Centers: Bright Horizons School, Pine Ridge Center, Seagull Center, Sursel School, The Quest Center, Wingate Oaks Center, Whispering Pines, Cypress Run Alternative/Exceptional Student Center, and Cross Creek Exceptional shall receive a supplement in the amount of two hundred fifty dollars (\$250.00).

**THIS SALARY SCHEDULE IS SUBJECT TO THE PROVISIONS OF ARTICLE XVII.M. THERE WILL BE NO STEP-ADVANCEMENT. FOR EXAMPLE, AN EMPLOYEE WHO WAS ON STEP 2 DURING THE 2000-2001 SCHOOL YEAR SHALL BE ON STEP 2 OF THIS 2001-2002 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.

**FEDERATION OF PUBLIC EMPLOYEES**  
**SECRETARIAL/CLERICAL UNIT**  
*Interim 20012-20023 Listing of Jobs*  
*(Page 1 of 2)*

<b>Pay Grade</b>	<b>Job Classification Title</b>	<b>Job Descr#</b>
10	Clerk Typist I (All Locations)	(MM-65)
	General Clerk I (All Locations)	(MM-68)
	Library Clerk I (Schools & Vocational Centers)	(MM-64)
	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 II (Schools & Vocational Centers)	(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)
	Secretary III (All Locations)	(MM-15)
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 IV	(MM-20)
	Educational Interpreter for the Hearing Impaired	(MM-87)
	Health Technician I	(MM-89)
	Inventory Audit Specialist	(MM-26)
	Multicultural Resource Facilitator	(MM-77)
	Network Analyst I	(MM-78)
Office Manager I (Elementary & Middle Schools)	(MM-22)	
Operations Specialist III	(MM-19)	
Photographic Technician	(MM-49)	

**Note:** All new hires will start at entry step 1 of the salary schedule. New employees with four (4) years of verified related work experience may advance one step (from step 1 to step 2) on the salary schedule.

**FEDERATION OF PUBLIC EMPLOYEES**  
**SECRETARIAL/CLERICAL UNIT**  
*Interim 20012-20023 Listing of Jobs*  
*(Page 2 of 2)*

<b>Pay Grade</b>	<b>Job Classification Title</b>	<b>Job Descr#</b>
15 (Cont.)	Registrar III (Adult & Vocational Centers)	(MM-23)
	Technician I (County) (1)	(MM-25)
	Telecommunications Service Assistant 1	(MM-76)
16	Accounts Payable Specialist	(MM-69)
	Area Budget/Bookkeeper	(MM-70)
	Bookkeeper III (High School, County & Vocational Centers)	(MM-17)
	Office Manager II (High School, County and Vocational Centers)	(MM-29)
	Payroll Processor	(MM-44)
	Secretary IV (County)	(MM-27)
18	Accounting Specialist II	(MM-92)
	Bid Document Specialist (County)	(MM-80)
	Business Affairs Specialist (County)	(MM-81)
	Business Manager	(MM-30)
	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)
	General Ledger Facilitator	(MM-52)
	Guidance Data Specialist	(MM-104)
	Graphic Artist	(MM-88)
	Health Technician II	(MM-90)
	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)
	Technician II (County) (1)	(MM-37)
	Test Monitor	(MM-74)
	Webmaster I	(MM-101)
19	Customer Service Specialist IV	(MM-102)
20	Computer Operator II	(MM-39)
	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)

(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.

**Note:** All new hires will start at entry step 1 of the salary schedule. New employees with four (4) years of verified related work experience may advance one step (from step 1 to step 2) on the salary schedule.





**BUS OPERATORS\***  
**SALARY SCHEDULE**  
**Interim 20012-20023**

YEAR/STEP	HOURLY RATE
1	10.04
2	10.30
3	10.56
4	10.76
5	10.88
6	11.02
7	11.59
8	11.85
9	12.63
10	12.94
11	14.23
12	14.70
13	15.11
14	16.15
15	17.49

**BUS ATTENDANTS\***  
**SALARY SCHEDULE**  
**Interim 20012-20023**

YEAR/STEP	HOURLY RATE
1	8.80
2	9.32
3	9.52
4	9.63
5	10.14
6	10.51
7	10.82
8	11.07
9	11.85
10	12.06
11	12.94
12	13.87

NOTE: ~~As there was no step advancement for 2001-2002, individuals remained on the same step that they were on for 2000-2001. For example, an individual on step 6 at the end of 2000-2001 remained on step 6 for the 2001-2002 year.~~

\*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 20012-20023**

FACILITIES PERSONNEL	HOURLY RATE						
	I	IA	II	IIA	III	IIIA	IV
Assistant Head Facilities Serviceperson (High School & Vocational Centers)	14.09	15.25	16.78				
Assistant Head Facilities Serviceperson (Middle School & Exceptional Child Center)	13.88	15.00	16.49				
Building Operations Supervisor (High School)	19.99	21.20	22.94				
Head Facilities Serviceperson (Middle, Exceptional Child Center)	15.22	16.38	17.97				
Head Facilities Serviceperson (High School & Vocational Center)	16.30	17.46	19.08				
Head Facilities Serviceperson (Elementary School)	14.77	15.91	17.45				
Head Facilities Serviceperson (Grounds & Minor Repair Elementary)	15.91	17.06	18.65				
Head Facilities Serviceperson (Grounds & Minor Repair - Middle)	16.10	17.25	18.84				
Facilities Serviceperson (Days)	8.85	9.78	10.72	11.36	12.02	12.87	14.04
Facilities Serviceperson (Nights)	9.10	10.03	10.97	11.61	12.27	13.12	14.29
Facilities Serviceperson Aide (Days)	7.44		7.62				
Facilities Serviceperson Aide (Nights)	7.69		7.87				
Facilities Serviceperson & Grounds Maintenance	11.25	12.18	13.12	13.56	13.99	14.56	15.50
Pool Operator	11.25	12.18	13.12	13.56	13.99	14.56	15.50
School Site Repairperson	12.15	13.09	14.01	14.97	15.91	17.06	18.65
Yardperson	10.42	11.36	12.31	13.25	14.19	15.33	16.87

Maintenance and Facilities Service employees hired after July 1, 1992, shall work one (1) day more than half of their assigned work calendar to be eligible for step advancement. However, the parties agree that step advancement shall occur for employees hired after July 1, 1992, only when agreed to specifically by the parties in contract negotiations.

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.

**LEADMAN** - Hourly rate will be \$.35 per hour more than the base hourly rate paid to the highest man/woman supervised.

**FOREMAN** - Hourly rate will be \$.75 per hour more than the base hourly rate and the differential paid to the highest paid mechanic supervised.

**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 \$.15 per hour more than their base hourly rate.

**NIGHT DIFFERENTIAL** - All personnel starting work after 1 p.m. (local time) will be paid \$.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 20012-20023**

TRADES	HOURLY RATE					
	IA	IB	I	II	III	IV
Boiler Mechanic			16.22	18.08	20.15	23.06
Building Security Person			9.29	11.16	12.46	14.32
Cafe and Industrial Arts Repairperson			16.30	18.17	20.04	22.96
Carpet/Flooring Installer (Utilities Serviceperson)			13.92	15.75	17.66	20.44
Certified Household Pest and Rodent Control Operator			15.99	17.84	19.74	22.84
Console Viewer, Security, Fire & Electrical			12.67	14.29	15.95	18.39
Garage Serviceperson			13.80	15.64	17.52	20.36
Grounds Equipment Mechanic			15.01	16.88	18.75	21.59
Hardware Mechanic			16.42	18.30	20.17	23.12
Helper			11.67	13.52	14.79	16.86
Laborer			9.29	11.16	12.46	14.32
Laundry Attendant			8.16	10.05	10.99	12.56
Mail Clerk		8.53	10.43	12.31	15.19	18.22
Mail Service Truck Driver		10.65	12.38	14.10	15.84	18.47
Maintenance Truck Driver		10.65	12.38	14.10	15.84	18.64
Maintenance Truck Driver Heavy			12.54	14.36	16.15	18.81
Mechanical Insulator			17.25	19.13	22.00	
Mechanical Plant Operator			16.89	18.80	20.65	23.57
Musical Instrument Repairperson			15.38	17.25	19.13	22.00
Musical Instrument Assistant			11.67	13.52	14.79	16.85
Paint & Body Serviceperson			10.57	12.38	14.17	16.75
Pest Control Applicator			11.83	13.68	15.68	18.57
School Beautification Worker*	8.60					
Sewer Mechanic			16.18	18.07	19.92	22.86
Small Mower Operator		8.58	10.43	12.31	14.20	16.85
Stock Clerk		11.20	13.06	14.95	16.81	19.57
Stock Price and Inventory Clerk		12.77	14.61	16.48	18.36	21.18
Stockroom Assistant			15.61	17.46	19.33	22.22
Stockroom Serviceperson		9.88	11.83	13.68	15.68	18.57
Surplused Furniture Facilitator			14.61	16.48	18.36	21.18
Tire Repairperson			11.66	13.21	15.38	18.07
Tractor Mower Operator		9.71	11.56	13.43	15.56	18.57
Tree Trimmer			10.99	12.88	14.74	17.42
Truck Driver		10.65	12.38	14.10	15.84	18.64
Utility Serviceperson; Fire Alarm Inspector; Fence/playground Equip Insta			13.92	15.75	17.66	20.44
Vehicle Upholstery and Glass Installer			16.00	17.86	19.75	22.63
Vehicle Upholstery and Glass Installer Trainee			11.67	13.52	15.49	
Warehouse Records Facilitator			13.87	15.70	17.56	20.40
Warehouse Section Attendant		11.20	13.06	14.95	16.81	19.57
Warehouse Serviceperson		9.88	11.83	13.68	15.68	18.57
Warehouse Truck Driver		10.65	12.38	14.10	15.84	18.64
Water Treatment Serviceperson			13.92	15.75	17.66	20.44

**NO STEP ADVANCEMENT FOR 2001-2002. SCHEDULES WERE INCREASED AN AVERAGE OF 3.5%.**

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.

\*Not to exceed 240 hours per year (not eligible for employee benefits)

\*\*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 20012-20023**

TRADES - CERTIFICATION LADDER	HOURLY RATE					
	IA	IB	I	II	III	IV
A/C and Refrigeration Mechanic			18.79	20.65	23.57	
Carpenter	14.56	16.43	18.30	20.17	23.12	
Electrician			18.79	20.65	23.57	
Electronic Technician		16.89	18.79	20.65	23.57	
Energy Management Systems Technician			18.79	20.65	23.57	
Glazier			17.86	19.75	22.63	
Heavy Equipment Operator			18.30	20.17	23.12	
Mason/Tile Setter			18.79	20.65	23.57	
Painter	14.12	16.00	17.86	19.75	22.63	
Pest Weed Control Operator			18.30	20.17	23.12	
Plumber			18.79	20.65	23.57	
Roofer			15.72	18.67	22.63	
Sheet Metal Mechanic			16.42	19.25	23.11	
Sprinkler Mechanic/Pump Services			16.18	18.07	19.92	22.86
Welder			17.86	19.75	22.63	

NO STEP ADVANCEMENT FOR 2001-2002. SCHEDULES WERE INCREASED AN AVERAGE OF 3.5%.

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)	20.48	23.03	23.23	23.42	23.67	23.96	24.15	24.32
Automotive and Truck Quality Control Mechanic	20.48	23.03	23.23	23.42	23.67	23.96	24.15	24.32
Paint and Body Mechanic (Journeyman)	20.48	23.03	23.23	23.42	23.67	23.96	24.15	24.32

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 \$.35 per hour more than the base hourly rate paid to the highest man/woman supervised.

**FOREMAN** - Hourly rate will be \$.75 per hour more than the base hourly rate and the differential paid to the highest paid mechanic supervised.

**NIGHT DIFFERENTIAL** - All personnel starting work after 1 p.m. (local time) will be paid \$.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.

**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.

**Apprentice Hourly Rates\***  
**Interim 20012-20023**

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

<b>APPRENTICE SCHEDULE</b>	<b>1st Year</b>	<b>2nd Year</b>	<b>3rd Year</b>	<b>4rd Year</b>	<b>5th Year</b>	<b>Journeyman Rate</b>
A/C and Refrigeration Mechanic	13.62	14.90	16.21	17.50		18.79
Carpenter	10.59	11.57	12.59	13.60		14.56
Electrician	13.62	14.63	15.67	16.72	17.74	18.79
Electronic Technician	12.25	13.41	14.57	15.71		16.89
Heavy Equipment Operator	13.30	14.96	16.63			18.30
Mason	13.62	14.90	16.21	17.50		18.79
Mechanical Insulator	12.52	13.69	14.89	16.08		17.25
Painter	10.27	11.55	12.84			14.12
Plumber	13.62	14.90	16.21	17.50		18.79
Pump Servicer	11.75	13.21	14.69			16.18
Roofer	11.43	12.50	13.60	14.65		15.72
Sheet Metal Mechanic	11.47	12.55	13.62	14.72		16.42

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

**SECURITY SPECIALISTS\***

**Interim 20012-20023**

<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>HOURLY</b>						
<b>RATE</b>	<b>19.02</b>	<b>19.54</b>	<b>20.09</b>	<b>20.65</b>	<b>21.17</b>	<b>22.24</b>

\*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 MONITOR\***

**Interim 20012-20023**

<b>STEPS</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>
<b>HOURLY</b>						
<b>RATE</b>	9.43	10.34	11.10	11.95	12.74	13.68

\*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 FOOD SERVICE  
INTERIM 20012-20023  
SALARY AND BENEFITS**

The salary for employees covered by this Agreement shall be set forth according to the following schedule(s). The parties agree that step advancement shall not occur unless agreed to specifically by the parties in contract negotiations. There shall be no pay raises or salary step advancement unless mutually agreed to by the parties. An employee who receives an "Unsatisfactory" on their overall annual performance evaluation shall be ineligible for any negotiated salary increase for the subsequent school year and shall remain frozen at the rate of pay for the previous year.

The rate of pay for summer school shall be the rate of pay in effect for the prior school year.

1. Assistants Basic Salary Schedule ~~2001-2002~~ 2002-2003. This salary schedule will become effective at the commencement of the employee's ~~2001-2002~~ 2002-2003 assigned calendar.

Employees who work additional time for special meal functions and call-ins will be paid an hourly rate that includes the base rate and all salary increments including breakfast, satellites and training.

**FOOD SERVICE ASSISTANTS' SALARY SCHEDULE\*  
INTERIM 20012-20023**

STEP	ASST IIB					FOOD SERVICE	LINE MGR- VOC/ AD CTR; SNACK BAR
	ASST I	ASST IIA	ASST COOK & BAKER & SALAD HEAD	ASST III	ASST IV	ATTD-VOC/	MGR-VOC/ AD CENTER
	GENERAL WORKER	COOK & BAKER		ASST MANAGER	INTERN MANAGER	ADULT CENTER	
1	7.73	8.59	8.35	8.81	11.23	7.73	11.23
2	7.96	8.85	8.60	9.07	11.56	7.96	11.56
3	8.44	9.29	9.04	9.54	12.11	8.44	12.11
4	8.69	9.69	9.42	9.93	12.49	8.69	12.49
5	8.98	10.00	9.76	10.19	12.76	8.98	12.76
6	9.26	10.27	10.01	10.45	12.98	9.26	12.98
7	9.54	10.52	10.28	10.69	13.20	9.54	13.20
8	9.79	10.80	10.55	10.96	13.41	9.79	13.41
9	10.14	11.14	10.89	11.30	13.61	10.14	13.61
10	10.80	11.67	11.43	11.81	14.03	10.80	14.03

- a. All salaries shall be paid bi-weekly.
- b. Beginning Cooks and Bakers, Assistant Cooks and Bakers and Salad Heads, shall be paid at the beginning rate of a school food service Assistant I no longer than forty-five (45) days. After completion of forty-five (45) workdays, Cooks and Bakers shall be paid the base rate for an Assistant IIA, and Assistant Cooks, Assistant Bakers, and Salad Heads, shall be paid the base rate of an Assistant IIB. Said rates to be based upon satisfactory recommendation of the Food Service Manager and the approval of the Food & Nutrition Services Director/designee.

\* 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.



- c. Salaries shall be increased up to twenty (\$.20) cents per hour more by taking district offered courses.
2. Managers Basic Salary Schedule ~~2001-2002~~ 2002-2003. This salary schedule will become effective at the commencement of the employees ~~2001-2002~~ 2002-2003 assigned calendar.

Employees who work additional time for special meal functions and call ins will be paid an hourly rate that includes the base rate and all salary increments including breakfast, satellites and training.

**FOOD SERVICE MANAGERS' SALARY SCHEDULE\***

**INTERIM 20012-20023**

<u>LEVEL</u>	<u>STEP</u>	<u>MONTHLY SALARY</u>	<u>COMPLETED YEARS</u>
MANAGER I	STEP I	\$2,206	(1-5 YEARS)
	STEP II	\$2,286	(6-9 YEARS)
	STEP III	\$2,363	(10-13 YEARS)
	STEP IV	\$2,421	(14 YEARS & UP)
MANAGER II	STEP I	\$2,263	(1-5 YEARS)
	STEP II	\$2,346	(6-9 YEARS)
	STEP III	\$2,423	(10-13 YEARS)
	STEP IV	\$2,481	(14 YEARS & UP)
MANAGER III	STEP I	\$2,467	(1-5 YEARS)
	STEP II	\$2,541	(6-9 YEARS)
	STEP III	\$2,622	(10-13 YEARS)
	STEP IV	\$2,679	(14 YEARS & UP)
MANAGER IV	STEP I	\$2,692	(1-5 YEARS)
	STEP II	\$2,768	(6-9 YEARS)
	STEP III	\$2,847	(10-13 YEARS)
	STEP IV	\$2,901	(14 YEARS & UP)
MANAGER V	STEP I	\$2,867	(1-5 YEARS)
	STEP II	\$2,946	(6-9 YEARS)
	STEP III	\$3,026	(10-13 YEARS)
	STEP IV	\$3,081	(14 YEARS & UP)
MANAGER VI	STEP I	\$3,046	(1-5 YEARS)
	STEP II	\$3,124	(6-9 YEARS)
	STEP III	\$3,215	(10-13 YEARS)
	STEP IV	\$3,334	(14 YEARS & UP)

\* 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.

ART. 14-2

- a. The annual salary for those managers employed on a ten (10) month basis shall be determined by multiplying the monthly base salary plus supplements by ten (10). Managers employed on a twelve (12) month basis shall be determined by multiplying the manager base salary plus supplements by twelve (12).
- b. Exceptions to the salary schedule must be recommended by the Food & Nutrition Services Director and approved by the Superintendent/designee.

3. School Lunch Average Daily Attendance Participation

Manager I	0 - 400
Manager II	401 - 700
Manager III	701 - 1,000
Manager IV	1,001 - 1,300
Manager V	1,301 - 1,600
Manager VI	1,600

The salary schedules shown herein include one-half (1/2) of one percent (1%) which requires the employee to attend a bi-annual six (6) hour inservice workshop scheduled by the Food Service Department.

- a. Manager position classification shall be set by using the October or January SLADA, whichever is higher, of the previous year. SLADA of a new or reorganized school will be figured at 70 percent of the anticipated enrollment. Salary adjustments will be increased based on the October SLADA of the current year, retroactive to the beginning of the school year, and should be computed and received no later than the end of the first semester. Such SLADA for a la carte schools will be computed in the following manner:

Total a la carte sales to pupils and adult sales during normal schools hours from Weekly Reports of Lunch Receipts and Deposits, divided by the sale price of the elementary lunches and then divided by two. Total student and adult lunches will be added to this figure based on Weekly Manager's Lunch Reports to arrive at total participation figures. This result is then divided by the actual number of days of operation, excluding semester exam days and early release days.

ART. 14-3

Salary adjustments due to increase in SLADA shall be made effective February 1, based on the January SLADA of the current years, and should be computed and received no later than the end of the second semester.

4. For Schools serving Breakfast

SLADA of a school serving an approved breakfast program will be figured as the total lunch participation plus one-half (1/2) of the breakfast participation figure.

No manager will receive less than fifty dollars (\$50.00) per month for a breakfast program. If Increased participation does not reach that, an Increment will be paid. For schools serving breakfast, increments shall be as follows:

Fifty dollars (\$50.00) per month for 1-150 breakfasts served.

Seventy-five dollars (\$75.00) per month for 151 to 299 breakfasts served.

One hundred dollars (\$100.00) per month for 300 and above breakfast served.

Dual managers with breakfast programs in both schools shall receive no less than seventy-five dollars (\$75.00). However, a dual manager with one of the two schools over 150 breakfasts or more shall receive no less than one hundred dollars (\$100.00).

5. Satellite Program

a. For managers involved in satellite programs, the combined SLADA will be used to determine the base salary, or an increment, whichever is greater shall be paid. In a satellite program a minimum of 200 complete lunches must be served daily by the base schools in order to receive a one hundred dollar (\$100) monthly increment, with 100 to 199 complete lunches served a seventy-five dollar (\$75) monthly increment, and less than 100 complete lunches to receive a fifty dollar (\$50.00) increment. Managers with a breakfast satellite program shall receive a twenty five dollar (\$25.00) per month increment.

b. School food service managers assigned to a middle school shall not be classified below Manager III.

ART. 14-4

c. School food service managers assigned to a high school shall not be classified below Manager IV.

c. Increments:

Increments shall be based on eight dollars and fifty cents (\$8.50) per approved school food service training course. The maximum any employee shall receive is fifty nine dollars and fifty cents (\$59.50). In order to maintain the training increment, the School Food Service Department may require employees to take food service refresher courses. Employees shall be required to take no more than one refresher course every four (4) years. Said course shall not exceed thirty (30) hours.

6. All assistants and managers shall receive the salary increases shown herein which includes one-half (1/2) of one (1) percent which requires the employee to attend every three (3) years a six (6) hour in-service sanitation workshop scheduled by the Food Service Department. The sanitation certificate shall be valid for a three (3) year period, from date of issuance, for all workers and managers.
7. Salaries shall be increased up to twenty (\$.20) cents per hour more by taking district offered courses.
8. Dual Managers shall receive a three hundred and fifty dollars (\$350.00) per month increment in addition to using combined participation to determine classification. (this is the current amount paid, no increase is intended)
9. The Manager has the right to make a recommendation to the School Food Service Department in the following areas:
  - a. The appointment of all assistants.
  - b. That Assistant Managers be employed in schools serving 850 lunches or more. The lunches would include complete meals plus a la carte meal equivalents.
  - c. That Assistant Cooks, Assistant Bakers be employed in schools serving 700 or more, where the complete choice menu is served.

ART. 14-5

d. Salad Heads shall be employed in schools serving 75 or more salads subject to the Food & Nutrition Services Director or designee approving the completion of the salad head's forty-five (45) day evaluation period. If approved, then the employee shall receive the higher rate of pay retroactively to the first day of performing in the salad head's position, only if they are a permanent employee.

10. The Food Service Department shall be vested with final authority to determine staff requirements in accordance with the provisions of this Agreement.

## B. Benefits

### 1. Personal Auto Use

Any employee required to have access to an automobile to perform school district duties shall be provided for mileage reimbursement at rates established in accordance with the Florida Statutes and School Board policies, rules and regulations. All such trips must be pre-authorized by the immediate supervisor.

### 2. Key Persons

In schools with a dual manager and managers with satellite of 100 meals or more, a key person shall be assigned, and shall receive an additional fifteen cents (\$.15) per hour for the added responsibilities. The fifteen cents (\$.15) per hour will be implemented upon ratification of this Collective Bargaining Agreement by both parties. The position of key person will be implemented at the discretion of the manager, and with the approval of the Food & Nutrition Services Director. The selection of the key person shall be without regard to section of Article 13 (Promotions and Vacancies) of the present Collective Bargaining Agreement.

### 3. Training

The School Board shall continue to offer an in-service training program to unit employees, including an Intern Manager Training Program.

ART. 14-6

The School Board reserves the right to establish standards for in-service training programs including but not limited to the type of courses offered, attendance standards and eligibility requirements.

Each school Food Service Assistant shall satisfactorily complete three school food service training courses of sixty (60) hours in length. Foundations of School Food Service shall be satisfactorily completed during the first year of employment. Nutrition shall be satisfactorily completed during the first four years of employment and Quantity Food Production shall be satisfactorily completed by the end of the sixth year of employment. The Sanitation Certificate shall be valid for three (3) years from the date of issuance.

Additional compensation at the rate of five cents (\$.05) per hour shall be paid for each satisfactorily completed state approved school food service training course which is sixty (60) hours in length. Other food service courses will be evaluated to determine whether compensation will be given. In order to maintain the training increment, the School Food Service Department may require employees to take food service refresher courses.

When verification of training is needed, adjustments may be made up to sixty (60) days after the dates of employment. Such adjustments will be retroactive to the beginning employment dated. Training increments for School Food Service Assistants will be adjusted in September and January.

#### Manager Training

In order to be appointed as a manager, an applicant must have satisfactorily completed the Manager Intern Training Course. Each Manager shall be required to satisfactorily complete a minimum of four (4) school food service training courses: Foundations, Nutrition, and Quantity Food Production, and Organization and Management. A Manager must maintain a current CPR certificate. A minimum of one (1) course shall be taken each year until all are completed satisfactorily. The Sanitation Certificate shall be valid for three (3) years from the date of issuance for all Managers.

ART. 14-7

Managers who are relieved of other managerial responsibilities for special school assignments such as (1) double sessions or (2) extended day in order to improve the program shall not have their salary penalized for the remainder of the school year.

4. Career Incentive

Career Incentive payments shall be paid after the employee has completed his/her 15th, 20th, and 25th years of employment. All Food Service employees working four (4) hours or more are eligible.

The payments will be made according to the following schedule:

Completion of 15th year = \$ 550.00  
Completion of 20th year = \$1,050.00  
Completion of 25th year = \$1,550.00

A full year of service shall be credited to all employees who have worked one day more than half of their calendar.

5. Work in Higher Classification

The Board agrees that any unit member who is temporarily assigned by his immediate administrator to a position higher than his normal job classification shall receive additional remuneration for the time worked in the higher classification, equal to the position to which he/she is temporarily assigned, provided that he/she has satisfactorily performed the duties of the temporary assignment for a period not less than thirty (30) consecutive working days during the year in which the temporary assignment is made, except when the employee is being trained in a bona fide training program for a higher paying classification. In such cases, the employee will be paid their current rate in their regular classification during such training time. Only permanent employees shall receive the additional remuneration retroactively to the first day of performing the higher classification.

ART. 14-8

## 6. Errors in Paycheck

In the event of a mistake resulting in an overpayment to an employee, the employee shall be notified in writing of such overpayment which shall state the total amount overpaid and the reasons for the error. Upon notification, at the employee's option, such overpayment shall be recovered from one check or recovered from the remaining checks with equal deduction being made from each check. In either case, such recovery shall not be made until the employee has received one additional check without such deductions being made.

### C. Perfect/Good Attendance Award

To reward the Food Service unit employees who exercise particular care in the maintenance of their personal health and job attendance during the 2001-2002 school year, the Board and the Federation provide a Perfect/Good Attendance Award. Any Food Service unit employee who works the full school year (including summer school) without any absenteeism (excluding jury duty leave) shall be eligible for the award. Nothing in this agreement shall be construed to mean that a food service unit employee shall be required to work summer school in order to qualify for the Perfect/Good Attendance Award. Any Food Service unit employee who had Perfect/Good attendance for the full 2001-2002 school year shall receive a Certificate of Recognition and a check in the amount of two hundred fifty dollars (\$250) / one hundred fifty dollars (\$150).

The Perfect/Good Attendance Award is a one time benefit for Food Service unit employees who had Perfect/Good attendance for the 2000-2001 school year. This award shall not be applicable in future school years unless specifically called for in the Collective Bargaining Agreement.

The parties agree that loss of time due to jury duty will not disqualify an employee from receiving the Perfect/Good Attendance Award. Those employees with Perfect/Good Attendance will be placed at another work site on early release and exam days within their geographic area in lieu of reduced hours.

#### 1. Perfect Attendance (0 day/year)

An employee without any absenteeism shall receive two hundred fifty dollars (\$250.00). No employee shall receive more than two hundred fifty dollars (\$250.00) for the school year.

ART. 14-9



2. Good Attendance (2 days/year)

An employee shall receive one hundred fifty dollars (\$150.00) total for the entire year if they have no more than two (2) absences per year.

ART. 14-10

**TEMPORARY SALARY SCHEDULE  
INTERIM 20012-20023**

Temporary Adult, Vocational And Community education Teachers

Post Secondary Adult Vocational Education, Adult General Education and Community Education (Lifelong Learning) Programs.

Master's Degree with Certificate or Advanced Vocational Certificate	\$23.00 per hour
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Bachelor's Degree or Nondegreed Vocational Certified with Certificate in Field	\$21.00 per hour
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Non/Certified or Certified Out of Field	\$14.00 per hour
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**CLASSIFIED** (*meets test requirements*) - Minimum hourly rate for assigned position

**UNCLASSIFIED AND OTHERS**(*Must meet the minimum qualifications corresponding to the same job title*)

Community Liaison	\$7.95 per hour
Home Service Educator, Even Start	7.50 per hour
Home Visitor - Home Instruction Program for Preschool Youngsters (HIPPY)	7.15 per hour
Monitor - Home Instruction Program for Preschool Youngsters (HIPPY)	9.93 per hour
General Laborer - Does not require commercial driver's license	5.30 per hour
Food Service Workers	6.00 per hour
Cafeteria Aide	5.50 per hour
Teacher Aide	6.05 per hour
Teacher Assistant	6.75 per hour
Security Agent	7.40 per hour
Clerical unclassified	5.95 per hour
Facilities Servicepersons (day)	6.75 per hour
Facilities Servicepersons (night)	6.95 per hour
Sub Facilities Serviceperson Aide (Day)	5.95 per hour
Sub Facilities Serviceperson Aide (Night)	6.15 per hour
BRACE Advisors	7.50 per hour
Sports Medicine Program Athletic Trainer	15.00 per hour
Administrator, After School Care for the Handicapped	20.00 per hour
Job Coach	7.75 per hour
Job Coach, Educational Assistant	7.75 per hour
Parent Educator	7.50 per hour
Parent Home - School Partner	5.50 per hour
Administrator, Emotionally Handicapped (EH) Cluster Improvement Project	20.00 per hour
School Beautification Worker*	6.94 per hour
Vocational and Career Advisor	7.50 per hour
Part-Time Family Information Facilitator	5.55 per hour

INTERIM TEMPORARY SALARY SCHEDULE (CONT.)

On-Site Child Care Coordinator	19.66 per hour
I. Child Care Worker I (Noncertificated)	
A. Current School Board Employees	current hourly rate
B. Non-School Board Employees	7.00 per hour
II. Child Care Worker II	
A. Noninstructional	Current hourly rate x 1.5 for all hours worked in the After School Child Care Program
B. Instructional**	15.86 per hour
C. Non-School Board Employees	9.00 per hour

Temporary adult, vocational and community services registrars:

Days	\$8.15 per hour
Nights	8.35 per hour

Temporary student workers \$5.15 per hour

*\*Not to exceed 240 hours per year*

*\*\*Instructional category eligibility dependent upon possession of four (4) year degree*

**SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE**  
**INTERIM 20012-20023**  
*(Unit Prices Per Sport Per Day of Activity)*

**JUDGE (Job VV-1) - (Diving Judges, Stroke - Turn Judges, Track Judges)**

\$20.00

**FACILITIES SET-UP PERSON (Job VV-2) - (Facilities-Field Set up)**

Football	\$10.00	Baseball	\$10.00
Soccer	10.00	Softball	10.00
Swimming	10.00	Track	10.00
Basketball	10.00		

**FACILITIES CLEAN-UP PERSON (Job VV-3) - (Field Clean-Up)**

Football	\$30.00	Baseball	\$10.00
Soccer	20.00	Softball	10.00
Track	20.00		

**PARKING ATTENDANT (Job VV-4)**

Football \$20.00

**ACTIVITY BUS DRIVER (Job VV-5)**

<u>Level</u>	<u>Hourly Rate</u>
1	9.38
2	9.57
3	9.76
4	10.21
5	10.40
6	11.19
7	12.23
8	13.11
9	15.06

**PRESS BOX STEWART-LOCKHART STADIUM (Job VV-6)**

Football \$20.00

**TIMER (Job VV-7)**

Volleyball	\$22.00	Basketball (4 Games)	\$44.00
Swimming	22.00	Basketball (3 Games)	33.00
Wrestling	22.00	Basketball (2 Games)	22.00
Track	22.00	Basketball (1 Game)	11.00
Soccer	22.00		

**STARTER (Job VV-8)**

Swimming \$22.00                      Track \$22.00

**CHAIN CREW (Job VV-9)**

Football \$20.00

**TICKET COUNTER (Job VV-10)**

Football \$33.00

INTERIM SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE (cont.)

**TICKET SELLER (Job VV-11)**

Football	\$33.00	Soccer	\$22.00
Volleyball	22.00	Baseball	22.00
Swimming	22.00	Softball	22.00
Basketball (4 Games)	44.00	Track	22.00
Basketball (3 Games)	33.00	Wrestling	22.00
Basketball (2 Games)	22.00		
Basketball (1 Game)	11.00		

**TICKET TAKER (Job VV-12)**

Football	\$33.00	Soccer	\$22.00
Volleyball	22.00	Baseball	22.00
Swimming	22.00	Softball	22.00
Basketball (4 Games)	44.00	Track	22.00
Basketball (3 Games)	33.00	Wrestling	22.00
Basketball (2 Games)	22.00		
Basketball (1 Game)	11.00		

**GATE MONITOR (Job VV-13)**

Volleyball	22.00	Soccer	\$22.00
Swimming	22.00	Baseball	22.00
Basketball (4 Game)	44.00	Softball	22.00
Basketball (3 Games)	33.00	Track	22.00
Basketball (2Games)	22.00	Wrestling	22.00
Basketball (1 Games)	11.00	Football	33.00

**SCORER (Job VV-14)**

Volleyball	\$22.00	Soccer	\$22.00
Swimming	22.00	Baseball	22.00
Basketball (4 Games)	44.00	Softball	22.00
Basketball (3 Games)	33.00	Track	22.00
Basketball (2 Games)	22.00	Wrestling	22.00
Basketball (1 Game)	11.00		

**ANNOUNCER (Job VV-15)**

Football	\$33.00	Soccer	\$22.00
Wrestling	22.00	Baseball	22.00
Basketball (4 Games)	33.00	Softball	22.00
Basketball (2 Games)	22.00	Track	22.00

**CROWD CONTROL MONITOR (Job VV-16)\***

Football	\$40.00	Soccer	\$30.00
Volleyball	30.00	Softball	30.00
Cross Country	30.00	Baseball	30.00
Swimming	30.00	Track	30.00
Basketball (4 Games)	55.00	Tennis	30.00
Basketball (3 Games)	45.00	Golf	30.00
Wrestling	30.00		

**PHOTOGRAPHER (Job VV-17)**

Football	\$45.00	Baseball	\$30.00
Soccer	30.00	Softball	30.00
Basketball	30.00	Volleyball	30.00

INTERIM SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE (cont.)

**SCHOOL ATHLETIC EVENT SUPERVISOR (Job VV-18)**

The School Athletic Event Supervisor cannot be the Athletic Director or the Assistant Athletic Director. This supplement is for personnel to work the event when the Athletic Director or Assistant Athletic Director is not available.

Football	\$100.00	Soccer	\$50.00
Volleyball	50.00	Softball	50.00
Cross Country	50.00	Baseball	50.00
Swimming	50.00	Track	50.00
Basketball	100.00	Tennis	50.00
Wrestling	50.00	Golf	50.00

**COORDINATOR - LOCKHART STADIUM (Job VV-19)**

\$25.00 per hour - for both public and private activities

**Note:**

1. The schools do not have to use all of the event workers. Example - Press Steward, Gate Monitor or Ticket Seller for softball, etc.
2. The schools are not required to pay volunteer personnel.
3. 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.

*\* Principals retain the option of hiring School Board Special Investigative Unit investigators to assist with special events. The investigators shall be paid \$20.00 per hour for this work.*



Broward County Public Schools

**The School Board of Broward County, Florida**

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**Judie S. Budnick, *Vice Chairperson***

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**Dr. Frank Till**  
***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 with disabilities requesting accommodations under the American with Disabilities Act (ADA) may call the Equal Educational Opportunities Department at (954) 765-6187 or TDD# (954) 765-6188.