



**FINAL SALARY  
SCHEDULE BOOK**

**For the 2015-2016 Fiscal Year**

Dr. Douglas K. Whittaker, Superintendent

July 1, 2015

Steve Dionisio, Superintendent

October 1, 2015

Steve Dionisio  
Superintendent of Schools

THE SCHOOL BOARD OF CHARLOTTE COUNTY

Barbara Rendell, Chairman

Bob Segur, Vice-Chairman

Alleen Miller, Member

Lee Swift, Member

Ian Vincent, Member

This report has been prepared by the Charlotte County Public School System.

It is available on the district's web site [www.yourcharlotteschools.net](http://www.yourcharlotteschools.net)

Additional copies may be obtained by writing:

Charlotte County Public Schools  
c/o Human Resources Department  
1445 Education Way  
Port Charlotte, FL 33948

Prepared by: Chuck Breiner

The School Board shall comply with all federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of the Board that no instructional staff member or candidate for such a position in this District shall, on the basis of race, color, religion, national origin, age, gender, marital status, disability, or legally-protected characteristic, be discriminated against, excluded from participation in, denied the benefits of, or otherwise be subjected to, discrimination in any program or activity for which the Board is responsible or for which it receives financial assistance from the U.S. Department of Education.

In order to be eligible to receive retroactive pay, an employee must be working in a full-time or part-time position with benefits or on compensable leave or approved unpaid sick leave as of the date of Board adoption of the salary schedule (11/12/2013). Retro pay shall be paid on the 1st pay check after returning from leave.

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**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2015-2016 SALARY SCHEDULE DIRECTORY**

| POSITION TITLE  | (alpha) | PAYGRADE | SCHEDULE       |
|---|---------|----------|----------------|
| Paraprofessional III (Early Head Start, Ages 0-3)                       |         | 17       | Classified     |
| Academic Coach/Elementary   |         |          | Instructional  |
| Account Clerk/Payable   |         | 17       | Classified     |
| Account Clerk/Payroll   |         | 18       | Classified     |
| Accountant  |         | G        | Supervisory    |
| Accountant for Early Childhood Programs                                 |         | G        | Professional   |
| Accounting Assistant  |         | 19       | Classified     |
| Administrative Assistant I  |         | 17       | Classified     |
| Administrative Assistant I (Transportation)                             |         | 17       | Classified     |
| Administrative Assistant II   |         | 18       | Classified     |
| Assistant Director – Charlotte Technical Center                         |         | A3       | Administrative |
| Assistant Director – Professional Development                           |         | A3       | Administrative |
| Assistant Food Service Manager  |         | 16       | Classified     |
| Assistant Operations Manager  |         | H        | Professional   |
| Assistant Principal – Center Schools (CHC & The Academy)                |         | A1       | Administrative |
| Assistant Principal – Elementary School                                 |         | A1       | Administrative |
| Assistant Principal – High School                                       |         | A3       | Administrative |
| Assistant Principal – Middle School                                     |         | A2       | Administrative |
| Assistant Superintendent for District Support Services                  |         | A11      | Administrative |
| Assistant Superintendent for Human Resources & Employee Relationships   |         | A11      | Administrative |
| Assistant Superintendent for Learning                                   |         | A11      | Administrative |
| Assistant Superintendent for School Support Services                    |         | A11      | Administrative |
| Audio Visual Technician   |         | 21       | Classified     |
| Baker   |         | 12       | Classified     |
| Bindery Technician  |         | 14       | Classified     |
| Bookkeeper I (Elementary)   |         | 16       | Classified     |
| Bookkeeper II (Secondary)   |         | 18       | Classified     |
| Building Official   |         | K        | Professional   |
| Bus Attendant   |         | 11       | Classified     |
| Bus Driver  |         | 17       | Classified     |
| Bus Driver (ESE)  |         | 17       | Classified     |
| Bus Driver (Operations)   |         | 17       | Classified     |
| Bus Driver / Instructor   |         | 18       | Classified     |
| Career Specialist for the 9th and 10th Grade Academies - TSA            |         |          | Instructional  |
| Caregiver (ESE) (One-on-One)  |         | 17       | Classified     |
| Carpenter   |         | 21       | Classified     |
| Certified Behavior Analyst / Certified Associate Behavior Analyst - ESE |         |          | Instructional  |
| CFEA President – TSA  |         |          | Instructional  |
| Chapter I Evaluator   |         |          | Instructional  |
| Chief Financial Officer   |         | A9       | Administrative |
| Chief Technology Officer  |         | A9       | Administrative |
| Child Development Teacher Associate / Caregiver                         |         | 1A/1B    | Classified     |
| Classroom Teacher   |         |          | Instructional  |
| Classroom Teacher / Alternative Education                               |         |          | Instructional  |
| Community Relations Officer   |         | N        | Managerial     |
| Computer Analyst  |         | J        | Professional   |
| Computer Operator   |         | 18       | Classified     |
| Computer Programmer / Analyst   |         | N        | Professional   |
| Cook  |         | 12       | Classified     |
| Coordinator of Exceptional Student Education Programs                   |         | A3       | Administrative |
| Coordinator of Pre-K Center / District Wide Pre-K Programs              |         | A4       | Administrative |
| Coordinator of Professional Development                                 |         | A3       | Administrative |
| Coordinator of Psychological Services                                   |         | A4       | Administrative |
| Coordinator of State & Federal Programs                                 |         | A4       | Administrative |
| Coordinator of The Academy @ Charlotte Technical Center                 |         | A4       | Administrative |

Positions classified as Professional, Managerial, Administrative and Instructional are considered exempt from overtime provisions of the Fair Labor Standards Act.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2015-2016 SALARY SCHEDULE DIRECTORY**

| POSITION TITLE  | (alpha) | PAYGRADE | SCHEDULE       |
|---|---------|----------|----------------|
| Courier   |         | 13       | Classified     |
| Curriculum & Instruction Specialist (Fine Arts, World Languages, Health & PE) - TSA |         |          | Instructional  |
| Curriculum & Instruction Specialist (Mathematics Pre-K-12) - TSA                    |         |          | Instructional  |
| Curriculum & Instruction Specialist (Reading/Language Arts 6-12) – TSA              |         |          | Instructional  |
| Curriculum & Instruction Specialist (Reading/Language Arts K-5) - TSA               |         |          | Instructional  |
| Curriculum & Instruction Specialist (S.T.E.M.) – TSA                                |         |          | Instructional  |
| Curriculum & Instruction Specialist (Science, Health & PE Pre-K-12) - TSA           |         |          | Instructional  |
| Curriculum & Instruction Specialist (Social Science Pre-K-12) - TSA                 |         |          | Instructional  |
| Custodial Crew Leader I (Elementary, ADM/BAC)                                       |         | 17       | Classified     |
| Custodial Crew Leader II (Middle/CHC)   |         | 18       | Classified     |
| Custodial Crew Leader III (HS/CTC)  |         | 19       | Classified     |
| Custodian   |         | 13       | Classified     |
| Data Mgt Tech I (Elem)  |         | 16       | Classified     |
| Data Mgt Tech II (MS/HS/CTC/Acad)   |         | 17       | Classified     |
| Data Mgt Tech III (District)  |         | 18       | Classified     |
| Dean of Students - TSA  |         |          | Instructional  |
| Deputy Superintendent   |         | A12      | Administrative |
| Digital Curricular Resource Analyst   |         | H        | Professional   |
| Director of Assessments, School Improvement & Leadership Dev.                       |         | A7       | Administrative |
| Director of Career & Technical Learning   |         | A7       | Administrative |
| Director of Charlotte Technical Center  |         | A8       | Administrative |
| Director of Elementary Teaching and Learning  |         | A7       | Administrative |
| Director of Exceptional Student Education   |         | A7       | Administrative |
| Director of Finance   |         | A7       | Administrative |
| Director of Food Service  |         | A7       | Administrative |
| Director of Human Resources   |         | A7       | Administrative |
| Director of Information & Communication Systems                                     |         | A7       | Administrative |
| Director of Learning Through Technology   |         | A7       | Administrative |
| Director of Maintenance & Operations  |         | A7       | Administrative |
| Director of Media & Special Projects Center   |         | A7       | Administrative |
| Director of Middle and High School Teaching and Learning                            |         | A7       | Administrative |
| Director of Professional Development Academy  |         | A7       | Administrative |
| Director of Purchasing  |         | A7       | Administrative |
| Director of Student Intervention and Dropout Prevention Services                    |         | A7       | Administrative |
| Director of Student Services  |         | A7       | Administrative |
| Director of Student Transportation  |         | A7       | Administrative |
| Disabilities Service Specialist (Head Start)  |         | J        | Professional   |
| District Security & Emergency Management Supervisor                                 |         | A1       | Administrative |
| Early Childhood Programs - Child Development - TSA                                  |         |          | Instructional  |
| Early Childhood Programs - Child Development Resource Teacher                       |         |          | Instructional  |
| Early Childhood Programs - Child Family Services Resource Teacher                   |         |          | Instructional  |
| Early Head Start Resource Assistant   |         | 18       | Classified     |
| Educational Service Specialist (Head Start)   |         | J        | Professional   |
| Electrician   |         | 21       | Classified     |
| Elementary Prevention Teacher - TSA   |         |          | Instructional  |
| Employee Benefits Assistant   |         | 18       | Classified     |
| Executive Director of Learning  |         | A8       | Administrative |
| Executive Director of Learning Through Technology                                   |         | A8       | Administrative |
| Executive Secretary I   |         | E        | Confidential   |
| Executive Secretary II (To the School Board)  |         | H        | Confidential   |
| Executive Secretary II (To the Superintendent)                                      |         | H        | Confidential   |
| Family Advocate   |         | 17       | Classified     |
| Family Service Specialist (Head Start)  |         | J        | Professional   |
| Fiscal Assistant (Hurricane Related)  |         | 15       | Classified     |
| Florida Virtual Teacher   |         |          | Instructional  |
| Florida Virtual Adjunct   |         |          | Instructional  |

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| POSITION TITLE  | (alpha) | PAYGRADE | SCHEDULE      |
|---|---------|----------|---------------|
| Food Service Assistant                                    |         | 11       | Classified    |
| Food Service Manager I (Elementary School and Centers)    |         | C        | Supervisory   |
| Food Service Manager II (Middle School)                   |         | D        | Supervisory   |
| Food Service Manager III (High School)                    |         | E        | Supervisory   |
| Foreman / Audio Visual                                    |         | I        | Managerial    |
| Foreman / Print Shop                                      |         | I        | Managerial    |
| Foreman / Warehouse                                       |         | I        | Managerial    |
| Foreman/Transportation                                    |         | 21       | Classified    |
| Grant Writer  |         | M        | Professional  |
| Groundskeeper I   |         | 15       | Classified    |
| Groundskeeper II  |         | 16       | Classified    |
| Guidance Counselor (Elementary)                           |         |          | Instructional |
| Guidance Counselor (High School)                          |         |          | Instructional |
| Guidance Counselor (Middle)                               |         |          | Instructional |
| Head Start Early Childhood Assistant                      |         | HSPS     | Classified    |
| Head Start Early Childhood Teacher Associate              |         | HSPS     | Classified    |
| Head Start Early Childhood Teacher BA                     |         | HSPS     | Classified    |
| Head Start Instructor (old HS Para III)                   |         | 17       | Classified    |
| Health Service Specialist (Head Start)                    |         | J        | Professional  |
| Homeless Youth and Family Liaison                         |         | N        | Professional  |
| Human Resources Assistant                                 |         | 18       | Classified    |
| HVAC Mechanic   |         | 21       | Classified    |
| Interpreter (certified)                                   |         | 21       | Classified    |
| Interpreter (uncertified)                                 |         | 18       | Classified    |
| Investigator  |         | J        | Professional  |
| Job Coach (ESE)   |         | 16       | Classified    |
| Job Placement Specialist - ESE                            |         |          | Instructional |
| Lead Teacher  |         |          | Instructional |
| Liaison Teacher - ESE                                     |         |          | Instructional |
| Library Technical Assistant                               |         | 16       | Classified    |
| Lunchroom – Physical Activity Monitor                     |         | 11       | Classified    |
| Manager / Adult and Community Education/Community Liaison |         | N        | Managerial    |
| Manager / Charlotte Virtual School and Home School        |         | O        | Managerial    |
| Manager / Children's Services                             |         | M        | Managerial    |
| Manager / Construction                                    |         | N        | Professional  |
| Manager / Construction (Hurricane Related)                |         | N        | Managerial    |
| Manager / District Computer Systems                       |         | O        | Managerial    |
| Manager / Early Childhood Programs                        |         | M        | Managerial    |
| Manager / Early Intervention Case                         |         | J        | Managerial    |
| Manager / Educator - Energy                               |         | N        | Managerial    |
| Manager / Employee Relationships                          |         | N        | Managerial    |
| Manager / Food Service Operations                         |         | M        | Managerial    |
| Manager / Human Resources and Employee Benefits           |         | N        | Managerial    |
| Manager / Maintenance                                     |         | N        | Managerial    |
| Manager / Payroll   |         | M        | Managerial    |
| Manager / Performing Arts Theater                         |         | N        | Managerial    |
| Manager / Plant Operations                                |         | M        | Managerial    |
| Manager / Pre-K Programs                                  |         | M        | Managerial    |
| Manager / Purchasing                                      |         | M        | Managerial    |
| Manager / Routing & Scheduling                            |         | F        | Managerial    |
| Manager / School Meals Program                            |         | C        | Managerial    |
| Manager / Teen Parent Programs                            |         | M        | Managerial    |
| Manager / Transportation Operations                       |         | J        | Managerial    |
| Manager / Transportation Service                          |         | J        | Managerial    |
| Mechanic  |         | 20       | Classified    |
| Mechanic Helper   |         | 15       | Classified    |

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| <b>POSITION TITLE</b>   | <b>(alpha)</b> | <b>PAYGRADE</b> | <b>SCHEDULE</b> |
|---|----------------|-----------------|-----------------|
| Media Specialist – Elementary, Middle & High Schools                      |                |                 | Instructional   |
| Network Analyst   |                | L               | Professional    |
| Network Analyst / Instructional   |                | L               | Professional    |
| Network Technician  |                | 23              | Classified      |
| Occupational Specialist   |                |                 | Instructional   |
| Occupational Therapist / Certified  |                | O               | Professional    |
| Occupational Therapist Assistant / Certified                              |                | L               | Professional    |
| Office Assistant I  |                | 13              | Classified      |
| Office Assistant II (Murdock Admn)  |                | 14              | Classified      |
| Office Assistant II (Transportation)                                      |                | 14              | Classified      |
| Offset Press Worker   |                | 15              | Classified      |
| Paraprofessional I (Classroom)  |                | 15              | Classified      |
| Paraprofessional I (Culinary Arts)  |                | 15              | Classified      |
| Paraprofessional I (Head Start Ages 3-5)                                  |                | 15              | Classified      |
| Paraprofessional I (HOPE Teen Parent Program)                             |                | 15              | Classified      |
| Paraprofessional I (Pumpkin Patch Ages 3-5)                               |                | 15              | Classified      |
| Paraprofessional II (ELL)   |                | 16              | Classified      |
| Paraprofessional II (ESE)   |                | 16              | Classified      |
| Paraprofessional II (Library/Media)                                       |                | 16              | Classified      |
| Paraprofessional II (Pre-K ESE)   |                | 16              | Classified      |
| Paraprofessional II (Suspension Expulsion Alternative SEA)                |                | 16              | Classified      |
| Paraprofessional III (CHC)  |                | 17              | Classified      |
| Paraprofessional III (Head Start 3-5)                                     |                | 17              | Classified      |
| Paraprofessional III (In-School Suspension Program)                       |                | 17              | Classified      |
| Paraprofessional III (One-On-One)   |                | 17              | Classified      |
| Performing Arts Theater Teacher   |                |                 | Instructional   |
| Personnel Analyst   |                | H               | Supervisory     |
| Physical Therapist  |                | O               | Professional    |
| Plumber   |                | 21              | Classified      |
| Pre-K Curriculum / ESE Staffing Specialist - ESE                          |                |                 | Instructional   |
| Principal (Elementary)  |                | A5              | Administrative  |
| Principal (High School)   |                | A8              | Administrative  |
| Principal (Middle School)   |                | A6              | Administrative  |
| Principal of Charlotte Harbor Center                                      |                | A5              | Administrative  |
| Professional Development Specialist – TSA                                 |                |                 | Instructional   |
| Program Facilitator / Title I   |                | N               | Professional    |
| Program Manager / Executive Director Charlotte Local Education Foundation |                | J               | Managerial      |
| Program Manager / Nursing (CTC)   |                | M               | Managerial      |
| Program Manager / Title I Private School                                  |                | N               | Managerial      |
| Program Manager / Wellness  |                | M               | Managerial      |
| Programmer / Analyst  |                | L               | Professional    |
| Property Control Assistant  |                | 14              | Classified      |
| Psychometrician   |                | N               | Professional    |
| Purchasing Agent/Buyer (General)  |                | 18              | Classified      |
| Purchasing Agent/Buyer (Technology)                                       |                | 18              | Classified      |
| Reading and Math Coach  |                |                 | Instructional   |
| Reading Coach   |                |                 | Instructional   |
| Reading Coach / Secondary   |                |                 | Instructional   |
| Reading Specialist - ESE  |                |                 | Instructional   |
| Records Retention Assistant   |                | 14              | Classified      |
| Resource Teacher Assistant (Early Head Start/Head Start)                  |                | 18              | Classified      |
| Risk Management Analyst   |                | H               | Professional    |
| Road Observer   |                | 18              | Classified      |
| Routing Technician  |                | 18              | Classified      |
| Safety & Training Coordinator   |                | F               | Managerial      |

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2015-2016 SALARY SCHEDULE DIRECTORY**

| <b>POSITION TITLE</b>   | <b>(alpha)</b> | <b>PAYGRADE</b> | <b>SCHEDULE</b> |
|---|----------------|-----------------|-----------------|
| School Lunch Program Assistant  |                | 18              | Classified      |
| School Nurse  |                | 19              | Classified      |
| School Psychologist   |                | O               | Professional    |
| School Psychologist - Intern  |                |                 | Professional    |
| School Security & Attendance Assistant                                |                | 16              | Classified      |
| School Social Worker  |                | N               | Professional    |
| School Social Worker for the SEA Program                              |                | N               | Professional    |
| Secretary (Confidential) District                                     |                | C               | Confidential    |
| Secretary (Confidential) Security                                     |                | D               | Confidential    |
| Secretary / Principal's (Elementary, CHC, Academy)                    |                | A               | Confidential    |
| Secretary / Principal's (High School/Tech Center)                     |                | D               | Confidential    |
| Secretary / Principal's (Middle School)                               |                | B               | Confidential    |
| Senior Accountant   |                | K               | Professional    |
| Senior Programmer   |                | J               | Professional    |
| Senior Programmer II  |                | L               | Professional    |
| Specialist / Certification  |                | J               | Professional    |
| Specialist / Construction   |                | J               | Professional    |
| Specialist / Construction (Hurricane Related)                         |                | J               | Professional    |
| Specialist / Continuing Workforce Education and Marketing (Part-Time) |                | J               | Professional    |
| Specialist / Facilities   |                | J               | Professional    |
| Specialist / Food Service   |                | J               | Professional    |
| Specialist / Personnel  |                | J               | Professional    |
| Specialist / Plant Operations   |                | J               | Professional    |
| Specialist / Purchasing (Cent. Service)                               |                | J               | Professional    |
| Specialist / Purchasing (Food Service)                                |                | J               | Professional    |
| Specialist / Systems Support  |                | G               | Professional    |
| Specialist / Webpage Design and Records Management                    |                | H               | Professional    |
| Speech & Language Pathologist   |                |                 | Instructional   |
| Speech & Language Staffing Specialist - ESE                           |                |                 | Instructional   |
| Staffing Specialist - ESE   |                |                 | Instructional   |
| Summer School - High School Classroom Teacher - Basic Education       |                |                 | Instructional   |
| Summer School - Middle School Classroom Teacher - Basic Education     |                |                 | Instructional   |
| Superintendent of Schools   |                |                 | Administrative  |
| Supervisor of Employee Wellness/Health Serv./Saftey Edu.              |                | O               | Managerial      |
| Supervisor of District Health Services                                |                | A1              | Administrative  |
| Supervisor of Food Services   |                | A1              | Administrative  |
| Teacher of the Gifted - ESE   |                |                 | Instructional   |
| Technology Assistant  |                | 17              | Classified      |
| Technology Teacher - TSA  |                |                 | Instructional   |
| Technology Teacher (CTC)  |                |                 | Instructional   |
| Testing Assistant   |                | C               | Confidential    |
| Title I Early Literacy Inservice Course Primary in Class Model        |                |                 | Instructional   |
| Title I Evaluator   |                |                 | Instructional   |
| Title I Family Achievement and Family Associate                       |                | 17              | Classified      |
| Title I Private School Academic Tutor                                 |                |                 | Instructional   |
| Title I Private School Lead Tutor                                     |                |                 | Instructional   |
| Title I Resource & Family Liason – TSA                                |                |                 | Instructional   |
| Title I Teacher Trainer - Family Involvement Specialist - TSA         |                |                 | Instructional   |
| Title I Teacher Trainer - Family Involvement Supervisor - TSA         |                |                 | Instructional   |
| Title I Teacher Trainer - T.A.L.L. - TSA                              |                |                 | Instructional   |
| Transportation Area Manager   |                | G               | Professional    |
| Visually Impaired Teacher - ESE                                       |                |                 | Instructional   |
| Warehouse Worker  |                | 14              | Classified      |

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| <b>POSITION TITLE</b>                                      | <b>(paygrade)</b> | <b>PAYGRADE</b> | <b>SCHEDULE</b> |
|--|-------------------|-----------------|-----------------|
| Bus Attendant  |                   | 11              | Classified      |
| Food Service Assistant                                     |                   | 11              | Classified      |
| Head Start Break Aide                                      |                   | 11              | Classified      |
| Lunchroom – Physical Activity Monitor                      |                   | 11              | Classified      |
| Baker  |                   | 12              | Classified      |
| Cook   |                   | 12              | Classified      |
| Courier  |                   | 13              | Classified      |
| Custodian  |                   | 13              | Classified      |
| Office Assistant I   |                   | 13              | Classified      |
| Bindery Technician   |                   | 14              | Classified      |
| Office Assistant II (Murdock Admn)                         |                   | 14              | Classified      |
| Office Assistant II (Transportation)                       |                   | 14              | Classified      |
| Property Control Assistant                                 |                   | 14              | Classified      |
| Records Retention Assistant                                |                   | 14              | Classified      |
| Warehouse Worker   |                   | 14              | Classified      |
| Fiscal Assistant (Hurricane Related)                       |                   | 15              | Classified      |
| Groundskeeper I  |                   | 15              | Classified      |
| Mechanic Helper  |                   | 15              | Classified      |
| Offset Press Worker  |                   | 15              | Classified      |
| Paraprofessional I (Classroom)                             |                   | 15              | Classified      |
| Paraprofessional I (Culinary Arts)                         |                   | 15              | Classified      |
| Paraprofessional I (Head Start Ages 3-5)                   |                   | 15              | Classified      |
| Paraprofessional I (HOPE Teen Parent Program)              |                   | 15              | Classified      |
| Paraprofessional I (Pumpkin Patch Ages 3-5)                |                   | 15              | Classified      |
| Assistant Food Service Manager                             |                   | 16              | Classified      |
| Bookkeeper I (Elementary)                                  |                   | 16              | Classified      |
| Data Mgt Tech I (Elem)                                     |                   | 16              | Classified      |
| Groundskeeper II   |                   | 16              | Classified      |
| Job Coach (ESE)  |                   | 16              | Classified      |
| Library Technical Assistant                                |                   | 16              | Classified      |
| Paraprofessional II (ELL)                                  |                   | 16              | Classified      |
| Paraprofessional II (ESE)                                  |                   | 16              | Classified      |
| Paraprofessional II (Library/Media)                        |                   | 16              | Classified      |
| Paraprofessional II (Pre-K ESE)                            |                   | 16              | Classified      |
| Paraprofessional II (Suspension Expulsion Alternative SEA) |                   | 16              | Classified      |
| School Security & Attendance Assistant                     |                   | 16              | Classified      |
| Paraprofessional III (Early Head Start, Ages 0-3)          |                   | 17              | Classified      |
| Account Clerk/Payable                                      |                   | 17              | Classified      |
| Administrative Assistant I                                 |                   | 17              | Classified      |
| Administrative Assistant I (Transportation)                |                   | 17              | Classified      |
| Bus Driver   |                   | 17              | Classified      |
| Bus Driver (ESE)   |                   | 17              | Classified      |
| Bus Driver (Operations)                                    |                   | 17              | Classified      |
| Caregiver (ESE) (One on One)                               |                   | 17              | Classified      |
| Custodial Crew Leader I (Elementary, ADM/BAC)              |                   | 17              | Classified      |
| Data Mgt Tech II (MS/HS/CTC/Acad)                          |                   | 17              | Classified      |
| Family Advocate  |                   | 17              | Classified      |
| Paraprofessional III (CHC)                                 |                   | 17              | Classified      |
| Paraprofessional III (Head Start 3-5)                      |                   | 17              | Classified      |
| Paraprofessional III (In-School Suspension Program)        |                   | 17              | Classified      |
| Paraprofessional III (One-On-One)                          |                   | 17              | Classified      |
| Technology Assistant                                       |                   | 17              | Classified      |
| Title I Family Achievement and Family Associate            |                   | 17              | Classified      |
| Account Clerk/Payroll                                      |                   | 18              | Classified      |
| Administrative Assistant II                                |                   | 18              | Classified      |
| Bookkeeper II (Secondary)                                  |                   | 18              | Classified      |

Positions classified as Professional, Managerial, Administrative and Instructional are considered exempt from overtime provisions of the Fair Labor Standards Act.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2015-2016 SALARY SCHEDULE DIRECTORY**

| <b>POSITION TITLE</b>   | <b>(paygrade)</b> | <b>PAYGRADE</b> | <b>SCHEDULE</b> |
|---|-------------------|-----------------|-----------------|
| Bus Driver / Instructor   |                   | 18              | Classified      |
| Computer Operator   |                   | 18              | Classified      |
| Custodial Crew Leader II (Middle/CHC)                                 |                   | 18              | Classified      |
| Data Mgt Tech III (District)  |                   | 18              | Classified      |
| Early Head Start Resource Assistant                                   |                   | 18              | Classified      |
| Employee Benefits Assistant   |                   | 18              | Classified      |
| Human Resources Assistant   |                   | 18              | Classified      |
| Interpreter (uncertified)   |                   | 18              | Classified      |
| Purchasing Agent/Buyer (General)                                      |                   | 18              | Classified      |
| Purchasing Agent/Buyer (Technology)                                   |                   | 18              | Classified      |
| Resource Teacher Assistant (Early Head Start/Head Start)              |                   | 18              | Classified      |
| Road Observer   |                   | 18              | Classified      |
| Routing Technician  |                   | 18              | Classified      |
| School Lunch Program Assistant  |                   | 18              | Classified      |
| Accounting Assistant  |                   | 19              | Classified      |
| Custodial Crew Leader III (HS/CTC)                                    |                   | 19              | Classified      |
| School Nurse  |                   | 19              | Classified      |
| Community Health Liaison  |                   | 20              | Classified      |
| Mechanic  |                   | 20              | Classified      |
| Audio Visual Technician   |                   | 21              | Classified      |
| Carpenter   |                   | 21              | Classified      |
| Electrician   |                   | 21              | Classified      |
| Foreman/Transportation  |                   | 21              | Classified      |
| HVAC Mechanic   |                   | 21              | Classified      |
| Interpreter (certified)   |                   | 21              | Classified      |
| Plumber   |                   | 21              | Classified      |
| Network Technician  |                   | 23              | Classified      |
| Secretary / Principal's (Elementary, CHC, Academy)                    |                   | A               | Confidential    |
| Assistant Principal – Center Schools (CHC & The Academy)              |                   | A1              | Administrative  |
| Assistant Principal – Elementary School                               |                   | A1              | Administrative  |
| District Security & Emergency Management Supervisor                   |                   | A1              | Administrative  |
| Supervisor of District Health Services                                |                   | A1              | Administrative  |
| Supervisor of Food Services   |                   | A1              | Administrative  |
| Assistant Superintendent for District Support Services                |                   | A11             | Administrative  |
| Assistant Superintendent for Human Resources & Employee Relationships |                   | A11             | Administrative  |
| Assistant Superintendent for Learning                                 |                   | A11             | Administrative  |
| Assistant Superintendent for School Support Services                  |                   | A11             | Administrative  |
| Deputy Superintendent   |                   | A12             | Administrative  |
| Assistant Principal – Middle School                                   |                   | A2              | Administrative  |
| Assistant Director – Charlotte Technical Center                       |                   | A3              | Administrative  |
| Assistant Director – Professional Development                         |                   | A3              | Administrative  |
| Assistant Principal – High School                                     |                   | A3              | Administrative  |
| Coordinator of Exceptional Student Education Programs                 |                   | A3              | Administrative  |
| Coordinator of Professional Development                               |                   | A3              | Administrative  |
| Coordinator of Pre-K Center/ District Wide Pre-K Programs             |                   | A4              | Administrative  |
| Coordinator of Psychological Services                                 |                   | A4              | Administrative  |
| Coordinator of State & Federal Programs                               |                   | A4              | Administrative  |
| Coordinator of The Academy @ Charlotte Technical Center               |                   | A4              | Administrative  |
| Principal (Elementary)  |                   | A5              | Administrative  |
| Principal of Charlotte Harbor Center                                  |                   | A5              | Administrative  |
| Principal (Middle School)   |                   | A6              | Administrative  |
| Director of Assessments, School Improvement & Leadership Dev.         |                   | A7              | Administrative  |
| Director of Career & Technical Learning                               |                   | A7              | Administrative  |
| Director of Elementary Teaching and Learning                          |                   | A7              | Administrative  |
| Director of Exceptional Student Education                             |                   | A7              | Administrative  |
| Director of Finance   |                   | A7              | Administrative  |
| Director of Food Service  |                   | A7              | Administrative  |

Positions classified as Professional, Managerial, Administrative and Instructional are considered exempt from overtime provisions of the Fair Labor Standards Act.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2015-2016 SALARY SCHEDULE DIRECTORY**

| POSITION TITLE  | (paygrade)<br>PAYGRADE | SCHEDULE       |
|---|------------------------|----------------|
| Director of Human Resources   | A7                     | Administrative |
| Director of Information & Communication Systems                           | A7                     | Administrative |
| Director of Learning Through Technology                                   | A7                     | Administrative |
| Director of Maintenance & Operations                                      | A7                     | Administrative |
| Director of Media & Special Projects Center                               | A7                     | Administrative |
| Director of Middle and High School Teaching and Learning                  | A7                     | Administrative |
| Director of Professional Development Academy                              | A7                     | Administrative |
| Director of Purchasing  | A7                     | Administrative |
| Director of Student Intervention and Dropout Prevention Services          | A7                     | Administrative |
| Director of Student Services  | A7                     | Administrative |
| Director of Student Transportation  | A7                     | Administrative |
| Director of Charlotte Technical Center                                    | A8                     | Administrative |
| Executive Director of Learning  | A8                     | Administrative |
| Executive Director of Learning Through Technology                         | A8                     | Administrative |
| Principal (High School)   | A8                     | Administrative |
| Chief Financial Officer   | A9                     | Administrative |
| Chief Technology Officer  | A9                     | Administrative |
| Secretary / Principal's (Middle School)                                   | B                      | Confidential   |
| Food Service Manager I (Elementary School and Centers)                    | C                      | Supervisory    |
| Manager / School Meals Program  | C                      | Supervisory    |
| Secretary (Confidential) District   | C                      | Confidential   |
| Testing Assistant   | C                      | Confidential   |
| Food Service Manager II (Middle School)                                   | D                      | Supervisory    |
| Secretary (Confidential) Security   | D                      | Confidential   |
| Secretary / Principal's (High School/Tech Center)                         | D                      | Confidential   |
| Executive Secretary I   | E                      | Confidential   |
| Food Service Manager III (High School)                                    | E                      | Supervisory    |
| Manager / Routing & Scheduling  | F                      | Managerial     |
| Safety & Training Coordinator   | F                      | Managerial     |
| Accountant  | G                      | Supervisory    |
| Accountant for Early Childhood Programs                                   | G                      | Professional   |
| Specialist / Systems Support  | G                      | Professional   |
| Transportation Area Manager   | G                      | Professional   |
| Assistant Operations Manager  | H                      | Professional   |
| Digital Curricular Resource Analyst                                       | H                      | Professional   |
| Executive Secretary II (To the School Board)                              | H                      | Confidential   |
| Executive Secretary II (To the Superintendent)                            | H                      | Confidential   |
| Personnel Analyst   | H                      | Supervisory    |
| Risk Management Analyst   | H                      | Professional   |
| Specialist / Webpage Design and Records Management                        | H                      | Professional   |
| Child Development Teacher Associate/Caregiver                             | HSPS                   | Classified     |
| Head Start Early Childhood Assistant                                      | HSPS                   | Classified     |
| Head Start Early Childhood Teacher Associate                              | HSPS                   | Classified     |
| Head Start Early Childhood Teacher BA                                     | HSPS                   | Classified     |
| Foreman / Audio Visual  | I                      | Managerial     |
| Foreman / Print Shop  | I                      | Managerial     |
| Foreman / Warehouse   | I                      | Managerial     |
| Computer Analyst  | J                      | Professional   |
| Disabilities Service Specialist (Head Start)                              | J                      | Professional   |
| Educational Service Specialist (Head Start)                               | J                      | Professional   |
| Family Service Specialist (Head Start)                                    | J                      | Professional   |
| Health Service Specialist (Head Start)                                    | J                      | Professional   |
| Investigator  | J                      | Professional   |
| Manager / Early Intervention Case   | J                      | Managerial     |
| Manager / Transportation Operations                                       | J                      | Managerial     |
| Manager / Transportation Service  | J                      | Managerial     |
| Program Manager / Executive Director Charlotte Local Education Foundation | J                      | Managerial     |
| Senior Programmer   | J                      | Professional   |
| Specialist / Certification  | J                      | Professional   |
| Specialist / Construction   | J                      | Professional   |

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**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2015-2016 SALARY SCHEDULE DIRECTORY**

| POSITION TITLE  | (paygrade)<br>PAYGRADE | SCHEDULE      |
|---|------------------------|---------------|
| Specialist / Construction (Hurricane Related)                           | J                      | Professional  |
| Specialist / Continuing Workforce Education and Marketing (Part-Time)   | J                      | Professional  |
| Specialist / Facilities   | J                      | Professional  |
| Specialist / Food Service   | J                      | Professional  |
| Specialist / Personnel  | J                      | Professional  |
| Specialist / Plant Operations   | J                      | Professional  |
| Specialist / Purchasing (Cent. Service)                                 | J                      | Professional  |
| Specialist / Purchasing (Food Service)                                  | J                      | Professional  |
| Building Official   | K                      | Professional  |
| Senior Accountant   | K                      | Professional  |
| Network Analyst   | L                      | Professional  |
| Network Analyst / Instructional   | L                      | Professional  |
| Occupational Therapist Assistant / Certified                            | L                      | Professional  |
| Programmer / Analyst  | L                      | Professional  |
| Senior Programmer II  | L                      | Professional  |
| Grant Writer  | M                      | Professional  |
| Manager / Children's Services   | M                      | Managerial    |
| Manager / Early Childhood Programs                                      | M                      | Managerial    |
| Manager / Food Service Operations                                       | M                      | Managerial    |
| Manager / Payroll   | M                      | Managerial    |
| Manager / Plant Operations  | M                      | Managerial    |
| Manager / Pre-K Programs  | M                      | Managerial    |
| Manager / Purchasing  | M                      | Managerial    |
| Manager / Teen Parent Programs  | M                      | Managerial    |
| Program Manager / Nursing (CTC)   | M                      | Managerial    |
| Program Manager / Wellness  | M                      | Managerial    |
| Community Relations Officer   | N                      | Managerial    |
| Computer Programmer / Analyst   | N                      | Professional  |
| Homeless Youth and Family Liaison                                       | N                      | Professional  |
| Manager / Adult and Community Education/Community Liaison               | N                      | Managerial    |
| Manager / Construction  | N                      | Professional  |
| Manager / Construction (Hurricane Related)                              | N                      | Managerial    |
| Manager / Educator - Energy   | N                      | Managerial    |
| Manager / Employee Relationships  | N                      | Managerial    |
| Manager / Human Resources and Employee Benefits                         | N                      | Managerial    |
| Manager / Maintenance   | N                      | Managerial    |
| Manager / Performing Arts Theater                                       | N                      | Managerial    |
| Program Facilitator / Title I   | N                      | Professional  |
| Program Manager / Title I Private School                                | N                      | Managerial    |
| Psychometrician   | N                      | Professional  |
| School Social Worker  | N                      | Professional  |
| School Social Worker for the SEA Program                                | N                      | Professional  |
| Manager / Charlotte Virtual School and Home School                      | O                      | Managerial    |
| Manager / District Computer Systems                                     | O                      | Managerial    |
| Occupational Therapist / Certified                                      | O                      | Professional  |
| Physical Therapist  | O                      | Professional  |
| School Psychologist   | O                      | Professional  |
| Supervisor of Employee Wellness/Health Serv./Safety Edu.                | O                      | Managerial    |
| Academic Coach/Elementary   |                        | Instructional |
| Career Specialist for the 9th and 10th Grade Academies - TSA            |                        | Instructional |
| Certified Behavior Analyst / Certified Associate Behavior Analyst - ESE |                        | Instructional |
| CFEA President – TSA  |                        | Instructional |
| Chapter I Evaluator   |                        | Instructional |
| Classroom Teacher   |                        | Instructional |

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**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2015-2016 SALARY SCHEDULE DIRECTORY**

| POSITION TITLE  | (paygrade)<br>PAYGRADE | SCHEDULE       |
|---|------------------------|----------------|
| Classroom Teacher / Alternative Education   |                        | Instructional  |
| Curriculum & Instruction Specialist (Fine Arts, World Languages, Health & PE) - TSA |                        | Instructional  |
| Curriculum & Instruction Specialist (Mathematics Pre-K-12) - TSA                    |                        | Instructional  |
| Curriculum & Instruction Specialist (Reading/Language Arts 6-12) – TSA              |                        | Instructional  |
| Curriculum & Instruction Specialist (Reading/Language Arts K-5) - TSA               |                        | Instructional  |
| Curriculum & Instruction Specialist (S.T.E.M.) – TSA                                |                        | Instructional  |
| Curriculum & Instruction Specialist (Science, Health & PE Pre-K-12) - TSA           |                        | Instructional  |
| Curriculum & Instruction Specialist (Social Science Pre-K-12) - TSA                 |                        | Instructional  |
| Dean of Students - TSA  |                        | Instructional  |
| Early Childhood Programs - Child Development - TSA                                  |                        | Instructional  |
| Early Childhood Programs - Child Development Resource Teacher                       |                        | Instructional  |
| Early Childhood Programs - Child Family Services Resource Teacher                   |                        | Instructional  |
| Elementary Prevention Teacher - TSA   |                        | Instructional  |
| Florida Virtual Teacher   |                        | Instructional  |
| Florida Virtual Adjunct Teacher   |                        | Instructional  |
| Guidance Counselor (Elementary)   |                        | Instructional  |
| Guidance Counselor (High School)  |                        | Instructional  |
| Guidance Counselor (Middle)   |                        | Instructional  |
| Job Placement Specialist - ESE  |                        | Instructional  |
| Lead Teacher  |                        | Instructional  |
| Liaison Teacher - ESE   |                        | Instructional  |
| Media Specialist – Elementary, Middle & High Schools                                |                        | Instructional  |
| Occupational Specialist   |                        | Instructional  |
| Performing Arts Theater Teacher   |                        | Instructional  |
| Pre-K Curriculum / ESE Staffing Specialist - ESE                                    |                        | Instructional  |
| Professional Development Specialist – TSA   |                        | Instructional  |
| Reading and Math Coach  |                        | Instructional  |
| Reading Coach   |                        | Instructional  |
| Reading Coach / Secondary   |                        | Instructional  |
| Reading Specialist - ESE  |                        | Instructional  |
| School Psychologist - Intern  |                        | Professional   |
| Speech & Language Pathologist   |                        | Instructional  |
| Speech & Language Staffing Specialist - ESE   |                        | Instructional  |
| Staffing Specialist - ESE   |                        | Instructional  |
| Summer School - High School Classroom Teacher - Basic Education                     |                        | Instructional  |
| Summer School - Middle School Classroom Teacher - Basic Education                   |                        | Instructional  |
| Superintendent of Schools   |                        | Administrative |
| Teacher of the Gifted - ESE   |                        | Instructional  |
| Technology Teacher - TSA  |                        | Instructional  |
| Technology Teacher (CTC)  |                        | Instructional  |
| Title I Early Literacy Inservice Course Primary in Class Model                      |                        | Instructional  |
| Title I Evaluator   |                        | Instructional  |
| Title I Private School Academic Tutor   |                        | Instructional  |
| Title I Private School Lead Tutor   |                        | Instructional  |
| Title I Resource & Family Liason – TSA  |                        | Instructional  |
| Title I Teacher Trainer - Family Involvement Specialist - TSA                       |                        | Instructional  |
| Title I Teacher Trainer - Family Involvement Supervisor - TSA                       |                        | Instructional  |
| Title I Teacher Trainer - T.A.L.L. - TSA  |                        | Instructional  |
| Visually Impaired Teacher - ESE   |                        | Instructional  |

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**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2015 - 2016 INSTRUCTIONAL SALARY GRANDFATHERED SCHEDULE DIRECTORY**

| BACHELOR'S DEGREE |             |         | MASTER'S DEGREE |             |         |
|-------------------|-------------|---------|-----------------|-------------|---------|
|                   | 2015-2016   | HOURLY  |                 | 2015-2016   | HOURLY  |
| STEP              |             |         | STEP            |             |         |
| 0                 | \$37,198.70 | 27.5342 | 0               | \$40,694.42 | 30.1217 |
| 1                 | \$37,713.84 | 27.9155 | 1               | \$41,209.55 | 30.5030 |
| 2                 | \$38,236.14 | 28.3021 | 2               | \$41,731.85 | 30.8896 |
| 3                 | \$38,765.73 | 28.6941 | 3               | \$42,261.44 | 31.2816 |
| 4                 | \$39,302.62 | 29.0915 | 4               | \$42,798.33 | 31.6790 |
| 5                 | \$39,846.93 | 29.4944 | 5               | \$43,342.65 | 32.0819 |
| 6                 | \$40,398.82 | 29.9029 | 6               | \$43,894.53 | 32.4904 |
| 7                 | \$40,958.40 | 30.3171 | 7               | \$44,454.11 | 32.9046 |
| 8                 | \$41,525.69 | 30.7370 | 8               | \$45,021.40 | 33.3245 |
| 9                 | \$42,100.81 | 31.1627 | 9               | \$45,596.52 | 33.7502 |
| 10                | \$42,683.90 | 31.5943 | 10              | \$46,179.61 | 34.1818 |
| 11                | \$43,275.10 | 32.0319 | 11              | \$46,770.81 | 34.6194 |
| 12                | \$43,874.40 | 32.4755 | 12              | \$47,370.11 | 35.0630 |
| 13                | \$44,482.08 | 32.9253 | 13              | \$47,977.79 | 35.5128 |
| 14                | \$45,098.14 | 33.3813 | 14              | \$48,593.85 | 35.9688 |
| 15                | \$45,722.70 | 33.8436 | 15              | \$49,218.42 | 36.4311 |
| 16                | \$46,355.92 | 34.3123 | 16              | \$49,851.63 | 36.8998 |
| 17                | \$46,997.91 | 34.7875 | 17              | \$50,493.63 | 37.3750 |
| 18                | \$47,648.82 | 35.2693 | 18              | \$51,144.54 | 37.8568 |
| 19                | \$48,308.79 | 35.7578 | 19              | \$51,804.50 | 38.3453 |
| 20                | \$48,977.80 | 36.2530 | 20              | \$52,473.52 | 38.8405 |
| 21                | \$49,656.14 | 36.7551 | 21              | \$53,151.85 | 39.3426 |
| 22                | \$50,343.93 | 37.2642 | 22              | \$53,839.65 | 39.8517 |
| 23                | \$51,041.19 | 37.7803 | 23              | \$54,536.90 | 40.3678 |
| 24                | \$51,748.16 | 38.3036 | 24              | \$55,243.88 | 40.8911 |
| 25                | \$52,464.87 | 38.8341 | 25              | \$55,960.58 | 41.4216 |
| 26                | \$53,191.57 | 39.3720 | 26              | \$56,687.28 | 41.9595 |
| 27                | \$53,928.27 | 39.9173 | 27              | \$57,423.98 | 42.5048 |
| 28                | \$54,675.24 | 40.4702 | 28              | \$58,170.95 | 43.0577 |

The hourly rate schedule shall be used for all official salary computations. Upon written verification, up to nine years of prior teaching or related experience shall be credited. No past experience will be awarded to teachers receiving retirement benefits.

Longevity: To be paid to current full-time employees in a lump sum prior to winter break. Employees on leave during the current year will be paid after physically working one (1) day over half of their calendar.

| Yrs of CCPS Experience | % of Base Salary | Amount     |
|------------------------|------------------|------------|
| 10 through 14 years    | 3.0%             | \$1,116.00 |
| 15 through 19 years    | 6.0%             | \$2,232.00 |
| 20 through 24 years    | 9.0%             | \$3,348.00 |
| 25 through 29 years    | 12.0%            | \$4,464.00 |
| 30 and up              | 15.0%            | \$5,580.00 |

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2015 - 2016 INSTRUCTIONAL GRANDFATHERED SALARY SCHEDULE**  
**(continued)**

**SPECIALIST**

**DOCTORATE DEGREE**

| 2015 - 2016 |             | HOURLY  | 2015 - 2016 |             | HOURLY  |
|-------------|-------------|---------|-------------|-------------|---------|
| STEP        |             |         | STEP        |             |         |
| 0           | \$42,663.77 | 31.5794 | 0           | \$44,239.31 | 32.7456 |
| 1           | \$43,178.91 | 31.9607 | 1           | \$44,754.44 | 33.1269 |
| 2           | \$43,701.20 | 32.3473 | 2           | \$45,276.74 | 33.5135 |
| 3           | \$44,230.79 | 32.7393 | 3           | \$45,806.33 | 33.9055 |
| 4           | \$44,767.68 | 33.1367 | 4           | \$46,343.22 | 34.3029 |
| 5           | \$45,312.00 | 33.5396 | 5           | \$46,887.54 | 34.7058 |
| 6           | \$45,863.88 | 33.9481 | 6           | \$47,439.42 | 35.1143 |
| 7           | \$46,423.47 | 34.3623 | 7           | \$47,999.00 | 35.5285 |
| 8           | \$46,990.75 | 34.7822 | 8           | \$48,566.29 | 35.9484 |
| 9           | \$47,565.87 | 35.2079 | 9           | \$49,141.41 | 36.3741 |
| 10          | \$48,148.96 | 35.6395 | 10          | \$49,724.50 | 36.8057 |
| 11          | \$48,740.16 | 36.0771 | 11          | \$50,315.70 | 37.2433 |
| 12          | \$49,339.47 | 36.5207 | 12          | \$50,915.00 | 37.6869 |
| 13          | \$49,947.15 | 36.9705 | 13          | \$51,522.68 | 38.1367 |
| 14          | \$50,563.20 | 37.4265 | 14          | \$52,138.74 | 38.5927 |
| 15          | \$51,187.77 | 37.8888 | 15          | \$52,763.31 | 39.0550 |
| 16          | \$51,820.98 | 38.3575 | 16          | \$53,396.52 | 39.5237 |
| 17          | \$52,462.98 | 38.8327 | 17          | \$54,038.51 | 39.9989 |
| 18          | \$53,113.89 | 39.3145 | 18          | \$54,689.43 | 40.4807 |
| 19          | \$53,773.85 | 39.8030 | 19          | \$55,349.39 | 40.9692 |
| 20          | \$54,442.87 | 40.2982 | 20          | \$56,018.40 | 41.4644 |
| 21          | \$55,121.21 | 40.8003 | 21          | \$56,696.74 | 41.9665 |
| 22          | \$55,809.00 | 41.3094 | 22          | \$57,384.54 | 42.4756 |
| 23          | \$56,506.25 | 41.8255 | 23          | \$58,081.79 | 42.9917 |
| 24          | \$57,213.23 | 42.3488 | 24          | \$58,788.77 | 43.5150 |
| 25          | \$57,929.93 | 42.8793 | 25          | \$59,505.47 | 44.0455 |
| 26          | \$58,656.64 | 43.4172 | 26          | \$60,232.17 | 44.5834 |
| 27          | \$59,393.34 | 43.9625 | 27          | \$60,968.87 | 45.1287 |
| 28          | \$60,140.31 | 44.5154 | 28          | \$61,715.84 | 45.6816 |

The hourly rate schedule shall be used for all official salary computations. Upon written verification, up to nine years of prior teaching or related experience shall be credited. No past experience will be awarded to teachers receiving retirement benefits.

Instructional employees hired before 7/1/2011 will be paid for their degree regardless of their area of certification based on the above salary schedules.

In accordance with Florida Statute 1012.22, salary for instructional personnel, hired on or after July 1, 2011, and holding a bachelor's degree in their area of certification, will be paid on the CFEA-CCPS-bargained (bachelor degree) salary schedule. In addition, these instructional personnel will receive an hourly supplement, based on their degree, as follows:

| <u>Supplement</u> | <u>Amount</u> |
|-------------------|---------------|
| Master            | \$2.5875      |
| Specialist        | \$4.0452      |
| Doctorate         | \$5.2114      |

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2015 - 2016 INSTRUCTIONAL SALARY PERFORMANCE SCHEDULE DIRECTORY**

| BACHELOR'S DEGREE |             |         | MASTER'S DEGREE |             |         |
|-------------------|-------------|---------|-----------------|-------------|---------|
|                   | 2015-2016   | HOURLY  |                 | 2015-2016   | HOURLY  |
| STEP              |             |         | STEP            |             |         |
| 0                 | \$37,198.70 | 27.5342 | 0               | \$40,694.42 | 30.1217 |
| 1                 | \$37,713.84 | 27.9155 | 1               | \$41,209.55 | 30.5030 |
| 2                 | \$38,236.14 | 28.3021 | 2               | \$41,731.85 | 30.8896 |
| 3                 | \$38,765.73 | 28.6941 | 3               | \$42,261.44 | 31.2816 |
| 4                 | \$39,302.62 | 29.0915 | 4               | \$42,798.33 | 31.6790 |
| 5                 | \$39,846.93 | 29.4944 | 5               | \$43,342.65 | 32.0819 |
| 6                 | \$40,398.82 | 29.9029 | 6               | \$43,894.53 | 32.4904 |
| 7                 | \$40,958.40 | 30.3171 | 7               | \$44,454.11 | 32.9046 |
| 8                 | \$41,525.69 | 30.7370 | 8               | \$45,021.40 | 33.3245 |
| 9                 | \$42,100.81 | 31.1627 | 9               | \$45,596.52 | 33.7502 |
| 10                | \$42,683.90 | 31.5943 | 10              | \$46,179.61 | 34.1818 |
| 11                | \$43,275.10 | 32.0319 | 11              | \$46,770.81 | 34.6194 |
| 12                | \$43,874.40 | 32.4755 | 12              | \$47,370.11 | 35.0630 |
| 13                | \$44,482.08 | 32.9253 | 13              | \$47,977.79 | 35.5128 |
| 14                | \$45,098.14 | 33.3813 | 14              | \$48,593.85 | 35.9688 |
| 15                | \$45,722.70 | 33.8436 | 15              | \$49,218.42 | 36.4311 |
| 16                | \$46,355.92 | 34.3123 | 16              | \$49,851.63 | 36.8998 |
| 17                | \$46,997.91 | 34.7875 | 17              | \$50,493.63 | 37.3750 |
| 18                | \$47,648.82 | 35.2693 | 18              | \$51,144.54 | 37.8568 |
| 19                | \$48,308.79 | 35.7578 | 19              | \$51,804.50 | 38.3453 |
| 20                | \$48,977.80 | 36.2530 | 20              | \$52,473.52 | 38.8405 |
| 21                | \$49,656.14 | 36.7551 | 21              | \$53,151.85 | 39.3426 |
| 22                | \$50,343.93 | 37.2642 | 22              | \$53,839.65 | 39.8517 |
| 23                | \$51,041.19 | 37.7803 | 23              | \$54,536.90 | 40.3678 |
| 24                | \$51,748.16 | 38.3036 | 24              | \$55,243.88 | 40.8911 |
| 25                | \$52,464.87 | 38.8341 | 25              | \$55,960.58 | 41.4216 |
| 26                | \$53,191.57 | 39.3720 | 26              | \$56,687.28 | 41.9595 |
| 27                | \$53,928.27 | 39.9173 | 27              | \$57,423.98 | 42.5048 |
| 28                | \$54,675.24 | 40.4702 | 28              | \$58,170.95 | 43.0577 |

The hourly rate schedule shall be used for all official salary computations. Upon written verification, up to nine years of prior teaching or related experience shall be credited. No past experience will be awarded to teachers receiving retirement benefits.

Longevity: To be paid to current full-time employees in a lump sum prior to winter break. Employees on leave during the current year will be paid after physically working one (1) day over half of their calendar.

| Yrs of CCPS Experience | % of Base Salary | Amount     |
|------------------------|------------------|------------|
| 10 through 14 years    | 3.0%             | \$1,116.00 |
| 15 through 19 years    | 6.0%             | \$2,232.00 |
| 20 through 24 years    | 9.0%             | \$3,348.00 |
| 25 through 29 years    | 12.0%            | \$4,464.00 |
| 30 and up              | 15.0%            | \$5,580.00 |



**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2015 - 2016 INSTRUCTIONAL PERFORMANCE SALARY SCHEDULE**  
**(continued)**

| SPECIALIST |             | DOCTORATE DEGREE |      |             |         |
|------------|-------------|------------------|------|-------------|---------|
| STEP       | 2015 - 2016 | HOURLY           | STEP | 2015 - 2016 | HOURLY  |
| 0          | \$42,663.77 | 31.5794          | 0    | \$44,239.31 | 32.7456 |
| 1          | \$43,178.91 | 31.9607          | 1    | \$44,754.44 | 33.1269 |
| 2          | \$43,701.20 | 32.3473          | 2    | \$45,276.74 | 33.5135 |
| 3          | \$44,230.79 | 32.7393          | 3    | \$45,806.33 | 33.9055 |
| 4          | \$44,767.68 | 33.1367          | 4    | \$46,343.22 | 34.3029 |
| 5          | \$45,312.00 | 33.5396          | 5    | \$46,887.54 | 34.7058 |
| 6          | \$45,863.88 | 33.9481          | 6    | \$47,439.42 | 35.1143 |
| 7          | \$46,423.47 | 34.3623          | 7    | \$47,999.00 | 35.5285 |
| 8          | \$46,990.75 | 34.7822          | 8    | \$48,566.29 | 35.9484 |
| 9          | \$47,565.87 | 35.2079          | 9    | \$49,141.41 | 36.3741 |
| 10         | \$48,148.96 | 35.6395          | 10   | \$49,724.50 | 36.8057 |
| 11         | \$48,740.16 | 36.0771          | 11   | \$50,315.70 | 37.2433 |
| 12         | \$49,339.47 | 36.5207          | 12   | \$50,915.00 | 37.6869 |
| 13         | \$49,947.15 | 36.9705          | 13   | \$51,522.68 | 38.1367 |
| 14         | \$50,563.20 | 37.4265          | 14   | \$52,138.74 | 38.5927 |
| 15         | \$51,187.77 | 37.8888          | 15   | \$52,763.31 | 39.0550 |
| 16         | \$51,820.98 | 38.3575          | 16   | \$53,396.52 | 39.5237 |
| 17         | \$52,462.98 | 38.8327          | 17   | \$54,038.51 | 39.9989 |
| 18         | \$53,113.89 | 39.3145          | 18   | \$54,689.43 | 40.4807 |
| 19         | \$53,773.85 | 39.8030          | 19   | \$55,349.39 | 40.9692 |
| 20         | \$54,442.87 | 40.2982          | 20   | \$56,018.40 | 41.4644 |
| 21         | \$55,121.21 | 40.8003          | 21   | \$56,696.74 | 41.9665 |
| 22         | \$55,809.00 | 41.3094          | 22   | \$57,384.54 | 42.4756 |
| 23         | \$56,506.25 | 41.8255          | 23   | \$58,081.79 | 42.9917 |
| 24         | \$57,213.23 | 42.3488          | 24   | \$58,788.77 | 43.5150 |
| 25         | \$57,929.93 | 42.8793          | 25   | \$59,505.47 | 44.0455 |
| 26         | \$58,656.64 | 43.4172          | 26   | \$60,232.17 | 44.5834 |
| 27         | \$59,393.34 | 43.9625          | 27   | \$60,968.87 | 45.1287 |
| 28         | \$60,140.31 | 44.5154          | 28   | \$61,715.84 | 45.6816 |

The hourly rate schedule shall be used for all official salary computations. Upon written verification, up to nine years of prior teaching or related experience shall be credited. No past experience will be awarded to teachers receiving retirement benefits.

Instructional employees hired before 7/1/2011 will be paid for their degree regardless of their area of certification based on the above salary schedules.

In accordance with Florida Statute 1012.22, salary for instructional personnel, hired on or after July 1, 2011, and holding a bachelor's degree in their area of certification, will be paid on the CFEA-CCPS-bargained (bachelor degree) salary schedule. In addition, these instructional personnel will receive an hourly supplement, based on their degree, as follows:

| <u>Supplement</u> | <u>Amount</u> |
|-------------------|---------------|
| Master            | \$2.5875      |
| Specialist        | \$4.0452      |
| Doctorate         | \$5.2114      |

**CHARLOTTE COUNTY PUBLIC SCHOOLS**

**DISTRICT PERFORMANCE-BASED COMPENSATION**

**(Subject to Bargaining)**

Effective July 01, 2014, the Parties agree that teachers / certificated personnel represented in this (CFEA-CCPS) agreement, who receive evaluation-ratings of EFFECTIVE or HIGHLY EFFECTIVE, may receive compensation adjustments, based in statutory law (F.S. 1012.22 and 1012.34).

An EFFECTIVE evaluation shall be one that, after the weighted factors are added, falls in the 2.500-3.499 range on a 4.000 scale.

A HIGHLY EFFECTIVE evaluation shall be one that, after the weighted factors are added, fall in the 3.500 to 4.000 range on a 4.000 scale.

(For more information about how EFFECTIVE and HIGHLY EFFECTIVE ratings are determined, the reader should refer to the PACE (EVALUATION) section of this document.)

Teachers who have had continuing service in the District, prior to July 01, 2014, may elect to remain on the District’s previous (or “grandfathered”) schedule for teacher compensation OR they may elect to join employees, hired on or after July 01, 2014, on the performance-based schedule.

Under the Statute, when any salary adjustment occurs, specific adjustments for effective and highly effective teachers must be given: specific limits and proportions of these adjustments are defined by statute.

| Factors   | Value      | Notes |
|---|------------|-------|
| 1. effective  | .5-.75     |       |
| 2. highly effective   | 1.00       |       |
| 3. non-performance adjustment<br>Cost of Living Allowance<br>(COLA) | ≤ 0.0-.375 |       |
|   |            |       |

As of this agreement, the grandfathered schedule and the performance-based schedule, named separately, are identical in their content. For purposes of migrating employees from the grandfathered schedule to the performance-based schedule, employees will retain their hourly rates from grandfathered schedule. Any future variance in that rate, once the teacher is on the performance-based schedule, will be specific to that employee over time, based upon compensation adjustments, as defined in the Statutes.

Any performance-based adjustments to employee compensation shall be subject to collective bargaining between the Parties. The District has been bereft of any revenue to commit to teacher pay increases in the 2015-2016 school year. Should the District be in a fiscal condition that allows for compensation increases for its teachers, teacher compensation adjustments shall be formulated according statutory provisions.

The grandfathered schedule shall be available to employees whose service precedes July 01, 2014, subjects to the limitations inherent in Florida Statutes. A grandfathered employee who moves to the performance-based schedule may do so at any time, provided she / he understands that return to the grandfathered schedule may not occur. A teacher hired after July 01, 2014, is automatically assigned to the performance-based schedule.

**CHARLOTTE COUNTY SCHOOL DISTRICT**  
**DIFFERENTIATED PAY PLAN**  
**(Subject to Bargaining)**

In accordance with Florida Statute 1012.22 (1) (c) (4), beginning with the 2016-17 academic school year, the Charlotte County School Board and the Charlotte FEA agree to the following differentiated pay for instructional personnel represented by CFEA. The Differentiated Pay Plan shall be included as part of the salary schedule as required by FS 1012.22 and is subject to negotiations as provided in the collective bargaining law Florida Statute 447. The Differentiated Pay is based on factors including, but not limited to, school demographics (Title I), assignment to a low-performing school, critical shortage areas, and additional responsibilities as agreed herein by the District and the CFEA.

**DIFFERENTIATED PAY FOR TITLE I SCHOOLS**

A specific supplement will be paid to teachers assigned to Title I eligible schools. The specific compensation amounts and eligible teaching assignments will be determined annually between the District and the CFEA

**DIFFERENTIATED PAY FOR LOW-PERFORMING SCHOOLS**

An incentive-based transfer of highly qualified teachers and principals shall apply to schools that receive a grade of “D” or “F” in the State of Florida’s School-Grades program. The steps in determining how such teachers and principals are identified and deployed and retained, and the specific compensation amounts and eligible teaching assignments will be determined annually between the District and the CFEA.

**DIFFERENTIATED PAY FOR CRITICALTEACHER SHORTAGE AREAS**

The Superintendent/designee and the CFEA president will annually review criteria by which the District will determine if a specific posting will be posted as a critical shortage position which may include areas as “difficult to staff” due to employee turnover rates. Should there be any funds available, the District and the Union will negotiate to distribute the funds to the teachers that hold a certificate in one of these areas and currently teach subject listed on certificate.

**DIFFERENTIATED PAY FOR ADDITIONAL ACADEMIC RESPONSIBILITIES**

Supplements for designated additional academic responsibilities shall be outlined in a supplement schedule that shall be determined annually between the District and the CFEA.

# Head Start Salary Schedule 2015-2016

(Subject to Bargaining)

July 1, 2015 - Oct. 31, 2015

Nov. 1, 2015 - June 30, 2016

|          | <b>Associates</b> | <b>Bachelors</b> | <b>Assistant</b> | <b>Assistant</b> |
|----------|-------------------|------------------|------------------|------------------|
| <b>A</b> | 13.00             | 16.00            | 11.11            | 11.24            |
| <b>B</b> | 13.32             | 16.40            | 11.38            | 11.52            |
| <b>C</b> | 13.66             | 16.81            | 11.67            | 11.81            |
| <b>D</b> | 14.00             | 17.23            | 11.96            | 12.11            |
| <b>E</b> | 14.35             | 17.57            | 12.26            | 12.41            |
| <b>F</b> | 14.70             | 18.00            | 12.57            | 12.72            |
| <b>G</b> | 15.07             | 18.46            | 12.88            | 13.04            |
| <b>H</b> | 15.45             | 18.92            | 13.21            | 13.37            |
| <b>I</b> | 15.84             | 19.40            | 13.54            | 13.70            |
| <b>J</b> | 16.23             | 19.88            | 13.87            | 14.04            |
| <b>K</b> | 16.64             | 20.38            | 14.22            | 14.39            |
| <b>L</b> | 17.05             | 20.89            | 14.58            | 14.75            |
| <b>M</b> | 17.48             | 21.41            | 14.94            | 15.12            |
| <b>N</b> | 17.92             | 21.94            | 15.31            | 15.50            |
| <b>O</b> | 18.37             | 22.50            | 15.70            | 15.89            |
| <b>P</b> | 18.82             | 23.06            | 16.08            | 16.29            |

*.025% step increases*

\*District employing certified teachers (inclusion model),  
increase state averages for lead teachers.

|           |           |                           |
|-----------|-----------|---------------------------|
| <b>1B</b> | <b>1A</b> |                           |
| \$11.00   | \$11.50   | A (7/1/2015 -10/31/15)    |
| \$11.15   | \$11.66   | B (7/1/2015 -10/31/15)    |
| <br>      |           |                           |
| \$11.13   | \$11.64   | A (11/1/2015 - 6/30/2016) |
| \$11.28   | \$11.80   | B (11/1/2015 - 6/30/2016) |

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2015-2016 CLASSIFIED EMPLOYEE SALARY SCHEDULE**

Effective as of 1/1/2015

**2015-2016**

|   | 10    | 11    | 12    | 13    | 14    | 15    | 16    | 17    | 18    | 19    | 20    | 21    | 22    | 23    |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| A | 8.55  | 9.00  | 9.49  | 10.01 | 10.53 | 11.11 | 11.71 | 12.35 | 13.01 | 13.71 | 14.46 | 15.23 | 16.05 | 16.92 |
| B | 8.77  | 9.24  | 9.74  | 10.26 | 10.81 | 11.40 | 12.01 | 12.66 | 13.34 | 14.06 | 14.82 | 15.62 | 16.46 | 17.36 |
| C | 8.99  | 9.47  | 9.99  | 10.51 | 11.09 | 11.69 | 12.32 | 12.98 | 13.69 | 14.43 | 15.20 | 16.03 | 16.89 | 17.80 |
| D | 9.22  | 9.72  | 10.24 | 10.79 | 11.37 | 11.99 | 12.63 | 13.32 | 14.03 | 14.79 | 15.59 | 16.43 | 17.32 | 18.26 |
| E | 9.45  | 9.97  | 10.49 | 11.06 | 11.65 | 12.29 | 12.95 | 13.66 | 14.39 | 15.16 | 15.98 | 16.85 | 17.75 | 18.72 |
| F | 9.69  | 10.21 | 10.76 | 11.33 | 11.94 | 12.59 | 13.28 | 13.99 | 14.74 | 15.54 | 16.37 | 17.27 | 18.19 | 19.19 |
| G | 9.94  | 10.46 | 11.03 | 11.62 | 12.24 | 12.91 | 13.61 | 14.35 | 15.11 | 15.93 | 16.79 | 17.70 | 18.63 | 19.67 |
| H | 10.18 | 10.73 | 11.30 | 11.90 | 12.54 | 13.24 | 13.94 | 14.70 | 15.49 | 16.32 | 17.21 | 18.14 | 19.11 | 20.17 |
| I | 10.43 | 11.00 | 11.59 | 12.21 | 12.86 | 13.57 | 14.30 | 15.07 | 15.88 | 16.74 | 17.64 | 18.58 | 19.59 | 20.66 |
| J | 10.7  | 11.27 | 11.87 | 12.51 | 13.18 | 13.90 | 14.65 | 15.45 | 16.27 | 17.15 | 18.08 | 19.05 | 20.08 | 21.18 |
| K | 10.97 | 11.56 | 12.18 | 12.83 | 13.50 | 14.25 | 15.02 | 15.84 | 16.69 | 17.58 | 18.52 | 19.53 | 20.58 | 21.71 |
| L | 11.24 | 11.84 | 12.48 | 13.15 | 13.84 | 14.61 | 15.40 | 16.23 | 17.10 | 18.03 | 18.99 | 20.02 | 21.10 | 22.25 |
| M | 11.52 | 12.15 | 12.79 | 13.47 | 14.18 | 14.97 | 15.79 | 16.65 | 17.53 | 18.47 | 19.46 | 20.52 | 21.63 | 22.8  |
| N | 11.8  | 12.45 | 13.12 | 13.81 | 14.55 | 15.36 | 16.18 | 17.06 | 17.98 | 18.94 | 19.95 | 21.04 | 22.17 | 23.38 |
| O | 12.11 | 12.75 | 13.44 | 14.15 | 14.91 | 15.75 | 16.60 | 17.49 | 18.42 | 19.41 | 20.45 | 21.55 | 22.72 | 23.96 |
| P | 12.41 | 13.08 | 13.78 | 14.52 | 15.28 | 16.13 | 17.01 | 17.94 | 18.89 | 19.88 | 20.96 | 22.09 | 23.29 | 24.57 |
| Q | 12.71 | 13.40 | 14.12 | 14.87 | 15.66 | 16.54 | 17.44 | 18.38 | 19.35 | 20.39 | 21.48 | 22.65 | 23.88 | 25.17 |
| R | 13.03 | 13.74 | 14.49 | 15.24 | 16.05 | 16.94 | 17.88 | 18.85 | 19.83 | 20.90 | 22.02 | 23.21 | 24.47 | 25.81 |
| S | 13.36 | 14.08 | 14.84 | 15.62 | 16.44 | 17.36 | 18.33 | 19.31 | 20.33 | 21.42 | 22.58 | 23.80 | 25.08 | 26.45 |
| T | 13.7  | 14.44 | 15.21 | 16.01 | 16.86 | 17.79 | 18.80 | 19.79 | 20.83 | 21.95 | 23.14 | 24.38 | 25.71 | 27.12 |
| U | 14.03 | 14.79 | 15.59 | 16.40 | 17.28 | 18.23 | 19.26 | 20.29 | 21.36 | 22.51 | 23.72 | 25.00 | 26.35 | 27.79 |
| V | 14.39 | 15.16 | 15.98 | 16.82 | 17.71 | 18.69 | 19.74 | 20.79 | 21.89 | 23.07 | 24.31 | 25.63 | 27.01 | 28.49 |
| W | 14.74 | 15.54 | 16.37 | 17.24 | 18.15 | 19.16 | 20.24 | 21.32 | 22.44 | 23.64 | 24.92 | 26.27 | 27.68 | 29.21 |

Longevity Supplement

| Years of Service | Per Hour |
|------------------|----------|
| 10               | \$0.30   |
| 15               | \$0.50   |
| 20               | \$0.75   |
| 25               | \$1.00   |
| 30 & Up          | \$1.25   |

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2015-2016 CLASSIFIED SALARY SCHEDULE**  
**(continued)**

- 1) **Bus Drivers' Extra Pay Provisions**  
Summer program occasional drivers will be paid their regular hourly rate. Bus drivers who perform trainer/instructor duties will be paid at Paygrade 18 on their current level. Bus drivers who work on routine maintenance and washing of busses other than during regular duties shall be paid at their current level, paygrade 15. All full-time district employees who serve as temporary bus washers during the summer will be paid on paygrade 15, their current level.  
Those who are not full-time will be paid at the substitute rate of \$10.96.
- 2) Food service workers who perform services for the Community Education Program after regular working hours shall be paid their regular hourly rate. Food Service Managers who operate a summer food service program shall be compensated hourly at their current step at the pay grade C salary level.
- 3) Those employees who work as break-aides will be paid at a rate of \$8.88 per hour.
- 4) **Incentive Pay, Classified Salary Schedule**  
All courses or in-service must be approved through the District Human Resources office, based on recommendations by a committee composed of CCSPA and administrators. Courses and in-service attended during the workday must also be pre-approved by the supervisor. Thirty (30) clock-hours of course work or in-service is required. There is no time limit for the accumulation of these hours. Only job-related course work or in-service will qualify. Official verification of successful completion must be provided. Course work/in-service funded by the school district will be considered if all other conditions are met. Once Level I has been achieved, the hourly supplement will remain a permanent part of the hourly salary. Employees currently qualifying for incentive pay will receive twelve (.12) cents per hour in addition to their step placement. Incentive will be paid upon completion of a course.
- 5) Attendance incentives as outlined in the negotiated contract, Section XXII,R.
- 6) **Director-assigned Higher Classification:** If an employee is assigned to a higher classification for ten (10) or more consecutive days or any twenty-one (21) days in a 40-day period, such pay shall be retroactive to the first day in the higher assignment. Pay at the higher rate shall commence on the eleventh (11th) consecutive day and the twenty-second (22nd) day of the forty (40) day period. This assignment must be approved by the director of the department.
- 7) The award of increases for all employees on the classified salary schedule shall be negotiated annually.
- 8) For college degrees not required by the job description: Employees with a four-year degree from an accredited college shall receive one dollar (\$1.00) per hour. Degree must be related to the Employee's job classification. With sixty (60) semester hours from an accredited college, Employees shall receive fifty (\$.50) per hour.
- 9) **Recruitment Bonus:** Any employee who recruits a regular full-time employee shall be eligible for a one-time bonus of \$100, subject to the following provision: recruit must maintain 6 months continuous employment.
- 10) For certification not required by the job description: Employees with a CDA certification or Certified Professional Secretary certification (CPS), shall receive twenty five (\$.25) cents per hour.
- 11) Upon approval of the SUPERINTENDENT or designee, the BOARD will reimburse each Employee the actual amount of tuition paid, not covered by grants/scholarships, and not to exceed the resident tuition rate established by the Florida State Board of Regents for each semester hour taken in an area which may improve his/her overall value to the District. The determination of potential for improving the Employee's overall value to the District is solely at the discretion of the SUPERINTENDENT or designee. Employee must receive a grade of "C" or better to qualify.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2015-2016 SUPPLEMENTS SALARY SCHEDULE**

All Supplements are indexed to the beginning teacher salary. 2015-2016 Beginning Salary - \$37,198.70

|          | INDEX  | SUPPLEMENTS | *LONGEVITY |                         |
|----------|--------|-------------|------------|-------------------------|
|          |        |             | YEARS      | % of Current Supplement |
| Group 1A | 0.1500 | \$5,579.81  | 5-7        | 3%                      |
| Group 1  | 0.1000 | \$3,719.87  | 8-10       | 6%                      |
| Group 2  | 0.0833 | \$3,098.65  | 11-14      | 9%                      |
| Group 3  | 0.0667 | \$2,481.15  | 14-16      | 12%                     |
| Group 4  | 0.0625 | \$2,324.92  | 17+        | 15%                     |
| Group 5  | 0.0583 | \$2,168.68  |            |                         |
| Group 6  | 0.0375 | \$1,394.95  |            |                         |
| Group 7  | 0.0292 | \$1,086.20  |            |                         |
| Group 8  | 0.0250 | \$929.97    |            |                         |
| Group 9  | 0.0183 | \$680.74    |            |                         |
| Group 10 | 0.0125 | \$464.98    |            |                         |
| Group 11 | 0.0098 | \$364.55    |            |                         |
| Group 12 | 0.0063 | \$234.35    |            |                         |

\*For purposes of computing longevity, the 05/06 school year is considered year one. Longevity is based on years of CCPS experience (additional negotiations necessary prior to implementation)

**ATHLETIC SUPPLEMENTS**

- Group 1A HS - Athletic Directors
- Group 1 HS - Head Coaches: Basketball, Baseball, Football, Softball, Wrestling
- Group 2 HS - Head Coaches: Soccer, Swimming, Track, Volleyball,  
HS - Assistant Athletic Directors
- Group 3 HS - Head Coaches: Cross Country, Golf, Tennis, Weightlifting  
HS - Head Cheerleading: Basketball & Football  
MS - Athletic Director
- Group 4 HS - Assistant coaches: Baseball, Basketball, Football, Soccer, Softball, Swimming, Track, Volleyball, Wrestling, (1)  
Discretionary\*
- Group 5 HS - Business Manager
- Group 6 HS - Assistant Cheerleading: Basketball & Football
- Group 7 MS - Head Coaches: Basketball, Softball, Soccer, Volleyball, Wrestling
- Group 8 HS - Head Football Coach: Spring Football
- Group 9 MS - Asst. Coaches: Basketball, Soccer, Softball, Volleyball and Wrestling
- Group 10 HS - Assistant Football Coach: Spring Football
- Group 11 MS - Head Track Coach
- Group 12 MS - Assistant Track Coach

Extended Season: Events advancing beyond district competition shall receive, per week or portion of a week, supplement equal to 5% of regular season supplement for that sport.

\* One per season; requires approval of County Athletic Director

**NON ATHLETIC SUPPLEMENTS**

- Group 1 HS - Band Director, CPAC Manager
- Group 2 HS - NJROTC, Drama (4 or more public productions for which admission is charged)
- Group 3 HS - Assistant Band Director, Choral Director, Drama (3 or less productions),  
Flag Line Director/Color Guard Instructor, Senior Class Sponsor, Student Council, Yearbook
- Group 6 HS - Junior Class Sponsor, Assistant Drama, Model UN  
MS - Band Director
- ES - Allocated up to 4 Interest/Hobby Clubs, e.g., Faculty Fitness Group.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2015-2016 SUPPLEMENTS SALARY SCHEDULE**

**(continued)**

- Group 7    HS - Newspaper (school produced), TV Production, Vocational Clubs, Student Recognition Clubs, School Web Page Manager, Mock Trial, Sophomore Class Sponsor  
              MS - Choral Director, Drama, Newspaper (school produced) School Web Page Manager, Student Council, Yearbook Council, Yearbook  
              ES - Choral Director, Newspaper (school produced), School Web Page Manager, Yearbook
- Group 9    HS - Academic Clubs, Academic Teams, Buzz, Freshman Class Sponsor, Community/School Service Clubs, Dance Teams, National Honor Society, School Newsletter  
              MS - Academic Clubs, Academic teams, Buzz, Community/School Service Clubs, National Honor Society, School Newsletter, TV Production  
              ES - TV Production, School Newsletter
- Group 10   All - Science Fair, History Fair
- Group 11\*    HS - Allocated up to 12 Interest/Hobby Clubs, e.g., Faculty Fitness Group.  
              MS - Allocated up to 8 Interest/Hobby Clubs, e.g., Faculty Fitness Group.  
              ES - Allocated up to 4 Interest/Hobby Clubs, e.g., Faculty Fitness Group.



Rate of Pay For CAPE/CASE Course Design  
For Support Staff, Teachers, Administrators, and Board Members

|       | Course Re-design*       | Course Design from Scratch |
|-------|-------------------------|----------------------------|
| 1 CEU | 60% of 3 CEU - \$900    | 60% of 3 CEU - \$1,800     |
| 2 CEU | 80% of 3 CEU - \$1,200  | 80% of 3 CEU - \$2,400     |
| 3 CEU | \$1,500                 | \$3,000                    |
| 4 CEU | 120% of 3 CEU - \$1,800 | 120% of 3 CEU - \$3,600    |
| 5 CEU | 140% of 3 CEU - \$2,400 | 140% of 3 CEU - \$4,200    |

\*Re-design: A redesigned course is a course that has already been taught or developed and is being reconfigured to meet the CAPE/CASE format. A course redesign must be approved by the design sub-committee prior to the redesign work being done.

Rate of Pay For CAPE/CASE Instructors

The rate of pay for Instructors is \$700.00 per CEU.

Teachers who have earned at least Tier 1 in the CAPE program and become an administrator in the Charlotte County Public Schools, are entitled to continue to receive the annual CAPE supplement. However, they must meet the conditions stated below which are established by the district for administrative participation in CAPE.

Administrators may participate in CAPE, earn the annual supplement, and continue to receive that annual supplement on the condition that they earn at least 6 CAPE credits per tier every 5 years for the duration of their employment in the Charlotte County Public Schools. This participation requirement may be satisfied by either taking or teaching (without pay for instruction) CAPE courses.

Support Staff in the CCSPA bargaining unit who have earned 1 tier in the CASE program shall be eligible for the annual CASE supplement.

BONUSES

National Board for Professional Teaching Standards (NBPTS) - As per statute

National Board for Professional Teaching Standards (NBPTS) Mentoring - As per statute

Florida School Recognition Awards - As per Local School Advisory Councils

Lead Teacher Awards - As per state statute

## GENERAL SUPPLEMENTS

|   |                                   |
|---|-----------------------------------|
| CHECK & CONNECT COORDINATOR (annual)                                      | \$1,000                           |
| CHECK & CONNECT MENTOR (annual)   | \$500                             |
| CREDIT RETRIEVAL COACH (per 16 week session)                              | \$1,667                           |
| CREDIT RETRIEVAL RECORD KEEPER  | \$197                             |
| DEAN (High School)  | \$2,075                           |
| DEAN (Middle School)  | \$1,619                           |
| DISTRICT LEVEL PROGRAM PLANNER  | \$566                             |
| ELEMENTARY AFTER-SCHOOL PROGRAMS (excludes enrichment classes)            | \$246                             |
| ESE PROGRAM PLANNER (annually, in addition to program planner supplement) | \$200                             |
| ESOL ENDORSEMENT (one time, upon completion of 300 hours)                 | \$1,000                           |
| TEAM LEADER   | \$1,000                           |
| MIDDLE SCHOOL INTRAMURAL (Per Sport)                                      | \$473                             |
| MIDDLE SCHOOL NON-SPECIFIC  | \$1,000                           |
| MIDDLE SCHOOL PROGRAM PLANNER/TEAM LEADER (per program member)            | \$197                             |
| PEER TEACHER - for one (1) beginning teacher                              | \$885                             |
| PROGRAM PLANNER (per program member)                                      | \$197                             |
| PSYCHOLOGIST FIELD SUPERVISOR FOR INTERN                                  | \$850                             |
| TECHNOLOGY FACILITATOR  | \$863                             |
| TOURNAMENT/EVENT MANAGER (FHSAA) per event                                | in accordance with FHSAA schedule |
| VOCATIONAL INDUSTRIAL CLUBS OF AMERICA (CTC)                              | \$881                             |
| ASSIGNMENT TO A TITLE ONE SCHOOL  | \$0                               |

\*Effective July 1, 2015, the parties agree each Team Leader shall be compensated \$1,000 as the base compensation for each year. In addition, the Team leader shall receive \$350 per person per year or partial year for each additional team member assigned to his/her team.

Paraprofessionals I or II substituting for teachers or for Paraprofessionals III in Early Childhood Programs shall receive a \$35 supplement for each full day that they substitute.

The day must be three (3) or more hours.

## CELL PHONE SUPPLEMENT

In accordance with 1011.09, Florida Statutes, the School Board specifically approves a supplement of \$25.00 to be included in paychecks one time per month for selected district administrators, staff members and teachers who are required by their positions to be available by cell phone outside the normal duty time. In the event of a disaster where there is a substantial increase in cell phone minutes used, the monthly supplement will be adjusted accordingly.

**2015 - 2016 CONFIDENTIAL, PROFESSIONAL, SUPERVISORY, and MANAGERIAL  
SALARY SCHEDULE  
HOURLY RATES**

| Pay Grade | A       | B       | C       | D       | E       | F       | G       | H       | I       | J       | K       | L       | M       | N       | O       |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step      |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 1         | \$14.80 | \$15.54 | \$16.32 | \$17.13 | \$17.99 | \$18.89 | \$19.84 | \$20.83 | \$21.87 | \$22.96 | \$24.11 | \$25.31 | \$26.58 | \$27.91 | \$29.30 |
| 2         | \$15.17 | \$15.93 | \$16.72 | \$17.56 | \$18.44 | \$19.37 | \$20.33 | \$21.35 | \$22.41 | \$23.53 | \$24.71 | \$25.95 | \$27.25 | \$28.61 | \$30.04 |
| 3         | \$15.55 | \$16.33 | \$17.14 | \$18.00 | \$18.90 | \$19.85 | \$20.84 | \$21.88 | \$22.97 | \$24.12 | \$25.33 | \$26.60 | \$27.93 | \$29.33 | \$30.79 |
| 4         | \$15.94 | \$16.74 | \$17.57 | \$18.45 | \$19.37 | \$20.35 | \$21.36 | \$22.43 | \$23.54 | \$24.72 | \$25.96 | \$27.27 | \$28.63 | \$30.06 | \$31.56 |
| 5         | \$16.34 | \$17.16 | \$18.01 | \$18.91 | \$19.85 | \$20.86 | \$21.89 | \$22.99 | \$24.13 | \$25.34 | \$26.61 | \$27.95 | \$29.35 | \$30.81 | \$32.35 |
| 6         | \$16.75 | \$17.59 | \$18.46 | \$19.38 | \$20.35 | \$21.38 | \$22.44 | \$23.56 | \$24.73 | \$25.97 | \$27.28 | \$28.65 | \$30.08 | \$31.58 | \$33.16 |
| 7         | \$17.17 | \$18.03 | \$18.92 | \$19.86 | \$20.86 | \$21.91 | \$23.00 | \$24.15 | \$25.35 | \$26.62 | \$27.96 | \$29.37 | \$30.83 | \$32.37 | \$33.99 |
| 8         | \$17.60 | \$18.48 | \$19.39 | \$20.36 | \$21.38 | \$22.46 | \$23.58 | \$24.75 | \$25.98 | \$27.29 | \$28.66 | \$30.10 | \$31.60 | \$33.18 | \$34.84 |
| 9         | \$18.04 | \$18.94 | \$19.87 | \$20.87 | \$21.91 | \$23.02 | \$24.17 | \$25.37 | \$26.63 | \$27.97 | \$29.38 | \$30.85 | \$32.39 | \$34.01 | \$35.71 |
| 10        | \$18.49 | \$19.41 | \$20.37 | \$21.39 | \$22.46 | \$23.60 | \$24.77 | \$26.00 | \$27.30 | \$28.67 | \$30.11 | \$31.62 | \$33.20 | \$34.86 | \$36.60 |
| 11        | \$18.95 | \$19.90 | \$20.88 | \$21.92 | \$23.02 | \$24.19 | \$25.39 | \$26.65 | \$27.98 | \$29.39 | \$30.86 | \$32.41 | \$34.03 | \$35.73 | \$37.52 |
| 12        | \$19.42 | \$20.40 | \$21.40 | \$22.47 | \$23.60 | \$24.79 | \$26.02 | \$27.32 | \$28.68 | \$30.12 | \$31.63 | \$33.22 | \$34.88 | \$36.62 | \$38.46 |
| 13        | \$19.91 | \$20.91 | \$21.94 | \$23.03 | \$24.19 | \$25.41 | \$26.67 | \$28.00 | \$29.40 | \$30.87 | \$32.42 | \$34.05 | \$35.75 | \$37.54 | \$39.42 |
| 14        | \$20.41 | \$21.43 | \$22.49 | \$23.61 | \$24.79 | \$26.05 | \$27.34 | \$28.70 | \$30.14 | \$31.64 | \$33.23 | \$34.90 | \$36.64 | \$38.48 | \$40.41 |
| 15        | \$20.92 | \$21.97 | \$23.05 | \$24.20 | \$25.41 | \$26.70 | \$28.02 | \$29.42 | \$30.89 | \$32.43 | \$34.06 | \$35.77 | \$37.56 | \$39.44 | \$41.42 |
| 16        | \$21.44 | \$22.52 | \$23.63 | \$24.81 | \$26.05 | \$27.37 | \$28.72 | \$30.16 | \$31.66 | \$33.24 | \$34.91 | \$36.66 | \$38.50 | \$40.43 | \$42.46 |
| 17        | \$21.98 | \$23.08 | \$24.22 | \$25.43 | \$26.70 | \$28.05 | \$29.44 | \$30.91 | \$32.45 | \$34.07 | \$35.78 | \$37.58 | \$39.46 | \$41.44 | \$43.52 |
| 18        | \$22.53 | \$23.66 | \$24.83 | \$26.07 | \$27.37 | \$28.75 | \$30.18 | \$31.68 | \$33.26 | \$34.92 | \$36.67 | \$38.52 | \$40.45 | \$42.48 | \$44.61 |
| 19        | \$23.09 | \$24.25 | \$25.45 | \$26.72 | \$28.05 | \$29.47 | \$30.93 | \$32.47 | \$34.09 | \$35.79 | \$37.59 | \$39.48 | \$41.46 | \$43.54 | \$45.73 |
| 20        | \$23.67 | \$24.86 | \$26.09 | \$27.39 | \$28.75 | \$30.21 | \$31.70 | \$33.28 | \$34.94 | \$36.68 | \$38.53 | \$40.47 | \$42.50 | \$44.63 | \$46.87 |

1. Longevity:

- A. Employees with ten (10) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows:

| Paygrade | Amount                   |
|----------|--------------------------|
| A-B      | Thirty (.30) cents       |
| C-D      | Thirty-eight (.38) cents |
| E-L      | Forty-three (.43) cents  |
| M-O      | Fifty-three (.53) cents  |

- B. Employees with fifteen (15) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows:

| Paygrade | Amount                    |
|----------|---------------------------|
| A-B      | Fifty (.50) cents         |
| C-D      | Fifty-eight (.58) cents   |
| E-L      | Sixty-three (.63) cents   |
| M-O      | Seventy-three (.73) cents |

**2015 - 2016 CONFIDENTIAL, PROFESSIONAL, SUPERVISORY, and MANAGERIAL  
SALARY SCHEDULE  
HOURLY RATES  
(continued)**

- C. Employees with twenty (20) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows: A-L \$.75, M-O \$1.00
  - D. Employees with twenty-five (25) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows: A-L \$1.00, M-O \$1.25
  - E. Employees with thirty (30) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows: A-L \$1.25, M-O \$1.50
2. Incentives:
- A. Incentive Pay for Pay Grades A-L: Add twelve (.12) cents per hour
    - 1) All courses or in-service must be approved through the district Human Resources office. Courses and in-service attended during the workday must also be pre-approved by the supervisor.
    - 2) Thirty (30) clock-hours of course work or in-service is required. There is no time limit for the accumulation of these hours.
    - 3) Only job-related course work or in-service will qualify.
    - 4) Official verification of successful completion must be provided.
    - 5) Course work/ in-service funded by the school district will be considered if all other conditions are met.
    - 6) Once Level I has been achieved, the hourly supplement will remain a permanent part of the hourly salary.
    - 7) Incentive will be paid upon completion of a course.
  - B. CASE courses are included in the overall inservice program of CCPS and allow support personnel to earn inservice credit toward additional compensation. Upon completion of one full tier of training, you will immediately be paid the first \$350 CASE stipend. The following October, you will be paid the annual \$350 CASE stipend. CASE participants will earn a permanent \$350 annual salary supplement for as long as she/he is employed.  
\*Only 1 CASE stipend may be paid in each fiscal year.
    - 1) Credit is awarded in CASE Educational Units, or CEUs
    - 2) One CEU = 20 hours.
    - 3) The Cost of 1 CEU = \$25
    - 4) It will cost the employee 300 hours of personal time and \$375 in tuition to complete the first CASE tier.
  - C. Attendance Incentive
    - 1) Attendance incentive, 12 months: \$200.
    - 2) Attendance incentive, less than 12 months: 8 hrs. per day = \$150; less than 8 hrs per day = \$125.
    - 3) Retirees shall be paid at the time of retirement.
    - 4) Personal leave of 2 hours or less shall not count as an absence.

**2015 - 2016 CONFIDENTIAL, PROFESSIONAL, SUPERVISORY, and MANAGERIAL  
SALARY SCHEDULE  
HOURLY RATES  
(continued)**

D. Director-assigned Higher Classification

- 1) If an employee is assigned to a higher classification for ten (10) or more consecutive days or any twenty one (21) days in 40-day period, such pay shall be retroactive to the first day in the higher assignment. Pay at the higher rate shall commence on the eleventh (11th) consecutive day and the twenty second (22nd) day of the forty (40) day period. This assignment must be approved by the director of the department.
- 2) Steps may be assigned annually by the Superintendent.
- 3) For college degrees not required by the job description: Employees on pay grades A-L with a four-year degree from an accredited college shall receive one dollar (\$1.00) per hour. Degree must be related to the employee's job classification. With sixty (60) semester hours from an accredited college, employees shall receive fifty (\$.50) per hour. All General AA degrees will be considered related to employee's job classification. If the two-year degree is an AS, degree must be related to employee's job classification
- 4) For pay grades M-O - Add sixty (\$.60) cents per hour for Education Specialist Degree or one (\$1.00) dollar per hour for a Doctorate Degree.
- 5) Employees on pay grades A-L: Upon approval of the SUPERINTENDENT or designee, the BOARD will reimburse each employee the actual amount of tuition paid, not covered by grants/scholarships, and not to exceed the resident tuition rate established by the Florida State Board of Regents for each semester hour taken in an area which may improve his/her overall value to the District. The determination of potential for improving the employee's overall value to the District is solely at the discretion of the SUPERINTENDENT or designee. Employees must receive a grade of "C" or better to qualify.
- 6) Pay grades A-L: Any employee who recruits an applicant shall be eligible for a one-time bonus of \$100, subject to the following provision: recruit must maintain 6 months of continuous employment.

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2015-2016 ADMINISTRATIVE SALARY SCHEDULE**  
**(hourly)**

| Pay Grade | A1      | A2      | A3      | A4      | A5      | A6      | A7      | A8      | A9      | A10     | A11     |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step      |         |         |         |         |         |         |         |         |         |         |         |
| 1         | \$38.84 | \$39.91 | \$41.01 | \$42.14 | \$43.30 | \$44.49 | \$45.71 | \$46.97 | \$48.26 | \$49.59 | \$50.95 |
| 2         | \$39.38 | \$40.46 | \$41.58 | \$42.72 | \$43.90 | \$45.11 | \$46.34 | \$47.62 | \$48.93 | \$50.28 | \$51.66 |
| 3         | \$39.93 | \$41.02 | \$42.16 | \$43.31 | \$44.51 | \$45.73 | \$46.98 | \$48.28 | \$49.61 | \$50.98 | \$52.38 |
| 4         | \$40.48 | \$41.59 | \$42.74 | \$43.91 | \$45.13 | \$46.36 | \$47.63 | \$48.95 | \$50.30 | \$51.69 | \$53.11 |
| 5         | \$41.04 | \$42.17 | \$43.33 | \$44.52 | \$45.76 | \$47.00 | \$48.29 | \$49.63 | \$51.00 | \$52.41 | \$53.85 |
| 6         | \$41.61 | \$42.75 | \$43.93 | \$45.14 | \$46.39 | \$47.65 | \$48.96 | \$50.32 | \$51.71 | \$53.14 | \$54.60 |
| 7         | \$42.19 | \$43.34 | \$44.54 | \$45.77 | \$47.03 | \$48.31 | \$49.64 | \$51.02 | \$52.43 | \$53.88 | \$55.36 |
| 8         | \$42.77 | \$43.94 | \$45.16 | \$46.40 | \$47.68 | \$48.98 | \$50.33 | \$51.73 | \$53.16 | \$54.63 | \$56.13 |
| 9         | \$43.36 | \$44.55 | \$45.79 | \$47.04 | \$48.34 | \$49.66 | \$51.03 | \$52.45 | \$53.90 | \$55.39 | \$56.91 |
| 10        | \$43.96 | \$45.17 | \$46.42 | \$47.69 | \$49.01 | \$50.35 | \$51.74 | \$53.18 | \$54.65 | \$56.16 | \$57.70 |
| 11        | \$44.57 | \$45.80 | \$47.06 | \$48.35 | \$49.69 | \$51.05 | \$52.46 | \$53.92 | \$55.41 | \$56.94 | \$58.50 |
| 12        | \$45.19 | \$46.43 | \$47.71 | \$49.02 | \$50.38 | \$51.76 | \$53.19 | \$54.67 | \$56.18 | \$57.73 | \$59.31 |
| 13        | \$45.82 | \$47.07 | \$48.37 | \$49.70 | \$51.08 | \$52.48 | \$53.93 | \$55.43 | \$56.96 | \$58.53 | \$60.13 |
| 14        | \$46.45 | \$47.72 | \$49.04 | \$50.39 | \$51.79 | \$53.21 | \$54.68 | \$56.20 | \$57.75 | \$59.34 | \$60.96 |
| 15        | \$47.09 | \$48.38 | \$49.72 | \$51.09 | \$52.51 | \$53.95 | \$55.44 | \$56.98 | \$58.55 | \$60.16 | \$61.80 |
| 16        | \$47.74 | \$49.05 | \$50.41 | \$51.80 | \$53.24 | \$54.70 | \$56.21 | \$57.77 | \$59.36 | \$60.99 | \$62.66 |

1. Longevity supplement to be paid to current full-time employees in a lump sum prior to winter break. Employees on leave during the current year will be paid after physically working one (1) day over half of their calendar.

| <b>Yrs of CCPS Experience</b> | <b>% of Base Teacher Salary</b> | <b>Annual Amount</b> |
|-------------------------------|---------------------------------|----------------------|
| 10 through 14 years           | 3.00%                           | \$1,116.00           |
| 15 through 19 years           | 6.00%                           | \$2,232.00           |
| 20 through 24 years           | 9.00%                           | \$3,348.00           |
| 25 through 29 years           | 12.00%                          | \$4,464.00           |
| 30 and up                     | 15.00%                          | \$5,580.00           |

2. Administrators who are not covered by the HRMD Plan shall be subject to comparable salary guidelines, incentives, and contracts as those who are.
3. District-level administrators who report directly to the Superintendent shall participate in the Senior Management Service Class of the FRS system. They are: Assistant Superintendents, Chief Finance Officer (formerly, Director of Finance), Chief Budget Officer (formerly, Director of Budget), Chief Technology Officer (formerly, Executive Director, LTT & Media), and Executive Directors.

## 2015-2016 MISCELLANEOUS SALARY SCHEDULE

| Adult Basic Education, G.E.D., and Supplemental Vocational Program | <u>RATE</u> |
|--|-------------|
| Doctorate or Specialist Degree (in field of assignment)            | \$19.00/hr  |
| Master's Degree (in field of assignment)                           | \$19.00/hr  |
| Bachelor's Degree (in field of assignment)                         | \$19.00/hr  |
| Any Degree out of field of assignment                              | \$19.00/hr  |
| CTC Adjunct Instructor   | \$25.00/hr  |
| G.E.D. Proctor   | \$10.00/hr  |
| Paraprofessional I   | \$10.96/hr  |
| Accompanist  | \$8.05/hr   |

Charlotte County Public School Administrators will be paid the hourly rate for which they qualify on the Instructional Salary Schedule

### COMMUNITY EDUCATION

Instructors will be paid the lesser of \$11.00 per hour or seventy (70) percent of the fees collected for each class taught.

### MILITARY SCIENCE INSTRUCTORS

Military Science Instructors shall be paid in accordance with the Bureau of Naval Personnel Regulations.

### I. INSTRUCTIONAL SUBSTITUTES

|   | <u>RATE</u> |
|---|-------------|
| A. Certified substitutes with a Bachelor's degree or higher                               | \$12.93/hr* |
| B. Certified substitutes with less than a Bachelor's degree                               | \$11.03/hr* |
| C. ESE Substitute (SED, TMH, PMH, Pre-K, EH, Behavior) with less than a Bachelor's degree | \$12.93/hr  |
| D. Retired CCPS Teachers/Administrators   | \$14.83/hr  |
| E. Temp/open-end substitute teacher contract – Bachelor's degree                          | \$19.00/hr* |

\* A substitute with current Florida teaching certificate or ED Training certificate will receive an additional \$1.00 per hour effective the pay period after the certificate has been received in HR. When a substitute teacher with a bachelor's degree or higher and who is eligible to receive a Florida Temporary Certificate is employed for more than fifteen (15) consecutive days for the same teacher, he/she will receive the Temporary/open-end substitute rate beginning the sixteenth consecutive day of this assignment.

|  | <u>RATE</u> |
|--|-------------|
| Retired CCPS Teachers/Administrators (Temp/open-end substitute teacher contract) | \$20.95/hr  |

\*\*Substitute teachers who sub in Para III positions in the Early Childhood Programs will receive substitute teacher pay; however, they will not be eligible to receive the higher rate of pay for long-term assignment.

### II. CLASSIFIED SUBSTITUTES

|                            | <u>RATE</u> |
|----------------------------|-------------|
| A. Food Service Assistant* | \$8.88/hr   |
| B. Baker                   | \$9.36/hr   |
| C. Caregiver               |             |
| 1. 1B-11.00/hr             |             |
| 2. 1A-11.50/hr             |             |
| D. Cook                    | \$9.36/hr   |
| E. Bus Attendant           | \$8.88/hr   |
| F. Bus Driver*/Bus Washer  |             |
| 1. Bus Driver*             | \$12.18/hr  |

**2015-2016 MISCELLANEOUS SALARY SCHEDULE**

(continued)

|  |            |
|--|------------|
| 2. Bus Washer  | \$10.96/hr |
| *Each Bus Driver substitute who works for 90 days after hire shall earn a \$500.00 bonus.  |            |
| G. Custodian*  | \$9.87/hr  |
| *Each Food Service-, Custodial-, and Bus Driver Substitute shall, upon becoming eligible for hire, have his/her mandatory drug screen and criminal history - fingerprinting fees waived. |            |
| H. Admn Asst I   | \$12.18/hr |
| I. Courier   | \$9.87/hr  |
| J. Food Service Assistant  | \$8.88/hr  |
| K. Groundskeeper I   | \$10.96/hr |
| L. Head Start Break Aide   | \$8.88/hr  |
| M. Network Tech  | \$16.69/hr |
| N. Office Asst I   | \$9.87/hr  |
| O. Paraprofessional I  | 10.96/hr   |
| P. Paraprofessional II   | \$11.55/hr |
| Q. Paraprofessional III (ECP)  | \$12.18/hr |
| R. Paraprofessional III, One on one  | \$12.18/hr |
| S. School Nurse  | \$13.52/hr |
| T. School Security & Attendance Asst.  | \$11.55/hr |
| U. Skilled Trades Worker   | \$11.55/hr |
| V. Warehouse Worker  | \$10.39/hr |

RATE

|  |            |
|--|------------|
| III. ADMIN A. Substitutes will be paid the minimum starting pay for the position |            |
| B. Hurricane & Emergency Shelter   | \$30.00/hr |

RATE

|  |            |
|--|------------|
| IV. MISCEI A. After school enrichment instructor | \$12.00/hr |
| B. Homework hot line instructor                  | \$12.00/hr |
| C. Student Worker                                | \$8.05/hr  |
| D. General apprentice worker                     | \$1.50/hr  |
| E. Temporary laborer                             | \$8.05/hr  |
| F. Work Study Participant                        | \$5.50/hr  |
| G. Athletic Event Support                        | \$10.00/hr |
| H. Remediation/Supplemental Duties               | \$12.00/hr |

|  |            |
|--|------------|
| (CCPS full- I. Lighting/Sound Technician | \$15.00/hr |
| J. Senior Lighting/Sound Technician      | \$25.00/hr |
| K. Translator                            | \$8.05/hr  |



**CHARLOTTE COUNTY PUBLIC SCHOOLS  
GENERAL PROVISIONS**

I. Designated work year for instructional staff and school-based administrators. In accordance with state statute and State Board of Education rules, the School Board specifically approves the following annual days and months of service for site-based administrators and instructional staff:

(193 day/10 months)

Behavior Analyst  
Behavior Specialist  
Childfind Specialist  
Classroom Teacher  
Curriculum Specialist – art  
Dean  
Family Service  
Lead Teacher  
Media Specialist  
Occupational Specialist  
Resource Teacher (BAC)  
Speech Language Pathologist

(219 days/11 months)

Professional Development Specialist  
Program Specialist  
Program Staffing Specialist  
Reading Specialist

(223 days/11 months)

Assistant Principal (middle and high)  
Principal (elementary and middle)

(203 days/10 months)

ESE Liaison  
Teacher (ROTC)

(244 days/12 months)

Coordinator (Baker Center, CTC)  
Principal (high school)

(208 days/10 months)

Guidance Counselor (elem, middle)

(213 days/11 months)

C&I - reading/la/ell  
C&I - fine arts  
Guidance Counselor (high)  
Health Teacher (CTC)  
Occupational Specialist

(215 days/11 months)

Assistant Principal (elementary)  
Supervisor of Health Services

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**GENERAL PROVISIONS**  
**(continued)**

- II. Any employee who works one (1) day more than fifty (50%) percent of a designated work year shall receive credit for a full year of experience.
- III. Payment of stipends are permitted at rates established within the guidelines of each approved project or activity. Other instructional personnel inservice activities funded by the School Board will be paid at the rate of fifteen (\$15) dollars per hour.
- IV. Miscellaneous professional:  
a. Intern Psychologist - \$12,000 Annually
- V. Paid Holidays  
Length of calendar/days  
244 or more - 5 holidays  
223 to 243 - 4 holidays  
177 to 222 - 3 holidays

VI. Sick Leave Awarded by Contract Length

The number of days of sick leave awarded annually is determined by the number of contract days. The following table shows the breakpoints:

| <u>Contract Months/Days in Contract S/L Days Accrued</u> |           |
|--|-----------|
| 9 month (less than 193 days)                             | - 9 days  |
| 10 month (193 - 213 days)                                | - 10 days |
| 11 month (214 - 240 days)                                | - 11 days |
| 12 month (241 days and above)                            | - 12 days |

VII. Terminal Pay upon separation from the district

Employees covered by a bargaining unit shall refer to the Collective Bargaining Agreement for terminal pay provisions.

The following provisions apply to all employees not covered by a collective bargaining unit either upon the employee's retirement through an approved Florida retirement system or Social Security, or to the employee's beneficiary if service is terminated by death. Such terminal pay may not exceed an amount determined as follows:

During the first three (3) years of service: Daily rate of pay multiplied by 35% times the number of days accumulated sick leave.

During the next three (3) years of service: Daily rate of pay multiplied by 40% times the number of days accumulated sick leave.

During the next three (3) years of service: Daily rate of pay multiplied by 45% times the number of days accumulated sick leave.

During the next three (3) years of service: Daily rate of pay multiplied by 50% times the number of days accumulated sick leave.

During and after the thirteenth (13th) year of service: Daily rate of pay multiplied by 100% times the number of days. Terminal pay for employees covered by collective bargaining agreement shall be paid in accordance with negotiated agreements. For purposes of computing the amount of terminal pay on accumulated sick leave for any full-time employee other than instructional staff or education support employee, notably CCPS administrators, sick leave accrued after June 30, 2004 shall be compensated at no more than the daily rate of pay applicable at the time the sick leave was earned (F.S. 1012.61) Charlotte County Public Schools participates in a special Pay Plan for terminal pay.

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**GENERAL PROVISIONS**  
**(continued)**

VIII. Vacation Leave

Employees covered by a collective bargaining unit shall refer to the negotiated agreement.

For those employees not covered by a Collective Bargaining Agreement:

A person newly employed in the District must be employed for at least six (6) months before using vacation time (annual leave) earned. Any employee who has worked more than six (6) months in a full-time ten-month or eleven-month position and is transferred to a full time twelve-month position may use vacation time as soon as it is earned.

The beginning date of continuous and creditable service is used to determine the rate of vacation time earned.

Such vacation time earned should be used at the end of each year or when the vacation will not disrupt the operation of the department. If it is not possible to use all accumulated vacation leave, unused leave will accrue to the amount allowed in the Florida Retirement System. If an employee reaches the limit allowed for accrual of vacation leave, excess hours of accrual will be credited to the employee's sick leave.

A maximum of fifteen (15) days may be taken at one time; however, the Superintendent, upon recommendation by the employee's immediate supervisor, may grant more than fifteen (15) days vacation.

A day of vacation is not earned until the last day of the first complete calendar month worked. Vacation time cannot be used until after it is earned. All vacation leave must be approved in advance. Full-time employees who are employed on a twelve-month basis in positions of less than eight (8) hours daily will receive vacation leave on a prorated basis. Twelve-month personnel may receive pay for accumulated vacation time at termination of employment or DROP, provided the employee requests payment in writing.

IX. Charlotte County Public Schools will provide reimbursement to all non-athletic coaches for the tuition costs upon completion of all online certification/endorsement courses (3) for the athletic coaching certification/endorsement.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
GENERAL PROVISIONS**

**ADMINISTRATIVE, PROFESSIONAL, SUPERVISORY, MANAGERIAL,  
AND CONFIDENTIAL EMPLOYEES**

The following regulations set forth terms and working conditions for these employees who are not affected by labor contracts.

Duty days and paid holidays for twelve month Administrative, Professional, Supervisory, Managerial, and Confidential personnel shall be designated in the payroll calendar adopted annually by the School Board.

I. Vacation Leave Rate of Accrual

All full-time Administrative/Professional/Supervisory/Managerial and Confidential employees who are filling established twelve (12) month positions shall be entitled to annual paid vacation as follows:

Contract length 244 days or more

Vacation Earned

One (1) to ten (10) years (through 120 months)  
Over ten (10) years (over 120 months)

Twelve (12) hours per month  
Fourteen (14) hours per month

Contract length in excess of 240  
but less than 244 days

Vacation Earned

One (1) to ten (10) years (through 120 months)  
Over ten (10) years (over 120 months)

Eight (8) hours per month  
Ten (10) hours per month

The maximum accrued hours shall not exceed five hundred (500); all vacation hours accrued over 500 hours will be credited to sick leave. Duty days and paid holidays for twelve month Administrative, Professional, Supervisory, Managerial, and Confidential personnel shall be designated in the payroll calendar adopted annually by the School Board.

II. Paid Personal Leave

Administrative, Professional, Supervisory, Managerial, and Confidential employees may be allowed six (6) personal days each year to be charged against their accrued sick leave. Such leave shall be non-accumulative and requests must be submitted to the principal, immediate supervisor, or superintendent at least two (2) working days before the leave begins. The employee may reserve one (1) personal leave day to be used for emergency reasons, subject to the approval of the superintendent.

III. Summer Program Administrators

The salary for administrators who work summer programs shall be calculated by using the hourly rate of the administrator for the school year immediately preceding the summer program, but shall not be less than that listed in A.

A. The salary for any administrator who serves as a summer program administrator shall be calculated as follows:

- 1) Elementary School Principal -- Beginning step for the position of elementary school principal
- 2) Middle School Principal -- Beginning step for the position of middle school principal
- 3) High School Principal -- Beginning step for the position of high school principal

All rates will be computed using the school year immediately preceding the summer program. Experience steps will not be granted for previous summer experience.

## SEMI MONTHLY PAYS 2015-2016

| PAY PERIOD |           | DATES FOR              | DATES FOR          |   |                      |  |
|------------|-----------|------------------------|--------------------|---|----------------------|--|
| PAY CODE   | PAY DATES | EQUAL PAYS             | OVERTIME AND LEAVE |   |                      |  |
| 1502114    | 07/22/15  | 07/01 - 07/15/15       | 07/01 - 07/12/15   |   |                      |  |
| 1502115    | 08/07/15  | 07/16 - 07/31/15       | 07/13 - 07/26/15   |   |                      |  |
| 1502116    | 08/21/15  | 08/01 - 08/15/15       | 07/27- 08/09/15    |   |                      |  |
| 1502117    | 09/04/15  | 08/16 - 08/31/15       | 8/10- 8/23/15      |   |                      |  |
| 1502118    | 09/22/15  | 09/01 - 09/15/15       | 08/24 - 09/06/15   |   |                      |  |
| 1502119    | 10/07/15  | 09/16 - 09/30/15       | 09/07 - 09/27/15   | * | Need last week early |  |
| 1502120    | 10/22/15  | 10/01 - 10/15/15       | 09/28 - 10/11/15   |   |                      |  |
| 1502121    | 11/06/15  | 10/16 - 10/31/15       | 10/12 - 10/25/15   |   |                      |  |
| 1502122    | 11/20/15  | 11/01 - 11/15/15       | 10/26 - 11/08/15   |   |                      |  |
| 1502123    | 12/07/15  | 11/16 - 11/30/15       | 11/9 - 11/22/15    |   |                      |  |
| 1502124    | 12/22/15  | 12/01 - 12/15/15       | 11/23 - 12/6/15    |   |                      |  |
| 1602101    | 01/07/16  | 12/16 - 12/31/15       | 12/7 - 12/27/15    | * | Need last week early |  |
| 1602102    | 01/22/16  | 01/01 - 01/15/16       | 12/28 - 01/10/16   |   |                      |  |
| 1602103    | 02/05/16  | 01/16 - 01/31/16       | 01/11- 01/24/16    |   |                      |  |
| 1602104    | 02/22/16  | 02/01 - 02/15/16       | 01/25 - 02/07/16   |   |                      |  |
| 1602105    | 03/07/16  | 02/16 - 02/28/16       | 02/8 - 02/21/16    |   |                      |  |
| 1602106    | 03/22/16  | 03/01 - 03/15/16       | 02/22 - 03/06/16   |   |                      |  |
| 1602107    | 04/07/16  | 03/16 - 03/31/16       | 03/7 - 03/27/16    | * | Need last week early |  |
| 1602108    | 04/22/16  | 04/01 - 04/15/16       | 03/28 - 04/10/16   |   |                      |  |
| 1602109    | 05/06/16  | 04/16 - 04/30/16       | 04/11 - 04/24/16   |   |                      |  |
| 1602110    | 05/20/16  | 05/01 - 05/15/16       | 04/25 - 05/08/16   |   |                      |  |
| 1602111    | 06/07/16  | 05/16 - 05/31/16       | 05/09 - 05/22/16   |   |                      |  |
| 1602112    | 06/22/16  | 06/01 - 06/15/16       | 05/23 - 06/12/16   |   |                      |  |
| 1602113    | 07/07/16  | 06/16 - 06/30/16       | 06/13 - 06/30/16   | * | Need last week early |  |
|            |           |                        |                    |   |                      |  |
|            |           |                        |                    |   |                      |  |
|            |           | *THREE WEEKS OT AND LV |                    |   |                      |  |
|            |           |                        |                    |   |                      |  |
|            |           |                        |                    |   |                      |  |

BI WEEKLY PAYS 2015-2016

| PAY PERIOD    |           | FIRST DAY     |     | LAST DAY      |                                |                    |  |
|---------------|-----------|---------------|-----|---------------|--------------------------------|--------------------|--|
| PAY CODE      | PAY DATES | OF PAY PERIOD |     | OF PAY PERIOD |                                |                    |  |
| 1501014       | 07/22/15  | 07/01/15      |     | 07/12/15      |                                |                    |  |
| 1501015       | 08/05/15  | 07/13/15      | --- | 07/26/15      |                                |                    |  |
| 1501016       | 08/19/15  | 07/27/15      | --- | 08/09/15      | EOM 7/27-7/31                  |                    |  |
| 1501017       | 09/02/15  | 08/10/15      | --- | 08/23/15      | NON DEDUCT                     |                    |  |
| 1501018       | 09/16/15  | 08/24/15      | --- | 09/06/15      | EOM 8/24-8/31                  |                    |  |
| 1501019       | 09/30/15  | 09/07/15      | --- | 09/20/15      |                                |                    |  |
| 1501020       | 10/14/15  | 09/21/15      | --- | 10/04/15      | EOM 9/21-9/30                  |                    |  |
| 1501021       | 10/28/15  | 10/05/15      | --- | 10/18/15      |                                |                    |  |
| 1501022       | 11/11/15  | 10/19/15      | --- | 11/01/15      | EOM 10/19-10/31<br>SUPPLEMENTS |                    |  |
| 1501023       | 11/20/15  | 11/02/15      | --- | 11/15/15      |                                | Need payroll early |  |
| 1501024       | 12/09/15  | 11/16/15      | --- | 11/29/15      |                                |                    |  |
| 1501025       | 12/18/15  | 11/30/15      | --- | 12/13/15      | EOM 11/30                      |                    |  |
| 1601001       | 01/06/16  | 12/14/15      | --- | 12/27/15      |                                | Need payroll early |  |
| 1601002       | 01/20/16  | 12/28/15      | --- | 01/10/16      | EOM 12/21-12/31                |                    |  |
| 1601003       | 02/03/16  | 01/11/16      | --- | 01/24/16      |                                |                    |  |
| 1601004       | 02/17/16  | 01/25/16      | --- | 02/07/16      | EOM 7/27-7/31<br>SUPPLEMENTS   |                    |  |
| 1601005       | 03/02/16  | 02/08/16      | --- | 02/21/16      | NON DEDUCT                     |                    |  |
| 1601006       | 03/11/16  | 02/22/16      |     | 03/06/16      | EOM 3/21-3/31                  | Need payroll early |  |
| 1601007       | 03/30/16  | 03/07/16      | --- | 03/20/16      |                                |                    |  |
| 1601008       | 04/13/16  | 03/21/16      | --- | 04/03/16      | EOM 3/21-3/31                  |                    |  |
| 1601009       | 04/27/16  | 04/04/16      | --- | 04/17/16      |                                |                    |  |
| 1601010       | 05/11/16  | 04/18/16      | --- | 05/01/16      | EOM 4/18-4/30<br>SUPPLEMENTS   |                    |  |
| 1601011       | 05/25/16  | 05/02/16      | --- | 05/15/16      |                                |                    |  |
| 1601012       | 06/06/16  | 05/16/16      | --- | 05/29/16      |                                |                    |  |
| 1601013       | 06/22/16  | 05/30/16      | --- | 06/12/16      | EOM 5/30-5/31                  |                    |  |
| 1601014       | 06/30/16  | 06/13/16      | --- | 06/30/16      | EOM 6/13-6/30<br>3 weeks       | Need payroll early |  |
|               |           |               |     |               |                                |                    |  |
|               |           |               |     |               |                                |                    |  |
| SUMMER CHECKS | 05/26/16  |               |     |               |                                |                    |  |
|               |           |               |     |               |                                |                    |  |