

4) Additional duties and coaching supplements will earn Florida Retirement System (FRS) benefits as allowable by FRS regulations. Bonuses and the in-service pay are not counted towards one's FRS benefits unless specifically approved for earning in FRS regulations.

5) **Supplemented Pay for Additional Duty** - for duty beyond the seven and three-quarter (7-3/4) hour day such as but not limited to in-service trainers, curriculum writers, etc., bargaining unit members shall be paid the following:

Bachelors = \$22.92 per hour  
Specialist = \$25.21 per hour

Masters = \$24.56 per hour  
Doctorate = \$25.87 per hour

unless specified by special funding sources such as but not limited to grants, school advisory funds, etc.

6) **Adult Education Pay** – Bargaining Unit members who teach Adult Education will be paid at the following hourly rate: BA \$20.00, MA \$21.00, SPEC \$22.00, and DOC \$23.00.

7) **Breakfast Duty** - Bargaining unit members will be paid for breakfast duty only if it exceeds the 7-3/4 hour workday or impacts a bargaining unit member's planning period.

8) **County History Fair Coordinator** – 2 allocation for supplement pay at Elementary \$1,000 and Secondary \$1,298.

9) **County Science Fair Coordinator** - 2 allocations Elementary \$1,000 and Secondary \$1,298.

10) **Lunch Duty** - Bargaining unit members shall receive a flat payment of \$1,000.00 to compensate for the loss of duty free lunch. This will be based on 180 days and will not exceed 30 minutes per day. Lunch duty assignments of less than 30 minutes will be paid proportionately.

11) **Teacher Support Plan** – The mentor will provide meaningful support, analyses and oversee the professional maturation of the beginning teacher's teaching and classroom management strategies in accordance with Appendix F. A mentor will be paid \$175 per mentee for each semester that they provide this service. A lead mentor will receive \$200 per semester.

12) **Department Chairperson** - \$668.00 differentiated pay rate for departments with up to and including 5 teachers; \$1389.00 for departments with 6 to 9 teachers; \$2,086.00 for departments with 10 or more teachers. Total allocation for differentiated pay not to exceed those specified above. No department chairperson is to receive more than \$2,086.00. No department head may also be a team leader. Speech/Language Department Head in charge of 14 or more people \$2,086.00

13) **Elementary Team Leaders** - The maximum allocation for team leaders at each elementary school is developed by the following formula: \$160.00 multiplied by the number of instructional positions at each school. The funding allocation shall equate to a minimum of one Elementary Team Leader per grade level, plus one Special Services Team Leader and one ESE Team Leader.

14) **Middle School Instructional/Grade Level Team Leaders** - \$1,288.00

- a) The funding formula for each Middle K-8 school shall be allocated one Team Leader for every 50 middle school students enrolled or greater portion thereof according to initial school year district count, up to a maximum of 18.
- b) Instructional Teams are defined as teams of bargaining unit members assigned to the same or similar instructional areas (for example, but not limited to, math, science, language arts, reading, social studies,