

**FRANKLIN COUNTY SCHOOL DISTRICT
SALARY SCHEDULE
FYE 06/30/18**

POSITION SALARIES FUNDED BY FEDERAL GRANTS					
GRANT TITLE - 21ST CENTURY COMMUNITY LEARNING CENTERS (21ST CCLC)	"NEST" POSITION		SALARY RANGE	FRINGE BENEFITS	
		PROJECT COORDINATOR	PT 02	\$2,000 - 3,800/MONTH	FICA/MED
				GROUP INS.	\$6,342
				FRS	
	LEAD TEACHER/CERTIFIED TEACHER/SITE DIRECTORS	PT 18	\$17-25/HOUR	FICA/MED	7.65%
	PARENT LIASON	PT 18	\$10-14/HOUR	FICA/MED	7.65%
	ENRICHMENT LEADER	PT 18	\$12-18/HOUR	FICA/MED	7.65%
	MUSIC INSTRUCTOR	PT 18	\$17-21/HOUR	FICA/MED	7.65%
	CUSTODIAN	PT 18	\$10-12/HOUR	FICA/MED	7.65%

MISCELLANEOUS PAY
<p>MINIMUM WAGE TEMPORARY EMPLOYEES - Minimum wage is paid at the prevailing rate established by the Federal Government, or the State of Florida, whichever is greater.</p> <p>RETIREMENT AND SOCIAL SECURITY BENEFITS - Retirement benefits are paid for temporary employees who work for more than 6 consecutive months. Social Security and Medicare benefits are paid for all employees regardless of length of service.</p> <p>HOSPITALIZATION, MEDICAL*, DENTAL, AND LIFE INSURANCE BENEFITS - Benefits are not applicable to miscellaneous pay types. *The Affordable Care Act may allow participation in Medical Benefits.</p> <p>SECURITY GUARD (NCN00) - To be paid at a rate established by the School Board.</p>

NEW HIRE INSTRUCTIONAL STAFF ARE PLACED ON THIS SCHEDULE

2017/18
Group Benefits \$6,342

	BACHELOR	MASTER	SPECIALIST	DOCTORATE
PAY TYPE	20,21,22	20,21,22	20,21,22	20,21,22
MONTHS	10	10	10	10
DAYS	196	196	196	196
HOURS/DAY	7.5	7.5	7.5	7.5

Place	IBB	Supplement		Supplement		IDB*	Supplement Code
		IMB*	Code	ISB*	Code		
0	34,838	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
1	34,838	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
2	34,838	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
3	34,838	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
4	35,145	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
5	35,745	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
6	36,345	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
7	36,600	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
8	36,735	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
9	37,394	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
10	39,445	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
11	40,844	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
12	41,364	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
13	41,864	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
14	42,364	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
15	42,864	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
16	43,138	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
17	45,798	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
18	46,567	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
19	48,007	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
20	49,014	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
21	49,514	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
22	49,856	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
23	50,662	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA
24	53,398	2,700	SUGMA	3,900	SUGSA	5,200	SUGDA

*Incremental amounts of each degree level to be added to bachelor base amounts as of the 2013-14 year.

Experienced teachers newly hired to the District shall have initial placement on the salary schedule in a salary slot not greater than an effective or highly effective Franklin County teacher with the same years of experience.

CERTIFIED TEACHER TUTORING AND SUMMER POSITIONS - Paid according to Instructional Hourly Rate of Pay, including advanced degrees.

NON-CERTIFIED TEACHER POSITION - Base Rate of \$14.83 per hour (NCI00) - effective 2/20/18

NON-CERTIFIED TEACHER POSITION - Base Rate of \$11.83 per hour (NCI00) - 7/1/17 - 2/19/18

SUBSTITUTE TEACHER PAY (PAY TYPE 23):

		PER HOUR	PER 7.5 HOUR DAY
STA00	High School	\$8.67	\$65.02
STA02	AA Degree, or equivalent is a degree or successful completion of not less than 60 credit hours.	\$9.26	\$69.47
STA04	BA or MA Degree	\$9.85	\$73.91
STA05	BA/MA with Certification, or BA/MA with FDOE statement of eligibility	\$10.45	\$78.35

SCHOOL HEALTH AIDE (PAY TYPE 28) - Paid according to the Substitute Teacher Pay Hourly Rate. (per hour according to student attendance)

NON-INSTRUCTIONAL SALARY SCHEDULE 2017/2018

Group Benefits \$6,717

	Bus Driver	Custodian	Mechanic Maintenance	Asst. Bus Mechanic	Food Service			Secretary		Specialist	Paraprofessional			
					Asst. Manager	Asst./ Bookkeeper	Worker	(10 month) Attendance Asst. Receptionist	(12 month) Data Entry School Bookkeeper Principal's Secretary	Certification/ Instructional Serv Secretary	Base	1 Yr College	2 Yr College	Lead Pre-K
PAY TYPE	45, 57	7	65	65	36	3	37	14	11	3	25, 29	25, 29	25, 29	25, 29
MONTHS	10	12	12	12	10	12	10	10	12	12	10	10	10	10
DAYS	185	260	260	260	187	260	187	205	260	260	195	195	195	195
HOURS/DAY	4	8	8	8	7	7.25	6.5	7.5	7.5	7.25	7	7	7	7
Place	NBD00	NCU00	NMT00	NMM00	NFA00	NFB00	NFS00	NSC00	NST00	COO00	NAD00	NAA00	NAB00	NAC00
0	17.79	11.22	16.95	14.06	13.95	13.81	12.64	13.67	13.23	15.91	12.74	13.13	13.57	21.48
1	17.94	11.31	17.03	14.14	14.09	14.03	12.74	13.78	13.33	16.15	12.85	13.23	13.67	21.68
2	18.11	11.40	17.11	14.22	14.22	14.28	12.85	13.90	13.45	16.42	12.96	13.35	13.79	21.89
3	18.29	11.50	17.21	14.32	14.36	14.55	12.97	14.03	13.56	16.71	13.08	13.47	13.91	22.10
4	18.48	11.61	17.30	14.41	14.50	14.83	13.09	14.16	13.69	17.01	13.20	13.60	14.03	22.31
5	18.66	11.71	17.40	14.51	14.64	15.10	13.21	14.29	13.81	17.30	13.32	13.72	14.16	22.52
6	18.93	11.81	17.49	14.60	14.78	15.38	13.33	14.43	13.94	17.60	13.44	13.85	14.29	22.73
7	19.21	11.92	17.59	14.70	14.93	15.66	13.45	14.56	14.06	17.89	13.57	13.98	14.42	22.94
8	19.49	12.03	17.68	14.79	15.07	15.93	13.58	14.70	14.19	18.19	13.69	14.11	14.55	23.16
9	19.77	12.14	17.78	14.89	15.22	16.21	13.71	14.83	14.32	18.48	13.82	14.24	14.68	23.38
10	20.05	12.24	17.88	14.99	15.37	16.48	13.83	14.96	14.45	18.78	13.95	14.37	14.81	23.60
11	20.33	12.36	17.97	15.08	15.51	16.76	13.96	15.10	14.58	19.07	14.08	14.51	14.94	23.83
12	20.61	12.47	18.07	15.18	15.67	17.03	14.09	15.23	14.71	19.37	14.21	14.64	15.08	24.05
13	20.80	12.58	18.17	15.28	15.82	17.31	14.22	15.37	14.85	19.66	14.34	14.78	15.22	24.28
14	20.99	12.69	18.27	15.38	15.97	17.58	14.35	15.51	14.98	19.96	14.48	14.92	15.35	24.51
15	21.17	12.81	18.37	15.48	16.13	17.86	14.49	15.65	15.12	20.26	14.61	15.06	15.49	24.75
16	21.36	12.92	18.47	15.58	16.28	18.14	14.62	15.79	15.26	20.55	14.75	15.20	15.64	24.98
17	21.55	13.04	18.58	15.69	16.44	18.41	14.76	15.93	15.40	20.85	14.89	15.34	15.78	25.22
18	21.73	13.16	18.68	15.79	16.60	18.69	14.89	16.07	15.54	21.14	15.03	15.48	15.92	25.46
19	21.92	13.28	18.78	15.89	16.76	18.96	15.03	16.22	15.68	21.44	15.17	15.63	16.07	25.70
20	22.10	13.40	18.88	15.99	16.93	19.24	15.17	16.36	15.83	21.73	15.31	15.77	16.21	25.95
21	22.29	13.52	18.99	16.10	17.09	19.51	15.31	16.51	15.97	22.03	15.45	15.92	16.36	26.19
22	22.48	13.64	19.09	16.20	17.26	19.79	15.46	16.66	16.12	22.32	15.60	16.07	16.51	26.44
23	22.66	13.76	19.20	16.31	17.43	20.07	15.60	16.81	16.27	22.62	15.74	16.22	16.65	26.70
24	22.85	13.89	19.30	16.41	17.60	20.34	15.75	16.97	16.42	22.91	15.89	16.37	16.79	26.95
25*	22.90	14.02	19.41	16.41	17.77	20.62	15.89	17.12	16.57	23.21	16.04	16.52	16.94	27.21
26*	23.03	14.14	19.41	16.41	17.77	20.89	16.04	17.28	16.72	23.80	16.19	16.67	17.09	27.47
Hourly Sub***	17.79	11.22	16.95	14.06	13.95	13.81	12.64	13.67	13.23	15.91	8.59	8.59	8.59	8.59
Athletic Trips	17.53													
Extra Trips	Hourly Rate													
Hourly Rate, non-driving time, extended trips: Current Minimum Wage (NBT00)														

*Year 25 and 26+ do not constitute additional steps. These rows show salaries of employees with years of service over 24.

**Non-driving time is defined as any duty performed during normal work hours, or when presence is required at any activity directly related to the purpose of the trip, regardless of the hour.

"Free" time during and after normal work hours will not be compensated.

***Rate effective December 20, 2017

DISTRICT SALARY SCHEDULE - EFFECTIVE JANUARY 1, 2018

Group Benefits Contributions

\$6,716

\$6,342

	Specialist			Superintendent's	Food				School
	Accounts Payable	Payroll/Insurance Human Resource	Accountant	Administrative Assistant	Service Manager	Director	Coordinator	Principal	Assistant Principal
PAY TYPE	3	3	15	3	35	2	3	2	5
MONTHS	12	12	12	12	10	12	12	12	12
DAYS	260	260	260	260	189	260	260	260	260
HOURS/DAY	7.25	8	8	7.25	8	8	8	8	8
Place	CI100	CAI00	SAO00	CIO00	NFT00	A0500	ICC00	A0900	AO900
0	27,886	30,770	35,874	30,573	24,082	68,511	61,294	76,478	67,190
1	28,339	31,271	36,425	31,026	24,317	69,035	61,499	77,497	67,704
2	28,852	31,837	37,051	31,539	24,555	69,598	61,729	78,517	68,256
3	29,399	32,440	37,716	32,086	24,796	70,195	61,976	79,537	68,842
4	29,958	33,057	38,395	32,645	25,039	70,789	62,228	80,556	69,424
5	30,515	33,671	39,074	33,201	25,284	71,382	62,479	81,576	70,006
6	31,071	34,285	39,751	33,758	25,531	71,975	62,732	82,596	70,587
7	31,626	34,897	40,427	34,313	25,781	72,568	62,988	83,615	71,168
8	32,182	35,512	41,105	34,869	26,034	73,161	63,247	84,635	71,750
9	32,742	36,129	41,787	35,429	26,289	73,752	63,506	85,655	72,330
10	33,298	36,742	42,464	35,985	26,547	74,346	63,765	86,675	72,913
11	33,854	37,357	43,141	36,730	26,807	74,939	64,025	86,929	73,494
12	34,411	37,971	43,821	37,098	27,070	75,532	64,289	87,184	74,076
13	34,967	38,584	44,496	37,654	27,335	76,126	64,557	87,439	74,658
14	35,527	39,202	45,178	38,213	27,604	76,718	64,819	87,694	75,238
15	36,082	39,815	45,853	38,769	27,874	77,310	65,088	88,204	75,819
16	36,637	40,427	46,528	39,324	28,148	77,904	65,358	88,459	76,401
17	37,193	41,041	47,208	39,880	28,424	78,496	65,629	88,714	76,982
18	37,751	41,656	47,885	40,438	28,703	79,090	65,902	88,969	77,564
19	38,310	42,273	48,567	40,997	28,985	79,682	66,171	89,224	78,144
20	38,866	42,887	49,244	41,553	29,270	80,275	66,450	89,734	78,726
21	39,421	43,499	49,919	42,108	29,557	80,869	66,727	89,989	79,308
22	39,981	44,117	50,601	42,668	29,848	81,462	67,012	90,243	79,890
23	40,535	44,729	51,277	43,222	30,141	82,055	67,289	90,498	80,471
24	41,093	45,344	51,955	43,780	30,437	82,646	67,572	90,753	81,052
25	41,652	45,961	52,635	44,339	30,736	83,239	67,854	91,263	81,633
26	42,765	47,189	53,313	45,452	31,039	83,833	68,324	92,028	82,216

Note:

* Yr 26 does not constitute an additional step. This row shows salaries of employees with years of experience beyond 25.

District Administrative Supplements:

		Total
Superintendent/ Travel	SUB15	160.80 (active supplement July - October 2017)
Superintendent/ FADSS*	SUB16	2,000

* FADSS supplement is set by the State of Florida - not subject to district salary increase.

(1) Starts November 21, 2017

- SCHOOL BOARD MEMBERS:** Paid according to Florida Statutes (minus board voluntary salary reduction)
- SCHOOL BOARD ATTORNEY:** Attorney services are provided by Sanders and Duncan, P.A. according to the oral contract negotiated annually at the Organizational Meeting.
Current rate of pay: \$125 per hour for Attorney Barbara Sanders, \$95 per hour for Attorney Donna Duncan.
- SUPERINTENDENT:** Paid according to Florida Statutes (minus Supt. voluntary salary reduction)

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/18

In accordance with Florida Statute 1012.22 (1) (c) (4), the Franklin County School Board adopts the following supplements and pay plan for differentiated pay for instructional personnel, non-instructional personnel, and school-based administrators. The differentiated pay is based on district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

INSTRUCTIONAL AND SCHOOL BASED ADMINISTRATIVE EMPLOYEES
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A. Additional Responsibilities – Each School Principal will determine the staff needed to perform additional responsibilities and will provide the list to the Superintendent’s office.

B. School Demographics – Instructional staff working at a school where 90% of the students qualify for free lunches will receive a supplement of \$75. The free rate for each school will be determined on date certain during FTE Survey 3 by the Food Service Coordinator and will be based on the percentage of students who qualify via direct certification and/or completed free/reduced lunch applications. This rate does not include the status of the school based on community eligibility, but the specific number of students who would qualify for free lunch outside the community eligibility calculations. The multiplier rate of 1.6, from the Florida Department of Agriculture and Consumer Services, is used as a guaranteed rate for years 2014/15 – 2017/18. Instructional staff who has worked at the school 196 days during the school year will receive the supplement by June 30 of that year.

C. Critical Shortage Areas (SU251) – A \$2,000 supplement shall be paid to each Instructional employee working in a critical shortage area as designated by the Franklin County School Board upon recommendation of the Superintendent. Local critical shortage areas are defined as (2) consecutive job postings with no applicants. The job postings will be monitored by the Human Resource Department and findings reported to the Superintendent.

D. Level of Job Performance Difficulties – Principals and Assistant Principals’ salary is differentiated based on student enrollment, grade level of students, and number of extracurricular activities.

INSTRUCTIONAL EMPLOYEE ADVANCED DEGREES
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The bachelor's schedule shall serve as the base pay scale for instructional staff. The incremental amounts below shall be added to the bachelor's schedule for each of the advanced degrees shown:

A)	Masters’ Degree	<u>SUY22</u>	\$2,700
B)	Specialist’s Degree	<u>SUY23</u>	\$3,900
C)	Doctorate’s Degree	<u>SUY24</u>	\$5,200

SCHOOL BASED ADMINSTRATORS ADDITIONAL RESPONSIBILITIES

A)	School-based Deans (3)		
	i. With all required certifications met	<u>SUB20</u>	\$2,000
	ii With all required certifications not met	<u>SUB21</u>	\$1,000

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/18

INSTRUCTIONAL ADDITIONAL RESPONSIBILITIES
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A)	Guidance		
	i. K-7 th Grade	<u>SUB25</u>	\$800
	ii. 8 th – 12 th Grade	<u>SUB26</u>	\$1,500
B)	Mentor/Peer Teacher		
	For satisfactorily serving as a peer teacher.		
	Requires approval and documentation of required mentoring hours.		
	i. Semester (for experienced teachers new to Franklin County)	<u>SUB29</u>	\$400
	ii. Full year (for inexperienced teachers)	<u>SUB30</u>	\$800
C)	Reading Supplement	<u>SUB31</u>	\$500
	A one-time supplement for any teacher who attains the Reading Endorsement or certification in reading.		
D)	Focus Trainers (3)	<u>SUB32</u>	\$300
E)	Instructional Stipends (per day)		\$110
F)	Tutoring -- Base salary hourly rate plus Advanced degree hourly rate		
G)	ESE Staffing Specialist	<u>SUB46</u>	\$2,000
H)	Math Coach	<u>SUB48</u>	\$2,000

GIFTED INSTRUCTIONAL ACTIVITY

A)	Brain Bowl / Odyssey of the Mind		
	a. HS – Brain Bowl	<u>SUB34</u>	\$1,500
	b. MS – Odyssey of the Mind	<u>SUB50</u>	\$1,500

NON-INSTRUCTIONAL EMPLOYEES ADDITIONAL RESPONSIBILITIES
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A)	CDA (if required for position)	<u>SUB70</u>	\$525
B)	Lead	<u>SUB71</u>	\$4,100
	Any paraprofessional that performs as a full-time classroom teacher		
C)	TEACH Early Childhood Scholarship Program Bonus	<u>SUB76</u>	\$500
	(One-time bonus of \$500 to employees who complete the TEACH Early Childhood Scholarship program toward Associate or Bachelor Degree in Early Childhood. TEACH is a scholarship program to assist Early Childhood employees who are working toward a degree in Early Childhood. In order for the District to participate, a bonus must be provided to an employee who completes the program.)		
D)	Success Award	<u>SUB77</u>	\$250

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/18

ADDITIONAL RESPONSIBILITIES

1) SECONDARY SUPPLEMENTS

(1)	Band (MS/HS)	<u>SUB33</u>	\$3,626
	(Evidentiary documentation must be submitted for 25 completed events)		

(2)	Class Sponsor		
	a. Senior Class (2)	<u>SUB36</u>	\$3,000
	b. Junior Class (2)	<u>SUB35</u>	\$3,000
	c. Sophomore (2)	<u>SUB37</u>	\$1,000
	d. Freshman (2)	<u>SUB38</u>	\$1,000

Class sponsor supplements are to be split equally between two sponsors. In the event there is only one sponsor that individual receives the entire supplement.

(3)	Flag Corps	<u>SUB55</u>	\$ 500
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(4)	Student Government		
	a. Elementary	<u>SUB40</u>	\$ 300
	b. High School	<u>SUB42</u>	\$1,200
	(Evidentiary documentation must be submitted)		

(5)	District Teacher of the Year	<u>SUB53</u>	\$500
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(6)	Yearbook (PreK-12)	<u>SUB44</u>	\$2,000
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(7)	Culinary	<u>SUB47</u>	\$500
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(8)	Beta Club	<u>SUB49</u>	\$750
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(9)	National Honor Society	<u>SUB52</u>	\$750
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2) Athletics

(1)	Athletic Director	<u>SUA20</u>	\$4,614
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(2)	Athletic Event Support Staff Ticket Collectors/Clock Operators	<u>SUA21</u>	\$35 per event
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(3)	Football Coaches		
	a. High School Head	<u>SUA33</u>	\$4,614
	b. High School Assistant (4)	<u>SUA34</u>	\$2,307.20
	c. Head Middle/Varsity Assistant	<u>SUA31</u>	\$2,307.20

(4)	Volleyball Coaches		
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FYE 6/30/18

	a.	High School Head	<u>SUA50</u>	\$3,955.20
	b.	High School Asst./JV Head	<u>SUA51</u>	\$1,977.60
	c.	HS/JV/MS Assistant	<u>SUA51</u>	\$1,977.60
	d.	Middle School Head	<u>SUA48</u>	\$1,977.60
(5)		Soccer Coaches		
	a.	High School Head Boys	<u>SUA37</u>	\$3,955.20
	b.	High School Head Girls	<u>SUA37</u>	\$3,955.20
	c.	High School Assistant Boys	<u>SUA38</u>	\$1,977.60
	d.	High School Assistant Girls	<u>SUA38</u>	\$1,977.60
(6)		Basketball Coaches		
	a.	Varsity Head Boys	<u>SUAA3</u>	\$3,955.20
	b.	Varsity Head Girls	<u>SUAA3</u>	\$3,955.20
	c.	Varsity Boys Asst/JV Head	<u>SUAA2</u>	\$1,977.60
	d.	Varsity Girls Asst/JV Head	<u>SUAA2</u>	\$1,977.60
	e.	Varsity Asst./MS Head Boys	<u>SUA01</u>	\$1,977.60
	f.	Varsity Asst./MS Head Girls	<u>SUA01</u>	\$1,977.60
	g.	Statistician (2)	<u>SUA43</u>	\$ 998.70
(7)		Baseball Coaches		
	a.	High School Head	<u>SUA24</u>	\$3,955.20
	b.	High School Assistant/JV Head	<u>SUA25</u>	\$1,977.60
	c.	High School Assistant/MS Head	<u>SUA22</u>	\$1,977.60
	d.	High School Assistant	<u>SUA25</u>	\$1,977.60
(8)		Girls Golf Head Coach	<u>SUA54</u>	\$2,307.20
		Boys Golf Head Coach	<u>SUA59</u>	\$2,307.20
(9)		Softball Coaches		
	a.	High School Head	<u>SUA41</u>	\$3,955.20
	b.	High School Assistant/JV Head	<u>SUA42</u>	\$1,977.60
	c.	High School Assistant/MS Head	<u>SUA22</u>	\$1,977.60
	d.	High School Assistant	<u>SUA42</u>	\$1,977.60
(10)		Track & Field Coaches		
	a.	High / MS School Co-ed Head	<u>SUA47</u>	\$2,307.20
	b.	High / MS School Co-ed Assistant	<u>SUA58</u>	\$1,318.40
(11)		Weightlifting Coaches		
	a.	High School / MS Head Boys	<u>SUA46</u>	\$2,307.20
	b.	High School / MS Head Girls	<u>SUA46</u>	\$2,307.20
(12)		Cross Country Coaches		
	a.	High / MS School Co-ed Head	<u>SUA57</u>	\$2,307.20

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	b. High / MS School Co-ed Assistant	<u>SUA56</u>	\$1,318.40
(13) Cheer Coaches			
	a. Varsity	<u>SUA28</u>	\$1,978
	b. Middle School/JV Head	<u>SUA26</u>	\$989

3) LENGTH OF CONTRACT

- A) Athletic supplements payment plan shall adhere to the following: Beginning with the 2014-15 school year, unless otherwise provided herein, all supplements shall be paid out over the entire season and divided equally among the total number of checks during the season. Exception: Head and Assistant football coach supplements will be paid out in 8 payments - 6 during the fall season, and 2 during spring practice season. This ensures that if a coach leaves after the fall season, sufficient funds will remain to cover supplements during spring practice.

- B) In the event that a sponsor or coach fails to complete the entire season or assignment, the District will pay a prorated portion of the supplement to the employee. Supplements may be shared or split by mutual agreement of the principal and coaches or sponsors.

- C) Coaches and/or sponsors shall, in recognition of achievement, be given an increase in the amount of differentiated pay for participation in competition beyond regularly-scheduled events and beyond district-level competition, if the duration of the supplement is extended. Such increases shall be 10% of the base supplements for each level of advanced participation, except where advancement is on a basis other than total team advancement a 5% increase shall be earned if less than 50% of eligible categories advance.

ADDITIONAL SUPPLEMENTS

- A) Health Insurance Waiver SUU06 \$2,500
Full-Time active employee supplement to eligible employees whom have proof of other qualifying health coverage may opt out of the school board's group health plan and receive \$2,500.00 annually in 24 semi-monthly payments on a pro-rata basis for the period of waived coverage.

School Demographics Example:
March 2015 – Survey 3

School	# of DC students	Enrollment	DC% of Enrollment	Multiplier	Total School %
FCS (0091)	700	989	70.78%	1.6	113.6%

So, all Instructional staff whom worked 196 days would receive a \$75 supplement