

# MARTIN COUNTY SCHOOL DISTRICT SALARY SCHEDULE

2022-2023



*Mission Statement: Educate all students for success*  
*Vision Statement: A dynamic educational system of excellence*

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Note:

\*1. The Superintendent has the authority to initially hire district administrators within the salary hiring range for each position. All changes in salary for current administrators need Martin County School District Board approval, unless it is within the approved salary hiring range. The Superintendent has the authority to hire employees into contracts with less days than are listed on any job description and in the salary book.

## DISTRICT ADMINISTRATIVE POSITIONS

	HIRING RANGE	
<b>SUPERINTENDENT (248)</b>	\$145,000	\$190,000
Superintendent		
<b>DEPUTY SUPERINTENDENT (248)</b>	\$90,000	\$115,000
Deputy Superintendent for Leadership Services & Planning		
<b>ASSISTANT SUPERINTENDENT (248)</b>	\$85,000	\$113,000
Assistant Superintendent of Academics		
Assistant Superintendent of Finance		
Assistant Superintendent of Human Resources		
<b>EXECUTIVE (248)</b>	\$80,000	\$105,000
Executive Director of Exceptional Student Education		
Executive Director of Principals and Professional Standards		
<b>DIRECTOR (248)</b>	\$75,900	\$101,000
Director of Accounting		
Director of Assessment & Accountability		
Director of Curriculum & Instruction		
Director of Educational Technology		
Director of Facilities & Planning		
Director of Food & Nutrition Services		
Director of Human Resources		
Director of Recruitment, Retention		
Director of Maintenance		
Director of Pre-Kindergarten Programs		
Director of Professional Standards		
Director of Public Information and Community Relations		
Director of Purchasing and Warehousing		
Director of Risk Management & Employee Benefits		
Director of Safety & Security		
Director of Student Services		
Director of Title I / Migrant /ELL Services		
Director of Transportation		
Internal Auditor		

## SCHOOL ADMINISTRATIVE POSITIONS

	HIRING RANGE	
<b>PRINCIPAL</b>		
Principal, High School (248)	\$82,000	\$102,500
Principal, Middle School (248)	\$80,000	\$100,000
Principal, Elementary School (248)	\$78,000	\$97,500
Principal, Other School (248)	\$76,000	\$95,000
<b>ASSISTANT PRINCIPAL</b>		
Assistant Principal, High School (227/248)	\$71,000	\$88,750
Assistant Principal, Athletics (227)	\$71,000	\$88,750
Assistant Principal, Middle School (227/248)	\$69,000	\$86,250
Assistant Principal, Elementary School (227/248)	\$66,000	\$82,500

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## PROFESSIONAL AND MID-MANAGEMENT POSITIONS

		HIRING RANGE	
<b>COORDINATOR</b>		\$62,402	\$83,203
Administrative Technology Coordinator			248 contract
Coordinator of Assessment & Accountability			248 contract
Coordinator of Adult Education			248 contract
Coordinator of College and Career Readiness			248 contract
Coordinator of Computer Operations & Technical Support			248 contract
Coordinator of Digital Learning			248 contract
Coordinator of ELL & Homeless Education			248 contract
Coordinator of Environmental Studies Center			248 contract
Coordinator of Exceptional Student Education			248 contract
Coordinator of Extended Day Programs			248 contract
Coordinator of Hospital Homebound			236 contract
Coordinator of Math			248 contract
Coordinator of Professional Development			248 contract
Coordinator of Public Information & Community Relations			248 contract
Coordinator of Reading/Language Arts			248 contract
Coordinator of Science			248 contract
Coordinator of Social Studies and Special Programs			248 contract
Coordinator of Student Services and Virtual Education			248 contract
Coordinator of Title I			248 contract
<b>MANAGER</b>		\$61,277	\$81,703
Accounting Manager			248 contract
Construction Manager			248 contract
FTE Manager			248 contract
Health Services Manager			248 contract
Human Resources Manager			248 contract
Manager of Food & Nutrition Services			248 contract

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**Salaries are based on a 248 day contract; contract length of less than 248 days will be prorated.**

The number of days reflected for employees on the above salary schedule includes six (6) paid holidays:

New Years Day, Martin Luther King Day, December 25th, Labor Day, Thanksgiving Day, and the day after Thanksgiving Day

## PROFESSIONAL AND MID-MANAGEMENT POSITIONS (cont.)

MANAGER	\$61,277	\$81,703
Manager of Mental Health Services		248 contract
Manager of SLP, ST and DHH		248 contract
Operations Manager		248 contract
Payroll Manager		248 contract
Safety Manager		248 contract

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## TECHNICAL AND OTHER PROFESSIONAL POSITIONS

		HIRING RANGE	
<b>Group A</b>		<b>\$58,209</b>	<b>\$77,612</b>
Food & Nutrition Services Field Maintenance Coordinator			248 contract
Network Administrator			248 contract
Network Engineer			248 contract
Occupational Therapist			196 contract
Physical Therapist			196 contract
Registered Nurse for Health Services			216 contract
School Psychologist			216/227/236 contract
Security Analyst			236 contract
Student Services Field Officer			248 contract
Systems Analyst			248 contract
<b>Group B</b>		<b>\$51,078</b>	<b>\$68,104</b>
Behavior Analyst			196 contract
Business Intelligence Analyst			248 contract
Capital Accountant			248 contract
Capital Projects/Planning Specialist			248 contract
Digital Learning Specialist			227 contract
Federal Programs Instructional Liaison			227 contract
Food & Nutrition Services Specialist			248 contract
General Fund Accountant			248 contract
Graduation Specialist			216 contract
Grant Administrator of Federal Program (ARP Funded)			248 contract
Grant Writer			248 contract
Manager, Extended Day Programs			248 contract
Manager of Mental Health Services			248 contract
Multimedia Journalist			248 contract
Network Specialist			248 contract
Pre-K/Head Start Grant Accountant			248 contract
Prevention/Intervention Program Specialist			216 contract
Programmer/Analyst			248 contract
Purchasing Supervisor			248 contract
Risk and Benefits Specialist			248 contract
School Social Services Worker			216 contract
<b>Group C</b>		<b>\$37,000</b>	<b>\$59,304</b>
Accountability Specialist			248 contract
Allocation Specialist			248 contract
Assistant Payroll Manager			248 contract
Building Automation Technician			248 contract
Desktop Support Technician			248 contract

## TECHNICAL AND OTHER PROFESSIONAL POSITIONS

Group C cont.	HIRING RANGE	
	\$37,000	\$59,304
Environmental Studies Center Plant Operator		248 contract
Extended Day Manager (Summer Program Site)		248 contract
Facilities Specialist/Building Trades*		248 contract
Facilities Specialist/Construction*		248 contract
Facilities Specialist/Materials		248 contract
Facilities Specialist/Mechanical Trades*		248 contract
Facilities Specialist/Work Order		248 contract
Food & Nutrition Services Desktop Support Specialist		248 contract
Food & Nutrition Services Field Manager / Inventory Control		248 contract
Food & Nutrition Services Field Manager / Software Support		248 contract
Food & Nutrition Services Field Manager /Supervisor/Trainer		248 contract
Food & Nutrition Services Manager Special Projects		248 contract
Head Start Education Services Manager		216 contract
Head Start Family and Community Services Manager		216 contract
Head Start Health Services Manager		227 contract
Head Start Mental Health and Disabilities Services Manager		216 contract
Interpreter for the Deaf/Hard of Hearing		196 contract
Junior Network Engineer		248 contract
Licensed Practical Nurse		196 contract
Paralegal - School Board Attorney		248 contract
Plant Operator		248 contract
Programmer		248 contract
Records Management Liaison Officer		227 contract
Speech & Language Pathology Assistant		196 contract
Training, Recruitment and Safety Manager		227 contract
Transportation Operations Manager		248 contract
Volunteer Services Liaison		216 contract
VPK Service Manager		248 contract
Webmaster		248 contract

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**Salaries are based on a 248 day contract; contract length of less than 248 days will be prorated.**

\*An additional \$1,200 will be paid annually for each certification attained per Chapter 468, up to five, provided such certification is deemed applicable to school facilities and approved by the Superintendent.

The number of days reflected for employees on the above salary schedule includes six (6) paid holidays:

New Years Day, Martin Luther King Day, December 25th, Labor Day, Thanksgiving Day, and the day after Thanksgiving Day

## TECHNICAL AND OTHER PROFESSIONAL POSITIONS

Group D	HIRING RANGE	
	\$29,760	\$48,305
Accounts Payable Supervisor		248 contract
Assistant Buyer		248 contract
Extended Day Manager (Non- Summer Program Site)		217 contract
Food & Nutrition Services Manager		190 contract
Food & Nutrition Services Staff Accountant		248 contract
Help Desk Support Technician		248 contract
Human Resources Technician		248 contract
Payroll Specialist		248 contract
Pool Manager		196 contract
Purchasing Assistant Buyer		248 contract
Purchasing and Warehouse Specialist		248 contract
Routing Specialist		248 contract
Site Support Technician		227 contract
Staff Accountant		248 contract
Transportation Bookkeeper/Support Specialist		227 contract
Transportation ESE/Safety Specialist		227 contract

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## FOOD & NUTRITION SERVICE MANAGERS SUPPLEMENTS

A Supplement will be paid to Food & Nutrition Service Managers as follows:

Middle School Manager     \$1,000.00

High School Manager     \$2,000.00

In addition to the above Supplement, Food & Nutrition Service Managers will receive a Supplement based on calculations of average meal equivalents for September, October and November. Meals equivalents will be re-calculated to the average of Jan and Feb and if increased will pro-rate supplements for second half of the school year. \*ME = Meal equivalent

### Elementary Schools Amount

500 - 599 ME/day \$750  
 600 - 749 ME/day \$1,000  
 750 - 949 ME/day \$1,250  
 950 - 999 ME/day \$1,500  
 1,000 - 1,099 ME/day \$2,000  
 1,100 - 1,200 ME/day \$2,500

### Secondary Schools Amount

500 - 599 ME/day \$500  
 600 - 699 ME/day \$1,000  
 700 - 799 ME/day \$1,500  
 800 - 899 ME/day \$2,000  
 900 - 999 ME/day \$2,500  
 1,000 - 1,099 ME/day \$3,000  
 Over 1,100 ME/day \$3,500

A Supplement will be paid to Food & Nutrition Service Managers responsible for Fresh Fruit and Vegetable Program Subject to funding as follows:

Fresh Fruit and Vegetable Program \$500

Fresh Fruit and Vegetable Program - over 400 \$750

A Supplement will be paid to Food & Nutrition Service Managers responsible for satellite programs as follows:

Meals picked up by satellite program \$1,000

Meals transported, cashier at satellite site \$2,000

Supper Program \$3,000

An additional \$200 will be paid annually to each Food & Nutrition Service Manager who is certified by the Professional Association (American School Nutrition Association), attends ten (10) hours of professional training (excluding manager meetings), and attendance of two (2) local meetings and/or one (1) regional or state professional meeting.

## CONFIDENTIAL PROFESSIONAL POSITIONS

	HIRING RANGE	
<b>EXECUTIVE ASSISTANTS</b>	<b>\$51,078</b>	<b>\$68,104</b>
Executive Assistant to the Superintendent		248 contract
Executive Administrative Assistant to the Deputy Superintendent		248 contract
<b>CONFIDENTIAL SECRETARY</b>	<b>\$29,760</b>	<b>\$48,305</b>
Administrative Assistant to the Superintendent		248 contract
Administrative Assistant to the Assistant Superintendent of Finance		248 contract
Administrative Assistant to the Assistant Superintendent of Human Resources		248 contract

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## INSTRUCTIONAL POSITIONS (Initial Salary Placement)

### PAYMENT FOR TEACHING EXPERIENCE:

Salaries are based on training and experience. In accordance with the Martin County Educators Association (MCEA), the District will treat years of experience out of the District the same as years of experience within the District. Teachers may be given credit for up to thirty (30) years prior full time creditable school teaching experience, to be granted on an equitable basis comparable to existing District Teachers. The “Years of Experience” column is for the initial placement of new hires only.

Upon employment, it is the responsibility of the employee to have experience verified on the appropriate forms. Teachers will be paid the beginning teacher salary until verification of previous experience has been received and approved by the Human Resources Department. **Verification must be received within 90 days after date of hire for experience level placement to be effective as of date of hire.**

The salary for JROTC instructors will be determined based on minimum instructor pay (MIP) from the appropriate Armed Services Branch (i.e. Army, Air Force).

For Initial Placement Only	New Schedule
Years of Experience	Salary
0	\$47,500
1	\$47,500
2	\$47,500
3	\$47,500
4	\$47,500
5	\$47,500
6	\$47,500
7	\$47,500
8	\$47,500
9	\$47,500
10	\$47,500
11	\$47,500
12	\$47,500
13	\$47,500
14	\$47,500
15	\$47,500

For Initial Placement Only	New Schedule
Years of Experience	Salary
16	\$47,500
17	\$47,500
18	\$47,500
19	\$47,800
20	\$48,400
21	\$49,000
22	\$49,600
23	\$50,300
24	\$50,900
25	\$51,500
26	\$52,100
27	\$52,700
28	\$53,300
29	\$53,600
30	\$54,200

Note: Salaries above are based on a 196 day contract; contract length greater or less than 196 days will be prorated. \*For example: Guidance Counselors are 206 day, Deans are 216 day.

Note: Salary in years 0 -18 include the Teacher Salary Increase Adjustment (TSIA)

## INSTRUCTIONAL SUPPLEMENTS (STIPENDS)

Instructional Supplements will be flat amounts and will no longer be a percentage of the base salary.

	Flat Amount
Dean of Students - High School (Dean) (1)	\$7,400
Team Leader (Team Leaders) (#)	\$4,440
Director of Student Affairs	\$6,660
ESE Program Specialist (Staffing/Program Specialist) (2)	\$3,700
Guidance (1)	\$3,700
Band Director :(#)	
High Schools (#)	\$7,400
Middle Schools (#)	\$4,440
Assistant - High Schools (#)	\$1,850
Chorus: (#)	
High Schools (#)	\$7,400
Middle Schools (#)	\$2,220 - \$3,700
Class Sponsor(s): (#)	
Senior Class (#)	\$ 3,700
Junior Class (#)	\$ 3,330
Sophomore Class (#)	\$ 2,220
Freshman Class (#)	\$ 1,850
Student Council/Student Government Sponsor (Student Council): (#)	
High Schools (#)	\$2,220 - \$3,700
Middle Schools (#)	\$1,110 - \$2,220
Elementary Grade Group Chairman (#)	\$1,850
Academic Games District Coordinator	\$4,440
Academic Games Coach (Academic Games Sponsor) (per season) (#)	\$1,110
Club Sponsor: (#)	
High School—Academic and Service (#)	\$ 740 - \$2,220
Middle School—Academic and Service (#)	\$ 740 - \$2,220
Elementary School (after school hours) (#)	\$ 370 - \$1,110
Western Zone Supplement (3)	\$2,000
Peer Teacher:	
1 Year (#)	
45-90 Days (#)	\$ 1,850 \$ 925
Elementary Safety Patrol (#)	\$740
District Science Fair Coordinator	\$2,960
Elementary/Secondary Science Fair Coordinator: (#)	
High School (#)	\$1,110 - \$1,480
Middle School (#)	\$1,110 - \$1,480
Elementary School (#)	\$1,110 - \$1,480
Yearbook Sponsor (Yearbook): (#)	
High School (#)	\$ 2,590
Middle School (#)	\$ 1,850
Drama Program Director (High School Drama) (#)	\$7,400
High School Periodical (#)	\$1,110-\$1,480
Computer Resource Person (personnel with teaching duties only) (#)	\$ 1,480
a. Non-teaching duties for half day or more (#)	\$1,110 - \$1,850
b. Non-teaching duties for less than one half day (#)	\$1,850 – \$2,590
c. Full teaching duties (#)	\$2,960 - \$3,700

	Flat Amount
ESE Teacher Supplement (SEH, PMH, VE and Speech teachers with CCC's)	\$1,850
Willoughby Center Instructional Staff	\$1,850
Licensed Clinical Social Worker	\$1,850
Digital Learning Community Leader (#)	\$3,750
Training/Staff Development Stipend	\$15.00/hr
Tutoring Stipend	\$25.00/hr
Detention Duty Stipend	\$20.00/hr
Title I (5)	\$500
Elementary Reading Remediation (6)	\$500
S.T.A.R. – Select Teachers with Advanced Recognition (7)	\$30,000/yr (for 3 consecutive years)
Critical Shortage (8)	Up to \$5,000
Riverbend Academy Supplement (4)	\$2,000

(1) This supplement includes an eight (8) hour workday including lunch and no planning time. Principals, at their discretion, may reduce the time on duty or restructure it to meet individual school needs.

(2) This supplement includes an eight (8) hour workday including lunch. Principals, at their discretion, may reduce the time on duty or restructure it to meet individual school needs.

(3) Instruction staff assigned to Indiantown Middle and Warfield Elementary schools shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$2,000 Western Zone supplement.

(4) Instructional staff assigned to Riverbend Academy shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$2,000 Riverbend Academy Supplement.

(5) Contracted Instructional staff assigned to a Title One school shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$500.00 Title One supplement.

(6) Instructional staff assigned to a school defined in Florida Statute 1011.62 shall, for the duration of the assignment and lower quartile school designation, have their individual salaries adjusted to reflect a \$500.00 Elementary Reading Remediation supplement.

(7) This supplement is for those who have been named as one of the five Florida Finalists for Teacher of the Year in one of the last four years and has a Highly Effective designation in their most recent evaluation. The supplement shall continue for three consecutive years of employment, with partial year employment paid on a pro-rata basis. Additionally, a one-time reimbursement of up to \$10,000 is available for moving expenses for relocating to Martin County (including packing, transportation, unloading, storage, and temporary housing; not as advance payment) during the first six months of employment.

(8) At the School Board's discretion, this supplement shall be paid to Contracted Instructional Staff with appropriate certification in areas designated by the School Board at a regular School Board Meeting. Additionally, an additional one-time bonus of up to \$5,000 may also be designated by the School Board at a regular School Board Meeting for new hires who qualify for this Supplement as an employment incentive.

# indicates a Supplement that may be split. Supplements with a # may be proportionately split at the principal's discretion. If a supplement is proportionately split, the duties of the position shall be proportionately assigned to reflect the division of the supplement dollars.

If a supplement is not budgeted at the school site, no bargaining unit member will be required to fill the unfunded supplement position. A bargaining unit member may choose to serve as a volunteer, but there will be no penalty for declining to volunteer.

## ATHLETIC SUPPLEMENTS

Description	Amount
<b>Athletic Manager</b>	\$1,413.40
<b>Baseball:</b>	
Head Coach	\$4,262.40
Assistant Coach	\$2,508.60
Assistant Coach/Head 9th Grade/JV	\$1,772.30
<b>Basketball:</b>	
Head Coach	\$5,901.50
Assistant Coach	\$3,433.60
Assistant Coach/Head 9th Grade/JV	\$1,772.30
<b>Bowling:</b>	
Head Coach	\$1,661.30
<b>Cheerleading:</b>	
Cheerleader Sponsor (All levels for football)	\$2,586.30
Cheerleader Sponsor (All levels for basketball)	\$2,767.60
Cheerleader Sponsor (All levels for freshman)	\$1,661.30
<b>Dance:</b>	
Drum Majorettes/Tigerettes Coach	\$2,175.60
<b>Flag Football:</b>	
Head Coach (Girls Varsity)	\$3,189.40
Assistant Coach (Girls JV)	\$1,842.60
<b>Football:</b>	
Head Coach	\$5,901.50
Assistant Head Coach	\$4,095.90
Assistant Coach	\$3,433.60
Assistant Coach/Head 9th Grade/JV	\$2,486.40
<b>Golf:</b>	
Head Coach	\$2,508.60
<b>Intramurals</b>	
High School	\$16.27 hour
Middle School	\$16.27 hour
<b>Lacrosse:</b>	
Head Coach (Boys Varsity)	\$3,189.40
Head Coach (Girls Varsity)	\$3,189.40
Assistant Coach (Boys JV)	\$1,842.60
Assistant Coach (Girls JV)	\$1,842.60

Description	Amount
<b>Middle School:</b>	
Basketball Coach	\$2,508.60
Volleyball Coach	\$1,772.30
Cheerleading:	\$2,175.60
Soccer	\$1,722.30
Dance Corp	\$2,175.60
<b>Performance Color Guard:</b>	
Flag Corp/Flag Majorettes	\$1,413.40
<b>Soccer:</b>	
Head Coach	\$4,262.40
Assistant Coach	\$2,090.50
9th Grade Coach	\$1,772.30
<b>Softball:</b>	
Head Coach	\$4,262.40
Assistant Coach	\$2,508.60
Assistant Coach/Head 9th Grade/JV	\$1,772.30
<b>Summer Recreation Program</b>	\$16.27 hour
<b>Swimming:</b>	
Head Coach	\$3,189.40
Assistant Coach	\$1,842.60
<b>Tennis:</b>	
Head Coach	\$2,508.60
<b>Track:</b>	
Head Coach - Track	\$3,470.60
Head Coach - Cross Country	\$2,708.40
Assistant Coach - Track	\$2,382.80
Assistant Coach - Cross Country	\$2,382.80
Meet Coordinator	\$481.00
<b>Volleyball:</b>	
Head Coach	\$4,262.40
Assistant Coach	\$2,090.50
Assistant Coach/Head 9th Grade/JV	\$1,772.30
<b>Beach Volleyball:</b>	
<b>Head Coach</b>	<b>\$4,262.40</b>
<b>Wrestling:</b>	
Head Coach	\$4,262.40
Assistant Coach	\$2,253.30
Head Coach - Weightlifting	\$2,416.10

## ADVANCED DEGREE SUPPLEMENTS

### Advanced Degrees:

#### Instructional Personnel:

Instructional personnel, including guidance counselors, possessing advanced degrees who are hired on or after July 1, 2014 shall receive supplements for the highest degree earned in their area of certification in the amounts below:

Master	\$2,400.00
Specialist/Double Master	\$3,600.00
Doctorate	\$4,800.00

#### Administrative, Professional, Mid-Management and Technical Personnel:

Administrative, mid-management, professional and technical personnel who are hired on or after July 1, 2014 shall receive supplements for only the highest degree earned in the amounts below:

##### Position not requiring a Bachelor's degree:

Bachelor's Degree	\$1,200.00
Master's Degree	\$2,400.00
Double Master's/Specialist Degree	\$3,600.00
Doctorate Degree	\$4,800.00

##### Position requiring a Bachelor's degree:

Master's Degree	\$2,400.00
Double Master's/Specialist Degree	\$3,600.00
Doctorate Degree	\$4,800.00

##### Position requiring a Master's degree:

Double Master's/Specialist Degree	\$2,400.00
Doctorate Degree	\$3,600.00

Employees shall be eligible for such supplements provided they meet the following conditions:

1. The degree must be above the minimum education requirement for the position;
2. The degree must be from a college or university accredited by a recognized accrediting agency;
3. The degree must be in the field of the employee's job assignment; and
4. The transcript documenting the degree must be on file with the Human Resource office by September 15th to receive a full year supplement, or by February 15th to receive a half-year supplement.

**SUBSTITUTE TEACHERS**

<b>Description</b>	<b>Hourly Rate</b>	<b>Daily Rate</b>
Associate's degree (or 60 semester hours)	\$17.50	\$131.25
Bachelor's degree	\$19.00	\$142.50
Master's degree	\$20.00	\$150.00
Doctorate degree	\$21.00	\$157.50

**Notes:**

1. \$2.50 per hour additional for a retired teacher from the Martin County School District (must have a valid Florida Professional Educator Certificate);
2. \$1.00 per hour additional for all other retired teachers or those with a valid Florida Professional Educator Certificate;
3. \$2.50 per hour additional for substituting at Indiantown Middle School or Warfield Elementary School;

And one of the following, if applicable:

4. \$0.50 per hour additional for substituting in the same assignment that is more than 20 consecutive days (must have a valid Florida Professional Educator Certificate and Bachelor's degree); or
5. \$2.50 per hour additional for substituting in a critical teacher shortage area (as per the Florida Department of Education) for an assignment that is more than 20 consecutive days (must have a valid Florida Educator Certificate and Bachelor's degree); or
6. \$2.50 per hour additional for substituting in a "Title I" school for an assignment that is more than 20 consecutive days (must have a valid Florida Professional Educator Certificate in subject area of the job assignment and a Bachelor's degree).

**Interim Teaching Positions:**

Interim Teaching Positions will be placed on "Level 1" of the Instructional Salary schedule (must have valid Florida Professional Educator Certificate and Bachelor's degree).

**Vocational and Adult Education Instructors (Part-Time)**

<b>Description</b>	<b>Hourly Rate</b>
Doctorate	\$25.00
Master	\$24.00
Bachelor	\$22.00
Lifelong Learning	\$18.50
Substitute Teacher	\$19.00

**Martin County Community Pool Positions**

<b>Description</b>	<b>Hourly Rate</b>
Supervisor	\$16.00
Lifeguards (must have Water Safety Instruction Certification):	
Guarding/Instructing	\$15.00

## Level Assignments (White Collar)

### Level: Title (Number of Days)

<b>I</b>	Bus Assistant (182) *	Educational Paraprofessional (187)* Adult Ed, Basic & ELL
	Child Care Attendant (187)	Extended Day Assistant (217)
<b>II</b>	Attendance Officer (190)	Head Start Assistant Educator (190)
	Child Care Assistant (187)	Home/School Liaison (190)
	Clerk II (187/248)	Receptionist/Telephone Operator (190/206)
	Educational Paraprofessional, ESE (187) *	Security Guard (187)
	VPK Assistant Educator (190)	Title 1 VPK Assistant Educator (190)
<b>III</b>	Assistant Secretary (206/216/248)	Guidance Clerk (206)
	Clerk III (206/216/248)	Health Assistant CNA (187)
	Computer Assistant (190)	Media Assistant (190)
	Data Entry Clerk (206/216/248)	Receptionist/Telephone Operator (190/206)
	English Language Learner/Title III Support Staff (187)	Secretary III (248)
<b>IV</b>	Bookkeeper IV (248)	VPK Educator (196)
	Data Entry Operator (206/248)	Records Specialist IV (248)
	Extended Day Assistant Manager (217)	Secretary IV (248)
	Head Start/Pre-K Family Services Worker (206)	Educational Paraprofessional Job Coach (187)
	Parent Trainer/Liaison (216)	
<b>V</b>	Accounts Payable Specialist (248)	Human Resource Specialist (248)
	Administrative Assistant to CAO (248)	Head Start Educator (196)
	Augmentative Comm./Assistive Tech Assistant (248)	Property Control Specialist (248)
	Behavior Technician (187) *	Registrar (248)
	Bookkeeper V (248)	Risk Management Specialist (248)
	Brailist (187)	Secretary V (248)
	Graphics Specialist (248)	Title 1 VPK Educator (196)

### Note:

Hourly rates have been rounded to the nearest two decimals for display purposes.

\* See Position Identified Scale

### Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) =

Prorated salary at lesser number of days. **Example: \$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days**



**White Collar - Annualized Hourly**  
**Educational Paraprofessionals (Level I - Basic, ELL & Level II - ESE)**  
**Behavior Tech (Level V)**  
**Bus Assistant (Level I)**  
**\* Position Identified Scale**

Years of Experience	Step	Educational Paraprofessional (Basic/ELL)	Educational Paraprofessional (ESE)	Bus Assistant
		187 Days/7.5 hours	187 Days/7.5 hours	182 Days/7.5 hours
		Level I Hourly	Level II Hourly	Level I Hourly
0, 1, 2	1	\$15.00	\$15.00	\$15.58
3, 4	2	\$15.00	\$15.00	\$15.58
5	3	\$15.00	\$15.00	\$15.58
6	4	\$15.00	\$15.00	\$15.58
7	5	\$15.00	\$15.00	\$15.58
8	6	\$15.00	\$15.00	\$15.58
9	7	\$15.00	\$15.00	\$15.58
	8	\$15.00	\$15.00	\$15.58
10	9	\$15.00	\$15.00	\$15.58
11	10	\$15.00	\$15.00	\$15.58
12	11	\$15.00	\$15.00	\$15.58
13	12	\$15.00	\$15.00	\$15.58
14	13	\$15.00	\$15.00	\$15.82
15, 16	14	\$15.00	\$15.00	\$16.11
17	15	\$15.44	\$15.70	\$17.30
18+	16	\$18.08	\$18.26	\$20.37

**Note:**

Educational Paraprofessionals at Willoughby Learning Center who work with special needs students will receive an additional stipend of 55¢ per hour.

Bus assistants who are assigned to handicap buses will receive an additional 58¢ per hour.

**Annualized Hourly:**

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) = Prorated salary at lesser number of days.

**White Collar - Annualized Hourly  
Behavior Tech (Level V)**

**\* Position Identified Scale**

		<b>Behavior Technician</b>
		<b>187 Days/7.5 hours</b>
<b>Years of Experience</b>	<b>Step</b>	<b>Level V</b>
		<b>Hourly</b>
0, 1, 2	1	\$23.00
3, 4, 5	2	\$24.00
6, 7, 8	3	\$25.00
9, 10, 11	4	\$26.00
12, 13	5	\$27.00
14+	6	\$28.00

**Annualized Hourly:**

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) = Prorated salary at lesser number of days.

**White Collar - Annualized Hourly  
Other (Level I, II, III, IV, V)  
Annual Rate Based on an 8 hour day schedule**

Years of Experience	Step	Level I		Level II		Level III	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
3, 4	2	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
5	3	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
6	4	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
7	5	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
8	6	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
9	7	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
	8	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
10	9	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
11	10	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
12	11	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
13	12	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
14	13	\$120.00	\$15.00	\$120.00	\$15.00	\$121.86	\$15.23
15, 16	14	\$120.00	\$15.00	\$120.00	\$15.00	\$124.17	\$15.52
17	15	\$123.49	\$15.44	\$125.63	\$15.70	\$133.00	\$16.63
18+	16	\$144.65	\$18.08	\$146.11	\$18.26	\$154.42	\$19.30

Years of Experience	Step	Level IV		Level V	
		Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$120.00	\$15.00	\$122.20	\$15.28
3, 4	2	\$120.00	\$15.00	\$124.69	\$15.59
5	3	\$120.00	\$15.00	\$125.80	\$15.73
6	4	\$120.00	\$15.00	\$126.92	\$15.86
7	5	\$120.00	\$15.00	\$128.80	\$16.10
8	6	\$120.00	\$15.00	\$130.60	\$16.33
9	7	\$120.00	\$15.00	\$132.40	\$16.55
	8	\$120.00	\$15.00	\$134.20	\$16.77
10	9	\$120.15	\$15.02	\$136.17	\$17.02
11	10	\$121.77	\$15.22	\$137.97	\$17.25
12	11	\$123.32	\$15.41	\$139.77	\$17.47
13	12	\$125.37	\$15.67	\$142.51	\$17.81
14	13	\$127.86	\$15.98	\$144.91	\$18.11
15, 16	14	\$129.74	\$16.22	\$147.48	\$18.44
17	15	\$136.77	\$17.10	\$154.85	\$19.36
18+	16	\$158.71	\$19.84	\$179.10	\$22.39

**Annualized Hourly:**

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) =  
Prorated salary at lesser number of days

**Example:**

**\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days**

## Level Assignments (Blue Collar)

Level:	Title (Number of Days)	
I	Custodian/Sub Custodian (236/248) **	Food & Nutrition Service Assistant (190) *
II	Bus Operator (182) *	Food & Nutrition Service Cashier (190) *
	Food & Nutrition Service Cook (190) *	Lead Custodian (236/248)
III	Food & Nutrition Service Lead (190) *	Lead Bus Operator (182)
IV	Driver/Expeditor (248)	Parts Manager (248)
	Food & Nutrition Service Asst. Manager (190)	Reprographics Specialist (248)
	Grounds Worker - High School (248)	Utility Worker (248)
	Grounds Man (248)	Utility Worker - High School (248)
	Painter I (248)	
V	Environmental Cental Boat Captain (236)	Painter (248)
	Mason II (248)	Mechanic Assistant (248)
VI	Mechanic I (248)	Plumber I (248)
	Irrigation Specialist (248)	
VII	A/C Mechanic II (248)	Parts Inventory Technician (248)
	Carpenter II (248)	Plumber II (248)
	Electrician (48)	Telephone and Network Cabling Tech (248)
	Mechanic, Paint & Body II (248)	Locksmith (248)
VIII	A/C Mechanic III (248)	Plumber III (248)
	Head Painter (248)	Telephone and Network Support Specialist (248)
	Mason III (248)	
IX	Electronics Technician (248)	Head Mechanic (248)

\* See Position Identified Hourly Scale

\*\* P. M Custodians starting at 12:30 P.M or later will receive a shift differential of 40 ¢ per hour

**Note:**

Hourly rates have been rounded to the nearest two decimals for display purposes.

**Annualized Hourly:**

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) = Prorated salary at lesser number of days

**Example:**

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days

**Blue Collar**  
**\* Position Identified Hourly Scale**

**Bus Operators**

Years of Experience	Step	Level II
0, 1, 2	1	\$16.71
3, 4	2	\$17.08
5	3	\$17.24
6	4	\$17.57
7	5	\$17.85
8	6	\$18.13
9	7	\$18.39
	8	\$18.65
10	9	\$18.92
11	10	\$19.20
12	11	\$19.47
13	12	\$19.73
14 +	13	\$22.01
Lead Bus Operator		\$22.68

Note: Substitute bus operators will be paid the hourly rate for Level II, Step 1

**Food Service**

Years of Experience	Step	Level I	Level II	Level III	Level IV
0, 1, 2	1	\$15.00	\$15.00	\$15.00	\$15.00
3, 4	2	\$15.00	\$15.00	\$15.00	\$15.00
5	3	\$15.00	\$15.00	\$15.00	\$15.00
6	4	\$15.00	\$15.00	\$15.00	\$15.00
7	5	\$15.00	\$15.00	\$15.00	\$15.00
8	6	\$15.00	\$15.00	\$15.00	\$15.21
9	7	\$15.00	\$15.00	\$15.00	\$15.47
	8	*	\$15.00	\$15.07	\$15.77
10	9	\$15.00	\$15.00	\$15.48	\$16.17
11	10	\$15.00	\$15.00	\$15.61	\$16.32
12	11	\$15.00	\$15.03	\$15.89	\$16.60
13	12	\$15.00	\$15.38	\$16.19	\$16.89
14	13	\$15.03	\$15.73	\$16.53	\$17.22
15, 16	14	\$15.29	\$15.97	\$16.83	\$17.52
17	15	\$15.75	\$16.46	\$17.17	\$17.88
18+	16	\$18.76	\$19.61	\$20.42	\$21.12

\* Food Service Level 1, Step 4 was deleted during the 18-19 Negotiations

Note: Level I employees contracted for three (3) hours or less per day will be paid at the hourly rate of Step 1 Level 1, regardless of years of experience.

### Blue Collar - Annualized Hourly

Level I, II, III, IV, V, VI (Annual Rate Based on an 8 hour day schedule)

Years of Experience	Step	Level I		Level II		Level III	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$120.00	\$15.00	\$120.00	\$15.00	\$120.00	\$15.00
3, 4	2	\$120.00	\$15.00	\$120.00	\$15.00	\$101.76	\$15.00
5	3	\$120.00	\$15.00	\$120.00	\$15.00	\$102.75	\$15.00
6	4	\$120.00	\$15.00	\$120.00	\$15.00	\$104.24	\$15.00
7	5	*	*	\$120.00	\$15.00	\$106.79	\$15.00
8	6	\$120.00	\$15.00	\$120.00	\$15.00	\$109.43	\$15.00
9	7	\$120.00	\$15.00	\$120.00	\$15.00	\$112.15	\$15.00
	8	\$120.00	\$15.00	\$120.00	\$15.00	\$114.70	\$15.00
10	9	\$120.00	\$15.00	\$120.00	\$15.00	\$117.34	\$15.00
11	10	\$120.00	\$15.00	\$120.00	\$15.00	\$119.89	\$15.00
12	11	\$120.00	\$15.00	\$120.00	\$15.00	\$122.78	\$15.35
13	12	\$120.00	\$15.00	\$122.63	\$15.33	\$127.06	\$15.88
14	13	\$120.00	\$15.00	\$125.54	\$15.69	\$130.27	\$16.28
15, 16	14	\$120.00	\$15.00	\$135.06	\$16.88	\$140.33	\$17.54
17 +	15	\$134.12	\$16.76	\$156.31	\$19.54	\$162.33	\$20.29

Years of Experience	Step	Level IV		Level V		Level VI	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$120.00	\$15.00	\$125.12	\$15.64	\$133.51	\$16.69
3, 4	2	\$120.00	\$15.00	\$127.09	\$15.89	\$135.49	\$16.94
5	3	\$120.00	\$15.00	\$128.29	\$16.04	\$136.77	\$17.10
6	4	\$120.00	\$15.00	\$130.00	\$16.25	\$138.57	\$17.32
7	5	\$120.92	\$15.11	\$132.49	\$16.56	\$141.06	\$17.63
8	6	\$123.32	\$15.41	\$134.89	\$16.86	\$143.46	\$17.93
9	7	\$125.80	\$15.73	\$137.37	\$17.17	\$146.03	\$18.25
	8	\$128.20	\$16.03	\$139.86	\$17.48	\$148.51	\$18.56
10	9	\$130.60	\$16.33	\$142.43	\$17.80	\$150.91	\$18.86
11	10	\$133.09	\$16.64	\$144.83	\$18.10	\$153.40	\$19.17
12	11	\$135.83	\$16.98	\$147.40	\$18.42	\$156.05	\$19.51
13	12	\$140.11	\$17.51	\$151.85	\$18.98	\$160.68	\$20.09
14	13	\$143.11	\$17.89	\$154.94	\$19.37	\$163.85	\$20.48
15, 16	14	\$151.77	\$18.97	\$163.08	\$20.38	\$171.22	\$21.40
17 +	15	\$175.25	\$21.91	\$188.10	\$23.51	\$197.19	\$24.65

\* Blue Collar Level 1, Step 5 was deleted during the 18-19 Negotiations

#### Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) = Prorated salary at lesser number of days

#### Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44

**Blue Collar - Annualized Hourly**  
**Level VII, VIII, IX (Annual Rate Based on an 8 hour day schedule)**

Years of Experience	Step	Level VII		Level VIII		Level IX	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$141.83	\$17.73	\$160.42	\$20.05	\$163.59	\$20.45
3, 4	2	\$143.80	\$17.97	\$162.48	\$20.31	\$165.65	\$20.71
5	3	\$145.17	\$18.15	\$164.02	\$20.50	\$168.39	\$21.05
6	4	\$147.05	\$18.38	\$165.48	\$20.68	\$170.36	\$21.30
7	5	\$149.45	\$18.68	\$167.19	\$20.90	\$171.99	\$21.50
8	6	\$151.94	\$18.99	\$168.91	\$21.11	\$174.56	\$21.82
9	7	\$154.34	\$19.29	\$170.62	\$21.33	\$177.05	\$22.13
	8	\$156.91	\$19.61	\$172.25	\$21.53	\$179.70	\$22.46
10	9	\$159.39	\$19.92	\$173.96	\$21.75	\$182.28	\$22.78
11	10	\$161.79	\$20.22	\$175.68	\$21.96	\$184.85	\$23.11
12	11	\$164.54	\$20.57	\$177.39	\$22.17	\$187.76	\$23.47
13	12	\$169.25	\$21.16	\$181.42	\$22.68	\$192.82	\$24.10
14	13	\$172.51	\$21.56	\$183.82	\$22.98	\$196.42	\$24.55
15, 16	14	\$179.36	\$22.42	\$187.67	\$23.46	\$202.59	\$25.32
17 +	15	\$206.44	\$25.81	\$215.78	\$26.97	\$232.66	\$29.08

**Annualized Hourly:**

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236,, etc.) =  
Prorated salary at lesser number of days

**Example:**

**\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days**

### **Environmental Studies Center Counselors**

<b>Description</b>	<b>Hourly Rate effective September 30, 2021 - September 29, 2022</b>	<b>Hourly Rate effective September 30, 2022 - September 29, 2023</b>
1st Year Counselor	\$10.00	\$15.00
2nd Year Counselor	\$10.10	\$15.00
3rd Year Counselor	\$10.20	\$15.00

### **Student Employees**

<b>Description</b>	<b>Hourly Rate effective September 30, 2021 - September 29, 2022</b>	<b>Hourly Rate effective September 30, 2022 - September 29, 2023</b>
Sound/Lighting Technician	\$15.00	\$15.00
Golf Course Maintenance Worker	\$10.00	\$15.00
E2 - Technical Support Staff	\$15.00	\$15.00



## Appendix

1. **Administrative Pay.** All employees classified as administrative, professional/technical or supervisory positions shall be paid pursuant to the salary schedule adopted in accordance with this rule. Unless otherwise indicated, the salary reflected in the administrative salary schedule assumes a 248-day work year. Salaries of those employees working less than 248 days shall be prorated on a daily basis.
2. **Performance Salary Schedule.** Annual Salary Adjustments for school-based and non-school based administrators, which recognizes performance, is included in the compensation system as follows:
  - a. The base salary for school administrators' is the salary paid in the prior year, plus adjustments only.
  - b. A base pay performance adjustment has been made available for those rated "highly-effective".
  - c. A base pay performance adjustment has been made available for those rated "effective".
  - d. A base pay performance rated as highly effective must be greater than the highest annual salary adjustment available to an administrator of the same classification through any other salary schedule adopted by the District.
  - e. A base pay performance adjustment for an administrator rated as effective must be equal to at least fifty percent (50%), and no more than seventy-five percent (75%) of the annual adjustment provided for a highly effective administrator of the same classification.
  - f. No base pay adjustment is available to an administrator who receives a rating other than highly effective or effective based on his/her previous year's performance evaluation.
  - g. All other administrative positions not included in a bargaining unit will be eligible for performance pay as determined by the Superintendent.
  - h. One-time bonuses are based upon work performance or other lawful criteria.
  - i. If budget constraints in any given year limit the Board's ability to fully fund all adopted salary schedules, the performance salary schedule shall not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the District.
3. **Salary Supplements.**
  - a. Assignment to a school that earned a grade of "F" or three (3) consecutive grades of "D" established by State law such that the supplement remains in force for one (1) year following improved performance in the school.

#### 4. **Performance Pay:**

##### a. **District Administration**

2022-23 High Effective	N/A
2022-23 Effective	N/A
2021-22 Highly Effective	N/A
2021-22 Effective	N/A
2020-21 Highly Effective	N/A
2020-21 Effective	N/A
2019-20 Highly Effective	N/A
2019-20 Effective	N/A
2018-19 Highly Effective	\$1,500.00
2018-19 Effective	\$1,200.00
2017-18 Highly Effective	\$1,500.00
2017-18 Effective	\$1,200.00

4. **Performance Pay Cont:**

b. **School Administration**

2022-23 Highly Effective	N/A
2022-23 Effective	N/A
2021-22 Highly Effective	N/A
2021-22 Effective	N/A
2020-21 Highly Effective	N/A
2020-21 Effective	N/A
2019-20 Highly Effective	N/A
2019-20 Effective	N/A
2018-19 Highly Effective	\$1,500.00
2018-19 Effective	\$1,200.00
2017-18 Highly Effective	\$1,500.00
2017-18 Effective	\$1,200.00

c. <b>Professional and Mid-Management</b>	<b>Coordinators</b>	<b>Managers</b>
2022-23 Highly Effective	N/A	N/A
2022-23 Effective	N/A	N/A
2021-22 Highly Effective	N/A	N/A
2021-22 Effective	N/A	N/A
2020-21 Highly Effective	N/A	N/A
2020-21 Effective	N/A	N/A
2019-20 Highly Effective	N/A	N/A
2019-20 Effective	N/A	N/A
2018-19 Highly Effective	\$1,500.00	\$1,500.00
2018-19 Effective	\$1,200.00	\$1,200.00
2017-18 Highly Effective	\$1,500.00	\$1,500.00
2017-18 Effective	\$1,200.00	\$1,200.00

4. **Performance Pay Cont:**

d. <b>Groups A, B, C &amp; D</b>	<b>Group A</b>	<b>Group B</b>	<b>Group C</b>	<b>Group D</b>
2022-23 High Effective	N/A	N/A	N/A	N/A
2022-23 Effective	N/A	N/A	N/A	N/A
2021-22 Highly Effective	N/A	N/A	N/A	N/A
2021-22 Effective	N/A	N/A	N/A	N/A
2020-21 Highly Effective	N/A	N/A	N/A	N/A
2020-21 Effective	N/A	N/A	N/A	N/A
2019-20 Highly Effective	N/A	N/A	N/A	N/A
2019-20 Effective	N/A	N/A	N/A	N/A
2018-19 Highly Effective	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
2018-19 Effective	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
2017-18 Highly Effective	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
2017-18 Effective	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00

e. <b>Confidential Professional</b>	<b>Executive Assistant</b>	<b>Confidential Admin Asst.</b>
2022-23 Highly Effective	N/A	N/A
2022-23 Effective	N/A	N/A
2021-22 Highly Effective	N/A	N/A
2021-22 Effective	N/A	N/A
2020-21 Highly Effective	N/A	N/A
2020-21 Effective	N/A	N/A
2019-20 Highly Effective	N/A	N/A
2019-20 Effective	N/A	N/A
2018-19 Highly Effective	\$1,500.00	\$1,500.00
2018-19 Effective	\$1,200.00	\$1,200.00
2017-18 Highly Effective	\$1,500.00	\$1,500.00
2017-18 Effective	\$1,200.00	\$1,200.00

**Notes:**

2018-19 Performance Pay based on 2017-18 Evaluation.

2017-18 Performance Pay based on 2016-17 Evaluation.

5. **Topped Out Employees.**

a. **White Collar**

Topped out in:	Educational Para (Basic/ELL) Level I 187/7.5	Educational Para (ESE) Level II 187/7.5	Bus Aide Level I 182/7.5
	Annual	Annual	Hourly
2018-19	\$24,627.90	\$25,020.60	\$18.64
2017-18	\$25,371.23	\$25,777.95	\$19.20
2016-17	\$25,371.23	\$25,777.95	\$19.20
2015-16	\$25,090.73	\$26,549.33	\$19.78

Topped out in:	Behavior Tech (ESE) Level V 187/7.5	Level I	Level II
	Annual	Annual	Annual
2018-19	\$30,476.33	\$34,839.04	\$35,176.32
2017-18	\$31,401.98	\$35,890.56	\$36,247.68
2016-17	\$31,401.98	\$35,890.56	\$36,247.68
2015-16	\$32,341.65	\$36,958.82	\$37,319.04

Topped out in:	Level III	Level IV	Level V
	Annual	Annual	Annual
2018-19	\$37,180.16	\$38,211.84	\$43,112.32
2017-18	\$38,291.20	\$39,362.56	\$44,421.76
2016-17	\$38,291.20	\$39,362.56	\$44,421.76
2015-16	\$39,441.92	\$40,533.12	\$45,751.04

Topped Out Employees:

1. For 2018-19: 4% salary increase for all individual employees currently (as of April 22, 2019) on the top step (and above) of any AFSCME salary schedule for the 2018-19 contract year, retroactive to July 1, 2018.
2. For 2017-18: 3% salary increase for all individual employees currently (as of March 29, 2018) on the top step (and above) of any AFSCME salary schedule for the 2017-18 contract year, retroactive to July 1, 2017.
3. For 2016-17: 5.7% salary increase for all individual employees currently (as of April 24, 2017) on the top step of any AFSCME salary schedule for the 2016-17 contract year, retroactive to July 1, 2016.
4. For 2015-16: 3% salary increase for all individual employees currently (as of May 13, 2016) on the top step of any AFSCME salary schedule for the 2015-16 contract year, retroactive to July 1, 2015. There was no increase to the last step on the schedule.

**Topped Out Employees.****b. Blue Collar**

<b>Topped out in:</b>	<b>Level I</b>	<b>Level II</b>	<b>Level III</b>
	<b>Annual</b>	<b>Annual</b>	<b>Annual</b>
2018-19	\$33,271.68	\$37,636.48	\$39,084.80
2017-18	\$34,263.68	\$38,767.36	\$40,275.20
2016-17	\$34,263.68	\$38,767.36	\$40,275.20
2015-16	\$35,295.36	\$39,937.92	\$41,465.60

<b>Topped out in:</b>	<b>Level IV</b>	<b>Level V</b>	<b>Level VI</b>
	<b>Annual</b>	<b>Annual</b>	<b>Annual</b>
2018-19	\$42,199.68	\$45,294.72	\$47,477.12
2017-18	\$43,469.44	\$46,643.84	\$48,905.60
2016-17	\$43,469.44	\$46,643.84	\$48,905.60
2015-16	\$44,759.04	\$48,052.48	\$50,373.76

<b>Topped out in:</b>	<b>Level VII</b>	<b>Level VIII</b>	<b>Level IX</b>
	<b>Annual</b>	<b>Annual</b>	<b>Annual</b>
2018-19	\$49,699.20	\$51,960.96	\$56,028.16
2017-18	\$51,187.20	\$53,508.48	\$57,694.72
2016-17	\$51,187.20	\$53,508.48	\$57,694.72
2015-16	\$52,734.72	\$55,115.52	\$59,440.64

**Topped Out Employees:**

1. For 2018-19: 4% salary increase for all individual employees currently (as of April 22, 2019) on the top step (and above) of any AFSCME salary schedule for the 2018-19 contract year, retroactive to July 1, 2018.
2. For 2017-18: 3% salary increase for all individual employees currently (as of March 29, 2018) on the top step (and above) of any AFSCME salary schedule for the 2017-18 contract year, retroactive to July 1, 2017.
3. For 2016-17: 5.7% salary increase for all individual employees currently (as of April 24, 2017) on the top step of any AFSCME salary schedule for the 2016-17 contract year, retroactive to July 1, 2016.
4. For 2015-16: 3% salary increase for all individual employees currently (as of May 13, 2016) on the top step of any AFSCME salary schedule for the 2015-16 contract year, retroactive to July 1, 2015. There was no increase to the last step on the schedule.

## Topped Out Employees.

### c. Bus Operators/Lead Bus Operators

<b>Topped out in:</b>	<b>Bus Operators</b>
	<b>Hourly</b>
2018-19	\$21.37
2017-18	\$22.02
2016-17	\$22.02
2015-16	\$22.02

<b>Topped out in:</b>	<b>Lead Bus Operators</b>
	<b>Hourly</b>
2018-19	\$22.01
2017-18	\$22.67
2016-17	\$22.67
2015-16	\$22.67

### d. Food & Nutrition Services

<b>Topped out in:</b>	<b>Level I</b>	<b>Level II</b>
	<b>Hourly</b>	<b>Hourly</b>
2018-19	\$18.21	\$19.04
2017-18	\$18.76	\$19.61
2016-17	\$18.76	\$19.61

<b>Topped out in:</b>	<b>Level III</b>	<b>Level IV</b>
	<b>Hourly</b>	<b>Hourly</b>
2018-19	\$19.83	\$20.50
2017-18	\$20.42	\$21.11
2016-17	\$20.42	\$21.11

Topped Out Employees:

1. For 2018-19: 4% salary increase for all individual employees currently (as of April 22, 2019) on the top step (and above) of any AFSCME salary schedule for the 2018-19 contract year, retroactive to July 1, 2018.
2. For 2017-18: 3% salary increase for all individual employees currently (as of March 29, 2018) on the top step (and above) of any AFSCME salary schedule for the 2017-18 contract year, retroactive to July 1, 2017.
3. For 2016-17: 5.7% salary increase for all individual employees currently (as of April 24, 2017) on the top step of any AFSCME salary schedule for the 2016-17 contract year, retroactive to July 1, 2016.
4. For 2015-16: 3% salary increase for all individual employees currently (as of May 13, 2016) on the top step of any AFSCME salary schedule for the 2015-16 contract year, retroactive to July 1, 2015. There was no increase to the last step on the schedule.

6. **Stipends.**

a. **Western Zone**

All employees assigned to Indiantown Middle, Perkins/Headstart, Indiantown Adult Learning Center and Warfield Elementary schools on a full time basis shall have, for the duration of the assignment, their individual salaries adjusted to reflect a \$2,000 Western Zone Supplement. Any eligible bargaining unit member who was assigned on a partial year basis will have their supplement prorated according to the number of days worked based on their individual work calendar.

b. **Title I Designated Schools**

Instructional staff and school-based administrators assigned to a Title I designated school shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$500 Title I supplement.

c. **Elementary Reading Remediation**

Instructional staff and school-based administrators assigned to a school defined in Florida Statute 1011.62 shall, for the duration of the assignment and lower quartile school designation, have their individual salaries adjusted to reflect a \$500 Elementary Reading Remediation supplement.

d. **Millage MCEA Bargaining Unit**

1. The provisions of this Memorandum of Agreement ("MOA") apply only to the Millage Stipend ("MS") funded by Additional Voted Millage passed on August 28, 2018. If Millage revenue decreases before this MOA or its "mirror" MOA (see below) sunsets, this MOA may be renegotiated.

2. The MS is available to all members of the MCEA Bargaining Unit and will be awarded based on total years of instructional experience as shown in this section 2.a. and additional limitations and conditions as listed in 2.b. and 3 below.

a. **MS Award Amounts**

- i. 0 - 5 years \$1,800.00
- ii. 6 - 9 years \$5,000.00
- iii. 10 or more years \$7,800.00

b. In order to receive an award, an MCEA Bargaining Unit employee must complete the academic year, be renewed for the next academic year in the bargaining unit, and be an active employee in good standing at the time of distribution.

- i. MCEA Bargaining Unit employees that work a full academic year and meet the remaining eligibility criteria will receive a full award.
- ii. MCEA Bargaining Unit employees that begin work before February 1 in any academic year and meet the remaining eligibility criteria will receive a prorated award.
- iii. MCEA Bargaining Unit employees that begin work after February 1 in any academic year will not receive an award for that school year.

## **Supplements.**

### **Millage Cont.**

#### **c. Timing of Awards:**

- i. Fixed Awards: Awards as described in 2.a above will be paid on or before September 1 following the academic year to which the award applies. The Millage Supplement is subject to usual withholdings and taxes, and Florida Retirement System ("FRS") contributions similar to regular wages.
- ii. Proportionate Awards: At the end of the Martin County School District's ("MCSD") fiscal year, amounts allocated to Recruitment and Retention through the Additional Voted Millage will be "trued up" and any remaining sums will be allocated and distributed proportionately to those MS awardees that received a Fixed Award in the MS year. This additional, Proportionate Award, if any, will be paid no later than December 15 of the MS year. These Proportionate Awards are subject to usual withholdings and taxes, and FRS contributions similar to regular wages.

#### **3. Additional conditions:**

- a. Employees on Family and Medical Leave ("FML") will be treated in keeping with the statutory requirements except that an employee that is not an active employee in good standing at the time a MS is distributed will receive the MS no more than 30 days following the employee's return to active employment.
- b. Retiring Employees- A "retiring employee" is an employee that is eligible to retire pursuant to the rules of the FRS and does retire and receive retirement payments or distributions.
  - i. Employees retiring (as above) at any point in the academic year will receive a prorated MS at the time the MS is awarded for that MS year.
  - ii. Employees retiring (as above) at the completion of the academic year will receive a full MS at the time the MS is awarded for that MS year.
- c. All years of instructional experience, both within and without the Martin County School District, will count toward total years of instructional experience. Years of instructional experience are determined by Human Resources at the time of hire.

4. This MOA sunsets on June 30, 2020. Before this MOA sunsets, the MCSD and the Martin County Education Association ("MCEA") agree to enter into a "mirror" MOA for an additional two years, which MOA will sunset on June 30 2022.

#### **e. Millage AFSCME Bargaining**

1. The provisions of this Memorandum of Agreement ("MOA") apply only to the Millage Supplement ("MS") funded by Additional Voted Millage passed on August 28, 2018. If Millage revenue decreases before this MOA or its "mirror" MOA (see below) sunsets, this MOA may be renegotiated.
2. The MS is available to all members of the AFSCME Bargaining Unit; amounts will be awarded to each employee based on the limitations described herein.
  - a. MS Award Amounts
    - i. A total of \$1,000,000 shall be allocated to AFSCME Bargaining Unit employee awards. Before awards are made, the Martin County School District ("MCSD") will first reserve an amount sufficient to cover the impact of the MCSD's portion of FRS and Social Security contributions and workers compensation impact.



## Supplements.

- ii. Each employee will receive an amount based on the employee's years of service, subject to 2b, below.

Years of Service	Millage Supplement
Less than 1 year	\$250.00
1 - 5 years	\$400.00
6 - 10 years	\$1,000.00
11 - 15 years	\$1,600.00
16 or more years	\$1,800.00

- b. In order to receive an award, an AFSCME Bargaining Unit employee must complete the academic year, be renewed for the next academic year in the bargaining unit, and be an active employee in good standing at the time of distribution.
  - i. AFSCME Bargaining Unit employees that work a full academic year and meet the remaining eligibility criteria will receive a full award.
  - ii. AFSCME Bargaining Unit employees that do not work a full academic year and meet the remaining eligibility criteria will receive a prorated award so that an employee receives an amount proportionate to the actual days worked in the employee's respective contract year.
- c. Timing of Awards:
  - i. Fixed Awards: Awards as described in 2.a above will be paid on or before September 1 following the academic year to which the award applies. The Millage Award is subject to usual withholdings and taxes, and Florida Retirement System ("FRS") contributions similar to regular wages.
  - ii. At the end of the MCSD's fiscal year, those funds remaining will be rolled over and included in the next fiscal year's distribution allocation.
- 3. Additional Conditions:
  - a. Employees on Family and Medical Leave ("FML") or Workers' Compensation Leave will be treated in keeping with the FML statutory requirements except that an employee that is not an active employee in good standing at the time a MS is distributed will receive the MS no more than 30 days following the employer's return to active employment.
  - b. Retiring Employees - A "retiring employee" is an employee that is eligible to retire pursuant to the rules of the FRS and does not retire and receive retirement payments or distributions.
    - i. Employees retiring (as above) at any point in the academic year will receive a prorated MS at the time the MS is awarded for the MS year.
    - ii. Employees retiring (as above) at the completion of the academic year will receive a full MS at the time the MS is awarded for the MS year.
- 4. This MOA sunsets on September 2, 2022. This MOA shall not continue or continue in effect beyond then. Final payment shall be made no later than September 1, 2022.