



**FINAL SALARY  
SCHEDULE BOOK**

**For the 2018-2019 Fiscal Year**

Effective July 1, 2018

Steve Dionisio, Superintendent

Steve Dionisio  
Superintendent of Schools

THE SCHOOL BOARD OF CHARLOTTE COUNTY

Ian Vincent, Chairman

Lee Swift, Vice-Chairman

Kim Amontree, Member

Wendy Atkinson, Member (Vice Chair as of 11-20-18)

Bob Segur, Member (Chairman as of 11-20-18)

Cara Reynolds, Member (replacing Lee Swift 11-20-18)

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 6-13-2017, rev. 11-6-17, rev. 1-31-18, rev. 6-19-18, rev. 7-11-18, rev. 12-11-18, P. Keegan 5-21-19

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.

# TABLE OF CONTENTS

Salary Schedule Directory 2018-2019 (alpha).....	1-5
Salary Schedule Directory 2018-2019 (paygrade).....	6-10
Instructional Salary Schedule.....	11-15
Head Start Salary Schedule.....	16-19
Classified Employee Salary Schedule.....	20-21
Supplements Salary Schedules.....	22-24
CAPE/CASE Course Design .....	25
Bonuses.....	25
Confidential, Professional, Supervisory, and Managerial Salary Schedule.....	26-28
Administrative Salary Schedule.....	29
Miscellaneous Salary Schedule.....	30-31
General Provisions.....	32-35
Payroll Calendars.....	36-37

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 SALARY SCHEDULE DIRECTORY**

POSITION TITLE	(alpha)	PAYGRADE	SCHEDULE
Academic Coach			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 College		A3	Administrative
Assistant Director – Professional Development		A3	Administrative
Assistant Food Service Manager		18	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 Elementary or Middle/High		14/15	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		19B	Classified
Bus Driver (ESE)		19B	Classified
Bus Driver (Operations)		19B	Classified
Bus Driver / Instructor		20	Classified
Career Specialist for the 9th and 10th Grade Academies - TSA			Instructional
Carpenter		21	Classified
Certified Behavior Analyst / Certified Associate Behavior Analyst - ESE			Instructional
Chapter I Evaluator			Instructional
Chief Financial Officer		A10	Administrative
Chief Technology Officer		A10	Administrative
Child Development Teacher Associate		H2	Classified
Child Development Caregiver		H1	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		15	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
Courier		13	Classified
Curriculum & Instruction Coach (Reading/Language Arts K – 12) - TSA			Instructional

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 SALARY SCHEDULE DIRECTORY**

POSITION TITLE	(alpha)	PAYGRADE	SCHEDULE
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 K-12) - 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
Curriculum & Instruction Teacher-Leader for Reading Recovery			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
Data Specialist - TSA			Instructional
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 College		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		Grandfathered	Instructional
Early Childhood Programs - Child Development Resource Teacher		Grandfathered	Instructional
Early Childhood Programs - Child Family Services Resource Teacher		Grandfathered	Instructional
Early Head Start Resource Assistant		H5/G2	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 Director of School Support Services		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		H4/H5	Classified
Family Service Specialist (Head Start)		J	Professional
Fiscal Assistant (Hurricane Related)		15	Classified
Fiscal Specialist		J	Professional
Florida Virtual Teacher			Instructional

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 SALARY SCHEDULE DIRECTORY**

POSITION TITLE	(alpha)	PAYGRADE	SCHEDULE
Florida Virtual Adjunct			Instructional
Food Service Assistant		13	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		H3	Classified
Head Start Early Childhood Teacher Associate		H4	Classified
Head Start Early Childhood Teacher BA		H5	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 / Tech. & Data Services for Food & Nutrition Services		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

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 SALARY SCHEDULE DIRECTORY**

POSITION TITLE	(alpha)	PAYGRADE	SCHEDULE
			Instructional
Media Specialist – Elementary, Middle & High Schools			
Network Analyst		L	Professional
Network Analyst / Instructional		L	Professional
Network Technician		21*	Classified
Occupational Specialist			Instructional
Occupational Therapist / Certified		O	Professional
Occupational Therapist Assistant / Certified		L	Professional
Office Assistant I		13	Classified
Offset Press Worker		15	Classified
Paraprofessional I (Classroom)		15	Classified
Paraprofessional I (Culinary Arts)		15	Classified
Paraprofessional I (HOPE Teen Parent Program)		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 (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 & The Academy)		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

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

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 SALARY SCHEDULE DIRECTORY**

POSITION TITLE	(alpha)	PAYGRADE	SCHEDULE
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			Instructional
School Social Worker for the SEA Program			Instructional
Secretary (Confidential) District		C	Confidential
Secretary (Confidential) Security		D	Confidential
Secretary / Principal's (Elementary, CHC, Academy)		A	Confidential
Secretary / Principal's (High School/Tech College)		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 / Inservice		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 Services & Safety Education		O	Professional
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 Engagement (TAFE) Parapro			Classified
Title I Resource & Family Liaison – 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
Title III ELL – Immigrant Achievement and Parent Liaison			Classified
Transportation Area Manager		G	Professional
Visually Impaired Teacher - ESE			Instructional
Warehouse Worker		16	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  
2018-2019 SALARY SCHEDULE DIRECTORY  
(paygrade)**

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Child Development Teacher Associate	H2	Classified
Child Development Caregiver	H1	Classified
Bus Attendant	11	Classified
Food Service Assistant	13	Classified
Lunchroom – Physical Activity Monitor	11	Classified
Baker Elementary or Middle/High	14/15	Classified
Cook	15	Classified
Courier	13	Classified
Custodian	13	Classified
Office Assistant I	13	Classified
Bindery Technician	14	Classified
Property Control Assistant	14	Classified
Records Retention Assistant	14	Classified
Warehouse Worker	16	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 (HOPE Teen Parent Program)	15	Classified
Assistant Food Service Manager	18	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
Account Clerk/Payable	17	Classified
Administrative Assistant I	17	Classified
Administrative Assistant I (Transportation)	17	Classified
Bus Driver	19B	Classified
Bus Driver (ESE)	19B	Classified
Bus Driver (Operations)	19B	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 (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
Title I Resource & Family Engagement Liaison (TAFE) Parapro	17	Classified
Title III ELL - Immigrant Achievement and Parent Liaison	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  
2018-2019 SALARY SCHEDULE DIRECTORY**

<b>POSITION TITLE</b>	<b>(paygrade)</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Bus Driver / Instructor		20	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		H5	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		21*	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 Principal – Middle School		A2	Administrative
Assistant Director – Charlotte Technical College		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 College		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
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

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

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 SALARY SCHEDULE DIRECTORY**

POSITION TITLE	PAYGRADE	SCHEDULE
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 College	A8	Administrative
Executive Director of Learning	A9	Administrative
Executive Director of Learning Through Technology	A9	Administrative
Executive Director of School Support Services	A9	Administrative
Principal (High School & The Academy)	A8	Administrative
Chief Financial Officer	A10	Administrative
Chief Technology Officer	A10	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
Secretary / Principal's (Middle School)	B	Confidential
Food Service Manager I (Elementary School and Centers)	C	Supervisory
Manager / School Meals Program	C	Supervisory
Manager / Tech. & Data Services for Food & Nutrition Services	C	Managerial
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 College)	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	H2	Classified
Child Development Caregiver	H1	Classified
Head Start Early Childhood Assistant	H3	Classified
Head Start Early Childhood Teacher Associate	H4	Classified
Head Start Early Childhood Teacher BA	H5	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
Fiscal Specialist	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

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

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 SALARY SCHEDULE DIRECTORY  
(paygrade)**

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
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 / Inservice	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		Instructional
School Social Worker for the SEA Program		Instructional
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
Classroom Teacher / Alternative Education		Instructional

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

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 SALARY SCHEDULE DIRECTORY  
(paygrade)**

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Curriculum & Instruction Coach (Reading/Language Arts K – 12)- TSA		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 K-12)– 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
Curriculum & Instruction Teacher Leader for Reading Recovery		Instructional
Data Specialist - TSA		Instructional
Dean of Students - TSA		Instructional
Early Childhood Programs - Child Development – TSA (Grandfathered)		Instructional
Early Childhood Programs - Child Development Resource Teacher (Grandfathered)		Instructional
Early Childhood Programs - Child Family Services Resource Teacher (Grandfathered)		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 In-service 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 Liaison – 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
Baker- Elementary/Middle School	14	Classified
Baker- High School	15	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**

**2018-2019 INSTRUCTIONAL SALARY GRANDFATHERED SCHEDULE DIRECTORY**

Step	BACHELOR'S DEGREE		Step	MASTER'S DEGREE	
	2018-2019	Hourly		2018-2019	Hourly
0	\$38,232.75	28.1537	0	\$41,746.57	30.7412
1	\$38,762.27	28.5436	1	\$42,276.10	31.1311
2	\$39,299.13	28.9390	2	\$42,812.95	31.5265
3	\$39,843.42	29.3398	3	\$43,357.25	31.9273
4	\$40,395.25	29.7461	4	\$43,909.08	32.3336
5	\$40,954.73	30.1581	5	\$44,468.55	32.7456
6	\$41,521.95	30.5758	6	\$45,035.77	33.1633
7	\$42,097.03	30.9993	7	\$45,610.85	33.5868
8	\$42,680.07	31.4286	8	\$46,193.90	34.0161
9	\$43,271.19	31.8639	9	\$46,785.02	34.4514
10	\$43,870.50	32.3052	10	\$47,384.32	34.8927
11	\$44,478.10	32.7527	11	\$47,991.93	35.3402
12	\$45,094.13	33.2063	12	\$48,607.95	35.7938
13	\$45,718.68	33.6662	13	\$49,232.50	36.2537
14	\$46,351.88	34.1325	14	\$49,865.71	36.7200
15	\$46,993.86	34.6052	15	\$50,507.68	37.1927
16	\$47,644.72	35.0845	16	\$51,158.55	37.6720
17	\$48,304.60	35.5704	17	\$51,818.43	38.1579
18	\$48,973.62	36.0630	18	\$52,487.44	38.6505
19	\$49,651.90	36.5625	19	\$53,165.73	39.1500
20	\$50,339.58	37.0689	20	\$53,853.41	39.6564
21	\$51,036.79	37.5823	21	\$54,550.61	40.1698
22	\$51,743.65	38.1028	22	\$55,257.47	40.6903
23	\$52,460.29	38.6306	23	\$55,974.12	41.2181
24	\$53,186.87	39.1656	24	\$56,700.69	41.7531
25	\$53,923.51	39.7080	25	\$57,437.33	42.2955
26	\$54,670.35	40.2580	26	\$58,184.17	42.8455
27	\$55,427.53	40.8156	27	\$58,941.36	43.4031
28	\$56,195.20	41.3809	28	\$59,709.03	43.9684
29	\$56,973.51	41.9540	29	\$60,487.33	44.5415

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%	\$1,147.00
15 through 19 years	6.0%	\$2,294.00
20 through 24 years	9.0%	\$3,441.00
25 through 29 years	12.0%	\$4,588.00
30 and up	15.0%	\$5,735.00

In accordance with Florida Statute 1012.22, salary for instructional personnel, hired on or after July 1, 2011, and holding a degree in their area of certification, will be paid on the CFEA-CCPS-bargained bachelor's salary schedule plus an hourly supplement based on any advanced degree held in an area of certification. Instructional employees hired before July 1, 2011 will be paid the hourly supplement for advanced degree regardless of their area of certification. The hourly supplements for advanced degrees are: Master \$2.5875, Specialist \$4.0452, and Doctorate \$5.2114.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 INSTRUCTIONAL SALARY SCHEDULE DIRECTORY**

Step	BACHELOR'S DEGREE		Step	MASTER'S DEGREE	
	2018-2019	Hourly		2018-2019	Hourly
0	\$38,232.75	28.1537	0	\$41,746.57	30.7412
1	\$38,762.27	28.5436	1	\$42,276.10	31.1311
2	\$39,299.13	28.9390	2	\$42,812.95	31.5265
3	\$39,843.42	29.3398	3	\$43,357.25	31.9273
4	\$40,395.25	29.7461	4	\$43,909.08	32.3336
5	\$40,954.73	30.1581	5	\$44,468.55	32.7456
6	\$41,521.95	30.5758	6	\$45,035.77	33.1633
7	\$42,097.03	30.9993	7	\$45,610.85	33.5868
8	\$42,680.07	31.4286	8	\$46,193.90	34.0161
9	\$43,271.19	31.8639	9	\$46,785.02	34.4514
10	\$43,870.50	32.3052	10	\$47,384.32	34.8927
11	\$44,478.10	32.7527	11	\$47,991.93	35.3402
12	\$45,094.13	33.2063	12	\$48,607.95	35.7938
13	\$45,718.68	33.6662	13	\$49,232.50	36.2537
14	\$46,351.88	34.1325	14	\$49,865.71	36.7200
15	\$46,993.86	34.6052	15	\$50,507.68	37.1927
16	\$47,644.72	35.0845	16	\$51,158.55	37.6720
17	\$48,304.60	35.5704	17	\$51,818.43	38.1579
18	\$48,973.62	36.0630	18	\$52,487.44	38.6505
19	\$49,651.90	36.5625	19	\$53,165.73	39.1500
20	\$50,339.58	37.0689	20	\$53,853.41	39.6564
21	\$51,036.79	37.5823	21	\$54,550.61	40.1698
22	\$51,743.65	38.1028	22	\$55,257.47	40.6903
23	\$52,460.29	38.6306	23	\$55,974.12	41.2181
24	\$53,186.87	39.1656	24	\$56,700.69	41.7531
25	\$53,923.51	39.7080	25	\$57,437.33	42.2955
26	\$54,670.35	40.2580	26	\$58,184.17	42.8455
27	\$55,427.53	40.8156	27	\$58,941.36	43.4031
28	\$56,195.20	41.3809	28	\$59,709.03	43.9684
29	\$56,973.51	41.9540	29	\$60,487.33	44.5415

Performance Pay: Teachers earning an overall evaluation rating of "Effective" will receive an additional \$0.50 per year. Those teachers earning an overall evaluation rating of "Highly Effective" will receive an additional \$1.00 per year.

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%	\$1,147.00
15 through 19 years	6.0%	\$2,294.00
20 through 24 years	9.0%	\$3,441.00
25 through 29 years	12.0%	\$4,588.00
30 and up	15.0%	\$5,735.00

In accordance with Florida Statute 1012.22, salary for instructional personnel, hired on or after July 1, 2011, and holding a degree in their area of certification, will be paid on the CFEA-CCPS-bargained bachelor's salary schedule plus an hourly supplement based on any advanced degree held in an area of certification. Instructional employees hired before July 1, 2011 will be paid the hourly supplement for advanced degree regardless of their area of certification. The hourly supplements for advanced degrees are: Master \$2.5875, Specialist \$4.0452, and Doctorate \$5.2114.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 INSTRUCTIONAL SALARY GRANDFATHERED  
SCHEDULE  
(continued)**

Step	SPECIALIST DEGREE		Step	DOCTORATE DEGREE	
	2018-2019	Hourly		Doctorate	Hourly
0	\$43,726.13	32.1989	0	\$45,309.83	33.3651
1	\$44,255.65	32.5888	1	\$45,839.35	33.7550
2	\$44,792.51	32.9842	2	\$46,376.21	34.1504
3	\$45,336.80	33.3850	3	\$46,920.50	34.5512
4	\$45,888.63	33.7913	4	\$47,472.33	34.9575
5	\$46,448.11	34.2033	5	\$48,031.81	35.3695
6	\$47,015.33	34.6210	6	\$48,599.03	35.7872
7	\$47,590.41	35.0445	7	\$49,174.11	36.2107
8	\$48,173.45	35.4738	8	\$49,757.15	36.6400
9	\$48,764.57	35.9091	9	\$50,348.27	37.0753
10	\$49,363.88	36.3504	10	\$50,947.58	37.5166
11	\$49,971.49	36.7979	11	\$51,555.18	37.9641
12	\$50,587.51	37.2515	12	\$52,171.21	38.4177
13	\$51,212.06	37.7114	13	\$52,795.76	38.8776
14	\$51,845.26	38.1777	14	\$53,428.96	39.3439
15	\$52,487.24	38.6504	15	\$54,070.94	39.8166
16	\$53,138.10	39.1297	16	\$54,721.80	40.2959
17	\$53,797.98	39.6156	17	\$55,381.68	40.7818
18	\$54,467.00	40.1082	18	\$56,050.70	41.2744
19	\$55,145.29	40.6077	19	\$56,728.98	41.7739
20	\$55,832.96	41.1141	20	\$57,416.66	42.2803
21	\$56,530.17	41.6275	21	\$58,113.87	42.7937
22	\$57,237.03	42.1480	22	\$58,820.73	43.3142
23	\$57,953.68	42.6758	23	\$59,537.38	43.8420
24	\$58,680.25	43.2108	24	\$60,263.95	44.3770
25	\$59,416.89	43.7532	25	\$61,000.59	44.9194
26	\$60,163.73	44.3032	26	\$61,747.43	45.4694
27	\$60,920.91	44.8608	27	\$62,504.61	46.0270
28	\$61,688.59	45.4261	28	\$63,272.29	46.5923
29	\$62,466.89	45.9992	29	\$64,050.59	47.1654

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%	\$1,147.00
15 through 19 years	6.0%	\$2,294.00
20 through 24 years	9.0%	\$3,441.00
25 through 29 years	12.0%	\$4,588.00
30 and up	15.0%	\$5,735.00

In accordance with Florida Statute 1012.22, salary for instructional personnel, hired on or after July 1, 2011, and holding a degree in their area of certification, will be paid on the CFEA-CCPS-bargained bachelor's salary schedule plus an hourly supplement based on any advanced degree held in an area of certification. Instructional employees hired before July 1, 2011 will be paid the hourly supplement for advanced degree regardless of their area of certification. The hourly supplements for advanced degrees are: Master \$2,587.50, Specialist \$4,045.20, and Doctorate \$5,211.40.



## 2018-2019 INSTRUCTIONAL SALARY SCHEDULE

(continued)

Step	SPECIALIST DEGREE		Step	DOCTORATE DEGREE	
	2018-2019	Hourly		Doctorate	Hourly
0	\$43,726.13	32.1989	0	\$45,309.83	33.3651
1	\$44,255.65	32.5888	1	\$45,839.35	33.7550
2	\$44,792.51	32.9842	2	\$46,376.21	34.1504
3	\$45,336.80	33.3850	3	\$46,920.50	34.5512
4	\$45,888.63	33.7913	4	\$47,472.33	34.9575
5	\$46,448.11	34.2033	5	\$48,031.81	35.3695
6	\$47,015.33	34.6210	6	\$48,599.03	35.7872
7	\$47,590.41	35.0445	7	\$49,174.11	36.2107
8	\$48,173.45	35.4738	8	\$49,757.15	36.6400
9	\$48,764.57	35.9091	9	\$50,348.27	37.0753
10	\$49,363.88	36.3504	10	\$50,947.58	37.5166
11	\$49,971.49	36.7979	11	\$51,555.18	37.9641
12	\$50,587.51	37.2515	12	\$52,171.21	38.4177
13	\$51,212.06	37.7114	13	\$52,795.76	38.8776
14	\$51,845.26	38.1777	14	\$53,428.96	39.3439
15	\$52,487.24	38.6504	15	\$54,070.94	39.8166
16	\$53,138.10	39.1297	16	\$54,721.80	40.2959
17	\$53,797.98	39.6156	17	\$55,381.68	40.7818
18	\$54,467.00	40.1082	18	\$56,050.70	41.2744
19	\$55,145.29	40.6077	19	\$56,728.98	41.7739
20	\$55,832.96	41.1141	20	\$57,416.66	42.2803
21	\$56,530.17	41.6275	21	\$58,113.87	42.7937
22	\$57,237.03	42.1480	22	\$58,820.73	43.3142
23	\$57,953.68	42.6758	23	\$59,537.38	43.8420
24	\$58,680.25	43.2108	24	\$60,263.95	44.3770
25	\$59,416.89	43.7532	25	\$61,000.59	44.9194
26	\$60,163.73	44.3032	26	\$61,747.43	45.4694
27	\$60,920.91	44.8608	27	\$62,504.61	46.0270
28	\$61,688.59	45.4261	28	\$63,272.29	46.5923
29	\$62,466.89	45.9992	29	\$64,050.59	47.1654

Performance Pay: Teachers earning an overall evaluation rating of “Effective” will receive an additional \$0.50 per year. Those teachers earning an overall evaluation rating of “Highly Effective” will receive an additional \$1.00 per year.

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%	\$1,147.00
15 through 19 years	6.0%	\$2,294.00
20 through 24 years	9.0%	\$3,441.00
25 through 29 years	12.0%	\$4,588.00
30 and up	15.0%	\$5,735.00

In accordance with Florida Statute 1012.22, salary for instructional personnel, hired on or after July 1, 2011, and holding a degree in their area of certification, will be paid on the CFEA-CCPS-bargained bachelor’s salary schedule plus an hourly supplement based on any advanced degree held in an area of certification. Instructional employees hired before July 1, 2011 will be paid the hourly supplement for advanced degree regardless of their area of certification. The hourly supplements for advanced degrees are: Master \$2.5875, Specialist \$4.0452, and Doctorate \$5.2114.

HEAD START/EARLY HEAD START SALARY SCHEDULE  
**CHARLOTTE COUNTY SCHOOL DISTRICT**  
**DIFFERENTIATED PAY PLAN**

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 CRITICAL TEACHER 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.

**PLACEMENT OF SOCIAL WORKERS  
ONTO THE INSTRUCTIONAL SALARY SCHEDULE**

All Social Workers will be placed onto the instructional salary schedule prior to the end of the 2018-2019 school year as per a Memorandum of Understanding with the CFEA (dated January 29, 2019). Social Workers will also receive advanced degree supplemental pay and longevity supplemental pay in the same manner as other instructional employees. Social workers are no longer eligible for the Team Leader supplement, and may, instead, receive the Program Planner supplement.

HEAD START/EARLY HEAD START SALARY SCHEDULE

Head Start/Early Head Start Pay Scales									
	H1	H2	H3	H4	H5		G1	G2	
	2018-19	2018-19	2018-19	2018-19	2018-19		2018-19	2018-19	
A	11.71	12.25	11.68	13.66	16.82	A	13.15	13.85	
B	11.87	12.42	11.99	14.00	17.25	B	13.48	14.20	
C	12.04	12.59	12.29	14.37	17.67	C	13.82	14.58	
D	12.20	12.76	12.61	14.72	18.11	D	14.18	14.94	
E	12.37	12.94	12.92	15.09	18.48	E	14.55	15.32	
F	12.54	13.12	13.24	15.45	18.92	F	14.89	15.70	
G	12.72	13.30	13.57	15.84	19.41	G	15.28	16.09	
H	12.89	13.48	13.92	16.25	19.89	H	15.65	16.49	
I	13.07	13.67	14.26	16.66	20.40	I	16.05	16.91	
J	13.25	13.86	14.61	17.06	20.90	J	16.45	17.32	
K	13.44	14.05	14.99	17.50	21.43	K	16.87	17.77	
L	13.62	14.25	15.36	17.93	21.97	L	17.28	18.21	
M	13.81	14.44	15.74	18.37	22.51	M	17.73	18.67	
N	14.00	14.64	16.15	18.84	23.06	N	18.17	19.14	
O	14.20	14.85	16.56	19.31	23.66	O	18.62	19.61	
P	14.39	15.05	16.96	19.79	24.25	P	19.10	20.11	
Q						Q	19.57	20.61	
R						R	20.07	21.12	
S						S	20.56	21.65	
T						T	21.08	22.17	
U						U	21.61	22.74	
V						V	22.13	23.30	
W						W	22.70	23.89	

Pay Scales By Job Description	
H1	Caregiver
H2	Teacher Associate
H3	Head Start Assistant
H4	Family Advocate w/AA, Teacher w/AA
H5	Family Advocate w/BA, Teacher w/BA
G1	Caregiver (Grandfathered Employees Only)
G2	Education Assistant (Grandfathered Employees Only)

**CHARLOTTECOUNTYPUBLICSCHOOLS  
2018-2019 CLASSIFIED EMPLOYEE SALARY SCHEDULE**

	11	12	13	14	15	16	17	18	19	19B	20	21	22	23
A	9.18	9.68	10.21	10.74	11.33	11.94	12.60	13.27	13.98	14.35	14.75		16.37	17.26
B	9.42	9.93	10.47	11.03	11.63	12.25	12.91	13.61	14.34	14.70	15.12		16.79	17.71
C	9.66	10.19	10.72	11.31	11.92	12.57	13.24	13.96	14.72	15.07	15.50		17.23	18.16
D	9.91	10.44	11.01	11.60	12.23	12.88	13.59	14.31	15.09	15.45	15.90		17.67	18.63
E	10.17	10.70	11.28	11.88	12.54	13.21	13.93	14.68	15.46	15.84	16.30		18.11	19.09
F	10.41	10.98	11.56	12.18	12.84	13.55	14.27	15.03	15.85	16.23	16.70	20.60	18.55	19.57
G	10.67	11.25	11.85	12.48	13.17	13.88	14.64	15.41	16.25	16.65	17.13	21.12	19.00	20.06
H	10.94	11.53	12.14	12.79	13.50	14.22	14.99	15.80	16.65	17.06	17.55	21.65	19.49	20.57
I	11.22	11.82	12.45	13.12	13.84	14.59	15.37	16.20	17.07	17.49	17.99	22.19	19.98	21.07
J	11.50	12.11	12.76	13.44	14.18	14.94	15.76	16.60	17.49	17.94	18.44	22.75	20.48	21.60
K	11.79	12.42	13.09	13.77	14.54	15.32	16.16	17.02	17.93	18.38	18.89	23.30	20.99	22.14
L	12.08	12.73	13.41	14.12	14.90	15.71	16.55	17.44	18.39	18.85	19.37	23.88	21.52	22.70
M	12.39	13.05	13.74	14.46	15.27	16.11	16.98	17.88	18.84	19.31	19.85	24.49	22.06	23.26
N	12.70	13.38	14.09	14.84	15.67	16.50	17.40	18.34	19.32	19.79	20.35	25.09	22.61	23.85
O	13.01	13.71	14.43	15.21	16.07	16.93	17.84	18.79	19.80	20.29	20.86	25.74	23.17	24.44
P	13.34	14.06	14.81	15.59	16.45	17.35	18.30	19.27	20.28	20.79	21.38	26.36	23.76	25.06
Q	13.67	14.40	15.17	15.97	16.87	17.79	18.75	19.74	20.80	21.32	21.91	27.03	24.36	25.67
R	14.01	14.78	15.54	16.37	17.28	18.24	19.23	20.23	21.32	21.87	22.46	27.71	24.96	26.33
S	14.36	15.14	15.93	16.77	17.71	18.70	19.70	20.74	21.85	22.40	23.03	28.41	25.58	26.98
T	14.73	15.51	16.33	17.20	18.15	19.18	20.19	21.25	22.39	22.96	23.60	29.12	26.22	27.66
U	15.09	15.90	16.73	17.63	18.59	19.65	20.70	21.79	22.96	23.54	24.19	29.85	26.88	28.35
V	15.46	16.30	17.16	18.06	19.06	20.13	21.21	22.33	23.53	24.12	24.80	30.59	27.55	29.06
W	15.85	16.70	17.58	18.51	19.54	20.64	21.75	22.89	24.11	24.73	25.42	31.36	28.23	29.79

Longevity Supplement

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

**CHARLOTTECOUNTYPUBLICSCHOOLS**  
**2018-2019 CLASSIFIED SALARY SCHEDULE**

- 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 20 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 \$9.18 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.
- 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. Employees with a four-year degree from an accredited college working in a job description that requires an Associates or sixty (60) semester hours shall receive fifty cents (\$0.50) per hour. With sixty (60) semester hours from an accredited college, Employees shall receive fifty cents (\$0.50) 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. The recipient may not receive the recruitment bonus if he/she participates in hiring or recruiting as part of his/her job description.
- 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.
- 12) **ServSafe Certification:** For those food service employees who earn and maintain a *ServSafe* Certification, the rate of supplement shall be \$0.50 per hour. Each employees who seeks or earns this certification shall be responsible for his/her own study in preparation, successful test passage, and maintenance of current certification requirements.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2018-2019 SUPPLEMENTS SALARY SCHEDULE**

All Supplements are indexed to the beginning teacher salary. 2016-2017 Beginning Salary - \$37,198.70

INDEX	SUPPLEMENTS	YEARS	*LONGEVITY	
			% 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**  
**2018-2019 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.

## 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
ENGLISH LANGUAGE LEARNERS - schools with less than 25 ELL-Active L Y Students	\$364.55
ENGLISH LANGUAGE LEARNERS - schools with 25 or more ELL-Active L Ystudents	\$464.98
(English Language Learner supplements are per availability of Title III funds which are allocated and approved annually)	
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
SCHOOL WELLNESS CHAMPION	\$200
TECHNOLOGY FACILITATOR	\$863
TOURNAMENT/EVENT MANAGER (FHSAA) per event in accordance with FHSAA schedule	
VOCATIONAL INDUSTRIAL CLUBS OF AMERICA (CTC)	\$881

\*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.



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

Best and Brightest Award - As per statute

State-Earmarked Performance Pay - As per statute

Florida School Recognition Awards - As per Local School Advisory Councils

Lead Teacher Awards - As per state statute

**2018-2019 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
<b>Step</b>															
1	14.98	15.73	16.51	17.34	18.21	19.12	20.07	21.07	22.13	23.24	24.40	25.62	26.90	28.24	29.65
2	15.35	16.12	16.93	17.77	18.66	19.59	20.57	21.60	22.68	23.82	25.01	26.26	27.57	28.95	30.40
3	15.73	16.52	17.35	18.21	19.13	20.08	21.08	22.14	23.25	24.42	25.64	26.92	28.26	29.67	31.16
4	16.12	16.93	17.78	18.67	19.61	20.58	21.61	22.69	23.83	25.03	26.28	27.59	28.97	30.41	31.94
5	16.52	17.35	18.22	19.14	20.10	21.09	22.15	23.26	24.43	25.66	26.94	28.28	29.69	31.17	32.74
6	16.93	17.78	18.68	19.62	20.60	21.62	22.70	23.84	25.04	26.30	27.61	28.99	30.43	31.95	33.56
7	17.35	18.22	19.15	20.11	21.12	22.16	23.27	24.44	25.67	26.96	28.30	29.71	31.19	32.75	34.40
8	17.78	18.68	19.63	20.61	21.65	22.71	23.85	25.05	26.31	27.63	29.01	30.45	31.97	33.57	35.26
9	18.22	19.15	20.12	21.13	22.19	23.28	24.45	25.68	26.97	28.32	29.74	31.21	32.77	34.41	36.14
10	18.68	19.63	20.62	21.66	22.74	23.86	25.06	26.32	27.64	29.03	30.48	31.99	33.59	35.27	37.04
11	19.15	20.12	21.14	22.20	23.31	24.46	25.69	26.98	28.33	29.76	31.24	32.79	34.43	36.15	37.97
12	19.63	20.62	21.67	22.76	23.89	25.07	26.33	27.65	29.04	30.50	32.02	33.61	35.29	37.05	38.92
13	20.12	21.14	22.21	23.33	24.49	25.70	26.99	28.34	29.77	31.26	32.82	34.45	36.17	37.98	39.89
14	20.62	21.67	22.77	23.91	25.10	26.34	27.66	29.05	30.51	32.04	33.64	35.31	37.07	38.93	40.89
15	21.14	22.21	23.34	24.51	25.73	27.00	28.35	29.78	31.27	32.84	34.48	36.19	38.00	39.90	41.91
16	21.67	22.77	23.92	25.12	26.37	27.68	29.06	30.52	32.05	33.66	35.34	37.09	38.95	40.90	42.96
17	22.21	23.34	24.52	25.75	27.03	28.37	29.79	31.28	32.85	34.50	36.22	38.02	39.92	41.92	44.03
18	22.77	23.92	25.13	26.39	27.71	29.08	30.53	32.06	33.67	35.36	37.13	38.97	40.92	42.97	45.13
19	23.34	24.52	25.76	27.05	28.40	29.81	31.29	32.86	34.51	36.24	38.06	39.94	41.94	44.04	46.26
20	23.92	25.13	26.40	27.73	29.11	30.56	32.07	33.68	35.37	37.15	39.01	40.94	42.99	45.14	47.42

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:

<b>Paygrade</b>	<b>Amount</b>
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:

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

**2018-2019 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.

**2018-2019 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. 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. The recipient may not receive the recruitment bonus if he/she participates in hiring or recruiting as part of his/her job description.

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2018-2019 ADMINISTRATIVE SALARY SCHEDULE**  
**(hourly)**

Pay Grade	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11
Step											
1	39.19	40.27	41.38	43.12	44.30	45.51	46.77	48.07	48.28	55.14	56.63
2	39.73	40.83	41.95	43.72	44.91	46.14	47.42	48.74	48.95	55.90	57.41
3	40.28	41.40	42.53	44.33	45.53	46.78	48.08	49.42	49.63	56.67	58.21
4	40.84	41.97	43.12	44.94	46.16	47.43	48.75	50.10	50.32	57.45	59.02
5	41.41	42.55	43.72	45.56	46.80	48.09	49.43	50.79	51.02	58.25	59.84
6	41.98	43.14	44.33	46.19	47.45	48.76	50.11	51.49	51.73	59.06	60.67
7	42.56	43.74	44.94	46.83	48.11	49.44	50.80	52.20	52.45	59.88	61.51
8	43.15	44.35	45.56	47.48	48.78	50.12	51.50	52.92	53.18	60.71	62.36
9	43.75	44.96	46.19	48.14	49.46	50.81	52.21	53.65	53.92	61.55	63.22
10	44.36	45.58	46.83	48.81	50.15	51.51	52.93	54.39	54.67	62.40	64.10
11	44.97	46.21	47.48	49.49	50.84	52.22	53.66	55.14	55.43	63.26	64.99
12	45.59	46.85	48.14	50.18	51.54	52.94	54.40	55.90	56.20	64.14	65.89
13	46.22	47.50	48.81	50.87	52.25	53.67	55.15	56.67	56.98	65.03	66.80
14	46.86	48.16	49.49	51.57	52.97	54.41	55.91	57.45	57.77	65.93	67.73
15	47.51	48.83	50.18	52.28	53.70	55.16	56.68	58.25	58.57	66.84	68.67
16	48.17	49.51	50.87	53.00	54.44	55.92	57.47	59.06	59.38	67.77	69.62

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%	\$1,147.00
15 through 19 years	6.00%	\$2,294.00
20 through 24 years	9.00%	\$3,441.00
25 through 29 years	12.00%	\$4,588.00
30 and up	15.00%	\$5,735.00

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.

**2018-2019 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	\$8.25/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, or other qualifications as the superintendent deems appropriate.	\$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 EDTraining 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.

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

\*\*Substitute teachers who sub in Head Start Early Childhood Teacher BA or Head Start Early Childhood Teacher Associate 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>
Admn Asst I	\$12.18/hr
Baker	\$9.36/hr
Bus Attendant	\$8.88/hr
Bus Driver*/Bus Washer	
1. Bus Driver*	\$12.18/hr
2. Bus Washer	\$10.96/hr
*Each Bus Driver substitute who works for 90 days after hire shall earn a \$500.00 bonus	
Caregiver	10.96/hr
Childhood Development Teacher Associate	10.96/hr

**2018-2019 MISCELLANEOUS SALARY SCHEDULE**

(CONTINUED)

Cook	\$9.36/hr
Courier	\$9.87/hr
Custodian*	\$9.87/hr
Food Service Assistant*	\$8.88/hr
Groundskeeper I	\$10.96/hr
Head Start Break Aide	\$9.18/hr
Head Start Early Childhood Assistant	\$10.96/hr
Head Start Early Childhood Teacher Associate	\$12.18/hr
Head Start Early Childhood Teacher BA	\$12.18/hr
Network Tech	\$16.69/hr
Office Asst I	\$9.87/hr
Paraprofessional I	\$10.96/hr
Paraprofessional II	\$11.55/hr
Paraprofessional III (ECP)	\$12.18/hr
Paraprofessional III, One on one	\$12.18/hr
School Nurse	\$13.52/hr
School Security & Attendance Asst.	\$11.55/hr
Skilled Trades Worker	\$11.55/hr
Warehouse Worker	\$10.39/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.

III. ADMINISTRATIVE

RATE

- A. Substitutes will be paid the minimum starting pay for the position
- B. Hurricane & Emergency Shelter

\$30.00/hr

IV. MISCELLANEOUS INSTRUCTIONAL/SUPPORT - HOURLY

RATE

After school enrichment instructor	\$12.00/hr
Athletic Event Support	\$10.00/hr
General apprentice worker	\$1.50/hr
Homework hot line instructor	\$12.00/hr
Lighting/Sound Technician	\$15.00/hr
Remediation/Supplemental Duties	\$12.00/hr
(CCPS full-time teachers/full-time classified employees will be paid their hourly rate; others will be paid \$12.00/hr.)	
Senior Lighting/Sound Technician	\$25.00/hr
Student Worker	\$8.25/hr
Temporary laborer	\$8.25/hr
Translator	\$8.25/hr
Work Study Participant	\$5.50/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.

194 days/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

224 Days/11 Months

Assistant Principal (Middle & High)  
Principal (Elementary & Middle)

245 Days/12 Months

Coordinator (BAC & CTC)  
Principal (High)

204 Days/10 Months

ESE Liaison  
Teacher (ROTC)

209 Days/10 Months

Guidance Counselor (Elementary & Middle)

214 Days/11 Months

Curriculum & Instruction Specialist  
Guidance Counselor (High)  
Health Teacher (CTC)  
Occupational Specialist

216 Days/11 Months

Assistant Principal (Elementary)  
Supervisor of Health Services

220 Days/11 Months

Professional Development Specialist  
Program Specialist  
Program Staffing Specialist  
Reading Specialist



**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 in-service 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
  - 245 or more - 6 holidays
  - 224 to 244 - 5 holidays
  - 177 to 223 - 4 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</u>	<u>S/L Days Accrued</u>
9 month (less than 194 days)	- 9 days
10 month (194 - 214 days)	- 10 days
11 month (215 - 241 days)	- 11 days
12 month (242 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.

BIWEEKLY PAYS 2018-2019

PAY PERIOD		FIRST DAY		LAST DAY		
PAY CODE	PAY DATES	OF PAY PERIOD		OF PAY PERIOD		
1801015	07/25/18	07/01/18	---	07/15/18		
1801016	08/08/18	07/16/18	---	07/29/18		
1801017	08/22/18	07/30/18	---	08/12/18		
1801018	09/05/18	08/13/18	---	08/26/18		
1801019	09/19/18	08/27/18	---	09/09/18		
1801020	10/03/18	09/10/18	---	09/23/18		NON-DEDUCT
1801021	10/17/18	09/24/18	---	10/07/18		
1801022	10/31/18	10/08/18	---	10/21/18		
1801023	11/14/18	10/22/18	---	11/04/18		Supplements
1801024	11/28/18	11/05/18	---	11/18/18		
1801025	12/12/18	11/19/18	---	12/02/18		
1801026	12/21/18	12/03/18	---	12/16/18		
1901001	01/09/19	12/17/18	---	12/30/18		
1901002	01/23/19	12/31/18	---	01/13/19		
1901003	02/06/19	01/14/19	---	01/27/19		
1901004	02/20/19	01/28/19	---	02/10/19		Supplements
1901005	03/06/19	02/11/19	---	02/24/19		
1901006	03/15/19	02/25/19	---	03/10/19		
1901007	04/03/19	03/11/19	---	03/24/19		
1901008	04/17/19	03/25/19	---	04/07/19		
1901009	05/01/19	04/08/19	---	04/21/19		NON-DEDUCT Supplements
1901010	05/15/19	04/22/19	---	05/05/19		
1901011	05/29/19	05/06/19	---	05/19/19		
1901012	06/12/19	05/20/19	---	06/02/19		
1901013	06/26/19	06/03/19	---	06/16/19		
1901014	06/28/19	06/17/19	---	06/30/19		

Summer Checks 05/31/19

Semi-Monthly Pays 2018-2019

PAY PERIOD		DATES FOR	DATES FOR	
PAY CODE	PAY DATES	EQUAL PAYS	OVERTIME AND LEAVE	
1802114	07/20/18	07/01-07/15/18	07/01 - 07/8/18	
1802115	08/07/18	07/16-07/31/18	07/09 - 07/22/18	
1802116	08/22/18	08/01-08/15/18	07/23 - 08/05/18	
1802117	09/07/18	08/16-08/31/18	08/06 - 08/19/18	
1802118	09/21/18	09/01 - 09/15/18	08/20 - 9/9/18	*
1802119	10/05/18	09/16 - 09/30/18	9/10 - 9/23/18	
1802120	10/22/18	10/01 - 10/15/18	9/24 - 10/7/18	
1802121	11/07/18	10/16 - 10/31/18	10/8 - 10/21/18	
1802122	11/21/18	11/01 - 11/15/18	10/22 - 11/4/18	
1802123	12/07/18	11/16 - 11/30/18	11/5 - 11/18/18	
1802124	12/21/18	12/01 - 12/15/18	11/19 - 12/9/18	*
1902101	01/07/19	12/16 - 12/31/18	12/10 - 12/23/18	
1902102	01/22/19	01/01 - 01/15/19	12/24/18 - 1/6/19	
1902103	02/07/19	01/16 - 01/31/19	1/7 - 1/20/19	
1902104	02/22/19	02/01 - 02/15/19	1/21 - 2/3/19	
1902105	03/07/19	02/16 - 02/28/19	2/4 - 2/17/19	
1902106	03/22/19	03/01 - 03/15/19	2/18 - 3/10/19	*
1902107	04/05/19	03/16 - 03/31/19	3/11 - 3/24/19	
1902108	04/22/19	04/01 - 04/15/19	3/25 - 4/7/19	
1902109	05/07/19	04/16 - 04/30/19	4/8 - 4/21/19	
1902110	05/22/19	05/01 - 05/15/19	4/22 - 5/5/19	
1902111	06/07/19	05/16 - 05/31/19	5/6 - 5/19/19	
1902112	06/21/19	06/01 - 06/15/19	5/20 - 6/9/19	*
1902113	07/05/19	06/16 - 06/30/19	6/10 - 6/30/19	*

\*THREE WEEKS OT AND LV