



Interim



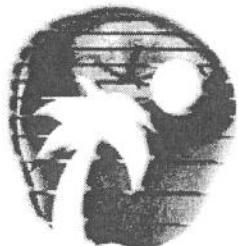
2009-10



Salary



Schedules



The School Board of
Broward County, Florida

Employee Relations



Broward County Public Schools
www.browardschools.com



INTERIM
20089-200910 SALARY SCHEDULE
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**EDUCATIONAL SUPPORT MANAGEMENT ASSOCIATION OF BROWARD, INC. (ESMAB)
ADMINISTRATIVE, SUPERVISORY, PROFESSIONAL, & TECHNICAL (ASPT)
INTERIM 2009-2010 2008-2009 Salary Schedule**

PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
35	A	\$118,997	\$150,353	\$181,709
	H	65.02577	82.16004	99.29430
34	A	\$110,901	\$140,123	\$169,344
	H	60.60176	76.56979	92.53782
33	A	\$103,351	\$130,583	\$157,815
	H	56.47620	71.35708	86.23795
32	A	\$96,977	\$122,529	\$148,082
	H	52.99287	66.95601	80.91914
31	A	\$90,372	\$114,185	\$137,997
	H	49.38384	62.39602	75.40819
30	A	\$84,214	\$106,403	\$128,593
	H	46.01846	58.14398	70.26949
29	A	\$78,305	\$98,939	\$119,572
	H	42.78951	54.06479	65.34006
28	A	\$73,128	\$92,398	\$111,667
	H	39.96091	50.49049	61.02008
27	A	\$68,829	\$86,964	\$105,099
	H	37.61129	47.52130	57.43130
26	A	\$64,143	\$81,045	\$97,947
	H	35.05076	44.28683	53.52290
25	A	\$59,773	\$75,523	\$91,273
	H	32.66301	41.26939	49.87576
24	A	\$55,700	\$70,376	\$85,052
	H	30.43730	38.45695	46.47660
23	A	\$51,904	\$65,580	\$79,255
	H	28.36292	35.83591	43.30891
22	A	\$48,373	\$61,119	\$73,865
	H	26.43329	33.39823	40.36318
21	A	\$45,083	\$56,962	\$68,842
	H	24.63532	31.12690	37.61848
20	A	\$42,006	\$53,073	\$64,140
	H	22.95412	29.00178	35.04944
19	A	\$39,146	\$49,461	\$59,776
	H	21.39148	27.02790	32.66432
18	A	\$36,480	\$46,092	\$55,703
	H	19.93429	25.18665	30.43902
17	A	\$33,999	\$42,958	\$51,917
	H	18.57896	23.47434	28.36971
16	A	\$31,680	\$40,027	\$48,375
	H	17.31121	21.87272	26.43422
15	A	\$29,521	\$37,299	\$45,076
	H	16.13163	20.38176	24.63190
14	A	\$27,628	\$34,909	\$42,190
	H	15.09742	19.07606	23.05470

Eligibility for Salary Increase: Requires employment with the District in active, permanent status with a satisfactory or better performance evaluation rating AND working at least one (1) day more than half of the work calendar and/or salary schedule to which an employee was assigned during the prior fiscal year.
The salary increase will be based on the job classification in effect as of July 1, 2008.
Employees who meet these eligibility requirements will receive salary increases of up to 3.25%; so long as employee performance is satisfactory or better, salaries shall be no less than the pay grade range minimum or more than the pay grade maximum.

SCHEDULE BASIS: 244 DAY CALENDAR; 7.5 HOUR WORKDAY
Minimums, Midpoints, and Maximums increased by 3.25%

Use hourly rate to calculate annual salaries which vary from this calendar.

Police Benevolent Association (PBA) - Investigators
 INTERIM 2009-2010 SALARY SCHEDULE
~~2008-2009~~

GRADE	STEP	1	2	3	4	5	6	7	8	9	10	11	12	13
25	A	60,873	62,577	64,329	66,130	67,982	69,885	71,842	73,854	75,922	78,048	80,233	82,480	84,789
	H	33,26393	34,19508	35,15246	36,13661	37,14863	38,18852	39,25792	40,35738	41,48743	42,64918	43,84317	45,07104	46,33279

THIS SCHEDULE IS BASED ON A 244 DAY CALENDAR AND A 7 1/2 HOUR WORKDAY.

Each step of this schedule was increased 3.25%; there is 2.8% between each step.

Advanced Degree Incentives and Amounts of Incentives: Bachelors - \$1,000, Masters - \$1,500 and Doctorate - \$2,000.

Broward Teachers Union - Technical Support Professional
INTERIM 2009-2010 SALARY SCHEDULE
2008-2009

STEP GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
29 A	81,588	83,873	86,221	88,635	91,116	93,668	96,291	98,987	101,758	104,607	107,536	110,547	113,643	116,825
H	44,58367	45,83202	47,11514	48,43420	49,79036	51,18475	52,61798	54,09120	55,60557	57,16224	58,76296	60,40830	62,10001	63,83881
28 A	76,194	78,328	80,521	82,776	85,093	87,474	89,925	92,443	95,032	97,693	100,428	103,240	106,131	109,103
H	41,63607	42,80213	44,00064	45,23277	46,49909	47,80134	49,13952	50,51537	51,93005	53,38414	54,87880	56,41520	57,99505	59,61891
27 A	71,714	73,722	75,786	77,908	80,090	82,332	84,637	87,007	89,443	91,947	94,521	97,167	99,887	102,684
H	39,18806	40,28514	41,41295	42,57263	43,76477	44,98994	46,24988	47,54459	48,87582	50,24414	51,65071	53,09668	54,58323	56,11156
26 A	66,831	68,702	70,628	72,604	74,637	76,726	78,875	81,083	83,354	85,688	88,087	90,554	93,090	95,697
H	36,51980	37,54213	38,59343	39,67430	40,78530	41,92710	43,10118	44,30780	45,54862	46,82422	48,13515	49,48199	50,86890	52,29323
25 A	62,279	64,023	65,815	67,658	69,553	71,500	73,502	75,561	77,677	79,852	82,088	84,386	86,749	89,178
H	34,03237	34,98516	35,96459	36,97185	38,00693	39,07098	40,16518	41,29008	42,44629	43,63494	44,85664	46,11253	47,40376	48,73106
24 A	58,036	59,661	61,331	63,048	64,814	66,629	68,494	70,412	72,383	74,410	76,493	78,634	80,836	83,100
H	31,71359	32,60146	33,51425	34,45255	35,41750	36,40911	37,42854	38,47637	39,55376	40,66127	41,79951	42,96962	44,17277	45,40961
23 A	54,080	55,594	57,151	58,752	60,397	62,088	63,827	65,614	67,451	69,340	71,281	73,277	75,330	77,439
H	29,55186	30,37946	31,23025	32,10479	33,00367	33,92805	34,87793	35,85448	36,85827	37,89044	38,95160	40,04231	41,16374	42,31633
22 A	50,400	51,811	53,262	54,753	56,287	57,863	59,484	61,149	62,860	64,621	66,430	68,291	70,203	72,168
H	27,54083	28,31220	29,10503	29,91988	30,75791	31,61912	32,50468	33,41457	34,34997	35,31202	36,30073	37,31726	38,36220	39,43634
21 A	46,973	48,288	49,640	51,031	52,459	53,928	55,439	56,991	58,587	60,228	61,914	63,648	65,430	67,262
H	25,66830	26,38694	27,12586	27,88566	28,66631	29,46899	30,29427	31,14273	32,01496	32,91152	33,83301	34,78057	35,75421	36,75533
20 A	43,767	44,992	46,252	47,547	48,878	50,246	51,653	53,100	54,587	56,115	57,686	59,301	60,962	62,669
H	23,91631	24,58570	25,27420	25,98183	26,70917	27,45679	28,22585	29,01636	29,82889	30,66403	31,52234	32,40500	33,31257	34,24533
19 A	40,787	41,929	43,103	44,310	45,551	46,827	48,138	49,485	50,871	52,295	53,760	55,265	56,812	58,403
H	22,28777	22,91196	23,55352	24,21304	24,89112	25,58832	26,30465	27,04125	27,79814	28,57648	29,37684	30,19923	31,04478	31,91404
18 A	38,010	39,074	40,168	41,293	42,449	43,637	44,859	46,115	47,406	48,734	50,099	51,502	52,944	54,426
H	20,77051	21,35180	21,94990	22,56422	23,19594	23,84561	24,51325	25,19944	25,90476	26,63035	27,37623	28,14298	28,93117	29,74124
17 A	35,425	36,417	37,436	38,484	39,562	40,669	41,808	42,979	44,183	45,419	46,691	47,999	49,342	50,724
H	19,35815	19,90003	20,45697	21,02958	21,61840	22,22345	22,84588	23,48571	24,14350	24,81926	25,51414	26,22872	26,96301	27,71798
16 A	33,007	33,931	34,881	35,858	36,863	37,894	38,955	40,045	41,166	42,319	43,504	44,722	45,975	47,262
H	18,03678	18,54156	19,06084	19,59461	20,14345	20,70734	21,28690	21,88268	22,49525	23,12523	23,77258	24,43849	25,12294	25,82638
15 A	30,758	31,619	32,505	33,415	34,350	35,312	36,300	37,316	38,361	39,435	40,540	41,674	42,841	44,041
H	16,80755	17,27815	17,76207	18,25932	18,77048	19,29614	19,83628	20,39149	20,96235	21,54943	22,15274	22,77286	23,41036	24,06585
14 A	28,787	29,593	30,422	31,273	32,149	33,050	33,976	34,927	35,905	36,910	37,943	39,006	40,098	41,221
H	15,73074	16,17120	16,62383	17,08920	17,56792	18,05996	18,56590	19,08576	19,62010	20,16952	20,73401	21,31472	21,91165	22,52518

THIS SCHEDULE IS BASED ON A 244 DAY CALENDAR AND A 7 1/2 HOUR WORKDAY. NO-STEP-ADVANCEMENT FOR 2007-2008-
Annual salaries for employees assigned to a different calendar/workday are calculated based on the corresponding hourly rate.
SCHEDULE STEP RATES ARE WAS INCREASED BY 0.443% 5-59%. Step 14 has been added to the salary schedule.

Employees meeting the following eligibility requirements will advance one step on the 2008-2009 salary schedule; there is a differential of 2.8% between each step of the schedule.

Eligibility for Step Advancement: Requires employment with the District on or before July 1, 2008 in active, permanent status and in a position classified under the BTU-TSP bargaining unit.
Employees hired into BTU-TSP bargaining unit positions after July 1, 2008 will not advance on the salary schedule.

Advanced Degree Incentives and Amounts of Incentives: Bachelors - \$1,000, Masters - \$1,500 and Doctorate - \$2,000.

**BROWARD PRINCIPALS AND ASSISTANTS ASSOCIATION (BPAA)
SCHOOL-BASED ADMINISTRATORS (SBA)
INTERIM 2009-2010 SALARY SCHEDULE**

2008-2009

CATEGORY A*			CATEGORY B*			CATEGORY C**			CATEGORY D**			CATEGORY E**		
STEP	ANNUAL SALARY		STEP	ANNUAL SALARY		STEP	ANNUAL SALARY		STEP	ANNUAL SALARY		STEP	ANNUAL SALARY	
15	89,124	A	15	94,042	A	15	116,964	A	15	122,048	A	15	125,946	A
	412.61111	D		435.37963	D		479.36066	D		500.19672	D		516.17213	D
	55.01481	H		58.05062	H		63.91475	H		66.69290	H		68.82295	H
14	88,061	A	14	92,995	A	14	115,761	A	14	120,858	A	14	124,790	A
	407.68981	D		430.53241	D		474.43033	D		495.31967	D		511.43443	D
	54.35864	H		57.40432	H		63.25738	H		66.04262	H		68.19126	H
13	86,992	A	13	91,933	A	13	114,569	A	13	119,680	A	13	123,630	A
	402.74074	D		425.61574	D		469.54508	D		490.49180	D		506.68033	D
	53.69877	H		56.74877	H		62.60601	H		65.39891	H		67.55738	H
12	85,927	A	12	90,875	A	12	113,376	A	12	118,499	A	12	122,466	A
	397.81019	D		420.71759	D		464.65574	D		485.65164	D		501.90984	D
	53.04136	H		56.09568	H		61.95410	H		64.75355	H		66.92131	H
11	84,852	A	11	89,813	A	11	112,183	A	11	117,316	A	11	121,306	A
	392.83333	D		415.80093	D		459.76639	D		480.80328	D		497.15574	D
	52.37778	H		55.44012	H		61.30219	H		64.10710	H		66.28743	H
10	83,787	A	10	88,755	A	10	110,989	A	10	116,139	A	10	120,144	A
	387.90278	D		410.90278	D		454.87295	D		475.97951	D		492.39344	D
	51.72037	H		54.78704	H		60.64973	H		63.46393	H		65.65246	H
9	82,716	A	9	87,696	A	9	109,796	A	9	114,959	A	9	118,983	A
	382.94444	D		406.00000	D		449.98361	D		471.14344	D		487.63525	D
	51.05926	H		54.13333	H		59.99781	H		62.81913	H		65.01803	H
8	81,645	A	8	86,634	A	8	108,603	A	8	113,779	A	8	117,821	A
	377.98611	D		401.08333	D		445.09426	D		466.30738	D		482.87295	D
	50.39815	H		53.47778	H		59.34590	H		62.17432	H		64.38306	H
7	80,578	A	7	85,575	A	7	107,406	A	7	112,598	A	7	116,657	A
	373.04630	D		396.18056	D		440.18852	D		461.46721	D		478.10246	D
	49.73951	H		52.82407	H		58.69180	H		61.52896	H		63.74699	H
6	79,506	A	6	84,511	A	6	106,216	A	6	111,420	A	6	115,499	A
	368.08333	D		391.25463	D		435.31148	D		456.63934	D		473.35656	D
	49.07778	H		52.16728	H		58.04153	H		60.88525	H		63.11421	H
5	78,440	A	5	83,456	A	5	105,023	A	5	110,238	A	5	114,337	A
	363.14815	D		386.37037	D		430.42213	D		451.79508	D		468.59426	D
	48.41975	H		51.51605	H		57.38962	H		60.23934	H		62.47923	H
4	77,367	A	4	82,394	A	4	103,831	A	4	109,058	A	4	113,177	A
	358.18056	D		381.45370	D		425.53689	D		446.95902	D		463.84016	D
	47.75741	H		50.86049	H		56.73825	H		59.59454	H		61.84536	H
3	76,299	A	3	81,332	A	3	102,638	A	3	107,884	A	3	112,020	A
	353.23611	D		376.53704	D		420.64754	D		442.14754	D		459.09836	D
	47.09815	H		50.20494	H		56.08634	H		58.95301	H		61.21311	H
2	75,230	A	2	80,273	A	2	101,443	A	2	106,701	A	2	110,853	A
	348.28704	D		371.63426	D		415.75000	D		437.29918	D		454.31557	D
	46.43827	H		49.55123	H		55.43333	H		58.30656	H		60.57541	H
1	74,163	A	1	79,213	A	1	100,254	A	1	105,521	A	1	109,692	A
	343.34722	D		366.72685	D		410.87705	D		432.46311	D		449.55738	D
	45.77963	H		48.89691	H		54.78361	H		57.66175	H		59.94098	H
0	73,092	A	0	78,153	A	0	99,055	A	0	104,337	A	0	108,529	A
	338.38889	D		361.81944	D		405.96311	D		427.61066	D		444.79098	D
	45.11852	H		48.24259	H		54.12842	H		57.01475	H		59.30546	H

*These categories are based on a 216 day calendar and a 7.5 hour day. **These categories are based on a 244 day calendar and a 7.5 hour day.

Employees who worked for the School Board in their current School-Based Administrator position, (i.e.: Assistant Principal or Principal) for one (1) day more than half of the 2007-2008 fiscal year, and who received a satisfactory annual evaluation at the end of the 2007-2008 school year shall advance one (1) step on this salary schedule. For example, an eligible employee who was on step 1 during the 2007-2008 school year shall be placed on step 2 of this 2008-2009 salary schedule. Employees who were at the top step of their current position prior to July 1, 2008, and who received a satisfactory annual evaluation at the end of the 2007-2008 year, shall receive an additional payment of \$925, in addition to the schedule increase. The additional payment will be divided into equal payments to be included in the remainder of each of the regular paychecks for 2008-2009. Schedule was increased 2.03% overall.

CATEGORY A - Assistant Principals (Elementary Schools, Middle Schools, Exceptional Student Education Centers, and Alternative Centers)

CATEGORY B - Assistant Principals (High Schools, Community Schools, Adult Centers, Vocational Centers, Seagull School, and Off-Campus Adult & Vocational Centers)

CATEGORY C - Principals (Elementary Schools)

CATEGORY D - Principals (Middle Schools, Exceptional Student Education Centers, and Alternative Centers)

CATEGORY E - Principals (High Schools, Whiddon-Rogers Education Center, Hallandale Adult & Community School, Pompano Multi-Purpose Center, Community Schools-North & South and Vocational Centers)

Advanced Degree Incentives and Amounts of Incentives: Specialist - \$1,750 and Doctorate - \$2,000.

CONFIDENTIAL OFFICE PERSONNEL
COUNTY/AREA
2008-200910
Listing of Jobs

<u>POSITION</u>	<u>CLASS</u>
School Board Office Manager	12
Executive Secretary to the Office of Superintendent	12
Executive Secretary to the Chief Operating Officer	12
Executive Secretary to the Deputy Superintendent	12
Records Management Assistant, Official School Board Records	12
Executive Secretary to the Area Superintendent	11
Executive Secretary to:	
Associate Superintendent	11
Comptroller	11
Office of School Board Members	11
General Counsel	11
Word Processing Manager (Personnel)	11
Department Secretary	9
Office Manager:	
Professional Standards and Special Investigative Unit	9
Instructional Staffing	9
Noninstructional Staffing/Wage and Salary	9
Clerk Specialist C, Audits	9
Clerk Specialist C, Budgets	9
Clerk Specialist C, Cost Accounting	9
Clerk Specialist B, Administrative Procedures	8
Clerk Specialist B, Benefits Claims	8
Clerk Specialist B, Budget Master Control	8
Clerk Specialist B, FTE Control	8
Clerk Specialist B, Instructional Staffing	8
Clerk Specialist B, Noninstructional Staffing/Wage & Salary	8
Clerk Specialist B, Word Processing	8
Clerk Specialist B	8
Secretary, Employee Assistance Program	8
Board Clerk Specialist A, Official School Board Records	6
Clerk Specialist A, Budget Office	6
Clerk Specialist A, Noninstructional Staffing/Wage and Salary	6
Clerk Specialist A, Systems and Programming	6
Clerk Specialist A, Treasurer	6
Clerk Specialist A	6

CONFIDENTIAL OFFICE PERSONNEL ASSOCIATION (COPA)
 INTERIM 2009-2010 CLERICAL SALARY SCHEDULE
 2008-2009

LEVEL		Min	Max
12	A	56,027	77,926
	D	223,2166	310,4621
	H	29,76222	41,39495
11	A	49,308	68,580
	D	196,4453	273,2280
	H	26,19271	36,43040
10	A	44,593	63,353
	D	177,6609	252,4033
	H	23,68812	33,65377
9	A	43,476	60,470
	D	173,2095	240,9165
	H	23,09460	32,12220
8	A	40,860	56,829
	D	162,7878	226,4098
	H	21,70504	30,18798
7	A	38,722	55,015
	D	154,2696	219,1841
	H	20,56928	29,22455
6	A	38,406	53,431
	D	153,0115	212,8706
	H	20,40153	28,38275
5	A	36,083	51,264
	D	143,7556	204,2375
	H	19,16741	27,23167
4	A	33,626	47,773
	D	133,9663	190,3315
	H	17,86217	25,37753
3	A	31,340	44,525
	D	124,8614	177,3917
	H	16,64818	23,65223
2	A	29,203	41,489
	D	116,3476	165,2966
	H	15,51301	22,03955
1	A	27,211	38,659
	D	108,4107	154,0182
	H	14,45476	20,53576

GRADE	1st Quartile Range-Hourly		
12	29.76222	TO	32.67040
11	26.19271	TO	28.75213
10	23.68812	TO	26.17953
9	23.09460	TO	25.35150
8	21.70504	TO	23.82577
7	20.56928	TO	22.73310
6	20.10153	TO	22.09684
5	19.16741	TO	21.18347
4	17.86217	TO	19.74101
3	16.64818	TO	18.39919
2	15.51301	TO	17.14464
1	14.45476	TO	15.97501

GRADE	2nd Quartile Range - Hourly		
12	32.67041	TO	35.57860
11	28.75214	TO	31.31157
10	26.17954	TO	28.67095
9	25.35151	TO	27.60841
8	23.82578	TO	25.94652
7	22.73311	TO	24.89693
6	22.09685	TO	24.09215
5	21.18348	TO	23.19955
4	19.74102	TO	21.61986
3	18.39920	TO	20.15021
2	17.14465	TO	18.77629
1	15.97502	TO	17.49527

GRADE	3rd Quartile Range - Hourly		
12	35.57861	TO	38.48679
11	31.31158	TO	33.87100
10	28.67096	TO	31.16238
9	27.60842	TO	29.86532
8	25.94653	TO	28.06726
7	24.89694	TO	27.06075
6	24.09216	TO	26.08747
5	23.19956	TO	25.21562
4	21.61987	TO	23.49871
3	20.15022	TO	21.90123
2	18.77630	TO	20.40793
1	17.49528	TO	19.01553

GRADE	4th Quartile Range - Hourly		
12	38.48680	TO	41.39495
11	33.87101	TO	36.43040
10	31.16239	TO	33.65377
9	29.86533	TO	32.12220
8	28.06727	TO	30.18798
7	27.06076	TO	29.22455
6	26.08748	TO	28.38275
5	25.21563	TO	27.23167
4	23.49872	TO	25.37753
3	21.90124	TO	23.65223
2	20.40794	TO	22.03955
1	19.01554	TO	20.53576

The annual salaries listed are based on a seven and one-half (7.5) hour workday and a 251 day calendar. To calculate the annual salary for another calendar, multiply the daily rate by the number of days in the assigned calendar.

Employees who received a satisfactory performance evaluation, and worked a minimum of one day more than half of their assigned work calendar on the confidential salary schedule in the prior fiscal year, are eligible for an increase to their base hourly rate of up to 3.25%, not to exceed the range maximum for their pay grade. The salary increase will be based upon the pay grade and job classification in effect as of July 1, 2007-2008.

The range minimums are unchanged, and the maximums were increased 3.25%.

The increase shall be retroactive to July 1, 2007-2008 or the beginning of the employee's 2007-2008 2008-09 calendar.

TEACHERS SALARY SCHEDULE

INTERIM 2009-2010 SCHOOL YEAR, Effective the first day of each employee's ~~2008-2009~~ 2009-2010 work calendar.

Step	Salary	Salary & Cafe
1	\$39,000	\$39,300
2	\$39,180	\$39,480
*4	*\$39,475	*\$39,775
4	\$39,475	\$39,775
5	\$39,775	\$40,075
6	\$40,075	\$40,375
7	\$40,375	\$40,675
8	\$40,714	\$41,014
10	\$41,110	\$41,410
11	\$42,150	\$42,450
12	\$42,881	\$43,181
13	\$43,440	\$43,740
**15	**\$44,859	**\$45,159
15	\$44,859	\$45,159
16	\$45,820	\$46,120
17	\$46,940	\$47,240
18	\$48,081	\$48,381
19	\$49,877	\$50,177
20	\$53,377	\$53,677
21	\$62,677	\$62,977
22	\$71,250	\$71,550

*Elimination of step 3 and acceleration to Step 4.

**Elimination of step 14 and acceleration to Step 15.

1. During the seventh year of the contract, employees who worked one (1) day more than half of their assigned work calendar in a school year shall advance one (1) step on the salary schedule, the first day of each employee's subsequent work calendar.

2. Newly hired bargaining unit members shall receive credit for all verified teaching experience with the following placement on the salary schedule:

(2008-2009)-INTERIM 2009-2010

<u>Years of Experience</u>	<u>Step</u>
0	1
1	2
2	4
3	4
4	5
5	6
6	7
7	8
8	10
9	10
10	11
11	12
12	13
13	15
14	15
15	16
16	17
17	18
18	19
19	20
20	21
21 or over	22

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
INTERIM 20089-200910

I.	High School	
A.	Department Chairperson	
	<p>Employees elected under the provisions of Article IX of this agreement shall receive \$156 per employee in department, the number of department members to be determined by the principal as of October 1. (Minimum \$717). Vocational department chairpersons shall also receive \$156 per non-bargaining unit instructional employee in their department who works a minimum of five (5) hours per day, five (5) days a week or a minimum of thirty (30) hours per week. Adult General Education Department chairperson shall also receive \$156 per non-bargaining unit instructional employee in their department who works a minimum of five (5) hours per day, five days a week or a minimum of thirty (30) hours per week. For purposes of this section, Adult General Education shall be limited to the following centers: Hallandale Adult & Community Center, Whidden-Rogers Education Center, Dave Thomas Education Center, Wingate Oaks Center and the Whispering Pines School.</p>	
B.	Guidance Directors	\$3,298
C.	General*	
	1. Yearbook (not part of class)	\$1,579
	2. Newspaper (not part of class)	\$1,579
	3. Student Government	\$1,579
	4. Debate	\$1,185
	5. Drama (per major production)	\$788
	6. Newspaper (part of class)	\$788
	7. Yearbook (part of class)	\$788
	8. Literary Magazine	\$788
	9. Senior Class Sponsor	\$788
	10. Other Class Sponsor	\$392
	11. Club Sponsor	\$392
	12. Forensics	\$1,076
	13. Academic Games	\$1,185
	14. Inservice Facilitator 0-50 units (51 & up - \$7.17 per unit) maximum	\$521 \$1,043
	15. Career Education	\$717
	16. Bus Duty (Based on number of buses supervised) 1-6 7-12 above 12	\$359 \$717 \$1,076
	17. Textbook Chairperson 1-700 (Based on student population of October FTE count) 701-1,400 1,401-above	\$717 \$1,076 \$1,434
	18. Media Center Director (Directing two or more bargaining unit employees)	\$1,185
	19. Sports for Athletics with Disabilities (4)	\$717
	20. Academic Competition (1)	\$717
	21. National Honor Society	\$1,185
	22. Media Center Coordinator (Directing one or more employees)	\$359
	23. Florida Future Educators of America	\$782
	24. Urban Teacher Academy Mentor	\$750
D.	Athletics*	
	1. Yearly Positions	
	a. Athletic Director (Boys & Girls)	\$4,490
	b. Assistant Athletic Director (Boys & Girls)	\$2,169
	c. Head Trainer (Boys & Girls)	\$2,604
	d. Assistant Trainer (Boys & Girls)	\$1,735
	NOTE: Trainer position may be divided into three (3) sport seasons, Fall - 40%, Winter - 30%, and Spring - 30%.	
	e. Intramurals	\$1,076
	2. Head Coaches	
	a. Head Football	\$3,038
	b. Head Basketball(Boys' Team) (Girls' Team)	\$2,604 \$2,604
	c. Head Track (Boys' Team) (Girls' Team)	\$2,169 \$2,169
	d. Head Baseball	\$2,169
	e. Head Softball	\$2,169

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
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f. Head Soccer	\$2,169
g. Head Wrestling	\$2,169
h. Head Cheerleader	\$2,169
i. Head Tennis(Boys' Team)	\$1,302
(Girls' Team)	\$1,302
3. Head Coaches - Two (2) Teams	
a. Head Cross-Country (Boys' & Girls' Team)	\$1,579

* *When in excess of regular teaching load and recommended by the principal.*

(1) The six (6) supplements that are available for each high school and middle school are computer, mathematics science, social studies, academic games and language art competition. Elementary schools may select one of these six (6).

(4) The selected teacher may receive this designated amount per sport, per season, with a maximum of three (3) sports.

b. Head Golf (Boys' & Girls' Team)	\$1,579
c. Head Drill Team	\$1,735
d. Head Volleyball (Varsity & J.V. Team)	\$2,366
e. Head Swimming (Boys' & Girls' Team)	\$2,761
f. Gymnastics (Boys' & Girls' Team)	\$1,579
g. Water Polo (Boys' & Girls' Team)	\$1,579
h. Cheerleader (Varsity & J.V.)	\$2,761
i. Girls Head Flag Football (Varsity & J.V. Teams)	\$2,366
j. Head Tennis(Boys & Girls Team)	\$1,579
4. Assistant Coaches	
a. Assistant Football	\$2,169
b. Assistant Basketball	\$1,735
c. Assistant Wrestling	\$1,735
d. Assistant Cheerleader	\$1,302
e. Assistant Track	\$1,735
f. Assistant Swimming	\$1,302
g. Assistant Softball	\$1,302
h. Assistant Soccer	\$1,302
i. Assistant Baseball	\$1,302
5. If a school has only one (1) team in the following sports, the head coach's supplement would be as follows:	
a. Swimming	\$1,973
b. Volleyball (Varsity)	\$1,579
c. Volleyball (J. V.)	\$1,185
d. Golf	\$1,185
e. Cross Country	\$1,185
f. Water Polo	\$1,185
g. Gymnastics	\$1,185
h. Girls Flag Football (Varsity)	\$1,579
i. Girls Flag Football (Junior Varsity)	\$1,185
E. Music*	
1. Band Director	\$2,761
2. Vocal Director/Orchestra	\$2,152
3. Music Assistant	\$1,185
F. The principal may recommend additional task assignments to the Area Superintendent for approval which will improve the school's program and/or operations, and will fall in the range of \$359-717. Supplements may be divided by employees provided that the amount of time required for the position is divided proportionately.	

II. Middle School

A. Department Chairperson and/or Team Leader	
Employees elected under the provisions of Article IX of this agreement shall receive \$156 per employee in department or on team, the number of department members to be determined by the principal as of October 1. (Minimum \$717.)	
B. Guidance Director	\$2,886
C. General*	
1. Student Government	\$1,185
2. Academic Games	\$1,185
3. Junior Honor Society	\$392
4. Inservice Facilitator 0-50 units	\$521

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
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(51 & up - \$7.17 per unit)	
maximum	\$1,043
5. Career Education	\$717
6. Bus Duty (Based on number of buses supervised) 1-6	\$358
7-12	\$717
above 12	\$1,076
7. Textbook Chairperson 1-700	\$717
(Based on student population of October FTE counts) 701-1,400	\$1,076
1,401-above	\$1,434
8. Media Center Director (Directing two [2] or more bargaining unit employees)	\$1,185
9. Sports for Athletics with Disabilities (4)	\$717
10. Media Center Coordinator (Directing one [1] or more employees)	\$358
11. Florida Future Educators of America	\$782
D. Athletics*	
1. Athletics Director	\$1,995
2. Cross-Country (Boys' & Girls' Team)	\$1,302
3. Wrestling	\$1,302
4. Tennis (Boys' & Girls' Team)	\$1,302
5. Softball (Boys' & Girls' Team)	\$1,302
6. Basketball (Boys' Team)	\$1,302
(Girls' Team)	\$1,302
7. Track (Boys' Team)	\$1,302
(Girls' Team)	\$1,302
8. Field Events	\$1,302
9. Swimming (Boys' & Girls' Team)	\$1,302
* When in excess of regular teaching load and recommended by the principal.	
(4) The selected teacher may receive this designated amount per sport, per season, with a maximum of three	
(3) sports.	
10. Volleyball (Boys' Team)	\$1,302
(Girls' Team)	\$1,302
11. Gymnastics (Girls' Team)	\$1,302
12. Soccer	\$1,302
13. Cheerleaders	\$1,302
14. Intramurals	\$1,302
E. Music*	
1. Band or Orchestra	\$1,185
2. Vocal Director	\$1,185
3. Music Assistant	\$788
F. Academic Competition (1)	\$717
G. The principal may recommend additional task assignments to the Area Superintendent for approval which will improve the school's program and/or operations, and will fall in the range of \$359-717. Supplements may be divided by employees provided that the a Supplements may be divided by employees provided that the amount of time required for the position is divided proportionately.	
III. Elementary School	
A. Grade Level Chairperson and/or Team Leader	
Employees elected under the provisions of Article IX of this agreement shall receive \$156 per employee in grade level or on team. (Minimum \$717.)	
B. General*	
1. Safety Patrol	\$359
2. Inservice Facilitator 0-50 units	\$521
(51 & up - \$7.17 per unit)	
maximum	\$1,043
3. Career Education	\$430
4. Bus Duty 1-6	\$359
7-12	\$717
above 12	\$1,075
5. Textbook Chairperson 1-700	\$717
(Based on student population as of October FTE count) 701-1,400	\$1,075
1,401 - up	\$1,434
6. Sports for Athletics with Disabilities (4)	\$717
7. Environmental/Science Coordinator	\$458
8. Academic Competition (1)	\$717

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
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9. Media Center Coordinator (Directing one [1] or more employees)	\$359
C. The principal may recommend additional task assignments to the Area Superintendent for approval which will improve the school's program and/or operations, and will fall in the range of \$359-717. Supplements may be divided by employees provided that the a Supplements may be divided by employees provided that the amount of time required for the position is divided proportionately.	
IV. Special**	
A. School Social Worker	\$2,835
B. Psychologists	\$3,815
C. Intervention Team Leader	\$2,521
D. Instructional Coach (if 2nd beginning teacher, additional \$550)	\$1,161
E. School Liaison	\$638
F. Professional Development Network	\$652
G. ESE District & Area Monitor/Specialist	\$1,174
H. ROTC:	
1. Instructor in Charge	\$1,305
2. Instructor Responsible for Equipment	\$652
I. Physical Education Networking Team (nine [9] people) The district will select two (2) additional employee to receive supplments to provide technical assistance at the district level to the teams working in ESE Centers.	\$1,956
J. Broward School Board At-Risk Certification (5)	\$2,217
K. Guild Teachers (Mentoring other teachers for a total of fifty (50) hours (NBPTS teachers who are mentoring under the state program are not eligible for this stipend) (If NBPTS teachers who are not mentoring under the state program are eligible for this stipend)	\$870
* When in excess of regular teaching load and recommended by the principal.	
** When in excess of regular duty hours and recommended by the supervisor.	
 (1) The eight (8) supplements that are available for each high school and middle school are computer, mathematics, science, social studies, academic games, ESOL Academic Competition Coordinator, Foreign Lanaugage Academic Competition Coordinator, and language art competition. Elementary schools may select one of these eight (8).	
(2) There shall be one (1) of each of these supplements within the district with the exception of the Future Business Leaders of America for which there shall be two (2) supplements.	
(4) The selected teacher may receive this designated amount per sport, per season, with a maximum of three (3) sports.	
(5) Effective with the commencement of the second year of this contract, the actual amount of the supplement will be prorated by the time spent in direct instruction on a dropout prevention program. For example, a teacher with five (5) periods of dropout prevention will receive the full \$2,217. A teacher with three (3) periods of dropout prevention will earn 3/5 of the supplement (\$1,330).	
L. Southeastern Consortium for Minorities in Engineering (SECME) (6)	\$1,462
M. Rover - Year Round Education (Hallandale Elem. only)	\$717
N. Assistant Grade Level Chairperson - Year Round Education (Hallandale Elem. only). Employees elected under the provisions of Articled IX of this agreement shall receive \$156 per employee in department, the number of department members to be determined by the principal as of October 1. (Minimum \$717.)	
O. National Board for Professional Teaching Standards (Note: Teachers shall receive this supplement for as long as they hold their national certification.)	The greater of 5% of base salary or 2,438
P. Broward County Recognition Program (BCRP) Note: Teachers shall receive this supplement for as long as they hold their local recognition certification.	5% of base salary
Q. ESE Specialist	\$935
R. Speech/Language Pathologist	\$935
S. Family Counselor	\$1,100
T. Speech Language Pathologist (National Clinical Certification) (paid in addition to item R above)	\$1,100
U. Testing Coordinator	\$1,100
V. ESOL Coordinator	
1-75 ESOL Students	\$675
76-150 ESOL Students	\$900
151 or more ESOL Students	\$1,150
W. Itinerant Visually Impaired Teachers	\$3,000
V. Vocational Technical & Adult Education* (2)	
A. Future Farmers of America	\$717
B. Future Business Leaders of America	\$717
C. Cooperative Education Club of FL	\$717

TEACHERS
SUPPLEMENTARY PAY SCHEDULE - APPENDIX F
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D.	Health Occupation, Student Assoc.	\$717
E.	Florida Homemakers Assoc/Home Economics Related Occup	\$717
F.	Vocational Industrial Clubs of America	\$717
G.	Distributive Education Clubs of America	\$717
H.	Florida Industrial Arts Student Association	\$717
VI.	District Coordination of Academic Games* (3)	
A.	Academic Games Competition:	
1.	Elementary	\$652
a.	North Area	\$261
b.	North Central Area	\$261
c.	South Area	\$261
d.	South Central Area	\$261
2.	Middle	\$717
3.	High	\$717
B.	Computer Competition:	
1.	Elementary	\$717
2.	Middle	\$717
3.	High	\$717
C.	Language Arts Competition:	
1.	Elementary	\$717
2.	Middle	\$717
3.	High	\$717
D.	Mathematics Competition:	
1.	Elementary	\$717
2.	Middle	\$717
3.	High	\$717
E.	Science Competition:	
1.	Elementary	\$717
2.	Middle	\$717
3.	High	\$717
F.	Social Studies Competition:	
1.	Elementary	\$717
2.	Middle	\$717
3.	High	\$717
G.	Foreign Language Competition:	
1.	Elementary	\$717
2.	Middle	\$717
3.	High	\$717

* When in excess of regular teaching load and recommended by the principal.

** When in excess of regular duty hours and recommended by the supervisor.

(2) There shall be one (1) of each of these supplements within the district with the exception of the Future Business Leaders of America for which there shall be two (2) supplements.

(3) These are districtwide supplements and there shall be one for each of the supplements listed in Section VI in the district. The County Curriculum Council may recommend bargaining unit members to fill these positions to the Deputy Superintendent, Educational Programs and Human Resource Department.

(6) SECME supplements are available to high schools and middle schools who qualify for the SECME Program and are approved by the Board pursuant to district guidelines.

Salary Schedule for Substitute Teachers 2008-2009 INTERIM 2009-2010

A substitute teacher's regular workday consists of up to 7 hours and 30 minutes. A substitute is **not** paid for covering classes during a planning period, unless he/she is in a long term or interim position.

A. Day-to-Day Substitute Teacher - Substitute teachers who have completed substitute teacher training or have experience as a full time teacher.		
Requirements	Hourly	Daily (based on 7.5 hrs)
Minimum of 60 college credits hours	\$ 11.27	\$84.50
B. Pool Substitute Teacher - A substitute teacher hired by one location (school) to work for that location only. A pool substitute teacher is guaranteed work every day that school is in session. Only cleared day-to-day substitute teachers may apply for this position.		
Requirements	Hourly	Daily (based on 7.5 hrs)
Minimum of 60 college credits hours	\$ 12.67	\$ 95.03
C. Interim Substitute Teacher - A substitute teacher who is employed to teach for an indeterminate number of days, but at least 20 consecutive days or more will, upon the <u>recommendation</u> of the Superintendent, or designee, be paid the daily rate of a beginning teacher, (Bachelor's degree) with no experience. Only cleared day-to-day substitute teachers with a completed Bachelor's degree, or higher, may apply for this position.		
Requirements	Hourly	Daily (based on 7.5 hrs)
Must have <i>at least a Bachelor's degree</i> . Official transcripts conferring degree status must be on file. *An interim substitute may <u>not</u> be used for a vacancy or an unfilled position.	\$ 26.58	\$ 199.33

Substitute Teacher Incentive Programs

D. Superintendent's Schools, Critical Schools and ESE/Alternative Centers Sub Program - Board approved substitute teacher who works at an identified Superintendent's School, critical school or ESE/Alternative Center. <i>Pay rate is determined by degree status.</i>		
Requirements	Hourly	Daily
60 Credit hours of college	\$ 14.08	\$105.59
Bachelor's degree or higher	\$ 15.49	\$116.15
E. Super Sub Bonus Program - Board approved substitute teacher who works a minimum of 90 <i>full</i> days or more (675 total hrs) within the current school year will receive a one-time bonus of \$500 . <i>Pool and Interim Substitute Teachers are not eligible.</i>		
Requirements	One Time Payment (August)	
Board Approved Substitute Teacher	\$500.00	

**SPECIAL-SALARY SCHEDULE
INTERIM 2009-2010 2008-2009**

Program Assistant

<u>Job Title</u>	<u>Pay Level</u>	<u>Hourly Rate*</u>
<u>Full Time</u>		
Behavioral Technician		
Broward Advisor's for Continuing Education (BRACE):	1	\$18,44599
Associate's Degree	1	\$18,44599
Bachelor's Degree	2	\$23,06077
Community Liaison	1	\$18,44599
Home Service Educator, Even Start	1	\$18,44599
Job Coach	1	\$18,44599
Job Coach, Educational Assistant	1	\$18,44599
Parent Educator	1	\$18,44599
Vocational and Career Advisor	1	\$18,44599
Associate's Degree	1	\$18,44599
Bachelor's Degree	2	\$23,06077

Level 1 Applies to ALL Program Assistant classifications, except as identified at Level 2

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HOURLY	17.96779	18.50503	19.05833	19.62817	20.21506	20.81949	21.44199	22.08310	22.74339	23.42342	24.12378	24.84508	25.58795	26.35303	27.14098

Level 2 Applies to BRACE Advisor or Vocational and Career Advisor ONLY with Bachelors Degree

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HOURLY	22.46305	23.13469	23.82642	24.53883	25.27254	26.02819	26.80643	27.60794	28.43342	29.28358	30.15916	31.06092	31.98964	32.94613	33.93122

~~Special Salary Schedule Hourly rates were increased by 5.2%.~~

INCENTIVES - Special Education Centers

In order to reward and retain ~~Paraprofessionals~~ Program Assistants at Exceptional Education Centers, the parties agree to provide an incentive. ~~Paraprofessionals~~ Program Assistants employed at the following Exceptional Education Centers: Bright Horizons School, Cross Creek Exceptional, Cypress Run Education Center, Dave Thomas Education Center, Hallandale Adult & Community, Lanier James Education Center, Pine Ridge Alternative Center, Seagull Center ESE Program, Sunset School, The Quest Center, Whiddon Rogers Education Center, Wingate Oaks Center and Whispering Pines shall receive an incentive in the amount of three hundred dollars (\$300.00).

THIS SALARY SCHEDULE IS SUBJECT TO THE PROVISIONS OF ARTICLE XVII-M.

*Hourly rate will be converted to annual rate based on employee calendar and workday.

Current employees assigned to step 3:
employees hired after schedule implementation will start on step 1.

Schedule based on 3.25% increase to 2007-2008 rates and 2.99% between each step.

Classroom Assistant Teacher Aide-
SALARY SCHEDULE
INTERIM 2009-2010 2008-2009

GRADE 10

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HOURLY	9.39223	9.67298	9.96211	10.25989	10.56657	10.88242	11.20771	11.54272	11.88775	12.24308	12.60904	12.98594	13.37411	13.77388	14.18569
*DAILY	70.44173	72.54735	74.71583	76.94918	79.24928	81.61815	84.05783	86.57040	89.15813	91.82310	94.56780	97.39455	100.30563	103.30410	106.39193
ANNUAL	Determine annual salary based on hourly rate associated with step placement, actual daily work hours, and assigned annual calendar.														

Certified Classroom Assistant

GRADE 11

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HOURLY	9.57068	9.85677	10.15139	10.45483	10.76733	11.08919	11.42066	11.76203	12.11362	12.47570	12.84861	13.23267	13.62822	14.03558	14.45512
*DAILY	71.78012	73.92575	76.13543	78.41121	80.75501	83.16889	85.65492	88.21524	90.85213	93.56774	96.36459	99.24505	102.21164	105.26688	108.41337
ANNUAL	Determine annual salary based on hourly rate associated with step placement, actual daily work hours, and assigned annual calendar.														

Classroom Assistants meeting the requirements to be upgraded to a Certified Classroom Assistant will be assigned the same step placement on Grade 11 as previously assigned on Grade 10. Grade 11 step rates are 1.9% higher than grade 10 rates. Newly appointed Certified Classroom Assistants will be assigned step placement in accordance with standard practice for new position assignments.

SALARY SCHEDULE

* Daily Rate: This schedule is based on a 7 1/2 hour workday.

Employees on steps 1 - 14, who received a satisfactory evaluation for the 2007-2008 school year, and who worked one day more than half of their 2007-2008 assigned calendar as a paraprofessional shall advance one step on the 2008-2009 salary schedule, there is 2.99% between each step.

Employees on step 15 prior to July 1, 2008, who received a satisfactory evaluation for the 2007-2008 school year, and who worked one day more than half of their 2007-2008 assigned calendar as a paraprofessional shall receive an additional payment.

The total annual payment for eligible Classroom Assistants Teacher Aides with a calendar of: 186 but less than 196 calendar - \$575; 196 calendar - \$600; over 196 calendar - \$700.

INCENTIVES

A. SPECIAL EDUCATION CENTERS

In order to reward and retain Paraprofessionals at Exceptional Education Centers, the parties agree to provide an incentive. Paraprofessionals employed at the following Exceptional Education Centers: Bright Horizons School, Cross Creek Exceptional, Cypress Run Education Center, Dave Thomas Education Center, Hallandale Adult & Community, Lanier James Education Center, Pine Ridge Alternative Center, Seagull Center ESE Program, Sunset School, The Quest Center, Whiddon Rogers Education Center, Wingate Oaks Center and Whispering Pines shall receive an incentive in the amount of three hundred dollars (\$300.00).

B. Supplements shall be pro-rated for employees who are hired after October 1st of the school year.

THIS SALARY SCHEDULE IS SUBJECT TO THE PROVISIONS OF ARTICLE XVII-M.

SALARY SCHEDULE
 INTERIM 2009-2010 2008-2009
 Teacher Assistant

GRADE 12

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HOURLY	10.83682	11.16084	11.49355	11.83670	12.19010	12.55404	12.92885	13.31486	13.71238	14.12178	14.54340	14.97790	15.42477	15.88259	16.35956
*DAILY	81.27613	83.70630	86.20163	88.77525	91.42575	94.15530	96.96638	99.86145	102.84285	105.91335	109.07550	112.33425	115.68578	119.11943	122.89670
ANNUAL	Determine annual salary based on hourly rate associated with step placement, actual daily work hours, and assigned annual calendar.														

Certified Teacher Assistant

GRADE 13

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
HOURLY	11.04272	11.37290	11.71193	12.06160	12.42171	12.79257	13.17450	13.56784	13.97292	14.39009	14.81972	15.26248	15.71784	16.18436	16.67039
*DAILY	82.82037	85.29672	87.83946	90.46198	93.16284	95.94425	98.80874	101.75882	104.79686	107.92570	111.14793	114.46860	117.88380	121.39269	125.02794
ANNUAL	Determine annual salary based on hourly rate associated with step placement, actual daily work hours, and assigned annual calendar.														

Teacher Assistants meeting the requirements to be upgraded to a Certified Teacher Assistant will be assigned the same step placement on Grade 12. Grade 13 step rates are 1.9% higher than grade 12 rates. Newly appointed Certified Teacher Assistants will be assigned step placement in accordance with standard practice for new position assignments.

SALARY SCHEDULE

* Daily Rate: This schedule is based on a 7 1/2 hour workday.

Employees on steps 1 - 14, who received a satisfactory evaluation for the 2007-2008 school year, and who worked one day more than half of their 2007-2008 assigned calendar as a paraprofessional shall advance one step on the 2008-2009 salary schedule, there is 2.99% between each step.

Employees on step 15 prior to July 1, 2008, who received a satisfactory evaluation for the 2007-2008 school year, and who worked one day more than half of their 2007-2008 assigned calendar as a paraprofessional shall receive an additional payment. The total annual payment for eligible Teacher Assistants with a calendar of: 186 but less than 196 calendar - \$600; 196 calendar - \$625; over 196 calendar - \$725.

INCENTIVES

A. SPECIAL EDUCATION CENTERS

In order to reward and retain Paraprofessionals at Exceptional Education Centers, the parties agree to provide an incentive. Paraprofessionals employed at the following Exceptional Education Centers: Bright Horizons School, Cross Creek Exceptional, Cypress Run Education Center, Dave Thomas Education Center, Hallandale Adult & Community, Lanier James Education Center, Pine Ridge Alternative Center, Seagull Center ESE Program, Sunset School, The Quest Center, Whiddon Rogers Education Center, Wingate Oaks Center and Whispering Pines shall receive an incentive in the amount of three hundred dollars (\$300.00).

B. Supplements shall be pro-rated for employees who are hired after October 1st of the school year.

THIS SALARY SCHEDULE IS SUBJECT TO THE PROVISIONS OF ARTICLE XVII-M.

FEDERATION OF PUBLIC EMPLOYEES
SECRETARIAL/CLERICAL UNIT
2008-2009 Interim 2009-2010 Listing of Jobs
(Page 1 of 3)

Pay Grade	Job Classification Title	Job Descr#
10	Clerk Typist I (All Locations)	(MM-65)
	General Clerk I (All Locations)	(MM-68)
	Receptionist I (All Locations)	(MM-60)
11	Clerk Specialist I (County)	(MM-62)
	General Clerk II (All Locations)	(MM-1)
	Receptionist II (All Locations)	(MM-2)
	Secretary I (All Locations)	(MM-61)
12	Benefits Information Clerk	(MM-84)
	Clerk Typist II (All Locations)	(MM-3)
	Data Processing Clerk I (Elementary/Middle School)	(MM-63)
	Library Media Clerk (All Locations)	(MM-4)
	Operations Specialist I	(MM-67)
13	Bilingual Intake Facilitator	(MM-57)
	Clerk Specialist II (County)	(MM-45)
	Data Processing Clerk II (Elementary/Middle School)	(MM-6)
	Operations Specialist II	(MM-5)
	Registrar I (Middle School)	(MM-7)
	Secretary II (All Locations)	(MM-8)
	Test Proctor	(MM-75)
14	Bookkeeper I (Elementary & Middle School)	(MM-59)
	Budgetkeeper I (All Locations)	(MM-66)
	Clerk Specialist III (County)	(MM-11)
	Customer Service Specialist I	(MM-98)
	Data Entry Operator I (County)	(MM-13)
	Data Processing Clerk III (High School)	(MM-12)
	Registrar II (High School)	(MM-14)
	Secretary III (All Locations)	(MM-15)
15	Accounting Clerk (County)	(MM-16)
	Accounting Specialist I	(MM-91)
	Bilingual Clerk	(MM-53)
	Binder/Shipper	(MM-51)
	Bookkeeper II (Elementary & Middle School)	(MM-9)
	Bookkeeper/Budgetkeeper (Elementary & Middle School)	(MM-71)
	Budgetkeeper II (All Locations)	(MM-10)
	Clerk Specialist IV (County)	(MM-18)
	Clerk Specialist IV, "Just Say No To Drugs"	(MM-54)
	Customer Service Specialist II	(MM-24)
	Data Entry Operator II (County)	(MM-21)
	Documentation Specialist I	(MM-20)
	Educational Interpreter for Deaf/Hard of Hearing I	(MM-87)
	Health Technician I	(MM-89)
	Inventory Audit Specialist	(MM-26)
	Minority/Women Business Enterprise (M/WBE) Data Specialist	(MM-97)
Multicultural Resource Facilitator	(MM-77)	
Network Analyst I	(MM-22)	
Office Manager I (Elementary & Middle Schools)	(MM-78)	

**FEDERATION OF PUBLIC EMPLOYEE
SECRETARIAL/CLERICAL UNIT
2008-2009 Interim 2009-2010 Listing of Jobs
(Page 2 of 3)**

Pay Grade	Job Classification Title	Job Descr#
15 (Cont.)	Operations Specialist III	(MM-19)
	Photographic Technician	(MM-49)
	Registrar III (Adult & Vocational Centers)	(MM-23)
	Technician I (County) (1)	(MM-25)
	Telecommunications Service Assistant I	(MM-76)
16	Accounts Payable Specialist	(MM-69)
	Area Budget/Bookkeeper	(MM-70)
	Bookkeeper III (High School, County & Vocational Centers)	(MM-17)
	Educational Interpreter for Deaf/Hard of Hearing II	(MM-87)
	Financial Systems Facilitator I	(MM-56)
	Guidance Data Specialist	(MM-104)
	Office Manager II (High School, County and Vocational Centers)	(MM-29)
	Payroll Processor	(MM-44)
	Purchasing Technician	(MM-105)
	Secretary IV (County)	(MM-27)
18	Accounting Specialist II	(MM-92)
	Bid Document Specialist (County)	(MM-80)
	Budget Support Specialist	(MM-30)
	Business Affairs Specialist (County)	(MM-81)
	Closed Captioning Specialist	(MM-106)
	Compositor	(MM-48)
	Computer Operator I	(MM-31)
	Customer Service Specialist	(MM-73)
	Customer Service Specialist III	(MM-55)
	Database Research Assistant	(MM-96)
	Documentation Specialist II	(MM-33)
	Educational Interpreter for Deaf/Hard of Hearing III	(MM-87)
	Health Technician II	(MM-90)
	HR/Payroll Systems Technical Specialist	(MM-108)
	Micro Computer Technical Specialist	(MM-85)
	Network Analyst II	(MM-79)
	Offset Press Operator	(MM-50)
	Old Dillard Museum Technical Specialist	(MM-95)
	Operations Specialist IV	(MM-32)
	Operations Technician	(MM-72)
	Purchasing Agent Specialist (County)	(MM-82)
	Senior Accounts Payable Specialist	(MM-93)
	Senior Payroll Processor/PAF Processor	(MM-94)
Systems Facilitator-HRD	(MM-107)	
Technician II (County) (1)	(MM-37)	
Test Monitor	(MM-74)	
Webmaster I	(MM-101)	
19	Customer Service Specialist IV	(MM-102)
	Financial Systems Facilitator II	(MM-52)

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Computer Operator II
Educational Interpreter for Deaf/Hard of Hearing IV
Graphic Artist

(MM-39)
(MM-87)
(MM-88)

*FEDERATION OF PUBLIC EMPLOYEE
SECRETARIAL/CLERICAL UNIT
2008-2009 Interim 2009-2010 Listing of Jobs
(Page 3 of 3)*

Pay Grade	Job Classification Title	Job Descr#
20 (Cont.)	Maintenance Funding Control Specialist	(MM-47)
	Stage Operations Technical Specialist - Parkway Performing Arts	(MM-58)
	State Data Base Specialist	(MM-83)
21	Buyer (County)	(MM-43)
	Instructional Materials Distribution Facilitator	(MM-46)

(1) No new employee shall be assigned to this job following the date of adoption and the job shall be deleted immediately following the departure of the last present incumbent.

**FEDERATION OF PUBLIC EMPLOYEES SECRETARIAL/CLERICAL UNIT
INTERIM 2009-2010 2008-2009 SALARY SCHEDULE**

***Annual**

LEVEL		Min	Max
21	*A	\$ 45,615.39	\$ 67,767.89
	BI	1,846.7767	2,743.6393
	D	184.6777	274.3639
	H	26.38252	39.19485
20	*A	\$ 42,496.52	\$ 65,149.42
	BI	1,720.5067	2,637.6285
	D	172.0507	263.7628
	H	24.57867	37.68041
19	*A	\$ 39,609.66	\$ 60,718.18
	BI	1,603.6298	2,458.2261
	D	160.3630	245.8226
	H	22.90900	35.11752
18	*A	\$ 36,913.68	\$ 56,580.18
	BI	1,494.4810	2,290.6954
	D	149.4481	229.0695
	H	21.34973	32.72422
17	*A	\$ 34,399.93	\$ 52,732.87
	BI	1,392.7097	2,134.9341
	D	139.2710	213.4934
	H	19.89585	30.49906
16	*A	\$ 32,049.84	\$ 49,130.78
	BI	1,297.5642	1,989.1003
	D	129.7564	198.9100
	H	18.53663	28.41572
15	*A	\$ 29,872.54	\$ 45,791.32
	BI	1,209.4147	1,853.8996
	D	120.9415	185.3900
	H	17.27735	26.48428
14	*A	\$ 27,836.89	\$ 42,668.75
	BI	1,126.9995	1,727.4796
	D	112.6999	172.7480
	H	16.09999	24.67828
13	*A	\$ 25,943.13	\$ 39,770.16
	BI	1,050.3293	1,610.1280
	D	105.0329	161.0128
	H	15.00470	23.00183
12	*A	\$ 24,175.00	\$ 37,059.31
	BI	978.7448	1,500.3768
	D	97.8745	150.0377
	H	13.98207	21.43395
11	*A	\$ 22,520.41	\$ 34,528.68
	BI	911.7576	1,397.9224
	D	91.1758	139.7922
	H	13.02511	19.97032
10	*A	\$ 20,992.62	\$ 32,180.03
	BI	849.9038	1,302.8354
	D	84.9904	130.2835
	H	12.14148	18.61193

1st Quartile Range	
GRADE	Min TO Max
21	45,615.39 TO 52,001.46
20	42,496.52 TO 48,446.49
19	39,609.66 TO 45,154.84
18	36,913.68 TO 42,081.91
17	34,399.93 TO 39,215.73
16	32,049.84 TO 36,536.72
15	29,872.54 TO 34,054.65
14	27,836.89 TO 31,733.64
13	25,943.13 TO 29,574.75
12	24,175.00 TO 27,559.50
11	22,520.41 TO 25,673.74
10	20,992.62 TO 23,931.62

2nd Quartile Range	
GRADE	Min TO Max
21	52,001.48 TO 57,539.60
20	48,446.51 TO 54,109.74
19	45,154.86 TO 50,431.99
18	42,081.93 TO 46,998.55
17	39,215.75 TO 43,798.99
16	36,536.74 TO 40,806.97
15	34,054.67 TO 38,034.36
14	31,733.66 TO 35,441.62
13	29,574.77 TO 33,031.53
12	27,559.51 TO 30,780.59
11	25,673.76 TO 28,675.83
10	23,931.64 TO 26,728.49

3rd Quartile Range	
GRADE	Min TO Max
21	57,539.62 TO 63,077.75
20	54,109.75 TO 59,772.98
19	50,432.01 TO 55,709.14
18	46,998.57 TO 51,915.19
17	43,799.00 TO 48,382.24
16	40,806.99 TO 45,077.23
15	38,034.38 TO 42,014.07
14	35,441.64 TO 39,149.60
13	33,031.54 TO 36,488.30
12	30,780.61 TO 34,001.69
11	28,675.84 TO 31,677.91
10	26,728.51 TO 29,525.36

4th Quartile Range	
GRADE	Min TO Max
21	63,077.76 TO 67,767.89
20	59,773.00 TO 65,149.42
19	55,709.16 TO 60,718.18
18	51,915.21 TO 56,580.18
17	48,382.26 TO 52,732.87
16	45,077.24 TO 49,130.78
15	42,014.09 TO 45,791.32
14	39,149.62 TO 42,668.75
13	36,488.32 TO 39,770.16
12	34,001.70 TO 37,059.31
11	31,677.93 TO 34,528.68
10	29,525.38 TO 32,180.03

Hourly

1st Quartile Range	
GRADE	Min TO Max
21	26.38252 TO 30.07603
20	24.57867 TO 28.01995
19	22.90900 TO 26.11616
18	21.34973 TO 24.33887
17	19.89585 TO 22.68117
16	18.53663 TO 21.13171
15	17.27735 TO 19.69615
14	16.09999 TO 18.35375
13	15.00470 TO 17.10512
12	13.98207 TO 15.93956
11	13.02511 TO 14.84890
10	12.14148 TO 13.84131

2nd Quartile Range	
GRADE	Min TO Max
21	30.07604 TO 33.27912
20	28.01996 TO 31.29539
19	26.11617 TO 29.16830
18	24.33888 TO 27.18250
17	22.68118 TO 25.33198
16	21.13172 TO 23.60149
15	19.69616 TO 21.99790
14	18.35376 TO 20.49833
13	17.10513 TO 19.10441
12	15.93957 TO 17.80254
11	14.84891 TO 16.58521
10	13.84132 TO 15.45893

3rd Quartile Range	
GRADE	Min TO Max
21	33.27913 TO 36.48222
20	31.29540 TO 34.57084
19	29.16831 TO 32.22044
18	27.18251 TO 30.02614
17	25.33199 TO 27.98279
16	23.60150 TO 26.07127
15	21.99791 TO 24.29964
14	20.49834 TO 22.64292
13	19.10442 TO 21.10370
12	17.80255 TO 19.66552
11	16.58522 TO 18.32152
10	15.45894 TO 17.07655

4th Quartile Range	
GRADE	Min TO Max
21	36.48222 TO 39.19485
20	34.57085 TO 37.68041
19	32.22045 TO 35.11752
18	30.02615 TO 32.72422
17	27.98280 TO 30.49906
16	26.07128 TO 28.41572
15	24.29965 TO 26.48428
14	22.64293 TO 24.67828
13	21.10371 TO 23.00183
12	19.66553 TO 21.43395
11	18.32153 TO 19.97032
10	17.07656 TO 18.61193

The *Annual (*A) salaries listed are based on a seven (7) hour workday and a twelve (12) month calendar (247 days). Employees on a different workday/calendar shall determine annual pay using the hourly rate and the actual hours and calendar for the position. All employees shall receive a 5.59-3.054% increase. The increase shall be retroactive to July 1, 2007~~8~~ or the beginning of the employee's 2008-09 ~~2007-08~~ calendar. Quartiles have been recalculated based on a 5.59-3.054% increase to the minimum and maximum. Actual quartile placement should be determined based on hourly rate.

Effective: July 1, 2008

BUS OPERATORS
INTERIM 2009-2010 2008-2009 SALARY SCHEDULE

<u>Step</u>	<u>Hourly Rate</u>
1	\$11.58108
2	\$12.01126
3	\$12.96220
4	\$13.84522
5	\$15.22020
6	\$16.47200
7	\$17.66028
8	\$18.67914
9	\$20.60366
10	\$21.73573

Employees holding the positions of Bus Operator - Transportation Dispatcher, Bus Operator - Transportation Trainer, Bus Operator - Transportation Specialist, or Bus Operator-ESE Transportation Trainer will be paid at the top step of the Bus Operator salary schedule plus \$.40/hour.

BUS ATTENDANTS
INTERIM 2009-2010 2008-2009 SALARY SCHEDULE

<u>Step</u>	<u>Hourly Rate</u>
1	\$10.18864
2	\$10.74780
3	\$11.18873
4	\$11.69336
5	\$12.90559
6	\$14.07138
7	\$14.92238
8	\$17.20745

Bus drivers and attendants shall be employed for 180 driving days or the 180 day student calendar, plus four (4) paid planning days and eight (8) paid holidays. Drivers in training shall be paid the Florida minimum wage hourly rate. Drivers and attendants on probation shall be paid at level 1.

Bus Operator and Attendant sSalary schedule rates increased by 3.25%. There is no step advancement.

**Maintenance and Operations Department
Facilities**

Interim 2009-2010 2008-2009 Step Rate Schedule

	MIN											Max
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Assistant Head Facilities Serviceperson (High School & Vocational Centers)	\$17,62540	\$17,90316	\$18,18542	\$18,47227	\$18,76377	\$19,06000	\$19,36105	\$19,66697	\$19,97787	\$20,29381	\$20,61488	\$20,94116
Assistant Head Facilities Serviceperson (Elementary, Middle School & Exceptional Child Centers)	\$16,63192	\$16,95678	\$17,28819	\$17,62628	\$17,97118	\$18,32303	\$18,68198	\$19,04816	\$19,42172	\$19,80281	\$20,19158	\$20,58818
Building Operations Supervisor (High School)	\$24,70783	\$25,02542	\$25,34718	\$25,67317	\$26,00343	\$26,33803	\$26,67702	\$27,02046	\$27,36841	\$27,72093	\$28,07908	\$28,43991
Head Facilities Serviceperson (Middle, Exceptional Child Center)	\$18,93476	\$19,22491	\$19,51963	\$19,81899	\$20,12307	\$20,43194	\$20,74567	\$21,06434	\$21,38804	\$21,71683	\$22,05080	\$22,39003
Head Facilities Serviceperson (High School & Vocational Center)	\$20,24188	\$20,53691	\$20,83635	\$21,14027	\$21,44874	\$21,76182	\$22,07958	\$22,40209	\$22,72942	\$23,06165	\$23,39885	\$23,74109
Head Facilities Serviceperson (Elementary School)	\$18,39015	\$18,67278	\$18,95989	\$19,25153	\$19,54778	\$19,84872	\$20,15442	\$20,46495	\$20,78039	\$21,10082	\$21,42631	\$21,75695
Head Facilities Serviceperson (Grounds & Minor Repair Elementary)	\$19,76985	\$20,06034	\$20,35521	\$20,65453	\$20,95837	\$21,26679	\$21,57987	\$21,89766	\$22,22026	\$22,54771	\$22,88011	\$23,21753
Head Facilities Serviceperson (Grounds & Minor Repair - Middle)	\$19,99981	\$20,29067	\$20,58586	\$20,88546	\$21,18954	\$21,49815	\$21,81137	\$22,12926	\$22,45190	\$22,77935	\$23,11170	\$23,44900
Facilities Serviceperson (Days)	\$11,22524	\$11,69007	\$12,17508	\$12,68113	\$13,20915	\$13,76008	\$14,33491	\$14,93470	\$15,56052	\$16,21349	\$16,89480	\$17,60568
Facilities Serviceperson Aide (Days)	\$10,12388	\$10,14857	\$10,17332	\$10,19814	\$10,22302	\$10,24796	\$10,27297	\$10,29804	\$10,32318	\$10,34838	\$10,37364	\$10,39898
Facilities Serviceperson & Grounds Maintenance	\$14,12993	\$14,53981	\$14,96202	\$15,39695	\$15,84497	\$16,30647	\$16,78187	\$17,27158	\$17,77603	\$18,29567	\$18,83095	\$19,38235
Pool Operator	\$14,12993	\$14,53981	\$14,96202	\$15,39695	\$15,84497	\$16,30647	\$16,78187	\$17,27158	\$17,77603	\$18,29567	\$18,83095	\$19,38235
School Site Repairperson	\$15,21918	\$15,81141	\$16,42749	\$17,06838	\$17,73509	\$18,42864	\$19,15013	\$19,90067	\$20,68144	\$21,49365	\$22,33858	\$23,21753
Yardperson	\$13,12538	\$13,69700	\$14,29452	\$14,91914	\$15,57206	\$16,25458	\$16,96803	\$17,71382	\$18,49342	\$19,30835	\$20,16022	\$21,05070

The step rate table was increased by 3.25%, calculated by increasing the minimum and maximum of each corresponding 2006-2007 salary range by \$498. Actual salary increase will be based on identifying the closest step, which includes employee's current salary, and advancing one additional step. Resulting salary will be no less than step rate minimum or more than step rate maximum for the job classification; no step advancement on the current step schedule.

DUAL SITE WORKERS and the night crew in specific classifications will make \$0.50 per hour more than the base hourly rate of their classification.

NIGHT DIFFERENTIAL - All personnel who work the majority of their shift after 1 p.m. (local time) will be paid \$0.35 per hour night differential over their hourly rate. No adjustments will be made for temporary summer schedules.

PART-TIME PERMANENT EMPLOYEES - Will be paid in accordance with the above salary schedule.

Maintenance and Operations Department
INTERIM 2009-2010 2008-2009-

TRADES	HOURLY RATE					
	IA		I	II	III	IV
Boiler Mechanic			21.49710	23.45940	25.64325	28.71330
Building Security Person			14.18595	16.15880	17.53030	19.49260
Cafe and Industrial Arts Repairperson			21.58150	23.55435	25.52720	28.60780
Carpet/Flooring Installer (Utilities Serviceperson)			19.07060	21.00125	23.01630	25.94920
Certified Household Pest and Rodent Control Operator			21.25445	23.20620	25.21070	28.48120
Console Viewer, Security, Fire & Electrical			17.75185	19.46095	21.21225	23.78645
Garage Serviceperson			18.94400	20.88520	22.86860	25.86480
Grounds Equipment Mechanic			20.22055	22.19340	24.16625	27.16245
Hardware Mechanic			21.70810	23.69150	25.66435	28.77660
Helper			16.69685	18.64860	19.98845	22.17230
Laborer			14.18595	16.15880	17.53030	19.49260
Laundry Attendant			12.99380	14.98775	15.97945	17.63580
Mail Clerk			15.38865	17.37205	20.41045	23.60710
Mail Service Truck Driver			17.44590	19.26050	21.09620	23.87085
Maintenance Truck Driver			17.44590	19.26050	21.09620	24.05020
Maintenance Truck Driver Heavy			17.61470	19.53480	21.42325	24.22955
Mechanical Insulator			22.58375	24.56715	27.59500	
Mechanical Plant Operator			22.20395	24.21900	26.17075	29.25135
Musical Instrument Repairperson			20.61090	22.58375	24.56715	27.59500
Musical Instrument Assistant			16.69685	18.64860	19.98845	22.16175
Paint & Body Serviceperson			15.53635	17.44590	19.33435	22.05625
Pest Control Applicator			16.86565	18.81740	20.92740	23.97635
Sewer Mechanic			21.45490	23.44885	25.40060	28.50230
Small Mower Operator			15.38865	17.37205	19.36600	22.16175
Stock Clerk			18.16330	20.15725	22.11955	25.03135
Stock Price and Inventory Clerk			19.79855	21.77140	23.75480	26.72990
Stockroom Assistant			20.85355	22.80530	24.77815	27.82710
Stockroom Serviceperson			16.86565	18.81740	20.92740	23.97635
Surplused Furniture Facilitator			19.79855	21.77140	23.75480	26.72990
Tire Repairperson			16.68630	18.32155	20.61090	23.44885
Tractor-Mower Operator			16.58080	18.55365	20.80080	23.97635
Tree Trimmer			15.97945	17.97340	19.93570	22.76310
Truck Driver			17.44590	19.26050	21.09620	24.05020
Utility Serviceperson; Fire Alarm Inspector; Fence/playground Equip Installer; A/C Coil Cleaner			19.07060	21.00125	23.01630	25.94920
Vehicle Upholstery and Glass Installer			21.26500	23.22730	25.22125	28.25965
Vehicle Upholstery and Glass Installer Trainee			16.69685	18.64860	20.72695	
Warehouse Records Facilitator			19.01785	20.94850	22.91080	25.90700
Warehouse Section Attendant			18.16330	20.15725	22.11955	25.03135
Warehouse Serviceperson			16.86565	18.81740	20.92740	23.97635
Warehouse Truck Driver			17.44590	19.26050	21.09620	24.05020
Water Treatment Serviceperson			19.07060	21.00125	23.01630	25.94920

The rates on this salary schedule were increased by \$0.82.

Salaries on step IB, as of 6/30/07, will advance to step I.

Employees, as of 6/30/07, with a minimum of three (3) years or more of service from their original date of hire, may advance one (1) step, not to exceed the top step.

Maintenance employees who were eligible for automatic step advancement prior to July 1, 1992, shall continue to automatically advance one (1) step on their anniversary date until they have reached the top of the appropriate pay schedule. Employees who were enrolled in the Apprenticeship Program prior to July 1, 1992, shall continue to receive an automatic step increase until they reach the top of the schedule for journeyman.

Foreman Salary Schedule
INTERIM 2009-2010 ~~2008-2009~~

Hourly Rates

Job Class Titles	*Job Levels		
	1	2	3
Foreman-Carpenter	\$30.41110	\$30.95593	\$31.50076
Foreman-Carpenter/Mason	30.91433	31.46866	32.02299
Foreman-Electrician	30.91433	31.46866	32.02299
Foreman-Electronics/Business Machines	30.91433	31.46866	32.02299
Foreman-Grounds Equipment Mechanic	28.70010	29.21265	29.72520
Foreman-Heavy Equipment Operator	30.91433	31.46866	32.02299
Foreman-HVAC	30.91433	31.46866	32.02299
Foreman-Irrigation	30.12034	30.65698	31.19903
Foreman-Laborer/Truck Driver	25.40111	25.85142	26.30172
Foreman-Lawn/Turf	25.32283	25.77166	26.22049
Foreman-Lawn/Turf/Painter	29.86313	30.39762	30.93212
Foreman-Locksmith	30.41110	30.95593	31.50076
Foreman-Maintenance Stockroom	28.24159	28.74549	29.24939
Foreman-Maintenance/Electrician	30.91433	31.46866	32.02299
Foreman-Mason	30.91433	31.46866	32.02299
Foreman-Mechanical	30.91433	31.46866	32.02299
Foreman-Painter	29.86313	30.39762	30.93212
Foreman-Painter/Mason	30.91433	31.46866	32.02299
Foreman-Roofer	29.86313	30.39762	30.93212
Foreman-Sheet Metal	30.39991	30.94453	31.48916
Foreman-Small Appliances	30.23217	30.77362	31.31508
Foreman-Utility Service	27.41405	27.90234	28.39062
Foreman-Utility Service/Welder	29.86313	30.39762	30.93212
Foreman-Vehicle Maintenance	31.75306	32.32321	32.89336
Foreman-Warehouse	28.24159	28.74549	29.24939

The rates on this salary schedule were increased by \$0.82.

*JOB LEVELS based on a combination of employees supervised and number of trades under supervision:

Foreman I (lvl 1) = up to 10 employees and one trade under supervision
Foreman II (lvl 2) = up to 10 employees and more than one trade under supervision OR OVER 10 employees and one trade under supervision
Foreman III (lvl 3) = over 10 employees AND more than one trade under supervision

Foreman job classification and level is based on assigned trade, number of employees/trades under supervision. Rate will be consistent with assignment and may change accordingly.

Maintenance and Operations Department (Continued)
INTERIM 2009-2010 2008-2009

TRADES - CERTIFICATION LADDER	HOURLY RATE					
	IA		I	II	III	IV
A/C and Refrigeration Mechanic			24.20845	26.17075	29.25135	
Carpenter	19.74580		23.69150	25.66435	28.77660	
Electrician			24.20845	26.17075	29.25135	
Electronic Technician			24.20845	26.17075	29.25135	
Energy Management Systems Technician			24.20845	26.17075	29.25135	
Glazier			23.22730	25.22125	28.25965	
Heavy Equipment Operator			23.69150	25.66435	28.77660	
Mason/Tile Setter			24.20845	26.17075	29.25135	
Painter	19.28160		23.22730	25.22125	28.25965	
Pest Weed Control Operator			23.69150	25.66435	28.77660	
Plumber			24.20845	26.17075	29.25135	
Roofer			20.96960	24.08185	28.25965	
Sheet Metal Mechanic			21.70810	24.69375	28.76605	
Pump Servicer				23.44885	25.40060	28.50230
Welder			23.22730	25.22125	28.25965	

The rates on this salary schedule were increased by \$0.82.

Salaries on step IB, as of 6/30/07, will advance to step I.

Employees, as of 6/30/07, with a minimum of three (3) years or more years of service from their original date of hire, may advance one (1) step, not to exceed the top step.

Maintenance employees who were eligible for automatic step advancement prior to July 1, 1992, shall continue to automatically advance one (1) step on their anniversary date until they have reached the top of the appropriate pay schedule. Employees who were enrolled in the Apprenticeship Program prior to July 1, 1992, shall continue to receive an automatic step increase until they reach the top of the schedule for journeyman.

TRADES - AUTOMOTIVE & TRUCK MECHANICS	HOURLY RATE							
	I	II	III	IV	V	VI	VII	VIII
Automotive and Truck Mechanic (Journeyman)	25.99140	28.68165	28.89265	29.09310	29.35685	29.66280	29.86325	30.04260
Automotive and Truck Quality Control Mechanic	25.99140	28.68165	28.89265	29.09310	29.35685	29.66280	29.86325	30.04260
Paint and Body Mechanic (Journeyman)	25.99140	28.68165	28.89265	29.09310	29.35685	29.66280	29.86325	30.04260

The rates on this salary schedule were increased by \$0.82.

For the 2007-2008 school year, salaries paid based on the Truck Mechanic schedule that are below step VIII, as of 6/30/07, shall advance to step VIII.

Step placement requirements on the Automotive & Truck Mechanics Schedule for the 2008-2009 2009-2010 school year shall be determined through the labor/management process.

Advancement from Step I and Step VIII is set forth in Appendix A, Certification Incentive Program for Automotive Mechanics and Paint and Body Mechanics.

Apprentices complete the program and enter the journeyman trade at the entry level of the position pursuant to Article 12 B-4.

~~LEADMAN PERSON~~ - Hourly rate will be \$0.35 per hour more than the base hourly rate paid to of the highest paid man/woman employee supervised.

NIGHT DIFFERENTIAL - Maintenance personnel starting work after 1 p.m. (local time) will be paid \$0.75 per hour night differential over their hourly rate. No adjustments will be made for temporary summer schedules.

PART-TIME PERMANENT EMPLOYEES - Will be paid in accordance with the above salary schedule.

APPRENTICES ALL TRADES - Rate shall be established in accordance with apprenticeship program approved by the Federation and the School Board.

Apprentice Hourly Rates
INTERIM 2009-2010 ~~2008-2009~~

(Employees Assigned to the Apprenticeship Program After December 4, 1990.)

APPRENTICE SCHEDULE	1st Year	2nd Year	3rd Year	4rd Year	5th Year	Journeyman Rate
A/C and Refrigeration Mechanic	18.75410	20.10450	21.48655	22.84750		24.20845
Carpenter	15.55745	16.59135	17.66745	18.73300		19.74580
Cafeteria & Industrial Arts Repairperson	17.96984	19.17356	20.37774			21.58150
Electrician	18.75410	19.81965	20.91685	22.02460	22.28070	24.20845
Electronic Technician	17.30875	18.53255	19.75635	20.95905		22.20395
Heavy Equipment Operator	18.41650	20.16780	21.92965			23.69150
Mason	18.75410	20.10450	21.48655	22.84750		24.20845
Mechanical Insulator	17.59360	18.82795	20.09395	21.34940		22.58375
Painter	15.21985	16.57025	17.93120			19.28160
Plumber	18.75410	20.10450	21.48655	22.84750		24.20845
Pump Servicer	16.78125	18.32155	19.88295			21.45490
Roofer	16.44365	17.57250	18.73300	19.84075		20.96960
Sheet Metal Mechanic	16.48585	17.62525	18.75410	19.91460		21.70810

The rates on this salary schedule were increased by \$0.82.

SECURITY SPECIALISTS						
INTERIM 2009-2010 2008-2009 SALARY STEP SCHEDULE						

Effective: 7/1/2008

STEPS	1	2	3	4	5	6
HOURLY	24.14486	24.86921	25.61528	26.38374	27.17525	27.99050

The rates on this salary schedule were increased ~~an average of 4.17%~~ by .32%.

There is a 3% difference between salary step rates. Employees who worked 1 day more than half of their assigned work calendar in the bargaining unit during the prior fiscal year, will advance one step on the salary schedule up to a maximum of step 6. Employees with salaries on step 6 as of 6/30/2008, who meet increase eligibility requirements, will earn an additional \$.80/hour for the 2008-2009 school year.

CAMPUS MONITORS
INTERIM 2009-2010 2008-2009 SALARY RANGE

Effective: July 1, 2008

	Minimum	Maximum
HOURLY RATE	11.74319	18.00000

The ~~minimum~~ maximum rate on this salary schedule was increased by ~~3.0~~ 2.67%, ~~the maximum rate by 6.0%.~~
Employees who worked 1 day more than half of their assigned work calendar
in the bargaining unit during the prior fiscal year, are eligible for a salary
increase on the salary schedule. Employees paid under the Campus Monitor salary schedule
will be paid no less than the range minimum nor more than the range maximum.

Food Service Assistant
INTERIM 2009-2010 2008-2009 Salary Schedule

Job Class:	450026	450627	450628	450629	450630	450600	450701	450702
	ASST I GENERAL WORKER	ASST IIA COOK & BAKER	ASST IIB ASST COOK & BAKER SALAD HEAD	ASST III ASST MANAGER	ASST IV INTERN MANAGER	FOOD SERVICE ATTD-VOC/ ADULT CENTER	FOOD SERVICE LINE MGR-VOC/ AD CTR; SNACK BAR MGR-VOC/ AD CENTER	
RANGES								
Minimum	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000
Maximum	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000

FOOD SERVICE MANAGER'S SALARY SCHEDULE				
2008-2009-INTERIM 2009-2010				
LEVEL	STEP	MONTHLY SALARY	HOURLY RATE	COMPLETED YEARS
MANAGER I	STEP I	\$2,970	\$20.80057	(1-5 YEARS)
	STEP II	\$3,077	\$21.54956	(6-9 YEARS)
	STEP III	\$3,180	\$22.27412	(10-13 YEARS)
	STEP IV	\$3,259	\$22.82772	(14 YEARS & UP)
MANAGER II	STEP I	\$2,048	\$21.34602	(1-5 YEARS)
	STEP II	\$3,158	\$22.11943	(6-9 YEARS)
	STEP III	\$3,262	\$22.84400	(10-13 YEARS)
	STEP IV	\$3,341	\$23.39758	(14 YEARS & UP)
MANAGER III	STEP I	\$3,320	\$23.25106	(1-5 YEARS)
	STEP II	\$3,420	\$23.95119	(6-9 YEARS)
	STEP III	\$3,529	\$24.71647	(10-13 YEARS)
	STEP IV	\$3,606	\$25.25377	(14 YEARS & UP)
MANAGER IV	STEP I	\$3,624	\$25.38403	(1-5 YEARS)
	STEP II	\$3,727	\$26.10044	(6-9 YEARS)
	STEP III	\$3,832	\$26.84129	(10-13 YEARS)
	STEP IV	\$3,905	\$27.34604	(14 YEARS & UP)
MANAGER V	STEP I	\$3,860	\$27.03668	(1-5 YEARS)
	STEP II	\$3,966	\$27.77753	(6-9 YEARS)
	STEP III	\$4,074	\$28.53464	(10-13 YEARS)
	STEP IV	\$4,149	\$29.05568	(14 YEARS & UP)
MANAGER VI	STEP I	\$4,100	\$28.71375	(1-5 YEARS)
	STEP II	\$4,206	\$29.45459	(6-9 YEARS)
	STEP III	\$4,328	\$30.30940	(10-13 YEARS)
	STEP IV	\$4,489	\$31.44102	(14 YEARS & UP)

Food Service Managers Salary Schedule rates were increased by ~~4.5800~~ 2.97%. Salary step advancement based on completed years.

**TEMPORARY SALARY SCHEDULE
INTERIM 2009-2010 ~~2008-2009~~**

**Temporary Adult, Vocational And Community Education Teachers-
Post Secondary Adult Vocational Education, Adult General Education**

JOB CLASS # - pay rate by degree:

302000, 602006, 901040, 902005, 902100,
902201, 902200, 902255,
902341, 902351, 902352, 902353, 902354,
902355, 902356,
902357, 902359, 902364, 902371, 902372,
902401, 902403, 902404, 902405, 902402,
902409, & 982002

and Community Education (Lifelong Learning) Programs:

Master's Degree with Certificate *OR* Advanced Vocational Certificate
Bachelor's Degree or Nondegree Vocational with in field certification
902005 Non/Certified or Certified Out of Field

OR

Minimum Wage	
New Rates - Effective	
Current	7/24/2009
Hourly Rate	
\$ 25.85	No Change
23.65	No Change
14.55	No Change

CLASSIFIED (meets test requirements) - Minimum hourly rate for assigned position

OTHERS (Must meet the minimum qualifications corresponding to the same job title):

Temporary / Sub

740048 / 740047 Community Liaison
740020 Home Service Educator, Even Start
740026 Home Visitor - Home Instruction Program for Preschool
Youngsters (HIPPY)
740025 Monitor - Home Instruction Program for Preschool
Youngsters (HIPPY)
740509 / 740925 General Laborer - Does not require commercial driver's
license
740632 Sub Food Service Worker
740063 / 740064 Cafeteria Aide
740056 / 740060 Teacher Aide
740054 / 740061 Teacher Assistant
740508 / 740923 Facilities Serviceperson (Day)
740508 / 740923 Facilities Serviceperson (Night)
740507 / 740506 Facilities Serviceperson Aide (Day)
740507 / 740506 Facilities Serviceperson Aide (Night)
740049 / 740046 BRACE Advisor
741003 Administrator, After School Care for the Handicapped
742000 / 741000 Job Coach
742005 Job Coach, Educational Assistant
742015 Parent Educator
742010 Parent Home - School Partner
741003 Administrator, Emotionally Handicapped (EH) Cluster
Improvement Project
740030 / 740031 Vocational and Career Advisor
740028 Temporary Family Information Facilitator

\$ 8.25	No Change
7.80	No Change
7.45	No Change
10.35	No Change
7.21	7.25
7.21	7.25
7.21	7.25
7.21	7.25
7.21	7.25
7.21	7.25
7.21	7.25
7.21	7.25
7.80	No Change
20.80	No Change
8.05	No Change
8.05	No Change
7.80	No Change
6.79	No Change
20.80	No Change
No Change	No Change
7.21	7.25

Before and After School Child Care:

901050 OS Part-time School Age Child Care Supv. (OTP Elig)
901058 OS Part-time School Age Child Care Supv. (OTP Inelig)
901052 OS Instructional Program Activity Coord. (OTP Elig)
901057 OS Instructional Program Activity Coord. (OTP Inelig)
901051 OS Certified Child Care Monitor (OTP Eligible)
901056 OS Certified Child Care Monitor (OTP Ineligible)
I. OS Child Care Monitor I (Noncertificated)
910005 A. OTP Eligible
740035 B. OTP Ineligible
II. OS Child Care Monitor II
901054 A. OTP Eligible
901053 B. OTP Ineligible

\$ 20.72022	No Change
20.72022	No Change
18.00	No Change
18.00	No Change
12.00	No Change
12.00	No Change
8.00	No Change
8.00	No Change
10.00	No Change
10.00	No Change

741011 Bus Operator/Attendant Trainee (minimum wage)

7.21	7.25
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Temporary adult, vocational and community services registrars:

740065 / 740062 Day
740065 / 740062 Night

\$ 8.50	No Change
8.70	No Change

770101 / 770102

Temporary student worker (minimum wage)

7.21	7.25
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SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE

(unit prices per game, match, or meet)

AND WAGE TYPES

INTERIM 2009-2010 2008-2009-

FACILITIES SET-UP (Job V V -2)
(Facilities set-up)

	Amount	Wage Type
Football	\$ 20.00	8500
Track	\$ 25.00	8502
Flag Football	\$ 20.00	8504
Wrestling	\$ 20.00	8506
All Other Sports	\$ 10.00	8508

FACILITIES CLEAN-UP PERSON (Job V V-3)
(Facilities Clean-up)

	Amount
Football	\$ 30.00
Track	\$ 30.00
All Other Sports	\$ 20.00
Baseball	\$ 10.00
Softball	\$ 10.00

TIMER (Job V V-7) (per game, match, or meet)

	Amount	Wage Type
Example basketball:		
1 game	\$ 15.00	8520
2 games	\$ 30.00	8522
3 games	\$ 45.00	8524
4 games	\$ 60.00	8526

Amount

Example wrestling:	
Dual match	\$ 30.00
Tri-match/quad	\$ 45.00

STARTER/JUDGES (Job V V-7)

	Amount	Wage Type
All Sport	\$ 25.00	8532

CHAIN CREW (Job V V-9)

	Amount
Football	\$ 25.00

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
 (unit prices per game, match, or meet)
AND WAGE TYPES

TICKET COUNTER (Job V V-10)

	Amount	Wage Type
Football	\$ 30.00	8536

TICKET SELLER (Job V V-11) (per game, match, or meet)

	Amount	Wage Type	Amount
Football	\$ 40.00	8538	\$ 15.00
Basketball 1 game	\$ 15.00	8540	\$ 15.00
Basketball 2 games	\$ 30.00	8542	\$ 20.00
Basketball 3 games	\$ 45.00	8544	\$ 30.00
Basketball 4 games	\$ 60.00	8546	\$ 20.00
Soccer 1 game	\$ 20.00	8548	\$ 30.00
Soccer 2 games	\$ 30.00	8550	\$ 25.00
Wrestling dual match	\$ 30.00	8552	\$ 15.00
Wrestling tri meet/quad	\$ 45.00	8554	\$ 25.00
JV Volleyball			\$ 15.00
Varsity Volleyball			\$ 15.00
Baseball 1 game			\$ 20.00
Baseball 2 games			\$ 30.00
Softball 1 game			\$ 20.00
Softball 2 games			\$ 30.00
Track			\$ 25.00
Flag Football			\$ 15.00
Swimming			\$ 25.00
Water Polo			\$ 15.00

TICKET TAKER (Job V V-12) (per game, match, or meet)

	Amount	Wage Type	Amount
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SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
(unit prices per game, match, or meet)
AND WAGE TYPES

Football		\$	40.00	8580	JV Volleyball	\$	15.00	
Basketball	1 game	\$	15.00	8582	Varsity Volleyball	\$	15.00	
Basketball	2 games	\$	30.00	8584	Baseball	1 game	\$	20.00
Basketball	3 games	\$	45.00	8586	Baseball	2 games	\$	30.00
Basketball	4 games	\$	60.00	8588	Softball	1 game	\$	20.00
Wrestling dual match		\$	30.00	8590	Softball	2 games	\$	30.00
Wrestling tri meet/quad		\$	45.00	8592	Track		\$	25.00
Soccer	1 game	\$	20.00	8594	Flag Football		\$	15.00
Soccer	2 games	\$	30.00	8596	Swimming		\$	25.00
					Water Polo		\$	15.00

GATE/DOOR MONITOR (Job V V-13) (per game, match, or meet)

		Amount	Wage Type	Amount				
Football		\$	40.00	8622	Varsity Volleyball	\$	15.00	
Basketball	1 game	\$	15.00	8624	Soccer	1 game	\$	20.00
Basketball	2 games	\$	30.00	8626	Soccer	2 games	\$	30.00
Basketball	3 games	\$	45.00	8628	Baseball	1 game	\$	20.00
Basketball	4 games	\$	60.00	8630	Baseball	2 games	\$	30.00
Wrestling dual match		\$	30.00	8632	Softball	1 game	\$	20.00
Wrestling tri meet/quad		\$	45.00	8634	Softball	2 games	\$	30.00
Swimming		\$	25.00	8636	Track		\$	25.00
JV Volleyball		\$	15.00	8638	Flag Football		\$	15.00

SCORER (Job V V-14) (per game, match, or meet)

		Amount	Wage Type	Amount				
Football		\$	40.00	8660	Swimming		\$	25.00
Basketball	1 game	\$	15.00	8662	Soccer	1 game	\$	20.00

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
(unit prices per game, match, or meet)
AND WAGE TYPES

Basketball	2 games	\$ 30.00	8664	Soccer	2 games	\$ 30.00
Basketba	3 games	\$ 45.00	8666	Baseball	1 game	\$ 20.00
Basketbal	4 games	\$ 60.00	8668	Baseball	2 games	\$ 30.00
JV Volleyball		\$ 15.00	8670	Softball	1 game	\$ 20.00
Varsity Volleyball		\$ 15.00	8672	Softball	2 games	\$ 30.00
Wrestling dual match		\$ 30.00	8674	Track		\$ 25.00
Wrestling tri meet/quad		\$ 45.00	8676	Flag Football		\$ 15.00
				Water Polo		\$ 15.00

ANNOUNCER (Job V V-15)

		Amount	Wage Type		Amount	
Football		\$ 40.00	8702	Track	\$ 25.00	
Basketball	1 game	\$ 15.00	8704	Baseball	1 game	\$ 20.00
Basketball	2 games	\$ 30.00	8706	Baseball	2 games	\$ 30.00
Basketball	3 games	\$ 45.00	8708	Softball	1 game	\$ 20.00
Basketb	4 games	\$ 60.00	8710	Softball	2 games	\$ 30.00
Volleyball		\$ 20.00	8712	Flag Football per game		\$ 20.00
Wrestling dual match		\$ 30.00	8716	Water Polo		\$ 20.00
Wrestling tri meet/quad		\$ 45.00	8718	Soccer	1 game	\$ 20.00
				Soccer	2 games	\$ 30.00

CROWD CONTROL MONITOR (Job V V-16)*

		Amount	Wage Type		Amount	
Football		\$ 40.00	8742	Track	\$ 30.00	
Cross Country		\$ 30.00	8744	Volleyball (per game)	\$ 15.00	
Swimming		\$ 30.00	8746	Tennis	\$ 30.00	
Basketball	1 game	\$ 15.00	8748	Wrestling dual matches	\$ 30.00	
Basketball	2 games	\$ 30.00	8750	Wrestling tri meet/quad	\$ 45.00	
Basketball	3 games	\$ 45.00	8752	Soccer	1 game	\$ 30.00

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
(unit prices per game, match, or meet)
AND WAGE TYPES

Basketball	4 games	\$ 60.00	8754	Soccer	2 games	\$ 40.00
Water Polo (per game)		\$ 15.00	8756	Flag Football		\$ 30.00
Golf		\$ 30.00	8758	Softball		\$ 30.00
				Baseball		\$ 30.00

PHOTOGRAPHER/VIDEO (Job V V-17)

	Amount	Wage Type
Football	\$ 45.00	8782
All Other Sports	\$ 30.00	8784

STADIUM COORDINATOR

When a private organization or public school, other than the home school, utilized the stadium the home school may charge a Stadium Coordinator operations charge of \$25.00 per hour.
Example: note on the Athletic Event Workers (excluding Officials) SBBC Employees Payroll Sheet, the time worked (5pm-10pm); as well as job V V-19, name, signature and total Stadium Coordinator operations charge (\$125.00)

STADIUM COORDINATOR (Job V V-19)

	Amount	Wage Type
Stadium Coordinator	0.00	8786

EVENT SUPERVISOR

The Event Supervisor may be the athletic director, assistant athletic director, or principal designee.

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
 (unit prices per game, match, or meet)
AND WAGE TYPES

These events are not regular season contests. They include, but are not limited to, tournaments, F.H.S.A.A. state series playoffs (district, regional), and BCAA special events. The individual is paid this rate per day of the event.

EVENT SUPERVISOR (Job V V-18)

	Amount	Wage Type	Amount
Football	\$ 100.00	8788	\$ 50.00
Volleyball (boys & girls)	\$ 50.00	8790	\$ 50.00
Cross Country	\$ 50.00	8792	\$ 50.00
Swimming	\$ 50.00	8794	\$ 50.00
Golf	\$ 50.00	8796	\$ 50.00
Wrestling	\$ 50.00	8798	\$ 100.00
Flag Football	\$ 50.00	8800	\$ 50.00
		Basketball	\$ 50.00
		Baseball	\$ 50.00
		Soccer	\$ 50.00
		Softball	\$ 50.00
		Tennis	\$ 50.00
		Track	\$ 100.00
		Water Polo	\$ 50.00

If a school is hosting more than 3 basketball games in one day, the athletic director, assistant athletic director, or principal designee may be paid as an Event Supervisor.

SPECIAL EVENT SESSION WORKERS

Sessions can include check-in, weigh-in, field events, prelims, finals and exit session (compiling and reporting results). (wrestling, swimming, track)

SPECIAL EVENT SESSION WORKERS

	Amount	Wage Type
Timer	\$ 30.00	8816
Scorer	\$ 30.00	8818
Ticket Taker	\$ 30.00	8820
Ticket Seller	\$ 30.00	8822
Monitor	\$ 30.00	8824
Announcer	\$ 30.00	8826

SCHOOL ACTIVITIES UNIT PRICE SALARY SCHEDULE
(unit prices per game, match, or meet)
AND WAGE TYPES

Any events including, but not limited to, tournaments, FHSAA state series playoffs, or BCAA special events in which more than 2 teams participate can be paid as Special Event Session Workers. Any gate help not listed will revert to regular season salary schedule.

Note:

1. The schools do not have to use all of the event workers. Example: door monitor, gate monitor, or ticket seller for softball, etc.
2. The schools are not required to pay volunteer personnel.
3. In accordance with the Standard Practice Bulletins, if a ticket seller is utilized a ticket taker must also be utilized.
4. This is the Salary Schedule approved by The School Board of Broward County, Florida, which provides for the appropriate payment for the enumerated activities. There shall be no deviations from this schedule.



Broward County Public Schools

The School Board of Broward County, Florida

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