

SECTION IV

**MISCELLANEOUS
SALARIES**

2010-2011

APPROVED: 02/17/11

MISCELLANEOUS SALARIES SUBSTITUTES

Compensation for substitute teachers shall be: (all daily rates are rounded to the nearest dollar based on a 7.83 hour work day. ~~The following rates became effective 8/11/2008.~~

I. Substitute Teachers

Substitute teachers shall be paid in accordance with the degree earned, as noted below, from a university or college that has been accredited from one of the five regional accrediting agencies. Substitute teachers will be paid for the hours that they work during the day only, and on the following schedule:

1. ~~For 2008-2009,†~~ The hourly rate for substitute teachers holding at least a Bachelor's degree is \$14.66. Note: This rate is also appropriate for Clay County vocational teachers who held a valid Florida Educator's certificate or a Clay County Vocational certificate.
2. ~~For 2008-2009,†~~ The hourly rate for substitute teachers holding an Associate's degree (or the 60 semester-hour equivalent) is \$13.44.
3. ~~For 2008-2009,†~~ The hourly rate for substitute teachers holding only a high school degree is \$11.00.
4. Substitute teachers who have earned six semester hours toward the Associate or Bachelor degree in a given school year will earn an additional \$.50 per hour for the next school year.
5. Teachers who hold a valid Florida Educator's Certificate or who hold a Clay County School System Vocational Certificate will be paid an additional \$1.00 per hour to their hourly rate.

II. Long Term Substitute Teachers

A substitute teacher who holds at least a Bachelor's degree may be asked to do a long-term assignment (eleven to sixty days for the same teacher). The long-term substitute teacher is paid by the hour at the following rates:

1. Long-term substitute teachers holding a Bachelor's degree or Clay County School System Vocational Certificate will earn 96% of the daily rate of a beginning classroom teacher at the Bachelor's degree level. ~~For 2008-2009, the hourly rate is \$ 23.65.~~
2. Long-term substitute teachers holding a Master's degree will earn 96% of the daily rate of a beginning classroom teacher at the Master's degree level. ~~For 2008-2009, the hourly rate is \$ 24.90.~~
3. Long-term substitute teachers holding a Specialist's degree will earn 96% of the daily rate of a beginning classroom teacher at the Specialist's degree level. ~~For 2008-2009, the hourly rate is \$25.33.~~
4. Long-term substitute teachers holding a Doctorate degree will earn 96% of the daily rate of a beginning classroom teacher at the Doctorate level. ~~For 2008-2009, the hourly rate is \$25.71.~~

III. Adult and Community Education Substitute Teachers

1. \$11.00 per hour for approved persons not regularly contracted in Clay County employed as adult education substitutes.
2. Regularly contracted teachers in Clay County also employed as adult education substitutes to be paid in accordance with Appendix IVC, Section E of the contract between the C.C.E.A. and School Board.
3. \$18.00 per hour for approved certificated retired Clay County teachers with 10 or more years of Clay County experience.

IV. Teachers employed in other programs beyond the scheduled day or during the summer in non-summer school positions shall be authorized for such work at the discretion of the Superintendent or his/her designee and in compliance with Appendix IV-D of the CCEA Master Contract.

**SUPPORT SALARY SCHEDULE
SUBSTITUTES (NON-BARGAINING UNIT POSITIONS)**

1. SUBSTITUTES:

Category:

Secretarial/Clerical	\$ 7.21 <u>7.25</u> per hour (\$7.25 Beginning 7/24/09)
Noon Day Shuttle Bus Runs	\$ 7.21 <u>7.25</u> per hour (\$7.25 Beginning 7/24/09)
Cafeteria Assistant/Cafeteria Van Driver	\$ 7.21 <u>7.25</u> per hour (\$7.25 Beginning 7/24/09)
Substitute Bus Drivers for Field Trips/Extra Trips	\$8.39 per hour
Bus Driver Interns for Field Trips/Extra Trips	\$8.39 per hour
Bus Driver Intern	\$.25 per hour less than Step 1 hourly rate for regular bus drivers.
Bus Drivers	\$.50 per hour less than Step 1 hourly rate for regular bus drivers.
Substitute Licensed Practical Nurse	\$.50 per hour less than Step 1 hourly rate for regular Licensed Practical Nurse.
Substitute ESE Interpreter	\$.50 per hour less than Step 1 hourly rate for regular ESE Interpreter I.
Substitute Custodian	\$.50 per hour less than Step 1 hourly rate for regular Custodian.
Cafeteria Assistant Trainee	\$1.00 per hour less than Step 1 hourly rate for regular Cafeteria Assistant.
Cafeteria Van Driver Trainee	\$1.00 per hour less than Step 1 hourly rate for regular Cafeteria Van Driver.
Substitute Aide*	\$1.00 per hour less than Step 1 hourly rate for regular Classroom Aides.
Substitute Bus Monitor	\$1.00 per hour less than Step 1 hourly rate for regular Bus Monitor.
Substitute Clinic Assistant	\$.50 per hour less than Step 1 hourly rate for regular Health Assistant

* In the absence of an aide, the supervisor is authorized to use either an approved support substitute aide, at the rate of pay stipulated above, or an approved substitute teacher at the rate of pay stipulated for substitute teachers under “Miscellaneous Salaries,” Section IV.

A. Minimum Guaranteed Work Hours

- 1) Bus Driver Interns shall be guaranteed a minimum of 5.5 hours per day, for each day of reporting, during the 180 student days in the regular school calendar
- 2) Bus Driver substitutes shall be guaranteed a minimum of 4.5 hours per day, for each day of reporting, during the 180 student days in the regular school calendar

B. Benefits

Effective 9/20/02, Bus Driver Interns and Bus Driver substitutes are eligible to enroll in the District’s comprehensive hospital-surgical-major medical and group life insurance policy at group rates equivalent to those of regular employees.

STAFF DEVELOPMENT

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| I. | Consultant Daily Rate | (full day) up to \$1000.00 (4-6 hours)
(half day) up to \$500.00 (3 hours) |
| | Nationally Known Consultants
(The Consultant's vita will be used to determine eligibility for the \$2500 per day rate by the administrator who arranges the inservice.) | (full day) up to \$2500.00 (4-6 hours) |
| II. | Consultant Hourly Rate | Up to \$100.00 |
| | No payment will be given to consultants for preparation time per the amended Teacher Education Center Guidelines approved 10/22/92. | |
| III. | Teacher Participants (non-school hours) | \$12.00 |
| IV. | Non-Instructional Participants (non-contact hours) | \$8.40 |
| V. | Special Professional Agreements | Board Action |
| | Professional Agreements may be executed to provide higher or lower rates of pay when approved by the School Board | |
| VI. | Travel | Board Rate |
| | Travel and per diem for consultants may be paid when approved in advance. | |
| VII. | Substitute Teacher participants - with prior authorization for inservice participation. | \$7.42/hr. |
| VIII. | Non-Instructional Substitute participants - with prior authorization for inservice participation. | Normal hourly rate of pay,
Not to exceed \$8.40 /hr. |

INSURANCE

The Board contribution toward the premium for single coverage for the comprehensive hospital-surgical-major medical and group life insurance policy for each full-time employee shall be:

- (1) as established in the teacher union contract for full-time teachers;
- (2) as established in the support union contract for full-time support (non-instructional) employees;
- (3) For all other employees, the Board agrees to contribute that portion of the premiums, ~~contingent upon the plan selected~~, for single coverage comprehensive hospital-surgical-major medical insurance set forth in the same approved schedule as for teacher and support employees **depending on whether they are an administrator or confidential employee.**
- (4) Full-time employees, for the purposes of this section, shall be those contracted in at least a six-tenths (.6) allocated position or for (.6) or more of each consecutive normal day.

FLORIDA EXCELLENT TEACHING PROGRAM

- I. It is the Clay County school system's intent to provide incentives for teachers to seek National Board of Professional Teaching Standards (NBPTS) certification and to reward teachers who demonstrate teaching excellence by attaining NBPTS certification and sharing their expertise with other teachers. Toward that end, the Board will assist in the provision of the following incentives and bonuses:
 - A. An annual bonus may be paid to each qualified teacher who holds NBPTS certification. The bonus shall be paid by the district with funds provided by DOE and is contingent upon funding by the Legislature. The annual bonus shall be distributed to each individual who:
 1. Demonstrates satisfactory teaching performance on his/her last performance evaluation;
 2. Presents evidence of current NBPTS certification. The annual bonus shall be paid upon receipt of documentation, by the Human Resources Division, verifying eligibility as to performance evaluation and NBPTS certification.
 - B. An annual bonus may be paid to each employee who meets the requirements of Section A above and provides the equivalent of 12 workdays of mentoring and related services to other Florida public school teachers who do not hold NBPTS certification. Credit will not be granted for mentoring or related services provided during the regular student contact hours of the school day or during the 196 days of required service for the school year. The equivalent of 12 work days shall be 94 hours scheduled outside of the student contact hours of the 196 day contract. The bonus shall be paid by the district with funds provided by DOE and is contingent upon funding by the Legislature.
 - C. Clay County applicants for the Florida Excellent Teacher Program must be officially classified as a full time (i.e. filling an allocation of .5 +1 day or greater) classroom teacher providing instruction to students during the entire school year to go through the process, and must maintain classroom teacher status to receive both the salary and mentoring bonus.
- II. Teachers who elect to participate in the Florida Excellent Teaching Program will be subject to applicant withdrawal and repayment procedures stipulated by the Department of Education and specified in F.S. 1012.34.

**ADVANCED PLACEMENT, ADVANCED INTERNATIONAL CERTIFICATE OF
EDUCATION, AND INTERNATIONAL BACCALAUREATE
TEACHER BONUSES**

1. A bonus of \$50 for each student taught by an Advanced Placement teacher in each Advanced Placement course who receives a score of 3 or higher on the College Board Advanced Placement Examination, shall be paid to the Advanced Placement teacher.
2. A bonus of \$50 for each student taught by the International Baccalaureate teacher in each International Baccalaureate course who received a score of 4 or higher on the International Baccalaureate examination shall be paid to the International Baccalaureate teacher.
3. A bonus of \$50 for each student taught by the Advanced International Certificate of Education teacher in each full-credit AICE course who receives a score of 2 or higher on the AICE examination shall be paid to the AICE teacher. A bonus in the amount of \$25 for each student taught by the AICE teacher in each half-credit AICE course who receives a score of 1 or higher on the AICE examination shall be paid to the AICE teacher.
4. Bonuses awarded to a teacher according to this section shall not exceed \$2,000 per teacher for each program, in any given school year and shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive.
5. This bonus is in addition to the applicable tax and social security withholdings and will not result in distributions to the Florida Retirement System.
6. Only teachers still employed by or retired from the Clay County School Board at the time the yearly bonuses are awarded shall be eligible for possible receipt of the bonus.
7. The principal of each school in which the yearly administration of the AP and/or IB and/or AICE Examination took place shall be responsible for certifying the number of students who meet the examination criteria noted above and the applicable AP, IB, or AICE teacher(s) of these students during the year.

**REIMBURSEMENT FOR INTERNET
CONNECTION FOR BOARD MEMBERS**

School Board Members shall be reimbursed at a rate of \$45.00 or actual cost, whichever is less, per month for the high speed internet connection required for E-Agenda. Payment will be made following receipt of invoice.