

Tentative Agreement	July 13, 2023
District	Union
HC Farnsworth, Assistant Superintendent Human Resources, Employee Relations	Kathy Smith, Lake County Education Association President

APPENDIX D

DIFFERENTIAL PAY SCHEDULE – ~~2022-2023~~ 2024

Refer to Article 16, Sections 7, 10, and 11 for supplements, duties, and payments.

ALL GRADE LEVEL, DEPARTMENT CHAIRPERSON, TEAM LEADER (based on number of teachers in grade level/department/team):

2 – 4	844
5 – 7	1116
8 – 11	1423
12 plus	1589
TEAM Expert	460
Site Based Mentor	460

HIGH SCHOOL	0-3 Years	4-7 Years	8+ Years
*Drama (per major production – Limit 3)	776	804	831
*Student Council	1133	1172	1213
*National Honor Society	669	692	716
Hi-Q	1049	1086	1124
Robotics	414	429	460
Vocational Clubs (4)	592	613	646
Other Approved Curricular Clubs (4)	592	613	635
Band Director	3479	3601	3727
*Assistant (100+Students)	2302	2387	2476
Majorettes or Flag or Combo	978	1007	1038
Choral Director	2068	2140	2215
Combo Band & Choral	4156	4517	4675
Video Yearbook or Hard Cover Yearbook	1578	1633	1691
Newspaper	1234	1278	1323
*Senior Class	1078	1116	1155
*Junior Class	936	968	1002
*Sophomore Class	569	589	610
*Freshman Class	569	589	610
(* 1 PER SCHOOL)			

MIDDLE SCHOOL	0-3 Years	4-7 years	8+ Years
*Student Council	653	676	700
*National Honor Society	649	672	695
Vocational Clubs (2)	378	391	405
Robotics	406	421	436
Drama (per major production – Limit 2)	546	575	604
Other Approved Curricular Clubs (4)	375	389	435
Band Director	1801	1864	1930

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Choral Director	1313	1359	1406
Combo Band & Choral	1857	1923	1991
Video Yearbook or Hard Cover Yearbook	806	835	880
Newspaper	691	715	741
(* 1 PER SCHOOL)			

ELEMENTARY	0-3 Years	4-7 years	8+ Years
Other Approved Clubs (7)	375	389	402

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ADDITIONAL PAID SUPPLEMENTS

Leadership Opportunities: These opportunities are not included in the 3-supplement maximum. See Article 16, Section 9.

Team Expert: (1 position per school site)

TEAM Experts will provide training and assistance on TEAM evaluation plans. They will work with new teachers, helping them manage their TEAM plan in TrueNorthLogic, complete a Deliberate Practice Plan, and complete all requirements of their plan. Additionally, they will work with any teachers needing support and guidance with their evaluation plans. TEAM Experts will be well trained in the Marzano Instructional Framework, will keep abreast of any changes or modifications to TEAM plans and will meet annually with the Manager of Evaluation and Compensation Manager to review TEAM trend data.

- Teacher must have been rated effective or highly effective on previous year final evaluation.
- Teacher must maintain TEAM Expert activity log sheet to submit to the Principal.

Site-based Mentor: (see scale below)

The mentor meets with a new teacher or a teacher needing added support for regularly scheduled structured meetings for a minimum of two periods per week. Meetings must include both in classroom support and one-on-one conferences. When the mentor views the assigned teacher's practice, there is a mutually agreed upon purpose driven by the needs of this teacher, and the mentor will share objective non-judgmental data about classroom practice. When the mentor meets one-on-one with the assigned teacher, it is for the purpose of holding reflective conferences that build the teacher's capacity to make effective instructional decisions. The mentor guides this teacher in the use of classroom and student data to formulate strategies, solutions, and next steps. The site-based mentor should have successfully completed the Peer Mentoring online course or equivalent.

- Teacher must have been rated effective or highly effective on previous year final evaluation.
- If the Site-based Mentor is a non-classroom teacher in which coaching and mentoring is part of their responsibility, they must fulfill this position outside of their normal work hours in order to receive this additional compensation.
- Teacher must maintain a Mentor activity log sheet to submit to the Principal.

Count of Teachers Contract: IPF Category 1A	Site-based Mentor Supplements
0 to 3	1
4 to 6	2
7 to 10	3
10 to 12	4
13 to 15	5

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16 to 18	6
19 to 21	7
22 to 24	8
25 to 27	9
28 to 30+	10

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Club Sponsors, Grade/Department Chair and Team Leaders:

High Schools will be allocated four (4) club supplements and four (4) vocational club supplements. Middle Schools will be allocated four (4) curricular club supplements and two (2) vocational club supplements. Elementary Schools will be allocated seven (7) club supplements.

Grade/Department Chair and Team Leader (Middle School only,) supplements will be based on the number to teachers in the Grade/Department or Team.

All Technology Contacts:

School-based employees, including District-Level Student Services and Exceptional Student Education, who provides computer software and hardware support to the Information and Instructional Technology Services and who assist with computer training at their school/department will receive an annual supplement of \$1000.00 per employee according to the following formula:

Number of Students	Supplement
0-300	1
301-1500	2
1501 plus	3

All Test Coordinators:

School-based employees assigned to serve as Test Coordinators will receive an annual supplement according to the following formula:

Number of Students	Elementary	Middle
0-700	\$920	\$1840
701-1500	\$1035	\$2070
1501 plus	\$1150	\$2300

Schools with a student population of 2000 or more will receive an additional allocation. The dollar amount will be computed as one-half the student population applied to the formula.

Before/After School Supervision:

Based on the 180-day student calendar, for teachers who work 15 minutes before/after school for the purpose of student supervision.

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\$403 Before or After School

National/FL History Day Fair:

Coordinator (school-based employee / one per school)-\$575 Sponsoring

Teachers:

<u>Lake Regional History Fair of Florida</u>	
<u>Number of Students</u>	
<u>1-5</u>	<u>\$230.00</u>
<u>6-10</u>	<u>Additional \$58.00 for a total of \$288.00</u>
<u>11 plus</u>	<u>Additional \$58.00 for total of \$346.00</u>
<u>State History Fair of Florida</u>	
<u>Number of Students</u>	
<u>1-5</u>	<u>\$230.00</u>
<u>National/International</u>	
<u>Number of Students – (Only one selected)</u>	<u>\$230.00</u>

Science Fair:

Coordinator (school-based employee / one per school)-\$575 Sponsoring

Teachers:

<u>Lake Regional Science Fair and Engineering Fair of Florida</u>	
<u>Number of Students</u>	
<u>1-5</u>	<u>\$230.00</u>
<u>6-10</u>	<u>Additional \$58.00 for a total of \$288.00</u>
<u>11 plus</u>	<u>Additional \$58.00 for total of \$346.00</u>
<u>State Science and Engineering Fair of Florida</u>	
<u>Number of Students</u>	

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1-5	\$230.00
International Science and Engineering Fair	
Number of Students – (Only one selected)	\$230.00

In-Service Instructors Compensation:

Employees of the Lake County School Board who serve as instructors of in-service components will be compensated at their normal hourly rate of pay, plus benefits. This includes all hours worked both direct and indirect instruction and is only for Teachers teaching Teachers. The district employee contract must be signed by all parties in order for payment to occur.

Stipend Rate:

For participation in workshops and /or in-service outside of the regular workday: \$25.00 per hour.

Members of district approved writing teams will be compensated at their normal hourly rate of pay.

Federal Grant Tutoring (Title I/Title IV):

Any federal grant instructional staff tutoring will be compensated at a rate of \$30.00 per hour.

National Certified School Psychologist

- **Any school psychologist that holds a Nationally Certified School Psychologist (NCSP) certificate will receive an annual \$3000.00 supplement.**
- **Any school psychologist that earns their NCSP during the course of the school year will receive a prorated amount based on the effective date of the certification.**
- **Any school psychologist without NCSP will receive an annual \$750.00 supplement.**
- **The above amounts will be prorated for school psychologists in their positions for less than the full school year.**

Speech-Language Pathologist (SLP)

- Any SLP that holds a Certificate of Clinical Competence (CCC-SLP) will receive an annual \$3000.00 supplement.

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- Any program specialist assigned to perform the duties of an SLP that holds a CCC will receive an annual \$3000.00 supplement.
- Any SLP that earns their CCC during the course of the school year will receive a prorated amount based on the effective date of the certification.
- Any SLP without CCC but with a Master's degree or grandfathered Bachelor's degree will receive an annual \$750.00 supplement.
- The above amounts will be prorated for SLP's in their positions for less than the full school year.

Program Specialist

- All program specialists will receive an annual \$500.00 supplement