

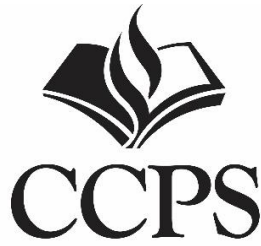
Collier County Public Schools

**2024-2025**

**FINAL  
COMPENSATION  
SCHEDULE**

**Leslie C. Ricciardelli, Ed.D.  
Superintendent**

**Valerie E. Wenrich  
Chief Human Resources Officer**



Collier County Public Schools

[www.collierschools.com](http://www.collierschools.com)

Leslie C. Ricciardelli, Ed.D.  
Superintendent

### THE DISTRICT SCHOOL BOARD OF COLLIER COUNTY

Kelly Mason, Chair  
Stephanie Lucarelli, Vice Chair  
Erick Carter, Member  
Tim Moshier, Member  
Jerry Rutherford, Member

This report has been prepared by The District School Board of Collier County.  
Additional copies, if available, may be obtained by writing:

The District School Board of Collier County  
Dr. Martin Luther King, Jr. Administrative Center  
5775 Osceola Trail  
Naples, Florida 34109-0919

**Report Number:**

011525

**Coordinated by:**

Karen Phillips / Human Resources

## VISION STATEMENT

*All students will complete school prepared for ongoing learning as well as community and global responsibilities.*

*The District School Board of Collier County does not discriminate on the basis of race, color, religion, national origin, sex (including sexual orientation and/or gender identity), disability, or age in the provision of educational opportunities or employment opportunities and benefits. The District School Board does not discriminate on the basis of sex or disability in the education programs and activities that it operates, pursuant to the requirements of Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, respectively. The right not to be discriminated against extends to both employees and students of the District and shall include equal access to designated youth organizations in conformity with the Boy Scouts of America Equal Access Act. The following personnel should be contacted for inquiries about their rights or to learn how to file a complaint regarding discrimination.*

Employees: For matters involving Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, Age Discrimination in Employment Act, Title VII, and Florida's Educational Equity Act, contact Ms. Valerie Wenrich, Chief Human Resources Officer, at (239) 377-0351, or at 5775 Osceola Trail, Naples, Florida 34109.

Students: For matters involving (a) Florida's Education Act and Federal Title VI (race, religion, national origin issues), contact Ms. Rhoderica Washington, Director, Teaching and Learning, at (239) 377-0100, or at 5775 Osceola Trail, Naples, Florida 34109; and (b) Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, contact Ms. Jana Csenger, Coordinator of Psychological Services, at (239) 377-0521, or at 5775 Osceola Trail, Naples, Florida, 34109.

Title IX: For all Title IX related matters, whether involving employees and/or students, contact Ms. Valerie Wenrich, the District's Title IX Coordinator and Chief Human Resources Officer, at (239) 377-0351, or at 5775 Osceola Trail, Naples, Florida 34109.

## TABLE OF CONTENTS

### Contents

JOB DESCRIPTIONS .....	4
COMPENSATION / LEAVES DURING A DECLARED EMERGENCY .....	4
NON-COLLECTIVE BARGAINING UNIT PLACEMENT SCHEDULE .....	5
SUPPLEMENTS FOR NON-BARGAINING SALARY SCHEDULES .....	16
NUTRITION SERVICES SUPPLEMENTS AND SUMMER FEEDING.....	19
TUITION REIMBURSEMENT FOR NON-COLLECTIVE BARGAINING UNITS .....	20
SALARY ADMINISTRATION GUIDELINES FOR NON-COLLECTIVE BARGAINING UNITS .....	21
CONDITIONS OF EMPLOYMENT FOR NON-COLLECTIVE BARGAINING UNITS .....	23
HOURS PER WORK DAY AND LUNCH SCHEDULES.....	25
PART-TIME HOURLY .....	26
PART-TIME PERSONNEL IN SCHOOL AGE CHILD CARE (SACC) .....	28
MISCELLANEOUS HOURLY.....	29
SUMMER EMPLOYMENT .....	31
SUBSTITUTE SALARY SCHEDULE.....	33
CCAEOCAP SECRETARIAL/CLERICAL/ASSISTANT/PARAPROFESSIONAL SUBSTITUTE SALARY SCHEDULE .....	35
TEAMSTERS SUBSTITUTE SALARY SCHEDULE .....	35
GENERAL INFORMATION .....	37
COMPENSATION FOR HIGHEST DEGREE .....	38
COMPENSATION FOR MANDATORY COURT APPEARANCE WHEN OFF CONTRACT .....	39
ERRORS IN COMPENSATION .....	39
ANNUAL CONTRACT CALCULATION METHOD .....	39
LEAVE ACCRUALS .....	39
CCPS EMPLOYEE CONTRACT CODES .....	40

### ***References to Board Policy***

***Employees covered by a collective bargaining agreement should refer to the current collectively bargained agreement if applicable regarding compensation per Board Policy 3410.***

### **Job Descriptions**

***To assist the Board and District staff in their review and understanding of the terms, conditions, and related salary-based information forth in the District's Compensation Salary Schedule Book, the District's current job descriptions can be found at: <https://www.collierschools.com/Page/5509>. Please refer to Board Policy 3600 for further information.***

### **Compensation / Leaves During a Declared Emergency**

***Please refer to District Procedures Manual Administrative Procedure 3411B***

**NON-COLLECTIVE BARGAINING UNIT PLACEMENT SCHEDULE**  
*Salary placements will be based on related experience and internal equity.*

*Any salary increases or bonuses for existing non-bargaining employees beyond initial placement are contingent upon Board approval.*

**Performance Salary Plan for School-based Administrators (Principal, APC, APD, AP, Director, Technical College and Assistant Director, Technical College):**

Any annual salary adjustments are contingent upon Board Approval and will be made in accordance with Florida Statute 1012.22. Salary adjustments will be based upon the prior year final evaluation rating on the Collier Leadership Evaluation Model. The annual adjustment provided to an administrator receiving a final rating of Effective will be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided to an employee receiving a final rating of Highly Effective.

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (days)</u>	<u>Contract Code</u>
<b><u>1</u></b>	<b><u>Non-Exempt - Hourly</u></b>							
	64005	Compensation Associate	\$18.50	\$24.05	\$29.60	7.5	250	G
	63005	District Switchboard Operator	\$18.50	\$24.05	\$29.60	7.5	250	G
	64014	Health Clinic Aide	\$18.50	\$24.05	\$29.60	7.5	188	D
	<b><u>Exempt - Daily</u></b>							
	None							
<b><u>2</u></b>	<b><u>Non-Exempt - Hourly</u></b>							
		None	\$19.36	\$25.16	\$30.97	7.5		
	<b><u>Exempt - Daily</u></b>							
	None							
<b><u>3</u></b>	<b><u>Non-Exempt - Hourly</u></b>							
	20401	Assistant Manager, Nutrition Services	\$20.40	\$26.52	\$32.64	7.5	196	D
	<b><u>Exempt - Daily</u></b>							
	None							
<b><u>4</u></b>	<b><u>Non-Exempt - Hourly</u></b>							
	30063	Specialist I	\$21.42	\$27.84	\$34.27	7.5	196/216/ 230/236/250	D
	30060	Specialist I, Basic PreK	\$21.42	\$27.84	\$34.27	7.5	250	D
	30034	Specialist I, Career Education	\$21.42	\$27.84	\$34.27	7.5	250	D
	30037	Specialist I, ESE Data	\$21.42	\$27.84	\$34.27	7.5	250	D
	30050	Specialist I, Federal Grants	\$21.42	\$27.84	\$34.27	7.5	236/250	D
	30025	Specialist I, Help Desk	\$21.42	\$27.84	\$34.27	7.5	209	D
	30053	Specialist I, Human Resources	\$21.42	\$27.84	\$34.27	7.5	250	D
30071	Specialist I, Instructional Materials	\$21.42	\$27.84	\$34.27	7.5	250	D	

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>	
<b>4</b>	<b><u>Non-Exempt - Hourly</u></b>								
	30052	Specialist I, GED/Workforce Education	\$21.42	\$27.84	\$34.27	7.5	250	D	
	30039	Specialist I, Nutrition Services/Ordering & Inventory	\$21.42	\$27.84	\$34.27	7.5	250	D	
	30059	Specialist I, Position Control	\$21.42	\$27.84	\$34.27	7.5	236	D	
	30056	Specialist I, Student Relations	\$21.42	\$27.84	\$34.27	7.5	196/223/250	D	
	30067	Specialist I, Transportation/Operations Safety	\$21.42	\$27.84	\$34.27	7.5	240	D	
	30068	Specialist I, Transportation/Routing	\$21.42	\$27.84	\$34.27	7.5	240	D	
	30015	Specialist I, Workforce Education	\$21.42	\$27.84	\$34.27	7.5	250	D	
	31002	Technician I, System Support	\$21.42	\$27.84	\$34.27	7.5	230/250	D	
	31004	Technician I, Testing & Data	\$21.42	\$27.84	\$34.27	7.5	250	D	
	<b><u>Exempt - Daily</u></b>								
	None								
<b>5</b>	<b><u>Non-Exempt - Hourly</u></b>								
		None	\$22.50	\$29.25	\$36.00	7.5			
	<b><u>Exempt - Daily</u></b>								
	None								
<b>6</b>	<b><u>Non-Exempt - Hourly</u></b>								
	35002	Facility Manager, Administration Center	\$23.55	\$30.61	\$37.68	7.5	250	D	
	35001	Facility Manager, Elementary	\$23.55	\$30.61	\$37.68	7.5	250	D	
	35009	Facility Manager, Everglades	\$23.55	\$30.61	\$37.68	7.5	250	D	
	21303	Manager, Elementary School/Nutrition Services	\$23.55	\$30.61	\$37.68	7.5	196	D	
		Office Manager, School	\$23.55	\$30.61	\$37.68	8		G	
	63002	Elementary					221		
	63004	EVG					228		
	63004	High					250		
	63004	LWTH					228		
	63003	Middle					228		
	63006	Technical College					250		
		<b><u>Exempt - Daily</u></b>							
		None							
	<b>7</b>	<b><u>Non-Exempt - Hourly</u></b>							
30076		Administrative Specialist II	\$24.75	\$32.17	\$39.60	7.5	250	G	
30080		Engineering Technician, Facilities Planning & Design	\$24.75	\$32.17	\$39.60	7.5	250	D	
30078		Executive Specialist II, Board Office	\$24.75	\$32.17	\$39.60	7.5	250	G	
30077		Executive Specialist II, Superintendent's Office	\$24.75	\$32.17	\$39.60	7.5	250	G	
35003		Facility Manager, Middle	\$24.75	\$32.17	\$39.60	7.5	250	D	
30064		Specialist II	\$24.75	\$32.17	\$39.60	7.5	196/236/250	D	

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>7</b>		<b><u>Non-Exempt - Hourly</u></b>						
	30021	Specialist II, Allocations	\$24.75	\$32.17	\$39.60	7.5	250	D
	30001	Specialist II, Alternative Education	\$24.75	\$32.17	\$39.60	7.5	196	D
	30002	Specialist II, Applications Support	\$24.75	\$32.17	\$39.60	7.5	250	D
	30057	Specialist II, Benefits & Wellness	\$24.75	\$32.17	\$39.60	7.5	250	D
	30020	Specialist II, Communications	\$24.75	\$32.17	\$39.60	7.5	250	D
	30022	Specialist II, Compliance/Special Programs	\$24.75	\$32.17	\$39.60	7.5	236	D
	30017	Specialist II, Energy Management Systems Operations	\$24.75	\$32.17	\$39.60	7.5	250	D
	31015	Specialist II, Facilities Assets	\$24.75	\$32.17	\$39.60	7.5	250	D
	30013	Specialist II, Federal Budget	\$24.75	\$32.17	\$39.60	7.5	250	D
	30014	Specialist II, Federal Staffing	\$24.75	\$32.17	\$39.60	7.5	250	D
	30072	Specialist II, Head Start Compliance/ERSEA	\$24.75	\$32.17	\$39.60	7.5	230	D
	30054	Specialist II, Human Resources	\$24.75	\$32.17	\$39.60	7.5	250	D
	30074	Specialist II, Meal Application/Compliance	\$24.75	\$32.17	\$39.60	7.5	250	D
	31009	Specialist II, Network Applications	\$24.75	\$32.17	\$39.60	7.5	250	D
	31013	Specialist II, Network Cabling	\$24.75	\$32.17	\$39.60	7.5	250	D
	31014	Specialist II, Network Security/Surveillance	\$24.75	\$32.17	\$39.60	7.5	250	D
	30008	Specialist II, Network Support	\$24.75	\$32.17	\$39.60	7.5	250	D
	30079	Specialist II, Recruitment & Community Outreach	\$24.75	\$32.17	\$39.60	7.5	250	D
	30023	Specialist II, Repair Support	\$24.75	\$32.17	\$39.60	7.5	250	D
	30073	Specialist II, Safety & Security	\$24.75	\$32.17	\$39.60	7.5	250	D
	30046	Specialist II, Title I Compliance	\$24.75	\$32.17	\$39.60	7.5	250	D
	31011	Specialist II, Voiceover IP Phone	\$24.75	\$32.17	\$39.60	7.5	250	D
	31003	Technician II, Lead System Support	\$24.75	\$32.17	\$39.60	7.5	250	D
	33002	Videographer	\$24.75	\$32.17	\$39.60	7.5	250	D
		<b><u>Exempt - Daily</u></b>						
		None						
<b>8</b>		<b><u>Non-Exempt - Hourly</u></b>						
	35005	Facility Manager, .5 Immokalee ALT/.5 Maintenance	\$25.90	\$33.67	\$41.44	7.5	250	D
	35004	Facility Manager, High School	\$25.90	\$33.67	\$41.44	7.5	250	D
	35006	Facility Manager, Immokalee Technical College	\$25.90	\$33.67	\$41.44	7.5	250	D
	35007	Facility Manager, LWTC/LWTH/ALT	\$25.90	\$33.67	\$41.44	7.5	250	D
	21328	Manager, Middle School/Nutrition Services	\$25.90	\$33.67	\$41.44	7.5	196	D
	21332	Manager, Nutrition Services CES/CMS	\$25.90	\$33.67	\$41.44	7.5	196	D
	31012	Trainer, Technology	\$25.90	\$33.67	\$41.44	7.5	250	D
		<b><u>Exempt - Daily</u></b>						
		None						

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b><u>9</u></b>		<b><u>Non-Exempt - Hourly</u></b>						
	20905	Foreman, Transportation Parts & Tools	\$27.10	\$35.23	\$43.36	7.5	250	H
	20904	Foreman, Transportation Service	\$27.10	\$35.23	\$43.36	7.5	250	H
	21329	Manager, High School/Nutrition Services	\$27.10	\$35.23	\$43.36	7.5	196	D
	21333	Manager, High School/Nutrition Services (high school based; includes vending)	\$27.10	\$35.23	\$43.36	7.5	196/250	D
	21321	Manager, Nutrition Services <i>(floater that fills in as a manager at all levels when a manager is absent)</i>	\$27.10	\$35.23	\$43.36	7.5	196	D
	21322	Manager, Nutrition Services/Admin Center	\$27.10	\$35.23	\$43.36	7.5	196	D
	22423	Manager, State Assessments	\$27.10	\$35.23	\$43.36	7.5	250	H
	21414	Manager, WDIS Surveys & Compliance	\$27.10	\$35.23	\$43.36	7.5	250	H
		<b><u>Exempt - Daily</u></b>						
	21411	Manager, Basic PreK	\$203.25	\$264.23	\$325.20	7.5	230	H
	22416	Manager, District Translator/Interpreter	\$203.25	\$264.23	\$325.20	7.5	230	H
	22415	Manager, Instructional Materials	\$203.25	\$264.23	\$325.20	7.5	250	H
	20104	Supervisor, Site/School Age Child Care	\$203.25	\$264.23	\$325.20	7.5	240	H
<b><u>10</u></b>		<b><u>Non-Exempt - Hourly</u></b>						
	22427	Analyst I, Data Compliance	\$28.50	\$37.05	\$45.60	7.5	250	H
	30075	Assistant, Legal	\$28.50	\$37.05	\$45.60	7.5	250	G
	20906	Certified Arborist	\$28.50	\$37.05	\$45.60	7.5	250	H
	21203	School Guardian	\$28.50	\$37.05	\$45.60	7.5	250	H
		<b><u>Exempt - Daily</u></b>						
	20105	Accountant I, Financial Services	\$213.75	\$277.88	\$342.00	7.5	250	H
	20503	Buyer I	\$213.75	\$277.88	\$342.00	7.5	250	H
	22502	Facilitator, Workforce Programs	\$213.75	\$277.88	\$342.00	7.5	230	H
	20220	Field Manager, Technical Services	\$213.75	\$277.88	\$342.00	7.5	250	H
	21401	Manager, Budget & Operations, Maintenance	\$213.75	\$277.88	\$342.00	7.5	250	H
	22212	Manager, Transportation	\$213.75	\$277.88	\$342.00	7.5	240	H
<b><u>11</u></b>		<b><u>Non-Exempt - Hourly</u></b>						
	22428	Analyst II, Data Compliance	\$30.00	\$39.00	\$48.00	7.5	250	H
		<b><u>Exempt - Daily</u></b>						
	20103	Accountant II, Financial Services	\$225.00	\$292.50	\$360.00	7.5	250	H
	20504	Buyer II	\$225.00	\$292.50	\$360.00	7.5	250	H
	20211	Manager, Network Cabling	\$225.00	\$292.50	\$360.00	7.5	250	H
	22426	Manager, Student Recruitment	\$225.00	\$292.50	\$360.00	7.5	250	H
<b><u>12</u></b>		<b><u>Non-Exempt - Hourly</u></b>						
	22429	Analyst III, Data Compliance	\$32.70	\$42.50	\$52.32	7.5	250	H
	30030	Paralegal	\$32.70	\$42.50	\$52.32	7.5	250	H



<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>12</b>		<b><u>Exempt - Daily</u></b>						
	20106	Accountant III, Financial Services	\$245.25	\$318.82	\$392.40	7.5	250	H
	20222	Analyst, GIS Planning	\$245.25	\$318.82	\$392.40	7.5	250	H
	20217	Analyst I, Network	\$245.25	\$318.82	\$392.40	7.5	250	H
	21706	Assistant Project Manager/Facilities Management	\$245.25	\$318.82	\$392.40	7.5	250	H
	20505	Buyer III	\$245.25	\$318.82	\$392.40	7.5	250	H
	20229	Developer, Junior Application	\$245.25	\$318.82	\$392.40	7.5	250	H
	22425	Manager, Asset Management	\$245.25	\$318.82	\$392.40	7.5	250	H
	22413	Manager, Budget & Accounting/Nutrition Services	\$245.25	\$318.82	\$392.40	7.5	250	H
	20201	Manager, Certification	\$245.25	\$318.82	\$392.40	7.5	250	H
	20202	Manager, Compensation	\$245.25	\$318.82	\$392.40	7.5	250	H
	21416	Manager, Health Services	\$245.25	\$318.82	\$392.40	7.5	250	H
	21409	Manager, Human Resources	\$245.25	\$318.82	\$392.40	7.5	250	H
	22611	Manager, Professional Development & Learning	\$245.25	\$318.82	\$392.40	7.5	250	H
	20213	Manager, School Age Child Care	\$245.25	\$318.82	\$392.40	7.5	250	H
	22606	Manager, Staff Allocations	\$245.25	\$318.82	\$392.40	7.5	250	H
	22610	Manager, Student Relations	\$245.25	\$318.82	\$392.40	7.5	250	H
	21604	Programmer, Data Warehouse	\$245.25	\$318.82	\$392.40	7.5	250	H
<b>13</b>		<b><u>Non-Exempt - Hourly</u></b>						
		None						
		<b><u>Exempt - Daily</u></b>						
	20218	Analyst II, Network	\$267.32	\$347.51	\$427.71	7.5	250	H
	22612	Assistant Supervisor, Field Operations/Technology	\$267.32	\$347.51	\$427.71	7.5	250	H
	20228	Developer, Application	\$267.32	\$347.51	\$427.71	7.5	250	H
	22216	Field Supervisor/Trainer, Nutrition Services	\$267.32	\$347.51	\$427.71	7.5	250	H
	22414	Manager, Data Surveys	\$267.32	\$347.51	\$427.71	7.5	250	H
	22424	Manager, District Safety & Security	\$267.32	\$347.51	\$427.71	7.5	250	H
	22420	Manager, Environmental Safety	\$267.32	\$347.51	\$427.71	7.5	250	H
	21407	Manager, Every Student Succeeds Act (ESSA)	\$267.32	\$347.51	\$427.71	7.5	250	H
	21201	Manager, Fire & Life Safety	\$267.32	\$347.51	\$427.71	7.5	250	H
	21326	Nurse, Head Start Health Services	\$267.32	\$347.51	\$427.71	7.5	216	H
	21601	Programmer	\$267.32	\$347.51	\$427.71	7.5	250	H
	21325	School Nurse (RN)	\$267.32	\$347.51	\$427.71	7.5	196	H
	20223	Senior Accountant	\$267.32	\$347.51	\$427.71	7.5	250	H
	20502	Senior Buyer	\$267.32	\$347.51	\$427.71	7.5	250	H
	22219	Supervisor, Public Records & Communications	\$267.32	\$347.51	\$427.71	7.5	250	H
	21405	Supervisor, Transportation Business	\$267.32	\$347.51	\$427.71	7.5	250	H
	21404	Supervisor, Transportation Fleet	\$267.32	\$347.51	\$427.71	7.5	250	H
	22406	Supervisor, Transportation Operations Safety	\$267.32	\$347.51	\$427.71	7.5	250	H
	21324	Supervisor, Transportation Operations Training	\$267.32	\$347.51	\$427.71	7.5	250	H

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>13</b>		<b><u>Exempt - Daily</u></b>						
	21305	Supervisor, Transportation Routing	\$267.32	\$347.51	\$427.71	7.5	250	H
<b>14</b>		<b><u>Non-Exempt - Hourly</u></b>						
		None						
		<b><u>Exempt - Daily</u></b>						
	20212	Analyst, Budget	\$291.38	\$378.79	\$466.20	7.5	250	H
	20225	Analyst, Data	\$291.38	\$378.79	\$466.20	7.5	250	H
	20206	Analyst, Systems	\$291.38	\$378.79	\$466.20	7.5	228/250	H
	40312/41301 42301/43301	Behavior Analyst/Management Specialist	\$291.38	\$378.79	\$466.20	7.5	196/206	B
	20227	Developer, Lead Application	\$291.38	\$378.79	\$466.20	7.5	250	H
	55480	District Liaison/Social Worker, McKinney-Vento Program	\$291.38	\$378.79	\$466.20	7.5	236	F
	55482	Licensed Mental Health Professional, Feeder Pattern	\$291.38	\$378.79	\$466.20	7.5	196	F
	22402	Manager, Career & Technical Education	\$291.38	\$378.79	\$466.20	7.5	236/250	H
	21603	Programmer/Analyst	\$291.38	\$378.79	\$466.20	7.5	250	H
	21701	Project Manager, Facilities Planning & Construction	\$291.38	\$378.79	\$466.20	7.5	250	H
	51420	School Intervention Therapist, Elem	\$291.38	\$378.79	\$466.20	7.5	196	F
	53432	School Intervention Therapist, High	\$291.38	\$378.79	\$466.20	7.5	196	F
	52423	School Intervention Therapist, Middle	\$291.38	\$378.79	\$466.20	7.5	196	F
	40100	School Psychologists	\$291.38	\$378.79	\$466.20	7.5	196	B
	55481	Social Worker, District	\$291.38	\$378.79	\$466.20	7.5	206	F
	43108	Social Worker, Head Start, Pre-K, Social Services & Mental Health	\$291.38	\$378.79	\$466.20	7.5	216	F
	43109	Social Worker, TAPP	\$291.38	\$378.79	\$466.20	7.5	230	F
	22111	Supervisor, Applicant Screening	\$291.38	\$378.79	\$466.20	7.5	250	H
	22235	Supervisor, Budget, & Capital Improvement Plan	\$291.38	\$378.79	\$466.20	7.5	250	H
	22202	Supervisor, Central Services	\$291.38	\$378.79	\$466.20	7.5	250	H
	22105	Supervisor, Compensation	\$291.38	\$378.79	\$466.20	7.5	250	H
	22204	Supervisor, General Trades/Immokalee & Everglades	\$291.38	\$378.79	\$466.20	7.5	250	H
	22217	Supervisor, General Trades/Naples	\$291.38	\$378.79	\$466.20	7.5	250	H
	22218	Supervisor, Grounds	\$291.38	\$378.79	\$466.20	7.5	250	H
	22607	Supervisor, HVACR & Controls	\$291.38	\$378.79	\$466.20	7.5	250	H
	22201	Supervisor, Nutrition, Menu Planning & Procurement (Dietetics & Commodities)	\$291.38	\$378.79	\$466.20	7.5	250	H
	21415	Supervisor, Operational Maintenance	\$291.38	\$378.79	\$466.20	7.5	250	H
	22236	Supervisor, Payroll	\$291.38	\$378.79	\$466.20	7.5	250	H
	22287	Supervisor, Program Operations/Nutrition Services	\$291.38	\$378.79	\$466.20	7.5	250	H
	20230	Trainer, Athletic	\$291.38	\$378.79	\$466.20	7.5	201	H

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>15</b>		<b><u>Non-Exempt - Hourly</u></b>						
		None						
		<b><u>Exempt - Daily</u></b>						
	20219	Analyst, Senior Network	\$317.61	\$412.89	\$508.17	7.5	250	H
	20205	Analyst, Senior Systems	\$317.61	\$412.89	\$508.17	7.5	250	H
	20221	Analyst, Senior Systems/Data Warehouse	\$317.61	\$412.89	\$508.17	7.5	250	H
	20226	Developer, Senior Application	\$317.61	\$412.89	\$508.17	7.5	250	H
	41501/42501 43501	Occupational Therapist	\$317.61	\$412.89	\$508.17	7.5	196	B
	41502	Physical Therapist	\$317.61	\$412.89	\$508.17	7.5	196	B
	21327	Senior Construction Inspector/Facilities Management	\$317.61	\$412.89	\$508.17	7.5	250	H
	21705	Senior Project Manager, Facilities Management	\$317.61	\$412.89	\$508.17	7.5	250	H
	22110	Senior Supervisor, Accounting	\$317.61	\$412.89	\$508.17	7.5	250	H
	22116	Senior Supervisor, Accounts Payable	\$317.61	\$412.89	\$508.17	7.5	250	H
	22109	Senior Supervisor, District Safety & Security	\$317.61	\$412.89	\$508.17	7.5	250	H
	22113	Senior Supervisor, Electrical	\$317.61	\$412.89	\$508.17	7.5	250	H
	22114	Senior Supervisor, Field Operations/Technology	\$317.61	\$412.89	\$508.17	7.5	250	H
	22112	Senior Supervisor, HVACR & Controls	\$317.61	\$412.89	\$508.17	7.5	250	H
	22108	Senior Supervisor, Nutrition Services	\$317.61	\$412.89	\$508.17	7.5	250	H
	22115	Senior Supervisor, Technology Logistics	\$317.61	\$412.89	\$508.17	7.5	250	H
	22107	Senior Supervisor, Transportation	\$317.61	\$412.89	\$508.17	7.5	250	H
<b>16</b>		<b><u>Non-Exempt - Hourly</u></b>						
		None						
		<b><u>Exempt - Daily</u></b>						
	14003	Assistant Principal, High School	\$350.00	\$455.00	\$560.00	7.5	209	H
	14002	Assistant Principal, Middle School	\$350.00	\$455.00	\$560.00	7.5	209	H
	19000	Coordinator	\$350.00	\$455.00	\$560.00	7.5	216	H
	19086	Coordinator, Accounting	\$350.00	\$455.00	\$560.00	7.5	250	H
	19001	Coordinator, Activities	\$350.00	\$455.00	\$560.00	7.5	216	H
	19003	Coordinator, Adult & Community Education	\$350.00	\$455.00	\$560.00	7.5	236	H
	19069	Coordinator, Applications Development	\$350.00	\$455.00	\$560.00	7.5	236	H
	19530	Coordinator, Army Instruction	\$350.00	\$455.00	\$560.00	7.5	250	H
	19061	Coordinator, Benefits & Wellness	\$350.00	\$455.00	\$560.00	7.5	250	H
	19063	Coordinator, Budget	\$350.00	\$455.00	\$560.00	7.5	250	H
	19079	Coordinator, Communications	\$350.00	\$455.00	\$560.00	7.5	250	H
	19015	Coordinator, Compensation	\$350.00	\$455.00	\$560.00	7.5	250	H
	19082	Coordinator, District Insurance Programs & Risk Management Services	\$350.00	\$455.00	\$560.00	7.5	250	H
	19087	Coordinator, District Threat Assessment	\$350.00	\$455.00	\$560.00	7.5	216	H
	19520	Coordinator, ELL Services (K-12) & World Languages	\$350.00	\$455.00	\$560.00	7.5	236	H

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>16</b>		<b><u>Exempt - Daily</u></b>						
	19074	Coordinator, ESE/Elementary	\$350.00	\$455.00	\$560.00	7.5	230	H
	19075	Coordinator, ESE/Middle	\$350.00	\$455.00	\$560.00	7.5	230/250	H
	19077	Coordinator, ESE/PK-12 Intensive Behavior Interventions	\$350.00	\$455.00	\$560.00	7.5	230	H
	19076	Coordinator, ESE/PK-12 Modified Curriculum	\$350.00	\$455.00	\$560.00	7.5	230	H
	19524	Coordinator, ESSA Programs	\$350.00	\$455.00	\$560.00	7.5	250	H
	19525	Coordinator, Evaluation	\$350.00	\$455.00	\$560.00	7.5	250	H
	19052	Coordinator, Fine Arts	\$350.00	\$455.00	\$560.00	7.5	236	H
	19088	Coordinator, Gifted & Advanced Studies	\$350.00	\$455.00	\$560.00	7.5	250	H
	19066	Coordinator, Health, Physical Ed & Driver Ed	\$350.00	\$455.00	\$560.00	7.5	236	H
	19010	Coordinator, Health Science	\$350.00	\$455.00	\$560.00	7.5	236	H
	19080	Coordinator, Human Resources	\$350.00	\$455.00	\$560.00	7.5	250	H
	19516	Coordinator, Literacy (K-5)	\$350.00	\$455.00	\$560.00	7.5	236	H
	19034	Coordinator, Literacy (6-12)	\$350.00	\$455.00	\$560.00	7.5	236	H
	19089	Coordinator, Marketing /Workforce Education Programs	\$350.00	\$455.00	\$560.00	7.5	236	H
	19515	Coordinator, Mathematics (PreK-5)	\$350.00	\$455.00	\$560.00	7.5	236	H
	19025	Coordinator, Mathematics (6-12)	\$350.00	\$455.00	\$560.00	7.5	236	H
	19085	Coordinator, McKinney-Vento Program	\$350.00	\$455.00	\$560.00	7.5	236	H
	19083	Coordinator, Mental Health Services	\$350.00	\$455.00	\$560.00	7.5	216	H
	19054	Coordinator, Operations/ Technology	\$350.00	\$455.00	\$560.00	7.5	250	H
	19527	Coordinator, Payroll Services	\$350.00	\$455.00	\$560.00	7.5	250	H
	19090	Coordinator, Post-Secondary Curriculum & Instruction	\$350.00	\$455.00	\$560.00	7.5	250	H
	19512	Coordinator, Prekindergarten	\$350.00	\$455.00	\$560.00	7.5	250	H
	19058	Coordinator, Psychological Services/ Section 504	\$350.00	\$455.00	\$560.00	7.5	230	H
	19072	Coordinator, Research & Data Analysis	\$350.00	\$455.00	\$560.00	7.5	250	H
	19531	Coordinator, School Age Child Care (SACC)	\$350.00	\$455.00	\$560.00	7.5	250	H
	19064	Coordinator, School Counseling (K-8)	\$350.00	\$455.00	\$560.00	7.5	236	H
	19065	Coordinator, School Counseling (9-12)	\$350.00	\$455.00	\$560.00	7.5	236	H
	19020	Coordinator, Science	\$350.00	\$455.00	\$560.00	7.5	236	H
	19021	Coordinator, Social Studies	\$350.00	\$455.00	\$560.00	7.5	236	H
	19030	Coordinator, Staffing & Recruitment	\$350.00	\$455.00	\$560.00	7.5	250	H
	19073	Coordinator, Student Assignment & Data Reporting	\$350.00	\$455.00	\$560.00	7.5	250	H
	19081	Coordinator, Technical Colleges–Engagement, Initiatives & Grants	\$350.00	\$455.00	\$560.00	7.5	250	H
	19038	Coordinator, Workforce Budgets & WDIS/FTE Surveys	\$350.00	\$455.00	\$560.00	7.5	250	H
	19522	Coordinator, Workforce Education Programs	\$350.00	\$455.00	\$560.00	7.5	236	H
	19502	Planner, Long Range	\$350.00	\$455.00	\$560.00	7.5	250	H

**17** **Non-Exempt - Hourly**  
None

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>17</b>		<b><u>Exempt - Daily</u></b>						
	16008	Assistant Director	\$385.00	\$500.50	\$616.00	7.5	250	H
	16010	Assistant Director, Budget	\$385.00	\$500.50	\$616.00	7.5	250	H
	16016	Assistant Director, Nutrition Services	\$385.00	\$500.50	\$616.00	7.5	250	H
	16015	Assistant Director, Student Relations	\$385.00	\$500.50	\$616.00	7.5	250	H
	16011	Assistant Director, Teaching & Learning	\$385.00	\$500.50	\$616.00	7.5	250	H
	13010	Assistant Director, Technical College	\$385.00	\$500.50	\$616.00	7.5	250	H
	13005	Assistant Principal, Alternative Schools	\$385.00	\$500.50	\$616.00	7.5	216	H
	13001	Assistant Principal, Elementary/C&I	\$385.00	\$500.50	\$616.00	7.5	209	H
	13003	Assistant Principal, High School/ Curriculum & Instruction	\$385.00	\$500.50	\$616.00	7.5	223	H
	13004	Assistant Principal, High School/ Discipline & Attendance	\$385.00	\$500.50	\$616.00	7.5	209	H
	13009	Assistant Principal, LWH/C&I	\$385.00	\$500.50	\$616.00	7.5	223	H
	13002	Assistant Principal, Middle School/C&I	\$385.00	\$500.50	\$616.00	7.5	216	H
	13013	Assistant Principal, Middle School/ Discipline & Attendance (1)	\$385.00	\$500.50	\$616.00	7.5	209	H
<b>18</b>		<b><u>Non-Exempt - Hourly</u></b>						
		None						
		<b><u>Exempt - Daily</u></b>						
	15033	Director, Early Learning	\$423.00	\$549.90	\$676.80	7.5	250	H
	15001	Director, Exceptional Student Education	\$423.00	\$549.90	\$676.80	7.5	250	H
	15062	Director, Facility & Real Property Assets	\$423.00	\$549.90	\$676.80	7.5	250	H
	15003	Director, Federal, State & Competitive Grants	\$423.00	\$549.90	\$676.80	7.5	250	H
	15045	Director, Health Services	\$423.00	\$549.90	\$676.80	7.5	250	H
	15063	Director, Information Security	\$423.00	\$549.90	\$676.80	7.5	250	H
	15064	Director, Interscholastic Athletics & Student Activities	\$423.00	\$549.90	\$676.80	7.5	250	H
	15058	Director, Leadership Development	\$423.00	\$549.90	\$676.80	7.5	250	H
	15004	Director, Nutrition Services	\$423.00	\$549.90	\$676.80	7.5	250	H
	15027	Director, Project Management	\$423.00	\$549.90	\$676.80	7.5	250	H
	15044	Director, Research, Evaluation & Grant Development	\$423.00	\$549.90	\$676.80	7.5	250	H
	15056	Director, Research, Testing & Evaluation	\$423.00	\$549.90	\$676.80	7.5	250	H
	15059	Director, School Choice & Supplemental Programs	\$423.00	\$549.90	\$676.80	7.5	250	H
	15061	Director, Teaching & Learning	\$423.00	\$549.90	\$676.80	7.5	250	H
	15008	Director, Technology	\$423.00	\$549.90	\$676.80	7.5	250	H
	15013	Director, Transportation	\$423.00	\$549.90	\$676.80	7.5	250	H
	12001	Principal, Elementary School	\$423.00	\$549.90	\$676.80	7.5	221	H
<b>19</b>		<b><u>Non-Exempt - Hourly</u></b>						
		None						

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>19</b>		<b><u>Exempt - Daily</u></b>						
	12005	Principal, Alternative Schools	\$465.00	\$604.50	\$744.00	7.5	250	H
	12006	Principal, EVG	\$465.00	\$604.50	\$744.00	7.5	228	H
	12013	Principal, LWTH	\$465.00	\$604.50	\$744.00	7.5	228	H
	12002	Principal, Middle School	\$465.00	\$604.50	\$744.00	7.5	228	H
<b>20</b>		<b><u>Non-Exempt - Hourly</u></b>						
		None						
		<b><u>Exempt - Daily</u></b>						
	15038	Director, Adult & Community Education	\$512.00	\$665.60	\$819.20	7.5	250	H
	12014	Director, Technical College	\$512.00	\$665.60	\$819.20	7.5	250	H
	12003	Principal, High School	\$512.00	\$665.60	\$819.20	7.5	250	H
	11521	Senior Director, Benefits & Wellness	\$512.00	\$665.60	\$819.20	7.5	250	H
	11524	Senior Director, Budget	\$512.00	\$665.60	\$819.20	7.5	250	H
	11522	Senior Director, Compensation	\$512.00	\$665.60	\$819.20	7.5	250	H
	11516	Senior Director, Facilities Planning & Design	\$512.00	\$665.60	\$819.20	7.5	250	H
	11511	Senior Director, Financial Services	\$512.00	\$665.60	\$819.20	7.5	250	H
	11514	Senior Director, Professional Learning & Instructional Resources	\$512.00	\$665.60	\$819.20	7.5	250	H
	11520	Senior Director, Professional Standards	\$512.00	\$665.60	\$819.20	7.5	250	H
	11515	Senior Director, Project Management/Facilities Management	\$512.00	\$665.60	\$819.20	7.5	250	H
	11525	Senior Director, Safety, Security & Student Relations	\$512.00	\$665.60	\$819.20	7.5	250	H
	15518	Senior Director, Strategic Engagement, & Initiatives	\$512.00	\$665.60	\$819.20	7.5	250	H
	11509	Senior Director, Student & Staff Projections, Allocations & Reporting	\$512.00	\$665.60	\$819.20	7.5	250	H
	11523	Senior Director, Talent Management	\$512.00	\$665.60	\$819.20	7.5	250	H
	11510	Senior Director, Teaching & Learning	\$512.00	\$665.60	\$819.20	7.5	250	H
	15517	Senior Director, Technology	\$512.00	\$665.60	\$819.20	7.5	250	H
<b>21</b>		<b><u>Non-Exempt - Hourly</u></b>						
		None						
		<b><u>Exempt - Daily</u></b>						
	11004	Executive Director, Accountability & Data Management	\$563.00	\$731.90	\$900.80	7.5	250	I
	11038	Executive Director, CTE & Post-Secondary	\$563.00	\$731.90	\$900.80	7.5	250	I
	11006	Executive Director, Elementary Programs	\$563.00	\$731.90	\$900.80	7.5	250	I
	11017	Executive Director, Exceptional Education & Student Support Services	\$563.00	\$731.90	\$900.80	7.5	250	I
	11012	Executive Director, Federal, State & Competitive Grants	\$563.00	\$731.90	\$900.80	7.5	250	I
	11029	Executive Director, School Leadership & Differentiated Accountability	\$563.00	\$731.90	\$900.80	7.5	250	I

<u>Range</u>	<u>Title #</u>	<u>Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>	
<b><u>21</u></b>		<b><u>Exempt - Daily</u></b>							
	11037	Executive Director, School Leadership & Interscholastic Sports	\$563.00	\$731.90	\$900.80	7.5	250	I	
	11033	Executive Director, School Leadership & Leadership Development	\$563.00	\$731.90	\$900.80	7.5	250	I	
	11026	Executive Director, School Leadership & School Improvement Planning & Parent Engagement	\$563.00	\$731.90	\$900.80	7.5	250	I	
	11007	Executive Director, Secondary Programs	\$563.00	\$731.90	\$900.80	7.5	250	I	
	11035	Executive Director, Technology Services	\$563.00	\$731.90	\$900.80	7.5	250	I	
<b><u>22</u></b>		<b><u>Non-Exempt - Hourly</u></b>							
		None							
		<b><u>Exempt - Daily</u></b>							
	10102	Chief Academic Officer	\$620.00	\$806.00	\$992.00	7.5	250	I	
	10114	Chief Communication Officer	\$620.00	\$806.00	\$992.00	7.5	250	I	
	10111	Chief Facilities Officer	\$620.00	\$806.00	\$992.00	7.5	250	I	
	10113	Chief Financial Officer	\$620.00	\$806.00	\$992.00	7.5	250	I	
	10112	Chief Human Resources Officer	\$620.00	\$806.00	\$992.00	7.5	250	I	
	10110	Chief Of Staff	\$620.00	\$806.00	\$992.00	7.5	250	I	
	10103	Chief Operations Officer	\$620.00	\$806.00	\$992.00	7.5	250	I	
	<b><u>23</u></b>		<b><u>Non-Exempt - Hourly</u></b>						
			None						
			<b><u>Exempt - Daily</u></b>						
10108		Associate General Counsel	\$682.00	\$886.60	\$1091.20	7.5	250	I	
	10101	Deputy Superintendent	\$682.00	\$886.60	\$1091.20	7.5	250	I	
<b><u>24</u></b>		<b><u>Non-Exempt - Hourly</u></b>							
		None							
		<b><u>Exempt - Daily</u></b>							
	10104	District General Counsel	\$750.00	\$975.00	\$1200.00	7.5	250	I	
	10109	School Board Attorney	\$750.00	\$975.00	\$1200.00	7.5	250	I	

## SUPPLEMENTS FOR NON-BARGAINING SALARY SCHEDULES

### Non-Exempt – Hourly

#### Education

##### Ranges 1-9

\$1.50 per hour	Four-year degree from an accredited college
\$1.00 per hour	Two-year degree from an accredited college

#### Longevity\*

##### All Ranges

\$ 7.20 per day	20 years of experience in Collier County Public Schools
-----------------	---

***\*As of July 1, 2013, longevity supplements are no longer being paid. Employees who were eligible for the supplement prior to July 1, 2013, will continue to receive the supplement.***

### Exempt – Daily

*School-based Administrators and non-bargaining employees under F.S. 1012.01 (i.e. School Psychologists) new to the District hired on or after July 1, 2011, will be eligible to receive a supplement for their advanced degree (Ed.S degree or Doctorate degree) if it is held within the individual's area of certification. For non-bargaining employees hired prior to July 1, 2011, the advanced degree is not required to be within the individual's area of certification.*

#### Education

\$4,000 per year  
(less than 1.0 FTE  
will be prorated  
accordingly)

**Ed.S Degree** (submit official transcript with date degree conferred)

\$5,000 per year  
(less than 1.0 FTE  
will be prorated  
accordingly)

**Doctoral Program** (submit official transcript with date degree conferred)

#### School Psychologist only

\$3,000 per year  
(less than 1.0 FTE  
will be prorated  
accordingly)

Master's Program (submit official transcript with date degree conferred)  
Employee has one of the following degree levels:  
MA; MS; CAS or CAGS, often awarded on conjunction with a master's degree; or PsyS **AND**

- A minimum of 60 graduate semester hours (or 90 quarter hours); **and**
- Completion of a minimum of three (3) semester hours of supervised and sequenced practical experiences prior to the internship below; **and**
- 1200-hour full-time internship completed on a full-time basis over one year or at least a half-time basis over two consecutive years. At least 600 hours of the internship must be completed in a school setting.



**Other**

\$1,500 per year	Transportation Manager – Estates/Immokalee
\$1,000 per year	High School Assistant Principal (Range 30, 209 calendar)
\$566.00 per year (flat rate)	Principal Mentor
\$566.00 per year (flat rate)	Assistant Principal Mentor
\$9.70 per day	Nationally Certified School Psychologist (NCSP) Certification (currently working as School Psychologist)
\$8,000 per year	Board Certified Behavior Analyst (BCBA) Certification (currently working as Behavior Management Analyst Specialist (BAMS))
\$1,094 per year	Immokalee/Everglades/Glades Payable to School-based Administrators (Principals, Assistant Principals, Director, Technical College, Assistant Director, Technical College), Activities Coordinators, Health Science Occupations Coordinator, Workforce Education / Technical College Coordinator, Social Worker, Licensed Mental Health Professional, School Psychologists, Behavior Management Analysts, School Intervention Therapists, Occupational Therapists, Physical Therapists, School Nurses and Health Clinic Aides assigned to the Immokalee/Everglades/Glades geographic areas)
\$1,500 per semester	Assignment to a school that has extended day status. This supplement is contingent upon grant funding. If grant funding is no longer available, this supplement will no longer be paid. (payable to School-based Administrators (Principal, APC, APD, AP))
\$1,800 per semester	Up to 6 Licensed Mental Health Professionals / School Psychologists to cover, monitor and support students identified through LearnSafe after hours.
\$1,200 per summer	Up to 5 Licensed Mental Health Professionals / School Psychologists to cover, monitor and support students identified through LearnSafe during the summer
\$4,000 per year	Differentiated Pay School Nurse and Nurse, Head Start Health Services
\$3,500 per year	Differentiated Pay Athletic Trainer
\$8,000 per year	Differentiated Pay School Psychologists
\$3,500 per year	Financial End of Year Reporting Supplement for exempt employees paid at the discretion of the Chief Financial Officer
\$3,000 supplement (flat rate)	School-based Administrator support for District Accreditation (once every five (5) years)

**SUPPLEMENTS FOR NON-BARGAINING SALARY SCHEDULES (cont'd)**

\$100 per year	Assignment to a school that earned a grade of “F” or three consecutive grades of “D” pursuant to Florida Statute 1012.22. The supplement will remain in force for one (1) year following an improved performance in that school. If legislation changes and the requirement to provide this supplement is eliminated, the supplement will no longer be paid. (payable to School-based Administrators (Principal, APC, APD, AP)
\$200 per year	Assignment to a Title I eligible school pursuant to Florida Statute 1012.22. If legislation changes and the requirement to provide this supplement is eliminated, the supplement will no longer be paid. (payable to School-based Administrators (Principal, APC, APD, AP)
\$5,000 per year	Chief Negotiator (one named per year)
\$3,000 per year	Chief Spokesperson (two name per year)
\$2,000 per year	Team Member
\$500 per year	Multiple Team Assignment and additional team assignment
\$2,000 per year	School Psychologist Crisis Intervention Team Leader/Immokalee/EVG
\$2,000 per year	School Psychologist Crisis Intervention Team Leader/Middle School/Naples
\$2,000 per year	School Psychologist Crisis Intervention Team Leader/High School/Naples
\$2,000 per year	School Psychologist Crisis Intervention Team Leader/Elementary School/Naples
\$100 per student evaluation	School Psychologist – Gifted Evaluation – Mental Health Assessment – after-hours
\$200 per student evaluation	School Psychologist – Comprehensive Psychological Evaluation, excluding Academics – after-hours
\$350 per student evaluation	School Psychologist - Comprehensive Psychological Evaluation, including Academics - after-hours
\$400 per student evaluation	School Psychologist - Comprehensive Psychological Evaluation for initial ASD or EBD eligibility - after-hours
\$500 per student evaluation	School Psychologist - Neuropsychological Evaluation - after-hours

*With respect to Florida Statute 1012.22, the District does not have any critical shortage areas for school administrators.*

## NUTRITION SERVICES SUPPLEMENTS AND SUMMER FEEDING

Current Nutrition Services Manager rate (school year immediately preceding summer) or entry level which ever is greater (*minus any school year only supplements for dinner or satellite*)

**USDA Summer Feeding Program Manager**  
– *accrues leave same as summer school*

Current Nutrition Services Assistant Manager rate (school year immediately preceding summer) or entry level which ever is greater; if a current Manager is hired as an Assistant Manager, their pay rate will be based on the same relative position at the lower Assistant Manager range

**USDA Summer Feeding Program Assistant Manager**  
– *accrues leave same as summer school*

Current Nutrition Services Worker rate (school year immediately preceding summer) or entry level which ever is greater

**USDA Summer Feeding Program Worker**  
– *accrues leave same as summer school*

\$0.75 /hr supplement

**USDA Summer Feeding Program Monitor**  
Paid during June and July as a supplement to selected USDA Summer Feeding Program Managers.

\$0.75 /hr supplement

**Satellite school for another Nutrition Services program** (per satellite school) as identified by the school Nutrition Services Department and approved by Human Resources. Supplement is paid to a Manager from another site that is providing additional managerial level support to the satellite school program. This supplement is only for Nutrition Services Managers.

\$0.75 /hr supplement

**Dinner Program site manager** as identified by the Nutrition Services Department and approved by Human Resources.

**TUITION REIMBURSEMENT  
FOR NON-COLLECTIVE BARGAINING UNITS**

Effective to July 1, 2015:

Upon approval of the SUPERINTENDENT or designee, the BOARD will reimburse each EMPLOYEE the actual amount of tuition paid, not to exceed 25% of the resident tuition rate established by the Florida State Board of Regents, for each semester hour taken in an area which may improve his/her overall value to the District. The determination of potential for improving the EMPLOYEE's overall value to the District is solely at the discretion of the Superintendent or designee. To be eligible for reimbursement, the EMPLOYEE must have completed three (3) consecutive years of service in the District. EMPLOYEES shall be reimbursed for no more than 12 credit hours per school year, up to a maximum of 36 credit hours total while employed by the District.

## SALARY ADMINISTRATION GUIDELINES FOR NON-COLLECTIVE BARGAINING UNITS

### New Hires

The rate of pay for newly hired employees should generally be at the minimum rate of the assigned pay range to ensure equity with current employees with greater tenure in similar positions. Salary placements will be based on related experience and internal equity. Based upon school/department needs and employee qualifications, initial placement could be made above the minimum rate. This allows management reasonable flexibility in the recruitment process, while maintaining reasonable controls for maintenance of an equitable relationship between new and existing employees.

### Current employees moving from a bargaining position to a non-bargaining position

It is highly recommended that you contact the Director of Compensation before you accept a new position so that you can be given a salary quote. The rate of pay for current employees moving **from a bargaining position to a non-bargaining position** will be at the minimum rate of their newly assigned position or a 5% increase to their base hourly rate (non-exempt) / daily rate (exempt), whichever is greater. If the employee has previous related experience that is comparable to the level and position being promoted into, consideration will be given for prior verified experience. ***PLEASE NOTE:*** *If the salary causes disparity among other employees in the same classification based on applying the language in this section, then the salary will be based on related experience and internal equity. Salary placement decisions take into consideration the maintenance of internal equity with current employees that have greater tenure in similar positions.*

### Promotion

It is highly recommended that you contact the Director of Compensation before you accept a new position so that you can be given a salary quote. If your current hourly/daily rate is at or above the minimum of the salary range that you are applying to, promotion language may not apply. The rate of pay for current employees promoted within the non-collective bargaining unit to a position one or two salary ranges higher than their current position, will be at the minimum rate of their newly assigned position or a 5% increase to their hourly (non-exempt) / daily rate (exempt), whichever is greater. ***PLEASE NOTE:*** *If the salary causes disparity among other employees in the same classification based on applying the language in this section, then the salary will be based on related experience and internal equity. Salary placement decisions depend largely upon maintaining internal salary equity with current employees that have greater tenure in similar positions.*

It is highly recommended that you contact the Director of Compensation before you accept a new position so that you can be given a salary quote. If your current hourly/daily rate is at or above the minimum of the salary range that you are applying to, promotion language may not apply. The rate of pay for current employees promoted within the non-collective bargaining unit to a position three or more salary ranges higher than their current position, will be at the minimum rate of their newly assigned position or a 10% increase to their hourly (non-exempt) / daily rate (exempt), whichever is greater. ***PLEASE NOTE:*** *If the salary causes disparity among other employees in the same classification based on applying the language in this section, then the salary will be based on related experience and internal equity. Salary placement decisions depend largely upon maintaining internal salary equity with current employees that have greater tenure in similar positions.*

## **SALARY ADMINISTRATION GUIDELINES FOR NON-COLLECTIVE BARGAINING UNITS**

### **Demotion**

Upon voluntary demotion to a classification with a lower salary range, employees should be placed in the new range at the same relative position held in the previous pay range, limited by the established minimum and maximums for the new salary range. If the relative position causes disparity among other employees in the same classification, the salary adjustment will be based on related experience and internal equity. Upon involuntary demotion to a classification with a lower salary range, salaries would be set on a case-by-case basis.

### **Lateral Transfer**

Upon transfer to a position classified at the same level, the employee's range and salary level placement should not be changed.

### **Re-evaluation**

Upon re-evaluation to a higher level (upgrade), salaries should be adjusted to that salary level which is in the same relationship to the minimum of the current salary range. In other words, re-evaluated employees should receive the full benefit of any upward adjustment in the assigned pay range. This allows recognition of an employee's earned relative position in the range. The salary increase will be based on related experience and internal equity. Re-evaluation to a lower level (downgrade) should result in salary placement within the new range equal to the current rate of pay. Downgraded employees with current salaries above the maximum rate of the lower pay range should be frozen, until such time as the range is adjusted upward sufficiently to induce the salaries.

### **Rehire**

Upon rehire to the same position after a break in service, employees should be placed at the same rate previously held, limited by the established minimum and maximums for the salary range. Grandfathered longevity supplements are not applicable after a break in service.

Upon rehire to a different position after a break in service, placement would follow the regular New Hire placement language.

Exceptions may be made at the discretion of the Superintendent.

## **CONDITIONS OF EMPLOYMENT FOR NON-COLLECTIVE BARGAINING UNITS**

### **Purpose**

The purpose of this section is to set forth the regulations for the administration of the compensation plan applicable to administrative, managerial, confidential, and other employees exempt from collective bargaining units.

### **Administration**

The Chief Human Resources Officer shall be responsible for the coordination, control, and administration of the compensation plan. The compensation plan consists of two parts:

- 1) Salary Schedule Booklet
- 2) Rules and regulations governing the administration of the compensation plan.

The schedule of salary ranges and schedule placement is at the discretion of the Superintendent with approval by the School Board.

### **Contracts of Employment**

Administrative and managerial employees shall be provided written contracts. Said contracts shall include all terms and conditions of employment.

### **Holidays**

250-day employees receive no paid holidays. Employees who are contracted to work less than 250 days, shall receive six (6) paid holidays.

### **Vacations**

250-day employees shall be entitled to one (1) day of basic vacation for each month worked. In addition to this basic vacation period, the employee will be provided additional vacation of one (1) day for each year served in a 250-day position in Collier County, up to a maximum of six (6) additional days per year. The additional days will be credited on July 1 of each year, however, upon termination; the additional days will be pro-rated. In his/her initial year of employment, an employee must be employed at least 125 ½ days in the fiscal year to receive this benefit. Up to sixty (60) days of vacation may be carried forward from one fiscal year to the next.

No vacation leave shall be earned by employees on less than a 250-day contract.

### **Personal Leave**

Employees may be granted up to six (6) personal leave days each year. Personal leave days shall be counted as and deducted from the employee's available sick leave.

### **Sick Leave**

The number of sick leave days earned by employees per year are determined by contract length. Please refer to **CCPS Employee Contract Codes** within this document for a listing at the bottom of the page.

## **Benefits for Employees**

*For information regarding Benefits, please refer to our website:*

### **Florida Retirement System**

Pension Plan: [www.dms.myflorida.com/workforce\\_operations/retirement](http://www.dms.myflorida.com/workforce_operations/retirement) Contact 844-377-1888

Investment Plan: [www.myfrs.com](http://www.myfrs.com) Contact: 866-446-9377

Benefits website: [www.collierschools.com/Page/10456](http://www.collierschools.com/Page/10456)

### **Severance Pay / Terminal Pay**

Terminal pay will be paid to an employee (or his beneficiary if service is terminated by death) in accordance with Section 1012.61, F.S. and Administrative Procedure 3415.



**HOURS PER WORK DAY AND LUNCH SCHEDULES**  
**Martin Luther King Jr. Administrative Center**

**Specialist**

Works 7.5 hours a day plus 30 minutes unpaid lunch

8 hour work day

OR

Works 7.5 hours a day plus 1 hour unpaid lunch

8.5 hour work day

---

**Non-Bargaining Ranges 6-7**

Works 7.5 hours a day plus a 30 minute unpaid lunch

8 hour work day

OR

Works 7.5 hours a day plus a 1 hour unpaid lunch

8.5 hour work day

---

**OACAP**

Works 8 hours a day includes a 30 minute paid lunch

8 hour work day

OR

Works 8 hours a day and takes a 1 hour lunch (30 minutes paid and 30 minutes unpaid)

8.5 hour work day

---

**TSA**

Works 7.5 hours a day, includes a 35 minute paid lunch

7.5 hour work day

OR

Works 7.5 hours a day and takes a 1 hour lunch (35 minutes paid and 25 minutes unpaid)

7.75 hour work day

---

**Psychologists**

Works 7.5 hours a day, plus 30 minutes unpaid lunch

8 hour work day

OR

Works 7.5 hours a day, plus 1 hour unpaid lunch

8.5 hour work day

---

**PART-TIME HOURLY**

**PART-TIME COORDINATOR IN WORKFORCE EDUCATION PROGRAMS**

<u><b>Degree</b></u>	<u><b>Hourly Rate</b></u>
Baccalaureate, Masters, Specialist, Doctorate	\$38.00

**PART-TIME PERSONNEL IN WORKFORCE EDUCATION PROGRAMS**

<u><b>Degree/Position</b></u>	<u><b>Hourly Rate</b></u>
Baccalaureate, Non-Degree (Instructor/Advisor)	\$32.00
Doctorate, Specialist, Masters (Instructor/Advisor)	\$35.00
Adult Student Worker	\$16.00
Assistant/General	\$16.00
Fiscal Assistant	\$19.00
Technology Assistant	\$19.00
Testing Monitor	\$19.00

**PART-TIME PERSONNEL IN COMMUNITY EDUCATION (COMED) PROGRAMS**

<u><b>Degree/Position</b></u>	<u><b>Hourly Rate</b></u>
Community Education (COMED) Baccalaureate, Non-Degree (Instructor/Advisor)	\$30.00
Community Education (COMED) Doctorate, Specialist, Masters (Instructor/Advisor)	\$32.00

**PART-TIME PERSONNEL IN BEFORE/AFTER SCHOOL PROGRAMS**

<u><b>Position</b></u>	<u><b>Hourly Rate</b></u>
Instructor	Current Hourly Rate (Superintendent approved effective 11/4/24)
Assistant/General	\$15.00

**PART-TIME INSTRUCTIONAL PERSONNEL  
IN SATURDAY SCHOOL (Discipline)**

Instructor	Current Hourly Rate (Superintendent approved effective 11/4/24)
------------	--

**TEACHER, HOSPITAL / HOMEBOUND STUDENTS**

Current Hourly Rate

**PART-TIME HOURLY**

**GUEST TEACHER, HOSPITAL / HOMEBOUND STUDENTS**  
*(only in event of unfilled need – certification required)*

Just below current teacher  
Starting Rate -  
Entry Level Pay: \*\*\*\$38.00/hr

**Non-bargaining Instructional Support for HOSPITAL / HOMEBOUND STUDENTS**  
*(only in event of unfilled need – certification required)*

Just below current teacher  
Starting Rate -  
Entry Level Pay: \*\*\*\$38.00/hr

**Degree**

**Hourly Rate**

**Curriculum Writing** (develop, revise, review)

Current Hourly Rate

**HIGH SCHOOL CREDIT RECOVERY, INSTRUCTIONAL**

Current Instructional Hourly Rate

**HIGH SCHOOL CREDIT RECOVERY, SITE COORDINATOR**

Current Instructional Hourly Rate

**MIDDLE SCHOOL COURSE RECOVERY, INSTRUCTIONAL**

Current Instructional Hourly Rate

**MIDDLE SCHOOL COURSE RECOVERY, SITE COORDINATOR**

Current Instructional Hourly Rate

**MIGRANT/EVEN START COORDINATOR**

Current Instructional Hourly Rate

**PART-TIME INSTRUCTIONAL PERSONNEL – TITLE I PRIVATE SCHOOL (AFTER SCHOOL)**

Title I Private School Instructor (Afterschool) - hourly rate includes planning and mileage:

One student	\$40.00
Two students	\$50.00
Three or four students	\$60.00
Five or more students	\$70.00

**PART-TIME INSTRUCTIONAL PERSONNEL – TUTORING SERVICES AT SHELTERS IN COLLIER COUNTY (AFTER SCHOOL)**

Instructor (Afterschool) - hourly rate includes planning and mileage:

One student	\$40.00
Two students	\$50.00
Three or four students	\$60.00
Five or more students	\$70.00

*Please note: If no show of students occurs, payment will be made for 30 minutes of wait time. Future recurring no shows for the same program will not be paid.*

**\*\*\*These new rates are effective January 27, 2025.**  
*(first workday of payroll period following Board approval of new rates)*

**PART-TIME PERSONNEL IN SCHOOL AGE CHILD CARE (SACC)  
(BEFORE/AFTER SCHOOL PROGRAMS)**

<u>Degree/Position</u>		<u>Hourly Rate</u>
School Age Child Care Instructional Counselor	Baccalaureate -	\$30.00 per hour
	Master's, Specialist, or Doctorate -	\$35.00 per hour
School Age Child Care Non-Instructional Workers (18 years or older) (minimum HS diploma)		\$18.00
School Age Child Care (SACC) High School Student Worker must be a student currently attending high school.		\$15.00

**PROFESSIONAL DEVELOPMENT CERTIFICATION PROGRAMS (PDCP)**

<u>Degree/Position</u>	<u>Hourly Rate</u>
District Mentor (PDCP)	\$40.00

**PART-TIME HOURLY**

Guest Interventionist (Locational or approved grant funding only)	\$225.00 per teacher day (7.5 hrs.) or \$30.00 per hour
---	--

**MISCELLANEOUS HOURLY**

	<u>Hourly Rate</u>
In-service Instruction (Administrative/Supervisory Personnel - per class hour)	\$42.00 / hour
In-Service Instruction (NON Administrative/Supervisory Personnel – per class hour)	\$40.00 / hour

Payment is for conducting in-service-training activities, as well as, planning and organizing. The number of hours compensated for planning and organizing in-service- training activities shall not exceed one-half (1/2) the number of hours involved in the in-service-training itself. Administrators conducting the same in-service activity more than once within 90 calendar days shall be compensated for no more than one quarter (1/4) of the number of hours involved in the in-service activity itself for each of the activities beyond the first.

	<u>Hourly Rate</u>
Auditorium Coordinator (Instructional or Non-Instructional Personnel)	\$30.00
Bus Attendant Trainee	\$15.00
Bus Driver Trainee	\$15.00
Career/Technical Instructor – Nursing	\$35.00
Choral Accompanist	\$20.00
Emergency Fuel Transportation Driver	Current Hourly Rate (Superintendent approved effective 8/1/24)
Lease Supervisor (Instructional)	\$30.00
In-Service <b>Participant</b> (LMHP, School Psychologist, Social Worker, Behavior Specialist, Intervention Therapist, OT, and PT) if attendance is required	\$35.00
In-Service <b>Instructor/Facilitator</b> (LMHP, School Psychologist, Social Worker, Behavior Specialist, Intervention Therapist, OT, and PT)	\$40.00
Writing/Program Development (Administrative/Supervisory)	Current Hourly Rate

**SICK LEAVE POOL COMMITTEE**

	<u>Per Meeting</u>
Sick Leave Committee Member	\$50.00
Sick Leave Committee Chairperson	\$100.00

**STUDENT WORKERS**

<b>Student Assistant – High School</b> (includes student assistants during the summer)	\$15.00/hour
<b>High School graduates (i.e., college students) / summer worker</b>	\$15.00/hour

**NUTRITION SERVICES**

**Student Workers/Learn 'n Earn Program** \$15.00/hour

**ACTIVITIES SUPPORT HOURLY PAY RATES**

**Athletic Event Manager** (Activities Coordinator Only) \$100 flat rate per multi-school event  
as allowed by the FL High School Athletic Association

**Athletic Event Workers** \$15.00/hour  
(includes event security, scorekeeper, ticket sellers/takers,  
meet officials, clock operator, announcer, usher)

**Clock Operator/Scorekeeper/Announcer** \$15.00/hour  
*High School Students ONLY.*  
*Must be 16 years of age or older.*

**CPR/AED Supplement for Certified Athletic Trainers** \$40.00/hour

**Collier County Athletic Conference Facilitator** \$2,000/year

## SUMMER EMPLOYMENT

### Administrative Personnel

The salary for administrators who work summer school or summer enrichment shall be calculated by using the hourly rate of the administrator for the school year immediately preceding summer school, but shall not be less than (a,b,c) that are listed below.

### The salary for any teacher who serves as a summer school administrator shall be calculated as follows:

- a) Elementary School Principal – Minimum rate of Elementary School Principal (Range 34) or current daily rate, whichever is greater.
- b) Middle School Principal – Minimum rate of Middle School Principal (Range 35) or current daily rate, whichever is greater.
- c) High School Principal – Minimum rate of High School Principal (Range 36) or current daily rate, whichever is greater.

All rates will be computed using the school year immediately preceding summer school. Experience steps will not be granted for previous summer school experience.

Any employee who works only one (1) complete summer school session will earn one (1) day of paid sick leave.

### Non-bargaining employees hired as a teacher for summer school:

Non-bargaining employees hired as a teacher for summer school shall receive the teacher rate of pay. Their salary shall be determined by using the new instructional salary schedule for teachers hired after September 30, 2011 (Bachelor's rate with experience step). Placement on the scale for non-bargaining employees shall be limited to the negotiated maximum number of years of teaching experience at the time of summer employment. Advanced degree supplements are not paid during summer school.

### **Non-Instructional and Support Personnel**

Employees shall be compensated using the salary schedule for the positions they accept. If such position is the same as their position during the school year, they shall be paid the same hourly rate in effect for the school year immediately preceding summer school.

If the summer position is in a different classification, the employee shall be compensated at the beginning rate for that classification or their current hourly rate, whichever is greater.

*Employees shall be compensated using the salary schedule for the positions they accept. If such position is the same as their position during the school year, they shall be paid the same hourly rate in effect for the school year immediately preceding summer school. If a current **OCAP** employee is hired for a summer position within **OCAP** that is a different level, they will receive pay at that level and their current step preceding summer school.*

### **Summer School Instructional Substitutes**

CCPS Teachers (CCEA) that substitute during Summer School in an instructional position will be paid their current teacher rate (based on the prior school year).

Current CCPS Guest Teachers that substitute during Summer School will continue to be paid the established CCPS Guest Teacher rate during summer school.

## **SUMMER EMPLOYMENT**

### **Summer School Non-Instructional (OCAP) Substitutes**

Employees shall be compensated using the salary schedule for the positions they accept. If such position is the same as their position during the school year, they shall be paid the same hourly rate in effect for the school year immediately preceding summer school. If a current **OCAP** employee is hired for a summer position within **OCAP** that is a different level, they will receive pay at that level and their current step preceding summer school.

### **Summer Workers**

Employees that work designated Summer Worker positions will be paid their current rate (based on the prior school year).



## SUBSTITUTE SALARY SCHEDULE

### GUEST TEACHERS /SUBSTITUTE TEACHING

Guest Teacher Level I	***\$157.50 per teacher day (7.5 hrs.) or \$21.00 per hour. Degree (Associate's or equivalent)
Guest Teacher Level I	***\$165.00 per teacher day (7.5 hrs.) or \$22.00 per hour. Degree (Bachelor's or above)
Guest Teacher Level I	***\$172.50 per teacher day (7.5 hrs.) or \$23.00 per hour. Degree (Master's)
Guest Teacher Level II (same location / site assigned)	***\$180.00 per teacher day (7.5 hrs.) or \$24.00 per hour.
Guest Teacher Level III (District assigned)	***\$202.50 per teacher day (7.5 hrs.) or \$27.00 per hour.
Driver's Education Instructional or Support Personnel	***\$180.00 per teacher day (7.5 hrs.) or \$24.00 per hour.
Guest School Psychologist	***\$291.3800 per day (7.5 hrs.) or \$38.85 per hour.
Guest Behavior Analyst / Management Specialist	***\$291.3800 per day (7.5 hrs.) or \$38.85 per hour.
Long-Term Teaching	***\$251.25 per teacher day (7.5 hrs.) or \$33.50 per hour.  <i>Long-term Guest Teacher assignments are ten (10) or more consecutive work days in the same teaching assignment.</i>  When accepting a <b>subsequent</b> long-term teaching assignment during the same school year, the long-term guest teacher will also receive the long-term pay.  Pending approval from HR/Staffing, if a guest teacher is assigned to a long-term assignment that spans from one school year to another, they will continue with their long-term pay rate.
Non-Degree	***\$135.00 per teacher day (7.5 hrs.) or \$18.00 per hour.
LWTC / ITECH Substitutes (CTE – specialized expert in field)	\$32.00 per hour (Exceptions to be paid at the substitute teaching rates listed above: Business Education, Work Evaluation)

**\*\*\*These new rates are effective January 27, 2025.**  
(first workday of payroll period following Board approval of new rates)

Current CCPS interns and soon to be college graduates (graduating with DOE certification eligible degrees pre-approved by Certification) are welcome to apply for a long-term guest teaching assignment. Applicants will need to provide an official letter to Staffing from their college or university prior to their start date that confirms they have completed all of the degree requirements for a Bachelor's degree.

**CCAEOCAP SECRETARIAL/CLERICAL/ASSISTANT/PARAPROFESSIONAL  
SUBSTITUTE SALARY SCHEDULE  
Classification/Hourly Rate\***

Substitute	C	D	E
	\$17.70***	\$18.70***	\$19.15***

**\*\*\*These new rates are effective January 27, 2025.**  
*(first workday of payroll period following Board approval of new rates)*

**CCAEOCAP Guest Assistants that are Daily Assigned by Human Resources, receive E-level pay.**

**Degree or Certificate Pay:** The following list of degrees, certificates and/or courses will be paid to all for any position. Will be paid the highest earned ONLY:

- \$.50** ParaPro Exam Certificate
- \$.75** Sixty (60) credits earned from an accredited institution.
- \$1.00** Associate’s degree from an accredited institution
- \$1.50** Bachelor’s degree from an accredited institution

**TEAMSTERS  
SUBSTITUTE SALARY SCHEDULE  
Classification/Hourly Rate\***

Substitute	III	IV	V	VI
	\$19.36	\$20.95	\$22.43	\$23.93

All levels will receive \$1.25 for verified bachelor’s degree or higher; or \$.75 for verified associate’s degree.

**Non-Collective Bargaining Unit Substitutes**

*Non-Collective Bargaining Unit Substitutes will be paid the minimum rate of the range they are assigned to. Previous CCPS employees shall be placed on at the appropriate salary for the non-collective bargaining unit classification based on CCPS experience while still maintaining internal equity.*

**Non-Collective Bargaining Unit Substitutes – Non-Exempt - Hourly**

**Ranges 1-9**

- \$1.50 per hour Four-year degree from an accredited college
- \$1.00 per hour Two-year degree from an accredited college

*\*Please refer to the appropriate salary schedule for a listing of all classifications*

**\*\*\*These new rates are effective January 27, 2025.**  
*(first workday of payroll period following Board approval of new rates)*

An employee assigned in writing to temporarily replace another employee in a different **non-bargaining** classification for more than five (5) consecutive workdays, shall be paid the entry level rate for that classification or a 10% increase based on their current rate of pay as of the beginning date of the temporary assignment, whichever is greater, if the employee meets the classification's minimum qualifications. If the employee does not meet the minimum qualifications, the employee shall be paid the 10% increase. PLEASE NOTE: If the 10% increase causes disparity among other employees in the same classification based on applying the language in this section, then the increase/rate of the supplement will be based on related experience and internal equity at the discretion of the Superintendent and/or Chief HR Officer. Rate decisions take into consideration the maintenance of internal equity with current employees that have greater tenure in similar positions. *If any retro pay occurs on salary schedules during a temporary assignment, any adjustment to compensation for the temporary assignment shall begin in the pay period in which the retro is paid.*

## GENERAL INFORMATION

### Compensation for Experience

The *Verification of Experience Form* must be received by the Human Resources' Compensation Office no later than the end of the month one year from the date of hire into a position in order for the employee to receive credit for the previous work-related experience. (Example: An employee hired on August 5, 2005, has until August 31, 2006, to get the Verification of Experience Form to the district's Compensation Office.) Once approved by the Compensation Office, the experience will be retroactive to the employee's date of hire in the position.

It is the responsibility of the employee to ensure the completed information is received by the Compensation Office within the above-stated timeframe; otherwise, **the employee has a maximum of two years** to submit the Verification of Experience form and the experience credit will only be retroactive to the beginning of the fiscal year in which the completed information is received by the District's Compensation Office.

Please note: If the *Verification of Experience Form* is received in the Human Resources' Compensation Office after the employee has separated employment from the school district, the employee will not be given credit and will not be compensated for this experience.

*Rehired employees can only submit additional outside experience verification forms for experience that occurred **after** their most recent separation date.* Exceptions may be approved by the Chief Human Resources Officer or designee.

*Verification of Experience Forms* are provided electronically as part of your onboarding process, after applicant screening is completed. The District reserves the right to ask for additional information in order to determine the appropriateness of the experience prior to granting the credit.

**Substitute experience with CCPS or outside the district shall not be allowed as eligible experience for applicants who are employed as regular full time or part time employees.**

## COMPENSATION FOR HIGHEST DEGREE

### Current employees

An official transcript from a recognized and accredited college or university, indicating the type of degree conferred and the date the degree was conferred, must be submitted to the Human Resources' Compensation Office in order to receive credit for the degree. The official transcript must be received by the Compensation Office no later than one (1) year from the date the degree was conferred in order for the credit to be retroactive to that date. Otherwise, the credit will be retroactive to the beginning of the fiscal year in which the official transcript is received by the Compensation Office. It is the responsibility of the employee to ensure that the official transcript is ordered from the appropriate schools and received in the district's Compensation Office by the above-indicated dates in order to receive credit. The school district reserves the right to verify the authenticity of the official transcript prior to granting credit.

Please note: If *official transcripts* are received in the Human Resources' Compensation Office after the employee has separated employment from the school district, the employee will not be given credit and will not be compensated for the degree.

### New employees

An official transcript from a recognized and accredited college or university, indicating the type of advanced degree conferred and the date the degree was conferred, must be submitted to the Human Resources' Compensation Office in order to receive credit for the degree. The official transcript must be received in Human Resources no later than one (1) year from the employee's date of hire in order for the credit to be retroactive to that date. Otherwise, the credit will be retroactive to the beginning of the fiscal year in which the official transcript is received by the Compensation Office. It is the responsibility of the employee to ensure that the official transcript is received by the Compensation office by the above-indicated dates in order to receive credit. The school district reserves the right to verify the authenticity of the official transcript prior to granting credit.

Please note: If *official transcripts* are received in the Human Resources' Compensation Office after the employee has separated employment from the school district, the employee will not be given credit and will not be compensated for the degree.

### Degree Supplement Definitions

**(Ed.S) Degree:** Ed.S. degree must meet the degree requirements of a Florida University Specialist degree and a degree must be conferred. An additional Master's degree or Certificate of Advance Graduate Studies (CAGS) is not equivalent to an Ed.S degree.

**Unconditional Admission to Doctoral Program:** Employee must have successfully completed all required courses and exams and is ready to begin their dissertation (ABD).

**Doctorate Degree:** Effective January 1, 2009, a Juris Doctorate degree does not qualify as a Doctorate degree.

## **COMPENSATION FOR MANDATORY COURT APPEARANCE WHEN OFF CONTRACT**

Legal Services will verify with the employee's department/school that the employee had to be present in court. Legal Services will send via email, memo, etc. the following: employee(s) name, social security number, account coding, days and hours spent in court. The department/school would then email Compensation with this information. Travel to/from court will not be compensated. Employees will be paid as supplement at their hourly rate of pay.

## **ERRORS IN COMPENSATION**

In the event an employee is overpaid or underpaid, the overpayment or underpayment adjustment will be calculated for two years from the date of discovery of the error. If the error has occurred for less than two years, then the adjustment will be made for the entire period of time. The period of time set forth in this provision shall supersede by agreement any other statute of limitations that might otherwise exist in law.

## **ANNUAL CONTRACT CALCULATION METHOD**

The method of calculating an annual contract for the various contract lengths is shown below:

Number of contract days X Daily Rate  
Monthly rate X 12 / 250 X Number of contract days

## **LEAVE ACCRUALS**

All employees earn leave in days as provided in the Florida Statutes. A day of leave is equivalent to a day of work. Therefore, a day of leave for a given employee is equal to the hours an employee is scheduled to work. For example, a day of sick leave for a four-hour per day employee is equal to four hours. A day of sick leave for an eight-hour per day employee is equal to eight hours.

In general, a day of sick leave is earned for each month of work. A 196-day contract teacher earns ten (10) days of sick leave per school year. However, the legislature has provided that school districts shall post four (4) days of sick leave after the first day worked by instructional personnel. The remaining six (6) days of sick leave are posted at a rate of one (1) day per month for the next six (6) months. In a similar fashion, non-instructional personnel receive four (4) days at the completion of the first calendar month of employment, as provided in state law. However, in some situations, the district provides the four (4) days at the conclusion of the first day worked.

Since employees have sick leave days advanced to them before the days are earned, it is possible to use sick leave before it is earned. In the event that an employee terminates his/her employment before he/she completes his/her contract, an adjustment will be made in the final payment to limit sick leave use to the earned amount.

### CCPS EMPLOYEE CONTRACT CODES

The contract codes listed below will be used primarily for the accrual of Sick Leave and Vacation.

CONTRACT CODE	DESCRIPTION	HRS WORKED	PERSONAL DAYS	VAC. Bonus DAYS	VAC. MAX. FWD	SICK LEAVE POOL CODE
A	CCEA (Teachers)	7.5	6	6	60	I
B	Behavior Mgt Specialists, Psychologists, O.T., P.T.	7.5	6	0	0	I
C	Support Services (Maintenance, Transportation, Nutrition Services) Formerly Teamsters	8	6	6	60	N
D	NS Mgrs., Facility Managers Technicians/ Specialists	7.5 8 7.5	6	6	60	I/N NS Mgrs. = N
E	CCAEOCAP (Secretaries, Assistants, Tutors, etc.)	8	6	6	60	N
F	LMHP, Social Worker, ESE Intervention Therapist, School Intervention Therapist	7.5	6	6	60	I
G	Secretaries/Confidential	8	6	6	60	N
H	Administrator/Managerial B Contr. Vacation 1 per month	7.5	6	6	60	A/I
I	Administrator B1 Vacation 1.25 per month	7.5	6	7	60	A
M	Admin/CCEA Summer School		0	0	0	N/A
N	CCAEOCAP Summer School		0	0	0	N/A
P	Teamsters Summer School		0	0	0	N/A
O	Community Sch./196 or 250 days		6	6	60	I
Z	No Leave Benefits		0	0	0	N/A

Number of Sick Leave Days earned per year by contract length:

Length of contract days – 180 to 208 = 10 sick leave days

Length of contract days – 209 to 235 = 11 sick leave days

Length of contract days – 236 to 250 = 12 sick leave days