

**NON-COLLECTIVE BARGAINING UNITS  
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):

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 Number</u>	<u>Title</u>	<u>Minimum Rate</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<u>1</u>	<b><u>Non Exempt - Hourly</u></b>					
	64003	Office Support Assistant I, Human Resource	\$13.04	8	250	G
	64012	Office Support Assistant I, Benefits & Wellness	\$13.04	8	250	G
	<b><u>Exempt - Daily</u></b>					
	None					
<u>2</u>	<b><u>Non Exempt - Hourly</u></b>					
	64004	Office Support Assistant II, Human Resource	\$13.68	8	250	G
	64011	Office Support Assistant II, Benefits & Wellness	\$13.68	8	250	G
	63005	District Switchboard Operator	\$13.68	8	216/250	G
	<b><u>Exempt - Daily</u></b>					
	None					
<u>3</u>	<b><u>Non Exempt - Hourly</u></b>					
	64005	Support Assistant, Compensation	\$14.36	8	250	G
	<b><u>Exempt - Daily</u></b>					
	None					
<u>4</u>	<b><u>Non Exempt - Hourly</u></b>					
		Executive Secretary, Executive Director	\$15.08	8	250	G
	<b><u>Exempt - Daily</u></b>					
	None					

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<b><u>5</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None	\$15.65			
		<b><u>Exempt - Daily</u></b>				
	20401	Assistant Manager, Nutrition Services	\$125.22	8	196	D
<b><u>6</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		Office Manager, School	\$15.83	8		G
	63002	Elementary			221	
	63003	Middle			228	
	63004	High			250	
	63001	Office Manager, Summer School	\$15.83	8	N/A	
		<b><u>Exempt - Daily</u></b>				
		None	\$126.64			
<b><u>7</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None	\$19.45	8		
		<b><u>Exempt - Daily</u></b>				
	21303	Manager, Elementary School / Nutrition Services (including EVG)	\$155.59	8	196	D
<b><u>8</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None	\$19.83	8		
		<b><u>Exempt - Daily</u></b>				
	21303	Manager, Middle School / Nutrition Services	\$158.71	8	196	D
<b><u>9</u></b>		<b><u>Non Exempt - Hourly</u></b>				
	30063	Specialist I	\$20.24	7.5	250	D
	30060	Specialist I, Basic PreK	\$20.24	7.5	250	D
	30061	Specialist I, Benefits & Wellness	\$20.24	7.5	250	D
	30065	Specialist I, Board Office	\$20.24	8	250	G
	30035	Specialist I, Budget	\$20.24	7.5	250	D
	30034	Specialist I, Career Education	\$20.24	7.5	250	D
	31016	Specialist I, Communications /Volunteer Programs	\$20.24	7.5	230	D
	30029	Specialist I, ESE Budget	\$20.24	7.5	250	D
	30037	Specialist I, ESE Data	\$20.24	7.5	250	D
	30050	Specialist I, Federal Grants	\$20.24	7.5	250	D
	30044	Specialist I, Head Start Eligibility, Recruitment, Selection & Attendance	\$20.24	7.5	230	D
	30025	Specialist I, Help Desk	\$20.24	7.5	209	D
	30053	Specialist I, Human Resources	\$20.24	7.5	250	D
	30071	Specialist I, Instructional Materials	\$20.24	7.5	250	D

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<b><u>9</u></b>		<b><u>Non Exempt - Hourly</u></b>				
	30019	Specialist I, Inventory	\$20.24	7.5	250	D
	30041	Specialist I, Meal Benefit and Accountability	\$20.24	7.5	250	D
	30049	Specialist I, Migrant Data	\$20.24	7.5	250	D
	30039	Specialist I, Nutrition Services Ordering and Inventory	\$20.24	7.5	250	D
	30059	Specialist I, Position Control	\$20.24	7.5	250	D
	30066	Specialist I, School Operations	\$20.24	7.5	250	D
	30056	Specialist I, Student Relations	\$20.24	7.5	223/250	D
	30067 / 68 / 69	Specialist I, Transportation	\$20.24	7.5	250/230/240	D
	30047	Specialist I, Voluntary PreK Budget	\$20.24	7.5	250	D
	30015/52	Specialist I, Workforce Education	\$20.24	7.5	250	D
	31002	Technician I, System Support	\$20.24	7.5	206/230/250	D
	31004	Technician I, Test and Data	\$20.24	7.5	250	D
		<b><u>Exempt - Daily</u></b>				
	21303	Manager, High School / Nutrition Services	\$161.88	8	196	D
<b><u>10</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	35001	Facility Manager, Elementary	\$163.74	7.5	250	D
	35002	Facility Manager, Administration Center	\$163.74	7.5	250	D
	35001	Facility Manager, Everglades	\$163.74	7.5	250	D
<b><u>11</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	35001	Facility Manager, Middle	\$167.72	7.5	250	D
	35001	Facility Manager, Gulfview Middle	\$167.72	7.5	250	D
<b><u>12</u></b>		<b><u>Non Exempt - Hourly</u></b>				
	62002	Executive Secretary, Assoc Superintendent, C&I	\$22.96	8	250	G
	62003	Executive Secretary, Asst Superintendent, C&I	\$22.96	8	250	G
	33001	Executive Secretary, Superintendent's Office	\$22.96	8	250	G
	33003	Executive Secretary, Deputy Superintendent	\$22.96	8	250	G
	30031	Secretary, Legal	\$22.96	8	250	G
	30064	Specialist II	\$22.96	7.5	250	D
	30021	Specialist II, Allocations	\$22.96	7.5	250	D
	30001	Specialist II, Alternative Education	\$22.96	7.5	196	D
	30002	Specialist II, Applications Support	\$22.96	7.5	250	D
	30033	Specialist II, Basic PreK Head Start Health Services	\$22.96	7.5	209	D
	30057	Specialist II, Benefits & Wellness	\$22.96	7.5	250	D
	30020	Specialist II, Communications	\$22.96	7.5	236/250	D
	30022	Specialist II, Compliance/Special Programs	\$22.96	7.5	236/250	D

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<b>12</b>		<b><u>Non Exempt - Hourly</u></b>				
	30017	Specialist II, Energy Management Systems Operations	\$22.96	7.5	250	D
	31015	Specialist II, Facilities Assets	\$22.96	7.5	250	D
	30013	Specialist II, Federal Budget	\$22.96	7.5	250	D
	30014	Specialist II, Federal Staffing	\$22.96	7.5	250	D
	30072	Specialist II, Head Start Compliance/ERSEA	\$22.96	7.5	230	D
	30054	Specialist II, Human Resources	\$22.96	7.5	250	D
	31009	Specialist II, Network Applications	\$22.96	7.5	250	D
	31013	Specialist II, Network Cabling	\$22.96	7.5	250	D
	31010	Specialist II, Network Security	\$22.96	7.5	250	D
	31014	Specialist II, Network Security/Surveillance	\$22.96	7.5	250	D
	30008	Specialist II, Network Support	\$22.96	7.5	250	D
	30018	Specialist II, Payroll	\$22.96	7.5	250	D
	30023	Specialist II, Repair Support	\$22.96	7.5	250	D
	30046	Specialist II, Title I Compliance	\$22.96	7.5	236	D
	31011	Specialist II, Voiceover IP Phone	\$22.96	7.5	250	D
	31003	Technician II, Lead System Support	\$22.96	7.5	206/230/250	D
	33002	Videographer	\$22.96	7.5	236	D
		<b><u>Exempt - Daily</u></b>				
	35001	Facility Manager, High School	\$172.17	7.5	250	D
	35001	Facility Manager, LWIT/LWH/ALT	\$172.17	7.5	250	D
	35001	Facility Manager, Immokalee Technical College	\$172.17	7.5	250	D
	35001	Facility Manager, .5 Immokalee ALT / .5 Maintenance	\$172.17	7.5	250	D
<b>13</b>		<b><u>Non Exempt - Hourly</u></b>				
	31012	Trainer, Technology	\$23.56	7.5	250	D
		<b><u>Exempt - Daily</u></b>				
		None	\$176.69	7.5	250	D
<b>14</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	20903	Foreman, Shop	\$193.81	7.5	250	H
	20905	Foreman, Transportation Parts and Tools	\$193.81	7.5	250	H
	20904	Foreman, Transportation Service	\$193.81	7.5	250	H
	21410	Manager, Compliance / SSPAR	\$193.81	7.5	230	H
	22416	Manager, District Translator/Interpreter	\$193.81	7.5	250	H
	22415	Manager, Instructional Materials	\$193.81	7.5	250	H
	22611	Manager, Professional Development and Learning	\$193.81	7.5	250	H
	20104	Supervisor, Site/School Age Child Care	\$193.81	7.5	216	H

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<b><u>15</u></b>		<b><u>Non Exempt - Hourly</u></b>				
	30030	Paralegal	\$26.61	7.5	250	D
		<b><u>Exempt - Daily</u></b>				
	20501	Buyer	\$199.61	7.5	250	H
	20103	Accountant, Financial Services	\$199.61	7.5	250	H
	21202	Accountant, Internal Funds	\$199.61	7.5	250	H
	21001	Generalist, Human Resources	\$199.61	7.5	250	H
	22214	Supervisor, Accounts Payable	\$199.61	7.5	250	H
<b><u>16</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	21401	Manager, Budget and Operations, Maintenance	\$205.60	7.5	250	H
	21405	Manager, Transportation Business	\$205.60	7.5	250	H
	21305	Manager, Transportation Routing	\$205.60	7.5	250	H
	21318	Manager, Transportation Safety	\$205.60	7.5	250	H
	22212	Supervisor, Transportation	\$205.60	7.5	236	H
<b><u>17</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	20217	Analyst, Network I	\$211.76	7.5	250	H
	22502	Facilitator, Post Secondary	\$211.76	7.5	230	H
	20220	Field Manager, Technical Services	\$211.76	7.5	250	H
<b><u>18</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	22413	Manager, Budget and Planning Nutrition Services	\$218.13	7.5	250	H
	22412	Manager, Nutrition Services Technology	\$218.13	7.5	250	H
<b><u>19</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	22419	Manager, Medicaid (Fee-for-Service)	\$224.67	7.5	250	H
	20211	Manager, Network Cabling	\$224.67	7.5	250	H
	22421	Manager, Communications & Design Services	\$224.67	7.5	250	H
	20213	Manager, School Age Child Care	\$224.67	7.5	250	H
	21604	Programmer, Data Warehouse	\$224.67	7.5	250	H

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<b><u>20</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
		*Home School Intervention Counselor	\$226.73	7.5	196/216/230	F
		*ESE School Intervention Therapists	\$226.73	7.5	196/216/230	F
	20502	Senior Buyer	\$226.73	7.5	250	H
<b><u>21</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	22606	Manager, Staff Allocations	\$231.40	7.5	250	H
	21409	Manager, Human Resources	\$231.40	7.5	250	H
	20215	Manager, Legal Services	\$231.40	7.5	250	H
	21313	Manager, Payroll	\$231.40	7.5	250	H
	22610	Manager, Student Relations	\$231.40	7.5	250	H
	22202	Supervisor, Central Services	\$231.40	7.5	250	H
	22217	Supervisor, General Trades/Naples	\$231.40	7.5	250	H
	22204	Supervisor, General Trades/Immokalee & Everglades	\$231.40	7.5	250	H
	22218	Supervisor, Grounds	\$231.40	7.5	250	H
	21406	Manager, Communications & Web Services	\$231.40	7.5	250	H
<b><u>22</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	22609	Manager, District Insurance Program & Risk Management Services	\$238.35	7.5	250	H
	20212	Analyst, District Budget	\$238.35	7.5	250	H
	22608	Assistant Supervisor, HVAC & Controls	\$238.35	7.5	250	H
	21201	Inspector, Fire, Health & Safety	\$238.35	7.5	250	H
	22420	Manager, Environmental Safety	\$238.35	7.5	250	H
	21403	Manager, Operational Trainer	\$238.35	7.5	250	H
<b><u>23</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	21101	Grant Writer	\$245.48	7.5	250	H
<b><u>24</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	22216	Field Supervisor/Trainer, Nutrition Services	\$252.88	7.5	216	H

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<b><u>24</u></b>		<b><u>Exempt - Daily</u></b>				
	21407	Manager, Elementary & Secondary Education Act (ESEA) Programs	\$252.88	7.5	250/236	H
	21316	Manager, Network Infrastructure	\$252.88	7.5	250	H
	22219	Supervisor, Communications Services	\$252.88	7.5	250	H
	22222	Supervisor, Electrical	\$252.88	7.5	250	H
<b><u>25</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
<b><u>25</u></b>		<b><u>Exempt - Daily</u></b>				
	20218	Analyst II, Network	\$260.47	7.5	250	H
	21301	Manager, Benefits & Wellness	\$260.47	7.5	250	H
	22414	Manager, Data Surveys	\$260.47	7.5	250	H
	21404	Manager, Transportation Fleet	\$260.47	7.5	250	H
	22406	Manager, Transportation Operations	\$260.47	7.5	250	H
	21601	Programmer	\$260.47	7.5	250	H
	21602	Programmer, Systems	\$260.47	7.5	250	H
<b><u>26</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	40100	*School Psychologists	\$266.06	7.5	196	B
		*Behavior Analyst/Management Specialist	\$266.06	7.5	196	B
<b><u>27</u></b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	20206	Analyst, Systems	\$268.28	7.5	250	H
	22404	Manager, Accountability Data Warehouse	\$268.28	7.5	250	H
	21320	Manager, District Health and Safety	\$268.28	7.5	250	H
	22422	Manager, High School Career Academies	\$268.28	7.5	236	H
	21603	Programmer/Analyst	\$268.28	7.5	250	H
	21701	Project Manager, Facilities Planning and Construction	\$268.28	7.5	250	H
	22228	Supervisor, Accounting	\$268.28	7.5	250	H
	22105	Supervisor, Compensation	\$268.28	7.5	250	H
	22220	Supervisor, Field Operations, Nutrition Services	\$268.28	7.5	230/250	H
	22226	Supervisor, Field Operations, Technology	\$268.28	7.5	250	H
	22607	Supervisor, HVAC & Controls	\$268.28	7.5	250	H
	22201	Supervisor, Menu Planning, Procurement, Nutrition Services	\$268.28	7.5	250	H
	22215	Supervisor, Program Accountability, Nutrition Services	\$268.28	7.5	250	H
	22227	Supervisor, Purchasing	\$268.28	7.5	250	H
	22225	Supervisor, Technology Logistics	\$268.28	7.5	250	H
	22229	Supervisor, Test Development and Implementation	\$268.28	7.5	250	H

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<b>28</b>		<b><u>Non Exempt - Hourly</u></b> None				
		<b><u>Exempt - Daily</u></b> *Occupational Therapist	\$279.63	7.5	196	B
<b>29</b>		<b><u>Non Exempt - Hourly</u></b> None				
		<b><u>Exempt - Daily</u></b> *Physical Therapist	\$294.85	7.5	196	B
	20205	Analyst, Senior Systems	\$294.85	7.5	250	H
	20221	Analyst, Senior Systems, Data Warehouse	\$294.85	7.5	250	H
	20219	Analyst, Senior Network	\$294.85	7.5	250	H
<b>30</b>		<b><u>Non Exempt - Hourly</u></b> None				
		<b><u>Exempt - Daily</u></b>				
	19501	Architect, District	\$341.74	7.5	250	H
	19000	Coordinator	\$341.74	7.5	216	H
	19001	Coordinator, Activities	\$341.74	7.5	211	H
	19042	Coordinator, Administrative Technology	\$341.74	7.5	250	H
	19061	Coordinator, Benefits & Wellness	\$341.74	7.5	250	H
	19063	Coordinator, Budget	\$341.74	7.5	250	H
	19526	Coordinator, Capital Improvement Plan & Asset Mgt	\$341.74	7.5	250	H
	19003	Coordinator, Adult & Community Education	\$341.74	7.5	230	H
	19015	Coordinator, Compensation	\$341.74	7.5	250	H
	19520	Coordinator, ELL Services (K-12) and World Languages	\$341.74	7.5	236	H
	19026	Coordinator, ESE/Elementary	\$341.74	7.5	230/250	H
	19028	Coordinator, ESE/High	\$341.74	7.5	230/250	H
	19027	Coordinator, ESE/Middle	\$341.74	7.5	230/250	H
	19525	Coordinator, Evaluation	\$341.74	7.5	250	H
	19043	Coordinator, Facility & Real Property Assets	\$341.74	7.5	250	H
	19052	Coordinator, Fine Arts	\$341.74	7.5	236	H
	19010	Coordinator, Health Science	\$341.74	7.5	236	H
	19051	Coordinator, Health Services	\$341.74	7.5	230/250	H
	19066	Coordinator, Health/Physical Ed/Driver Ed	\$341.74	7.5	236	H
	19517	Coordinator, Interscholastic Athletics	\$341.74	7.5	236	H
	19025	Coordinator, Mathematics, 6-12	\$341.74	7.5	236	H
	19515	Coordinator, Mathematics, PreK-5	\$341.74	7.5	236	H
	19054	Coordinator, Operations	\$341.74	7.5	250	H
	19527	Coordinator, Payroll Services	\$341.74	7.5	250	H
	19512	Coordinator, Prekindergarten	\$341.74	7.5	250	H
	19058	Coordinator, Psychological Services/Section 504	\$341.74	7.5	216	H
	19034	Coordinator, Literacy (6-12)	\$341.74	7.5	236	H
	19516	Coordinator, Reading/Language Arts (PreK-5)	\$341.74	7.5	236	H



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<b>30</b>		<b><u>Exempt - Daily</u></b>				
	19525	Coordinator, Research & Program Evaluation	\$341.74	7.5	250	H
	19064	Coordinator, School Counseling (K-8)	\$341.74	7.5	236	H
	19065	Coordinator, School Counseling (9-12)	\$341.74	7.5	236	H
	19023	Coordinator, School Improvement and Differentiated Accountability	\$341.74	7.5	250	H
	19020	Coordinator, Science & Environmental Ed	\$341.74	7.5	236	H
	19021	Coordinator, Social Studies	\$341.74	7.5	236	H
	19030	Coordinator, Staffing & Recruitment	\$341.74	7.5	250	H
	19524	Coordinator, Title I Basic Programs ESEA	\$341.74	7.5	250	H
	19522	Coordinator, Workforce Education Programs	\$341.74	7.5	236	H
	19038	Coordinator, Workforce Budgets & WDIS/FTE Surveys	\$341.74	7.5	250	H
	14003	Assistant Principal, High School	\$341.74	7.5	201	H
	14002	Assistant Principal, Middle School	\$341.74	7.5	201	H
	19502	Planner, Long Range	\$341.74	7.5	250	H
<b>31</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	16002	Assistant Director, Federal & State Grants	\$355.41	7.5	250	H
	16006	Assistant Director, Network Technology	\$355.41	7.5	250	H
	13001	Assistant Principal, Elementary, C&I	\$355.41	7.5	209	H
	13002	Assistant Principal, Middle School, C&I	\$355.41	7.5	216	H
	13005	Assistant Principal, Alternative Schools	\$355.41	7.5	216	H
	18010	Supervisor, Leadership Development	\$355.41	7.5	250	H
	18007	Supervisor, Secondary CTE	\$355.41	7.5	250	H
<b>32</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	17003	Administrator, Lorenzo Walker Institute of Technology	\$369.61	7.5	250	H
	13003	Assistant Principal, High School, Curriculum & Instruction	\$369.61	7.5	223	H
	13004	Assistant Principal, High School, Discipline & Attendance	\$369.61	7.5	209	H
	13006	Assistant Principal, Technical College	\$369.61	7.5	236	H
	15022	Director, Accounting	\$369.61	7.5	250	H
	15027	Director, Project Management	\$369.61	7.5	250	H
	15010	Director, Purchasing	\$369.61	7.5	250	H
	15036	Director, Interagency, Regulatory Coordination, Real Property and Construction Contracts	\$369.61	7.5	250	H
	15041	Director, Community Engagement & District Initiatives	\$369.61	7.5	250	H

<u>Range</u>	<u>Title Number</u>	<u>Title</u>	<u>Minimum Rate</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>33</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	15033	Director, Early Learning	\$384.43	7.5	250	H
	15029	Director, Benefits and Wellness	\$384.43	7.5	250	H
	15020	Director, Budget	\$384.43	7.5	250	H
	15039	Director, Charter Schools	\$384.43	7.5	250	H
	15001	Director, Exceptional Student Education	\$384.43	7.5	250	H
	15003	Director, Federal and State Grants	\$384.43	7.5	250	H
	15044	Director, Competitive Grants	\$384.43	7.5	250	H
	15037	Director, Human Resources	\$384.43	7.5	250	H
	15006	Director, STEM Resources, Instructional Technology and Media Services	\$384.43	7.5	250	H
	15004	Director, Nutrition Services	\$384.43	7.5	250	H
	15032	Director, Post Secondary Programs	\$384.43	7.5	250	H
	15042	Director, Psychometrics and Statistics	\$384.43	7.5	250	H
	15043	Director, Secondary Programs	\$384.43	7.5	250	H
	15031	Director, Student Relations	\$384.43	7.5	250	H
	15008	Director, Technology	\$384.43	7.5	250	H
	15013	Director, Transportation	\$384.43	7.5	250	H
<b>34</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	12001	Principal, Elementary School	\$399.80	7.5	221	H
<b>35</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	12006	Principal, EVG	\$415.77	7.5	228	H
	12002	Principal, Middle School	\$415.77	7.5	228	H
	12005	Principal, Alternative Schools	\$415.77	7.5	250	H
	12013	Principal, LWH	\$415.77	7.5	228	H
<b>36</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	12003	Principal, High School	\$432.42	7.5	250	H
	12009/11	Principal / Technical College	\$432.42	7.5	250	H
<b>37</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	11500/1/2/3	Administrative Director	\$441.07	7.5	250	H

<u>Range</u>	<u>Title Number</u>	<u>Title</u>	<u>Minimum Rate</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>38</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	11004	Executive Director, Accountability & Data Warehouse	\$449.71	7.5	250	I
	11018	Executive Director, Continuous Improvement Initiatives	\$449.71	7.5	250	I
	11015	Executive Director, Communications & Community Engagement	\$449.71	7.5	250	I
	11006	Executive Director, Elementary Programs	\$449.71	7.5	250	I
	11017	Executive Director, Exceptional Education & Student Support Services	\$449.71	7.5	250	I
	11009	Executive Director, Facilities Management	\$449.71	7.5	250	I
	11012	Executive Director, Federal, State and Competitive Grants	\$449.71	7.5	250	I
	11001	Executive Director, Financial Services	\$449.71	7.5	250	I
	11002	Executive Director, Human Resources	\$449.71	7.5	250	I
	11007	Executive Director, Secondary Programs	\$449.71	7.5	250	I
	11016	Executive Director, Student & Staff Projections, Allocations & Reporting	\$449.71	7.5	250	I
	11003	Executive Director, Support Services	\$449.71	7.5	250	I
<b>39</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
		None	\$467.70	7.5		
<b>40</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	10400	Assistant Superintendent	\$486.42	7.5	250	I
<b>41</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	10301	Associate Superintendent, Curriculum & Instruction	\$505.88	7.5	250	I
<b>42</b>		<b><u>Non Exempt - Hourly</u></b>				
		None				
		<b><u>Exempt - Daily</u></b>				
	10303	Deputy Superintendent	\$526.12	7.5	250	I

<u>Range</u>	<u>Title Number</u>	<u>Title</u>	<u>Minimum Rate</u>	<u>Hrs Per Day</u>	<u>Length of Contract (Days)</u>	<u>Contract Code</u>
<b>43</b>		<b><u>Non Exempt - Hourly</u></b> None				
		<b><u>Exempt - Daily</u></b>				
	10104	School Board Attorney/District General Counsel	\$626.59	7.5	250	I

*\*When creating the Non-bargaining Units Salary Schedule several employees' salaries were greater than maximum. Effective July 1, 2012, designated employees shall be "Grandfathered" at their current salary and shall be eligible for all future Board approved increases the same as other employees on the Non-bargaining Units Salary Schedule.*

**SUPPLEMENTS FOR NON-BARGAINING SALARY SCHEDULES**

**Non Exempt-Hourly**

**Education**

Ranges 1 - 6

\$1.25 per hour  
\$ .75 per hour

Four-year degree from an accredited college  
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 new to the District hired on or after July 1, 2011, will be eligible to receive a supplement for their advanced degree (Specialist degree or Doctorate degree) if it is held within the individual's area of certification.*

**Education**

\$4,000 per year

**Specialist Degree**

(submit official transcript with date degree was conferred)

Please Note:

\*Unconditional Admission to Doctoral Program (All But Dissertation (ABD)).  
Submit completed form located on the District web site

<http://www.collierschools.com/hr/compensation/docs/RequestPayDoctorate.pdf>

*\*As of July 1, 2016, the District will no longer pay this supplement. Only employees who were receiving the supplement as of October 2014 will continue to receive the supplement until July 1, 2016. No additional employees are eligible.*

\$5,000 per year

**Doctoral Program**

(submit official transcript with date degree was conferred)

**Longevity\***

\$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.*

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

\$1,500 per year	Transportation Site/Route Manager
\$1,000 per year	High School Assistant Principal (Range 30, 201 calendar)
\$450.00 per year	Principal Mentor
\$ 9.70 per day	NCSP Certification (currently working as school psychologist)
\$808 per year	Immokalee/Everglades (payable to School-based Administrators (Principals, Assistant Principals, Activities Coordinators), School Psychologists, Behavior Management Analysts, School Intervention Therapists, Occupational Therapists and Physical Therapists assigned to the Immokalee/Everglades geographic areas)
\$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 for	Multiple Team Assignment additional team assignment
\$75.00 per event	Nutritional Services Managers working special events and catering functions
\$120.00 per month	Nutritional Services Managers operating school dinner program identified by the Nutrition Services Department and approved by Human Resources.
\$11.75 hr	USDA Summer Feeding Program Manager
\$120.00 per month	USDA Summer Feeding Program Monitor Paid during June and July as a supplement to selected USDA Summer Feeding Program Managers.
\$120.00 per month	Satellite school for another Nutrition Services program as identified by the 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.

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

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

### **Tuition Reimbursement Program for Non-Bargaining Unit Employees**

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:**

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 hourly (non-exempt) / daily rate (exempt), whichever is greater. *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.*

### **Promotion:**

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. *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.*

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. *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.*

**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 increase 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.