

Interim Salary Schedule Book

Fiscal Year 2024-2025



Mark Vianello
Superintendent of Schools

THE SCHOOL BOARD OF CHARLOTTE COUNTY

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Section 1: Instructional Unit Salary Schedule (Unit 1- Teachers)

1.1 Active Job Descriptions:

The following job descriptions are members of the instructional bargaining unit:

Behavior Specialist	Professional Development Specialist
Career Specialist	School Counselor-Elementary
Childfind Specialist	School Counselor-Middle
Classroom Teacher	School Counselor-High
Curriculum & Instruction Specialist	School Social Worker
Data Specialist	Speech & Language Pathologist
Literacy Instructional Coach	Staffing Specialist-ESE
Exceptional Student Education School-Based Liaison	Teacher of the Gifted-ESE
Homeless Education and Foster Care Liaison	Teacher on Special Assignment (TSA)
JROTC Instructor	Title I Private School Academic Tutor
Lead Teacher	Title I Private School Lead Tutor
Media Specialist-Elementary, Middle, High	Virtual School Franchise Adjunct Teacher
	Virtual School Franchise Teacher
	Visually Impaired Teacher-ESE

Please Note: Additional Board Approved job descriptions exist within the Instructional bargaining unit,

1.3 Instructional Grandfathered Salary Schedule Performance Pay

	2024-25	2024-25	2024-25	2024-25	2024-25	2024-25	2024-25	2024-25
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Index	BA	BA	MA	MA	Spec	Spec	Doc	Doc
0	36.5130	\$57,544.49	39.2130	\$61,799.69	40.7130	\$64,163.69	41.9130	\$66,054.89
1	36.5130	\$57,544.49	39.2130	\$61,799.69	40.7130	\$64,163.69	41.9130	\$66,054.89
2	36.5130	\$57,544.49	39.2130	\$61,799.69	40.7130	\$64,163.69	41.9130	\$66,054.89
3	36.5130	\$57,544.49	39.2130	\$61,799.69	40.7130	\$64,163.69	41.9130	\$66,054.89
4	36.5130	\$57,544.49	39.2130	\$61,799.69	40.7130	\$64,163.69	41.9130	\$66,054.89
5	36.5130	\$57,544.49	39.2130	\$61,799.69	40.7130	\$64,163.69	41.9130	\$66,054.89
6	36.6102	\$57,697.68	39.3102	\$61,952.88	40.8102	\$64,316.88	42.0102	\$66,208.08
7	37.0591	\$58,405.14	39.7591	\$62,660.34	w ()Tj5 (34)Tj6.439.7541			

The Grandfathered Salary Schedule includes a ten cent (\$0.10) per hour performance incentive based on receiving an “Effective” or “Highly Effective” evaluation for the 2022-2023 school year. Instructional employees who remain on the grandfathered salary schedule and failed to earn either an “Effective” or “Highly Effective” evaluation for 2022-2023 shall have their hourly rate reduced by ten cents (\$0.10).

one (1) more day than fifty percent (50%) of the assigned work calendar within a school year to be credited for a year of service for longevity purposes.

1.6 Instructional Differentiated Pay

1.6.1 Advanced Degree Supplement

In accordance with Florida Statute 1012.22, salary for instructional personnel, hired on or after July 1, 2011, and holding a degree in their area of certification, will be paid on the CFEA-CCPS-bargained bachelor's salary schedule, plus an hourly supplement based on any advanced degree held in an area of certification (as shown in 1.2 above). Instructional employees hired before July 1, 2011 will be paid the hourly supplement for advanced degree

1.6.2.2 Self-Contained/Dedicated ESE Unit Assignments

A specific supplement will be paid to teachers assigned to teach in self-contained ESE classrooms (CD, EBD, INOD, Pre-K ESE). Employees who teach in departmentalized structures will not be eligible for this supplement. The specific compensation amounts and eligible teaching assignments will be determined annually between the District and the CFEA. The supplement amount is a Group 6 supplement (See 1.6.3). The supplement will be paid at the end of each semester during which the employee spent at least fifty-one percent (51%) of the workdays teaching within the self-contained ESE units in that semester.

1.6.2.8 Secondary Teachers Teaching During Planning

Teachers who teach during their planning period shall be paid an additional hourly rate of \$5.10 during any pay period in which the teacher teaches during their planning period.

1.6.2.9 Additional Academic/Extra-Curricular Responsibilities

Supplements for designated additional academic or extra-curricular

7	2.92%	\$1,638	\$82	MS Basketball Head Coach, HS Mock Trial, Newspaper, Sophomore Class Sponsor, HS Spring Football Head Coach, MS Student Government, HS Student Recognition Clubs, HS Vocational Clubs, MS Volleyball Head Coach, Web Page Manager, MS Wrestling Head Coach, MS Soccer Coach, Department Chair/Program Planner (2 to 5 total members), ELL (more than 50 students)
8	2%	\$1,122	\$56	HS Academic Clubs, MS Academic Club, HS Academic Teams, MS Academic Team, MS Assistant Basketball Coach, HS Assistant Spring Football Coach, MS Assistant Volleyball Coach, MS Assistant Wrestling Coach, HS Dance Line, Dual Enrollment (per semester), ELL (more than 25 students), Freshman Class Sponsor, History Fair Coordinator, Middle School

1.7.3 Experience Credit

Upon written verification, up to thirty (30) years of prior teaching or related experience shall be credited to new hires at a value of one (1) salary schedule increment per year of verified service. Written verification of such experience must be received within sixty (60) days after employment. Verification received after sixty (60) days will not be considered for pay purposes for that school year but will in no way preclude its use in subsequent years. No past experience will be awarded to teachers receiving retirement benefits through the Florida Retirement System (FRS).

1.7.4 Overtime Pay Exemption

Instructional positions are considered exempt from overtime provisions of the Fair Labor Standards Act.

1.7.5 Cell Phone Supplement

In accordance with 1011.09, Florida Statutes, the School Board specifically approves a supplement of \$25.00 to be included in paychecks one time per month for selected district employees who are required by their positions to be available by cell phone outside the normal duty time. In the event of a

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Section 2: Classified Unit Salary Schedule (Unit 2- Support)

2.1 Classified Job Descriptions

2.1.1 Active Job Descriptions:

Accounting Assistant

Administrative Assistant

Assistant Foreman, Warehouse

Employee Benefits Assistant
Family Advocate
Food Service Assistant Manager

2.3 Classified Salary Schedule

Index	10	11	12	13	14	15	16	17	18	19
b	\$17.00	\$17.10	\$17.20	\$17.30	\$17.40	\$17.50	\$17.60	\$17.70	\$17.80	\$17.90
c	\$18.00	\$18.10	\$18.20	\$18.30	\$18.40	\$18.50	\$18.60	\$18.70	\$18.80	\$18.90
d	\$19.00	\$19.10	\$19.20	\$19.30	\$19.40	\$19.50	\$19.60	\$19.70	\$19.80	\$19.90
e	\$20.00	\$20.10	\$20.20	\$20.30	\$20.40	\$20.50	\$20.60	\$20.70	\$20.80	\$20.90
f	\$21.00	\$21.10	\$21.20	\$21.30	\$21.40	\$21.50	\$21.60	\$21.70	\$21.80	\$21.90
g	\$22.00	\$22.10	\$22.20	\$22.30	\$22.40	\$22.50	\$22.60	\$22.70	\$22.80	\$22.90
h	\$23.00	\$23.10	\$23.20	\$23.30	\$23.40	\$23.50	\$23.60	\$23.70	\$23.80	\$23.90
i	\$24.00	\$24.10	\$24.20	\$24.30	\$24.40	\$24.50	\$24.60	\$24.70	\$24.80	\$24.90
j	\$25.00	\$25.10	\$25.20	\$25.30	\$25.40	\$25.50	\$25.60	\$25.70	\$25.80	\$25.90
k	\$26.00									

10 - 14	\$0.50
15 - 19	\$0.70
20 - 24	\$1.00
25 - 29	\$1.30
30 or more	\$1.60

“Years of Service” includes years of service to Charlotte County Public Schools completed prior to the fiscal year in which the longevity hourly rate is to be paid. An employee must work at least one (1) more day than fifty percent (50%) of the assigned work calendar within a school year to be credited for a year of service for longevity purposes.

2.5 Classified Differentiated Pay

2.5.1 School Recognition Awards

School Recognition Awards, also known as A-Plus Awards, shall be paid as per Local School Advisory Councils in accordance with State Statutes.

2.5.2 ServSafe Hourly Supplement

For those food servic

2.6.5 Bus Driver Trainer Certification

Designated Bus Driver Trainers for the calendar year shall be paid at a supplemental rate of fifty cents (\$0.50) per hour for all paid work hours.

2.6.6 Early Childhood Mentor

Designated Head Start (2) and Early Childhood (2) mentors for the calendar year shall be paid at a supplemental rate of fifty cents (\$0.50) per hour for all paid work hours.

2.6.7 Community Education Program

Food Service workers who perform services for the Community Education Program after regular working hours shall be paid their regular hourly rate.

2.6.8 Director Assigned Higher Classification

If an employee is temporarily assigned to a higher-paying job classification, that employee shall be paid at the higher rate for hours worked in that job classification. This assignment must be approved by the director of the department prior to any such work occurring. Employees cannot be assigned to job descriptions outside of the bargaining unit by use of this provision.

2.6.9 Mandatory Subject of Bargaining

The award of increases for employees on the classified salary schedule shall be negotiated annually.

23610 Recruitment Bonus

Any employee who recruits a regular full-time emplrgl-olas- f.6 (o)-ly.00T47

2.6.14 Promotion Salary Placements

When an employee is promoted within the Classified Bargaining Unit, the following practice will be followed:

1. Determine the employee's current hourly rate for the position he/she is vacating.
2. Apply a 5% increase to the hourly amount of that current hourly rate.
3. Locate the step closest to (but not less than) the calculated hourly rate in the new salary column as defined by new job description.

2.6.15 Demotion Salary Placements

When an employee transfers to a job at a lower paygrade within in the Classified Bargaining Unit, the following practice will be followed:

1. Determine the employee's current hourly rate for the position he/she is vacating.
2. Apply a 5% decrease to the hourly amount of that currently hourly rate.
3. Locate the step closest to (but not less than) the calculated hourly rate in the new salary column as defined by the new job description.

2.6.16 Extra Pay for Work Outside Job Description

When an employee performs extra work outside his/her normal contract time and outside his/her job description, the following practice will be followed:

1. Determine the employee's current hourly rate for the current position.
- 2.

2.9 Paraprofessionals assigned to CHC

A specific supplemental hourly rate will be paid to paraprofessionals assigned to Charlotte Harbor Center. The value of this additional hourly rate will be \$1.00 per hour. The increase will only be applied during pay periods in which the employee is working at Charlotte Harbor Center. Should an employee

Below is the beginning rate of pay for each paygrade:

	Paygrade A1	Paygrade A2	Paygrade A3	Paygrade A4
Hourly Rate	\$51.20	\$56.60	\$62.00	\$69.50
Example Annual (Hrly rate x 8hr x 252 cal)	\$103,219.20*	\$114,105.60*	\$124,992.00*	\$140,112.00*

*Annual amount may vary depending on calendar days per year

3.4 Administrative Longevity Pay

Longevity pay is to be paid to current full-

Contracted Work Days per Year	Number of Sick Days Accrued
230	11 Days
252	12 Days

3.6.6 Paid Personal Leave

Administrative Employees may be allowed six (6) personal days each year to be charged against their sick leave balance. Such leave shall be non-accumulative and requests for such leave must be submitted to the principal, immediate supervisor, or superintendent at least two (2) working days before the leave begins.

Calendar Length	Job Descriptions
230	Assistant Principal

Section 4: Confidential/Professional Unit Salary Schedule (Unit 4)

4.1 Confidential/Professional Job Descriptions

4.1.1 Active Job Descriptions:

Accountant
Accountant, Senior
Analyst, Data
Analyst, Payroll
Analyst, Personnel
Analyst, Risk Management
Analyst, Routing and Scheduling
Analyst, Safety and Training
Analyst, Technology
Athletic Director
Dean of Students
Analyst, District Assessment
Executive Secretary I
Executive Secretary II
Food & Nutrition Services Manager
Foreman, Audio Visual
Foreman, Print Shop
Foreman, Warehouse
Manager, Communications
Manager, Construction
Manager, Data Systems
Manager, Federal Programs Operations
Manager, Food and Nutrition Services Operation
Manager, Human Resources & Employee Benefits
Manager, Information Technology Support
Manager, Network Systems
Manager, Payroll
Manager, Performing Arts
Manager, Plant Operations
Manager, Procurement Services
Manager, Risk

4.2.3 Paygrade C

The following Job Descriptions are assigned to paygrade C:

Analyst, Data

Analyst, Payroll

Analyst, Personnel

Analyst, Risk Management

Analyst, Routing & Scheduling

Analyst, Safety & Training

Analyst, Technology

Analyst, District Assessment

Executive Secretary I (Senior Staff, District-level)

Foreman, Audio Visual

Foreman, Print Shop

Foreman, Warehouse

Transportation Area Manager 4.2.3

4.3 Professional Job Descriptions by Paygrade

4.3.1 Paygrade E

The following Job Descriptions are assigned to paygrade E:

Accountant, Senior

Athletic Director

Dean of Students

Manager, Communications

Manager, Construction

Manager, Data Systems

Manager, Federal Programs Operations

Manager, Food and Nutrition Services Operation

Manager, Human Resources and Employee Benefits

Manager, Information Technology Support

Manager, Network Systems

Manager, Payroll

Manager, Performing Arts

Manager, Plant Operations

Manager, Procurement Services

Manager, Risk

Occupational Therapist

Physical Therapist

Program Manager, Adult and IET Education

Program Manager, Charlotte Virtual School

Program Manager, Early Childhood

Program Manager, EMS/Firefighter

Program Manager, Families in Transition (FIT)

Program Manager, Nursing

Psychometrician

4.3.2 Paygrade F

The following Job Descriptions are assigned to paygrade F:

School Psychologist

4.4 Confidential/Professional Salary Schedule- Hourly Rates

Index	0	1	2	3	4	5	6	7	8	9
b	\$22.00	\$22.10	\$22.20	\$22.30	\$22.40	\$22.50	\$22.60	\$22.70	\$22.80	\$22.90
c	\$23.00	\$23.10	\$23.20	\$23.30	\$23.40	\$23.50	\$23.60	\$23.70	\$23.80	\$23.90
d	\$24.00	\$24.10	\$24.20	\$24.30	\$24.40	\$24.50	\$24.60	\$24.70	\$24.80	\$24.90
e	\$25.00	\$25.10	\$25.20	\$25.30	\$25.40	\$25.50	\$25.60	\$25.70	\$25.80	\$25.90
f	\$26.00	\$26.10	\$26.20	\$26.30	\$26.40	\$26.50	\$26.60	\$26.70	\$26.80	\$26.90
g	\$27.00	\$27.10	\$27.20	\$27.30	\$27.40	\$27.50	\$27.60	\$27.70	\$27.80	\$27.90
h	\$28.00	\$28.10	\$28.20	\$28.30	\$28.40	\$28.50	\$28.60	\$28.70	\$28.80	\$28.90

4.7.5 Additional Academic Responsibilities

In situations when a supervisor determines that an allocated supplemental academic responsibility

than six (6) months, may use vacation leave as soon as it is earned. The beginning date of continuous and creditable service shall be used to determine the rate of vacation time earned. A day of vacation leave is not earned until the last day of the first complete calendar month worked. Vacation time cannot be used prior to being earned. All vacation leave must be approved in advance. Vacation leave can be used when the leave will not disrupt the operation of the department or school of the employee. If an employee is not able to use all accumulated vacation leave, unused vacation leave accrues up to the amount allowed by the Florida Retirement System. If an employee reaches the allowable limit for vacation leave accrual (500 hours), excess hours of accrual will be credited to the employee's sick leave balance. Employees may receive pay for accumulated vacation leave at termination of employment or entry into DROP (Deferred Retirement Option Program) if the employee requests such payment in writing.

4.8.9 Overtime Pay Exemption

Confidential and Professional positions in paygrade C through F are considered exempt from the overtime provisions of the Fair Labor Standards Act.

4.8.10 Promotion Salary Placements

When an employee is promoted within the Confidential/Professional Employee Unit the following practice will be followed:

1. Determine the employee's current hourly rate for the position he/she is vacating.
2. Apply a 5% increase, per starting paygrade (column) change to the employee's current hourly rate.
3. Locate the step closest to (but not less than) the calculated hourly rate in the new salary column as defined by new job description.

4.8.11 Demotion Salary Placements

When an employee transfers to a job at a lower paygrade within the Confidential/Professional Employee Unit, the following practice will be followed:

1. Determine the employee's current hourly rate for the position he/she is vacating.
2. Apply a 5% decrease, per starting paygrade (column) change to the employee's current hourly rate.
3. Locate the step closest to (but not less than) the calculated hourly rate in the new salary column as defined by new job description.

4.8.12 Initial Hire Salary Placements-New Hire

The superintendent may, upon consideration of previous experience and/or exceptional qualifications, authorize an additional hourly rate for new hires not to exceed 5% of the starting pay.

4.8.13 Cell Phone Supplement

In accordance with 1011.09, Florida Statutes, the School Board specifically approves a supplement of \$25.00 to be included in paychecks one time per month for selected district employees who are required by their positions to be available by cell phone outside the normal duty time. In the event of a

Lighting/Sound Technician	\$15.00
Senior Lighting/Sound Technician	\$25.00
Student Worker	\$15.00
Temporary Laborer	\$15.00
Translator	\$15.00
Work Study Participant	\$15.00

5.6 Reimbursement for Coach Certification Tuition

Charlotte County Public Schools will provide reimbursement to all athletic coaches for the tuition costs associated with the completion of the three (3) online

Section 6: Miscellaneous Salary Provisions

6.1 TPG Cultural Exchange Program

Section 7: Pay Calendars

7.1 Semi-Monthly Pay Calendar

Additional Information	PAY PERIOD	PAY DATES	DATES FOR	DATES FOR OVERTIME LEAVE &

7.2 Summer Check Calendar

Raymond C. Lech, et al. 2425 SX			
			Number of Surveys
6/22/2024	6/6/2023	4	189