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*APPENDIX D - DIFFERENTIATED PAY FOR SCHOOL ACTIVITIES*

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EMPLOYEES who assume additional responsibilities and job performance difficulties in supervising the Activities listed below will receive differentiated pay as follows:

<u>ATHLETICS RELATED</u>	<u>Index*</u>
Everglades City Activities Director	0.0786
Intramural Director of Approved Sports	0.0110
Intramural Team Sponsor for Approved Sports	0.0045
Assistant to the High Schools' Activities Coordinators (3 supplements per year, one each for Fall, Winter, and Spring; EVG is during one season only – the season with the greatest number of sports and after-school activities as identified by the school)	0.0467
<u>CLASS SPONSORS</u>	
Senior Class Sponsor	0.0450
Senior Class Assistant Sponsor	0.0350
Junior Class Sponsor	0.0450
Junior Class Assistant Sponsor	0.0350
Sophomore Class Sponsor	0.0200
Freshman Class Sponsor	0.0200
<u>ART/MUSIC/DRAMA**</u>	
Art Teacher (.0027 per public display)	Limit 8
Elementary Music Teacher (.0027 per public performance)	Limit 8
High School Band Director*****	0.1300
High School Assistant Band Director*****	0.0800
High School Band Auxiliary Unit Sponsor	0.0267
High School Orchestra Director (Minimum of eight [8] public performances per year)	0.0530
High School Choral Director (Minimum of eight [8] public performances per year)	0.0530
Middle School Band Director*** (Minimum of four (4) major performances per year)	0.0267
Middle School Orchestra Director***(Minimum of four (4) major performances per year)	0.0267
Drama Director (.0221 per production)	Limit 4
Middle School Choral Director (.0027 per public performance)	Limit 12
Music Director for Dramatic Musical Production (.0221 per major production)	Limit 1
<u>OTHER ACTIVITIES</u>	
Academic Competitive Club Sponsor	0.0199
Administrative Designee	0.0300
School Club Sponsor (Elementary, Middle, High School and Workforce Education)	0.0121
Elementary Safety Patrol Sponsor	0.0146

Elementary Newspaper Sponsor or Elementary Yearbook Sponsor, not both	0.0110
Odyssey of the Mind (1 Per District)	0.0199
High School Student Council Sponsor	0.0267
JROTC Supply Officer	0.0602
Laureate Mentor (.0027 per student) <sup>2</sup>	
Legal "Mock Trial" Sponsor	0.0199
Newspaper Sponsor (9 issues required)	0.0211
Newsmagazine Sponsor (4 issues required, minimum of 24 pages per issue)	0.0211
Postsecondary Events (i.e. culinary, auto) (.0027 per event)	Limit 6
Teen Trendsetters Program Sponsor	0.0101
Yearbook Sponsor:	
Middle School	0.0260
High School	0.0321
Speech and Debate Team Sponsor****	0.0361
Special Academic Activities (approved by SUPERINTENDENT)	0.0110
<u>ADDITIONAL ACTIVITIES EARNING SET DOLLAR AMOUNTS:</u>	
Art Event Coordinator (1 per District)	0.0060
Campus/Lunch Monitor (Note: Subject to school-based funding; in lieu of 35-minute duty-free lunch; per semester/term)	0.0075
Career Academy Director	0.0602
Canvas Support Contact (1 per school) 2020-2021 year only	0.0370
FOCUS Support Person (1 per school per semester/term)	0.0081
JROTC Lead Coordinator (1 per District)	0.1030
JROTC Color Guard	0.0500
JROTC Academic/Leadership Sponsor	.0199
Laureate Lead Teacher (1 per high school):	
1-15 students = .0149	
16-30 students = .0198	
31-45 students = .0248	
46 + students = .0297	
Laureate Program Coordinator (1 per District)	0.1505
Lead Literacy Specialist (1 per District)	0.1505
Lead Reading Coach (1 per District)	0.1505
Middle School Field Day Coordinator	0.0105
Mock Trial Coordinator (1 per District)	0.0150
Model UN Coach (1 per building)	0.0200
Music Event Coordinator (8 per District; Honors Chorus, Orchestra, Band)	0.0090

NAF Student Internship Completion Support Person:

1-10 students = .0149  
11-20 students = .0198  
21-30 students = .0248  
31+ students = .0297

School-based Science Fair Coordinator (1 at each middle and high school)	0.0090
Science Fair Coordinator (1 per District)	0.0903
Science Review Committee Chairman (1 per District)	0.0181
Social Studies Academic Competition Coordinator (1 per District)	0.1505
Speech and Debate Team Coordinator (2 per District: 1 Middle and 1 High)	0.0361
Spelling Bee Coordinator (1 per District)	0.0105
Students Working Against Tobacco Contacts (1 at each middle and high school)	0.0211
Web Master (1 per school)	0.0241
Wellness Champion (1 per school)	0.0149

\* Supplements are computed by applying the above index to the base pay of \$43,760

\*\* In order to receive a supplement for one or more levels (middle school, high school) an assignment must average a minimum of two (2) weekly, after-school sessions during the school year. In order to receive an exhibit or performance supplement for art or music, said activity is to occur outside of the EMPLOYEE's workday (to be approved by the Principal and the SUPERINTENDENT's designee).

\*\*\* This amount may be increased by 0.0030\* (note about \$100 on the BS step 0 for the 05-06 school year) per public performance per school as approved by the SUPERINTENDENT. Payment shall not be made for public performances in excess of fifteen (15) in number.

\*\*\*\* Applicable only to sponsors whose teams annually participate in a minimum of four (4) tournaments.

\*\*\*\*\* In order to further differentiate pay for high school band directors and assistant band directors (directors), a director who completes four (4) consecutive years as a director in Collier County and continues to be a director in the Collier County Public Schools shall receive a 20% plus adjustment to the supplement amount for the position beginning with his/her fifth (5th) year and continuing through the ninth (9th) year he/she maintains a director position. A 30% plus adjustment to the supplement amount shall be made for the tenth (10th) year and continuing through the fourteenth (14th) year, he/she maintains a director position. A 40% plus adjustment to the supplement amount shall be made for the fifteenth (15th) year he/she maintains a director position. A 50% plus adjustment to the supplement amount shall be made for the twentieth (20th) year in the director position and thereafter as long as he/she maintains a director position.

\*\*\*\*\* An EMPLOYEE receiving a school sponsor supplement, as approved by his/her Principal, shall receive approved Temporary Duty Leave to participate in state level competition after advancing beyond district level competition. The EMPLOYEE shall receive a \$50 stipend for each such state level competition.

Note 1: The Principal may divide this supplement among several EMPLOYEES but not to exceed .0027 per student.

Curriculum and Instruction (C & I) supplements shall be reviewed annually by the appropriate administrator to determine if there is a need for the supplement. Requests for additional C & I supplements may be approved and awarded by the Superintendent and brought forward during subsequent negotiations.

Supplemented positions shall be allocated and approved by the Superintendent on an as-needed basis and subject to appropriate funding.