### INSTRUCTIONAL SUPPLEMENT SALARY SCHEDULE

Supplement amounts are calculated by multiplying the index by the minimum base salary. The minimum base salary is $47,500.00 for FY22 (2021-2022 school year) and $47,500 for FY23 (2022-2023 school year). *Exact amount is based on FY23 Amount.

All schools will receive exactly one supplement for each position unless indicated otherwise.

<table>
<thead>
<tr>
<th>ASSESSMENT</th>
<th>Career Ladder</th>
<th>Grant Funded</th>
<th>JDE</th>
<th>Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
</tr>
</thead>
</table>
| Testing Coordinator (1)  
Includes Hospital Homebound  
1 - 500 Students | Yes | No | S-35.57 | 2.56% | $1,215.00 | $1,215.00 |
| 501 - 1,000 Students | Yes | No | S-35.57 | 2.98% | $1,417.50 | $1,417.50 |
| 1,001 - 1,500 Students | Yes | No | S-35.57 | 3.41% | $1,620.00 | $1,620.00 |
| 1501+ Students | Yes | No | S-35.57 | 4.69% | $2,227.50 | $2,227.50 |
| Assistant Testing Coordinator  
501-1000 Students = 1 Assistant  
1001-1500 Students = 2 Assistants  
1501 Students = 3 Assistants | Yes | No | S-35.67 | 2.13% | $1,012.50 | $1,012.50 |

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<tr>
<th>DISTRICT PROGRAMS</th>
<th>Career Ladder</th>
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<th>JDE</th>
<th>Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
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<tr>
<td>Communications Contact Person</td>
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<tr>
<td>Grants and Development Resource Contact Person</td>
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<td>S-35.77</td>
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<td>School Volunteer Contact Person</td>
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<td>-</td>
<td>8.42%</td>
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<td>$4,000.00</td>
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### DISTRICT WIDE - SECONDARY

**District Subject Area Specialist**

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<tr>
<th>Subject Area</th>
<th>Career Ladder</th>
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<th>JDE</th>
<th>Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
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<tbody>
<tr>
<td>English/Language Arts</td>
<td>Yes</td>
<td>No</td>
<td>S-35.32</td>
<td>5.12%</td>
<td>$2,430.00</td>
<td>$2,430.00</td>
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<tr>
<td>Reading</td>
<td>Yes</td>
<td>No</td>
<td>S-35.32</td>
<td>5.12%</td>
<td>$2,430.00</td>
<td>$2,430.00</td>
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<tr>
<td>Social Science</td>
<td>Yes</td>
<td>No</td>
<td>S-35.32</td>
<td>5.12%</td>
<td>$2,430.00</td>
<td>$2,430.00</td>
</tr>
<tr>
<td>Mathematics</td>
<td>Yes</td>
<td>No</td>
<td>S-35.32</td>
<td>5.12%</td>
<td>$2,430.00</td>
<td>$2,430.00</td>
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<tr>
<td>Health &amp; Physical Education</td>
<td>Yes</td>
<td>No</td>
<td>S-35.32</td>
<td>5.12%</td>
<td>$2,430.00</td>
<td>$2,430.00</td>
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<tr>
<td>World Languages</td>
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<td>No</td>
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<td>5.12%</td>
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<td>$2,430.00</td>
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<tr>
<td>Science</td>
<td>Yes</td>
<td>No</td>
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<td>5.12%</td>
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<td>$2,430.00</td>
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<tr>
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<td>Yes</td>
<td>No</td>
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<tr>
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### DISTRICT WIDE - ELEMENTARY

**District Subject Area Specialist**

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<th>FY23 Amount</th>
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<tbody>
<tr>
<td>English/Language Arts</td>
<td>Yes</td>
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<td>$2,430.00</td>
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<tr>
<td>Reading</td>
<td>Yes</td>
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<td>5.12%</td>
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<td>$2,430.00</td>
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<tr>
<td>Social Science</td>
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<td>$2,430.00</td>
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<tr>
<td>Health &amp; Physical Education</td>
<td>Yes</td>
<td>No</td>
<td>S-35.32</td>
<td>5.12%</td>
<td>$2,430.00</td>
<td>$2,430.00</td>
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<tr>
<td>World Languages</td>
<td>Yes</td>
<td>No</td>
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<td>5.12%</td>
<td>$2,430.00</td>
<td>$2,430.00</td>
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<tr>
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<td>$2,430.00</td>
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<tr>
<td>Visual Arts</td>
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<tr>
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**ACADEMIC ENRICHMENT**

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<tr>
<td>District Elementary Science Expo Director (1)</td>
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<td>District Inventors Fair Director (1)</td>
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<td>District Science Fair Director (1)</td>
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<tr>
<td>Yes 1-20 full-time instructional employees per school</td>
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<tr>
<td>Yes 21+ full time instructional employees per school</td>
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**HIGH SCHOOL**

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<th>JDE</th>
<th>Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
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</thead>
<tbody>
<tr>
<td>Mathematics</td>
<td>Yes</td>
<td>No</td>
<td>S-35.01</td>
<td>1.71%</td>
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<tr>
<td>Science</td>
<td>Yes</td>
<td>No</td>
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<td>1.71%</td>
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<tr>
<td>Social Science</td>
<td>Yes</td>
<td>No</td>
<td>S-35.01</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>Language Arts</td>
<td>Yes</td>
<td>No</td>
<td>S-35.01</td>
<td>1.71%</td>
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<td>$810.00</td>
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<tr>
<td>World Languages</td>
<td>Yes</td>
<td>No</td>
<td>S-35.01</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>Reading</td>
<td>Yes</td>
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<td>S-35.01</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>Non-Departmental</td>
<td>Yes</td>
<td>No</td>
<td>S-35.01</td>
<td>1.71%</td>
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<td>$810.00</td>
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<tr>
<td>Assistant Academic Competition Coach</td>
<td>Yes</td>
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<tr>
<td>School-Based History Fair Sponsor</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.78</td>
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<tr>
<td>School-Based Inventors Fair Director</td>
<td>Yes</td>
<td>Yes</td>
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<td>1.71%</td>
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<tr>
<td>School-Based-Mock Trial Sponsor</td>
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<tr>
<td>School-Based Science Fair Director (1)</td>
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**MIDDLE SCHOOL/K-8**

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<td>1.71%</td>
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<td>$810.00</td>
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<tr>
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<tr>
<td>Language Arts</td>
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<td>S-35.01</td>
<td>1.71%</td>
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<td>$810.00</td>
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<tr>
<td>World Languages</td>
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<td>No</td>
<td>S-35.01</td>
<td>1.71%</td>
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<td>$810.00</td>
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<tr>
<td>Reading</td>
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<td>No</td>
<td>S-35.01</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>Non-Departmental</td>
<td>Yes</td>
<td>No</td>
<td>S-35.01</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>School-Based History Fair Sponsor</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.78</td>
<td>1.71%</td>
<td>$810.00</td>
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<td>School-Based Inventors Fair Director</td>
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<td>Yes</td>
<td>S-35.79</td>
<td>1.71%</td>
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The School District of Lee County
Updated 8/11/2022
APPENDIX D
FY22-FY24 TALC Collective Bargaining Agreement
May 2022
<table>
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<th>Position</th>
<th>Career Ladder</th>
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<th>Index</th>
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<tr>
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<td>$607.50</td>
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<tr>
<td>Academic Competition Coach (4)</td>
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<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>School-Based Science Fair Director (1)</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.51</td>
<td>1.71%</td>
<td>$810.00</td>
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<tr>
<td>Administrative Designee</td>
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<td>0.85%</td>
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<tr>
<td>School Improvement Plan (SIP) Coordinator (if elected)</td>
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<tr>
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<tr>
<td>ESE</td>
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<td>Licensed Mental Health Professional</td>
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<tr>
<td>School Counselor</td>
<td>Yes</td>
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<td>School Nurse</td>
<td>Yes</td>
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<td>School Psychologist</td>
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<tr>
<td>School Social Worker</td>
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<tr>
<td>Department Chairperson</td>
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</tr>
<tr>
<td>Based on number of full-time instructional staff members per department. Five sections are equal to one full-time instructional staff member as assigned by job code.</td>
<td></td>
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<tr>
<td>1-3 full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.24</td>
<td>1.71%</td>
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<td>4-6 full-time staff members</td>
<td>Yes</td>
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<td>7-9 full-time staff members</td>
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<tr>
<td>Department Chairperson</td>
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</tr>
<tr>
<td>Based on number of full-time instructional staff members per department. Five sections are equal to one full-time instructional staff member as assigned by job code.</td>
<td></td>
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<tr>
<td>1-3 full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.24</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>4-6 full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.24</td>
<td>2.13%</td>
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<td>$1,012.50</td>
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<tr>
<td>7-9 full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.24</td>
<td>2.56%</td>
<td>$1,215.00</td>
<td>$1,215.00</td>
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<tr>
<td>10+ full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.24</td>
<td>2.98%</td>
<td>$1,417.50</td>
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<tr>
<td>Team Leader - 1 per 7 Instructional Staff Members</td>
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</tr>
<tr>
<td>Based on number of full-time instructional staff members per department. Five sections are equal to one full-time instructional staff member as assigned by job code.</td>
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<tr>
<td>1-3 full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.24</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>4-6 full-time staff members</td>
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<tr>
<td>7-9 full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.24</td>
<td>2.56%</td>
<td>$1,215.00</td>
<td>$1,215.00</td>
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<tr>
<td>10+ full-time staff members</td>
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<td>No</td>
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<td><strong>K-8 SCHOOL</strong></td>
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<td>S-35.56</td>
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<td>$810.00</td>
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</table>
### Department Chairperson - MIDDLE
Based on number of **full-time** instructional staff members per department. Five sections are equal to one full-time instructional staff member as defined by job code.

<table>
<thead>
<tr>
<th>Staff Members</th>
<th>Yes</th>
<th>No</th>
<th>S-35.24</th>
<th>%</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
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</thead>
<tbody>
<tr>
<td>1-3 full-time staff members</td>
<td>Yes</td>
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<td>S-35.24</td>
<td>1.71%</td>
<td>$810.00</td>
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<td>4-6 full-time staff members</td>
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<tr>
<td>7-9 full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.24</td>
<td>2.56%</td>
<td>$1,215.00</td>
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<td>10+ full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.24</td>
<td>2.98%</td>
<td>$1,417.50</td>
<td>$1,417.50</td>
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Team Leader -1 per 7 Instructional Staff Members

### Grade-Level Chairperson - ELEMENTARY
Based on number of **full-time** instructional staff members per grade level.  
**Excluding:** School Counselor, ESE, etc.

<table>
<thead>
<tr>
<th>Grade Level</th>
<th>Yes</th>
<th>No</th>
<th>S-35.39</th>
<th>%</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
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</thead>
<tbody>
<tr>
<td>Prekindergarten</td>
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<td>Kindergarten</td>
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<td>First Grade</td>
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<td>Second Grade</td>
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<td>Third Grade</td>
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<td>Fourth Grade</td>
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<td>Fifth Grade</td>
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<tr>
<td>Specials (1)</td>
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### ESE Department Chairperson
Based on number of **full-time** instructional staff members per department. Five sections are equal to one full-time instructional staff member as defined by job code.

<table>
<thead>
<tr>
<th>Staff Members</th>
<th>Yes</th>
<th>No</th>
<th>S-35.39</th>
<th>%</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3 full-time staff members</td>
<td>Yes</td>
<td>No</td>
<td>S-35.39</td>
<td>1.11%</td>
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<td>4+ full-time staff members</td>
<td>Yes</td>
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<td>2.13%</td>
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<td>$1,012.50</td>
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### Grade-Level Chairperson: ELEMENTARY SCHOOL
Based on number of full-time instructional staff members per grade level. **Excluding:** School Counselor, ESE, etc.

<table>
<thead>
<tr>
<th>Grade Level</th>
<th>Yes</th>
<th>No</th>
<th>S-35.39</th>
<th>%</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prekindergarten</td>
<td></td>
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<tr>
<td>Kindergarten</td>
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<tr>
<td>First Grade</td>
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<tr>
<td>Second Grade</td>
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<tr>
<td>Third Grade</td>
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<tr>
<td>Fourth Grade</td>
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<tr>
<td>Fifth Grade</td>
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<tr>
<td>Specials (1)</td>
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</table>

### PROFESSIONAL DEVELOPMENT

<table>
<thead>
<tr>
<th>Career Ladder</th>
<th>Grant Funded</th>
<th>JDE</th>
<th>Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
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<tr>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

*Paid upon receipt of a Manager’s rating of “Highly Effective” or “Effective.”

+ Paid upon verification of occupying position for duration of FY21 and FY22.

---

*The School District of Lee County*

Updated 8/11/2022

APPENDIX D

FY22-FY24 TALC Collective Bargaining Agreement

May 2022
<table>
<thead>
<tr>
<th>Check and Connect Contact Person</th>
<th>Yes</th>
<th>Yes</th>
<th>S-35.20</th>
<th>2.56%</th>
<th>$1,215.00</th>
<th>$1,215.00</th>
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<tbody>
<tr>
<td>Cooperating Teacher</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.26</td>
<td>0.42%</td>
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<td>$200.00</td>
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<tr>
<td>Lead Mentor</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.27</td>
<td>1.72%</td>
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<td>$816.00</td>
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<tr>
<td>Learning and Leadership Teacher (Senior)</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.83</td>
<td>5.26%</td>
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<td>$2,500.00</td>
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<tr>
<td>Mentor Teacher* (Up to 2 Mentees)</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.65</td>
<td>1.72%</td>
<td>$695.75</td>
<td>$816.00</td>
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<tr>
<td>School Inservice Representative (SIR) (1)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.52</td>
<td>1.28%</td>
<td>$607.50</td>
<td>$607.50</td>
</tr>
<tr>
<td>Teacher, Learning and Leadership*</td>
<td>No</td>
<td>Yes</td>
<td>T-1.16</td>
<td>21.32%</td>
<td>$10,125.00</td>
<td>$10,125.00</td>
</tr>
<tr>
<td>Teacher, Peer Collaborative *</td>
<td>No</td>
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<td>T-1.17</td>
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<td>$10,125.00</td>
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<tr>
<td>Teacher, Transformation* +</td>
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<td>Yes</td>
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<td>31.97%</td>
<td>$15,187.50</td>
<td>$15,187.50</td>
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</table>

*Supplements per school based on student enrollment.

<table>
<thead>
<tr>
<th>SAFETY AND SECURITY*</th>
<th>Career Ladder</th>
<th>Grant Funded</th>
<th>JDE</th>
<th>Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
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<tbody>
<tr>
<td>HIGH SCHOOL</td>
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<tr>
<td>Safety/Security Supervisor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.48</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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</table>

<table>
<thead>
<tr>
<th>ELEMENTARY/MIDDLE SCHOOL/POST-SECONDARY</th>
<th>Career Ladder</th>
<th>Grant Funded</th>
<th>JDE</th>
<th>Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
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</thead>
<tbody>
<tr>
<td>Safety/Security Supervisor</td>
<td>Yes No S-35.48</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<table>
<thead>
<tr>
<th>STUDENT SERVICES &amp; EXCEPTIONAL STUDENT EDUCATION (ESE)</th>
<th>Career Ladder</th>
<th>Grant Funded</th>
<th>JDE</th>
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<th>FY22 Amount</th>
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<tr>
<td>SPECIAL INSTRUCTIONAL</td>
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<tr>
<td>Board-Certified Behavior Analyst</td>
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<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>BCBA - Certification</td>
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<td>Excluding: Special Instructional Staff</td>
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<tr>
<td>Occupational Therapist</td>
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<td>Physical Therapist</td>
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<td>School Counselor</td>
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<td>$1,842.75</td>
<td>$1,842.75</td>
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<tr>
<td>Licensed Mental Health Counselor</td>
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<tr>
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<tr>
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<td>$607.50</td>
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<tr>
<td>Licensed Marriage &amp; Family</td>
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<tr>
<td>Licensed Mental Health Counselor</td>
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<td>1.28%</td>
<td>$607.50</td>
<td>$607.50</td>
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<tr>
<td>School Nurse (Registered Nurse only)</td>
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<tr>
<td>School Psychologist</td>
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<tr>
<td>School Psychologist w/</td>
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<td>No No P-16.03</td>
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<tr>
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<td>School Social Worker</td>
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<tr>
<td>Licensed Clinical Social Worker</td>
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<td>$604.94</td>
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The School District of Lee County
Updated 8/11/2022
APPENDIX D
FY22-FY24 TALC Collective Bargaining Agreement
May 2022
<table>
<thead>
<tr>
<th>Speech-Language Pathologist</th>
<th>No</th>
<th>No</th>
<th>S-11.58</th>
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<tr>
<td>Speech-Language Pathologist w/o Certificate of Clinical Competency</td>
<td>No</td>
<td>No</td>
<td>S-11.58</td>
<td>15.77%</td>
<td>$7,492.50</td>
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**ALL LEVELS**

<table>
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<tr>
<th>Equity Contact Person (1)</th>
<th>Yes</th>
<th>No</th>
<th>S-35.34</th>
<th>0.85%</th>
<th>$405.00</th>
<th>$405.00</th>
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</thead>
<tbody>
<tr>
<td>1-20 full-time instructional employees per school</td>
<td>Yes</td>
<td>No</td>
<td>S-35.34</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
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<tr>
<td>21+ full-time instructional employees per school</td>
<td>Yes</td>
<td>No</td>
<td>S-35.34</td>
<td>1.28%</td>
<td>$607.50</td>
<td>$607.50</td>
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**ESOL Contact Person**

<table>
<thead>
<tr>
<th>Student Contact: 0 - 175</th>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td>Student Contact: 176 - 275</td>
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**DEPARTMENTS**

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<th>No</th>
<th>S-35.34</th>
<th>0.85%</th>
<th>$405.00</th>
<th>$405.00</th>
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</thead>
<tbody>
<tr>
<td>1-20 full-time instructional employees per department</td>
<td>Yes</td>
<td>No</td>
<td>S-35.34</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
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<tr>
<td>21+ full-time instructional employees per department</td>
<td>Yes</td>
<td>No</td>
<td>S-35.34</td>
<td>1.28%</td>
<td>$607.50</td>
<td>$607.50</td>
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</table>

**School Inservice Representative (SIR) (1)**

<table>
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<tr>
<th>Yes</th>
<th>No</th>
<th>S-35.52</th>
<th>0.85%</th>
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</table>

**MIDDLE SCHOOL**

<table>
<thead>
<tr>
<th>Gifted Assessment Team (GAT) Contact Person</th>
<th>Yes</th>
<th>No</th>
<th>S-35.71</th>
<th>0.85%</th>
<th>$405.00</th>
<th>$405.00</th>
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</thead>
<tbody>
<tr>
<td>Positive Behavior Support (PBS) Contact Person</td>
<td>Yes</td>
<td>No</td>
<td>S-35.72</td>
<td>0.85%</td>
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<td>$405.00</td>
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</table>

**ELEMENTARY SCHOOL**

<table>
<thead>
<tr>
<th>Gifted Assessment Team (GAT) Contact Person</th>
<th>Yes</th>
<th>No</th>
<th>S-35.71</th>
<th>0.85%</th>
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<th>$405.00</th>
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<tbody>
<tr>
<td>Positive Behavior Support (PBS) Contact Person</td>
<td>Yes</td>
<td>No</td>
<td>S-35.72</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
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</tbody>
</table>

**ACTIVITIES / CLUBS**

<table>
<thead>
<tr>
<th>STUDENT PUBLICATIONS</th>
<th>Career Ladder</th>
<th>JDE</th>
<th>Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIGH SCHOOL/POST-SECONDARY*</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Broadcast/Television Advisor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.15</td>
<td>0.85%</td>
<td>$405.00</td>
</tr>
<tr>
<td>Literary Magazine Advisor*</td>
<td>Yes</td>
<td>No</td>
<td>S-35.46</td>
<td>1.71%</td>
<td>$810.00</td>
</tr>
<tr>
<td>Newspaper Advisor*</td>
<td>Yes</td>
<td>No</td>
<td>S-35.46</td>
<td>1.71%</td>
<td>$810.00</td>
</tr>
<tr>
<td>Yearbook Advisor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.59</td>
<td>2.56%</td>
<td>$1,215.00</td>
</tr>
</tbody>
</table>

**MIDDLE SCHOOL**

| Newspaper Advisor | Yes | No | S-35.46 | 1.28%  | $607.50 | $607.50 |
| Yearbook Advisor | Yes | No | S-35.59 | 1.28%  | $607.50 | $607.50 |

**ELEMENTARY SCHOOL**

| Yearbook Advisor | Yes | No | S-35.59 | 0.85%  | $405.00 | $405.00 |
### REGISTERED STUDENT ORGANIZATIONS

#### HIGH SCHOOL

<table>
<thead>
<tr>
<th>Class Sponsor</th>
<th>Yes</th>
<th>No</th>
<th>S-35.22</th>
<th>2.13%</th>
<th>$1,012.50</th>
<th>$1,012.50</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior</td>
<td>Yes</td>
<td>No</td>
<td>S-35.22</td>
<td>2.13%</td>
<td>$1,012.50</td>
<td>$1,012.50</td>
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<tr>
<td>Junior</td>
<td>Yes</td>
<td>No</td>
<td>S-35.22</td>
<td>2.13%</td>
<td>$1,012.50</td>
<td>$1,012.50</td>
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<tr>
<td>Sophomore</td>
<td>Yes</td>
<td>No</td>
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<td>0.85%</td>
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<td>$405.00</td>
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<tr>
<td>Freshman</td>
<td>Yes</td>
<td>No</td>
<td>S-35.22</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Community Service Club Advisor (3)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.23</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Exceptional Student Education (ESE)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.69</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Peer Mentor Club Sponsor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.22</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Future Educators of America Sponsor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.38</td>
<td>2.13%</td>
<td>$1,012.50</td>
<td>$1,012.50</td>
</tr>
</tbody>
</table>

#### Interest Club Sponsor

*Examples: Scholars Club, Foreign Language, SADD, etc.*

<table>
<thead>
<tr>
<th>Class Sponsor</th>
<th>Yes</th>
<th>No</th>
<th>S-35.42</th>
<th>0.43%</th>
<th>$202.50</th>
<th>$202.50</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 500 Students – 5</td>
<td>Yes</td>
<td>No</td>
<td>S-35.42</td>
<td>0.43%</td>
<td>$202.50</td>
<td>$202.50</td>
</tr>
<tr>
<td>501+ Students - 9</td>
<td>Yes</td>
<td>No</td>
<td>S-35.42</td>
<td>0.43%</td>
<td>$202.50</td>
<td>$202.50</td>
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<tr>
<td>JROTC Sponsor (1) (Year Round)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.68</td>
<td>3.84%</td>
<td>$1,822.50</td>
<td>$1,822.50</td>
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<tr>
<td>National Honor Society Advisor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.44</td>
<td>1.28%</td>
<td>$607.50</td>
<td>$607.50</td>
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<tr>
<td>National Technical Honor Society Advisor (1)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.70</td>
<td>1.28%</td>
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<td>$607.50</td>
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<tr>
<td>Student Council Sponsor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.55</td>
<td>2.56%</td>
<td>$1,215.00</td>
<td>$1,215.00</td>
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<tr>
<td>Career Club Sponsor (4) <em>Examples: VICA, FBLA, DECA, Skills USA, HOSA, etc.</em></td>
<td>Yes</td>
<td>No</td>
<td>S-35.58</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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#### MIDDLE SCHOOL/K-8

<table>
<thead>
<tr>
<th>Class Sponsor</th>
<th>Yes</th>
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<th>S-35.23</th>
<th>0.85%</th>
<th>$405.00</th>
<th>$405.00</th>
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</thead>
<tbody>
<tr>
<td>Community Service Club Advisor (2)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.23</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Exceptional Student Education (ESE)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.69</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Peer Mentor Club Sponsor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.22</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Future Educators of America Sponsor</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.38</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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</table>

#### Interest Club Sponsor

*Examples: Scholars Club, Foreign Language, SADD, etc.*

<table>
<thead>
<tr>
<th>Class Sponsor</th>
<th>Yes</th>
<th>No</th>
<th>S-35.42</th>
<th>0.43%</th>
<th>$202.50</th>
<th>$202.50</th>
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</thead>
<tbody>
<tr>
<td>Up to 500 Students – 5</td>
<td>Yes</td>
<td>No</td>
<td>S-35.42</td>
<td>0.43%</td>
<td>$202.50</td>
<td>$202.50</td>
</tr>
<tr>
<td>501+ Students - 9</td>
<td>Yes</td>
<td>No</td>
<td>S-35.42</td>
<td>0.43%</td>
<td>$202.50</td>
<td>$202.50</td>
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<tr>
<td>National Junior Honor Society Advisor</td>
<td>Yes</td>
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<td>$405.00</td>
</tr>
<tr>
<td>Student Council Sponsor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.55</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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#### ELEMENTARY SCHOOL

<table>
<thead>
<tr>
<th>Class Sponsor</th>
<th>Yes</th>
<th>No</th>
<th>S-35.23</th>
<th>0.85%</th>
<th>$405.00</th>
<th>$405.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Service Club Advisor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.23</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Exceptional Student Education (ESE)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.69</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Peer Mentor Club Sponsor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.38</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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</tbody>
</table>

#### Interest Club Sponsor

*Examples: Scholars Club, Foreign Language, SADD, etc.*

<table>
<thead>
<tr>
<th>Class Sponsor</th>
<th>Yes</th>
<th>No</th>
<th>S-35.42</th>
<th>0.43%</th>
<th>$202.50</th>
<th>$202.50</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 500 Students – 5</td>
<td>Yes</td>
<td>No</td>
<td>S-35.42</td>
<td>0.43%</td>
<td>$202.50</td>
<td>$202.50</td>
</tr>
<tr>
<td>501+ Students - 9</td>
<td>Yes</td>
<td>No</td>
<td>S-35.42</td>
<td>0.43%</td>
<td>$202.50</td>
<td>$202.50</td>
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<tr>
<td>School Safety Patrol Supervisor (1)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.49</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
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#### ARTS

<table>
<thead>
<tr>
<th>Career Ladder</th>
<th>Grant Funded</th>
<th>JDE Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>S-35.22</td>
<td>S-35.22</td>
<td>S-35.22</td>
<td>S-35.22</td>
<td>S-35.22</td>
</tr>
<tr>
<td>Role</td>
<td>Yes</td>
<td>No</td>
<td>S-35.63</td>
<td>0.85%</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-----</td>
<td>-----</td>
<td>---------</td>
<td>-------</td>
</tr>
<tr>
<td>Band Director</td>
<td>Yes</td>
<td>No</td>
<td>S-35.11</td>
<td>8.53%</td>
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<tr>
<td>Assistant Band Director</td>
<td>Yes</td>
<td>No</td>
<td>S-35.05</td>
<td>3.41%</td>
</tr>
<tr>
<td>Associate Band Instructor</td>
<td>Yes</td>
<td>No</td>
<td>S-35.64</td>
<td>1.71%</td>
</tr>
<tr>
<td>Choral Director</td>
<td>Yes</td>
<td>No</td>
<td>S-35.19</td>
<td>3.84%</td>
</tr>
<tr>
<td>Director of Dance (Arts Schools Only)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.25</td>
<td>3.84%</td>
</tr>
<tr>
<td>Director of Drama</td>
<td>Yes</td>
<td>No</td>
<td>S-35.28</td>
<td>3.84%</td>
</tr>
<tr>
<td>Strings Director</td>
<td>Yes</td>
<td>No</td>
<td>S-35.54</td>
<td>2.98%</td>
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</table>

**MIDDLE SCHOOL**

<table>
<thead>
<tr>
<th>Role</th>
<th>Yes</th>
<th>No</th>
<th>S-35.63</th>
<th>0.85%</th>
<th>$405.00</th>
<th>$405.00</th>
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</thead>
<tbody>
<tr>
<td>Band Director</td>
<td>Yes</td>
<td>No</td>
<td>S-35.14</td>
<td>3.85%</td>
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<td>$1,822.50</td>
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<tr>
<td>Choral Director</td>
<td>Yes</td>
<td>No</td>
<td>S-35.21</td>
<td>2.13%</td>
<td>$1,012.50</td>
<td>$1,012.50</td>
</tr>
<tr>
<td>Director of Dance (Arts Schools Only)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.25</td>
<td>2.57%</td>
<td>$1,215.00</td>
<td>$1,215.00</td>
</tr>
<tr>
<td>Director of Drama</td>
<td>Yes</td>
<td>No</td>
<td>S-35.30</td>
<td>1.71%</td>
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<td>$810.00</td>
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<tr>
<td>Strings Director</td>
<td>Yes</td>
<td>No</td>
<td>S-35.54</td>
<td>3.00%</td>
<td>$1,417.50</td>
<td>$1,417.50</td>
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</tbody>
</table>

**ELEMENTARY SCHOOL**

<table>
<thead>
<tr>
<th>Role</th>
<th>Yes</th>
<th>No</th>
<th>S-35.63</th>
<th>0.85%</th>
<th>$405.00</th>
<th>$405.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Dance (Arts Schools Only)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.25</td>
<td>0.85%</td>
<td>$405.00</td>
<td>$405.00</td>
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<tr>
<td>Director of Drama</td>
<td>Yes</td>
<td>No</td>
<td>S-35.29</td>
<td>0.85%</td>
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<td>$405.00</td>
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<tr>
<td>Music Director</td>
<td>Yes</td>
<td>No</td>
<td>S-35.33</td>
<td>1.28%</td>
<td>$607.50</td>
<td>$607.50</td>
</tr>
<tr>
<td>Strings Director (Arts Schools Only)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.54</td>
<td>2.98%</td>
<td>$1,417.50</td>
<td>$1,417.50</td>
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**ATHLETICS**

<table>
<thead>
<tr>
<th>Role</th>
<th>Career Ladder</th>
<th>Grant Funded</th>
<th>JDE</th>
<th>Index</th>
<th>FY22 Amount</th>
<th>FY23 Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Olympics Athletic Director (1)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.12</td>
<td>1.71%</td>
<td>$405.00</td>
<td>$810.00</td>
</tr>
<tr>
<td>Special Olympics Zone Assistant Athletic Director</td>
<td>East Zone</td>
<td>Yes</td>
<td>No</td>
<td>S-35.13</td>
<td>1.71%</td>
<td>$405.00</td>
</tr>
<tr>
<td></td>
<td>South Zone</td>
<td>Yes</td>
<td>No</td>
<td>S-35.13</td>
<td>1.71%</td>
<td>$405.00</td>
</tr>
<tr>
<td></td>
<td>West Zone</td>
<td>Yes</td>
<td>No</td>
<td>S-35.13</td>
<td>1.71%</td>
<td>$405.00</td>
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</table>

**HIGH SCHOOL - YEAR ROUND**

<table>
<thead>
<tr>
<th>Role</th>
<th>Yes</th>
<th>No</th>
<th>S-35.75</th>
<th>6.65%</th>
<th>$3,159.00</th>
<th>$3,159.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Athletic/Activities Director (1)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.75</td>
<td>6.65%</td>
<td>$3,159.00</td>
<td>$3,159.00</td>
</tr>
<tr>
<td>Athletic Trainer</td>
<td>Yes</td>
<td>No</td>
<td>T-16.03</td>
<td>8.44%</td>
<td>$4,009.50</td>
<td>$4,009.50</td>
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</tbody>
</table>

All Athletic trainers must meet the qualifications found in 1012.46 F.S. Trainers cannot serve as coaches or assistant coaches during any season for which they receive a trainer supplement.

<table>
<thead>
<tr>
<th>Role</th>
<th>Yes</th>
<th>No</th>
<th>S-35.74</th>
<th>3.16%</th>
<th>-</th>
<th>$1,500.00</th>
</tr>
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<tbody>
<tr>
<td>Sports Safety Attendant (2)</td>
<td>Yes</td>
<td>No</td>
<td>S-35.82</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>Esports Head Coach</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.81</td>
<td>1.71%</td>
<td>$405.00</td>
<td>$405.00</td>
</tr>
<tr>
<td>Esports Assistant Coach</td>
<td>Yes</td>
<td>Yes</td>
<td>S-35.73</td>
<td>1.71%</td>
<td>$405.00</td>
<td>$810.00</td>
</tr>
<tr>
<td>Special Olympics Coach</td>
<td>Yes</td>
<td>No</td>
<td>S-35.73</td>
<td>1.71%</td>
<td>$405.00</td>
<td>$810.00</td>
</tr>
</tbody>
</table>

At the conclusion of the regular season, if the season is extended for FHSAA sponsored events, coaches shall be paid $100 per week for the post-season period.
<table>
<thead>
<tr>
<th>Sport</th>
<th>Boys - Head Athletic Coach</th>
<th>Yes</th>
<th>No</th>
<th>S-35.40</th>
<th>1.71%</th>
<th>$810.00</th>
<th>$810.00</th>
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<tbody>
<tr>
<td>Cheerleading Sponsor</td>
<td></td>
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</tr>
<tr>
<td>(Fall)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Varsity</td>
<td>Yes</td>
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<td>5.12%</td>
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<td>No</td>
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<td>Weightlifting</td>
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<td>Boys - Assistant Athletic Coach</td>
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<td>No</td>
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<td>$1,822.50</td>
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<tr>
<td></td>
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<td>5.12%</td>
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<td>$2,430.00</td>
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<tr>
<td></td>
<td>Girls - Assistant Athletic Coach</td>
<td>Yes</td>
<td>No</td>
<td>S-35.06</td>
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<td>$1,822.50</td>
</tr>
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**HIGH SCHOOL - WINTER**

**Basketball**

| Boys - Head Athletic Coach | Yes | No | S-35.40 | 5.54% | $2,632.50 | $2,632.50 |
| Girls - Head Athletic Coach | Yes | No | S-35.40 | 5.54% | $2,632.50 | $2,632.50 |
| Boys - Assistant Athletic Coach (2) | Yes | No | S-35.06 | 3.84% | $1,822.50 | $1,822.50 |
| Girls - Assistant Athletic Coach (2) | Yes | No | S-35.06 | 3.84% | $1,822.50 | $1,822.50 |
| Cheerleading Sponsor (Winter) | Varsity | Yes | No | S-35.16 | 2.98% | $1,417.50 | $1,417.50 |
|                      | Junior Varsity             | Yes | No | S-35.16 | 2.13% | $1,012.50 | $1,012.50 |
|                      | Freshman                   | Yes | No | S-35.16 | 1.71% | $810.00  | $810.00  |
| Soccer               | Boys - Head Athletic Coach | Yes | No | S-35.40 | 5.12% | $2,430.00 | $2,430.00 |
|                      | Girls - Head Athletic Coach | Yes | No | S-35.40 | 5.12% | $2,430.00 | $2,430.00 |
|                      | Boys - Assistant Athletic Coach | Yes | No | S-35.06 | 3.84% | $1,822.50 | $1,822.50 |
|                      | Girls - Assistant Athletic Coach | Yes | No | S-35.06 | 3.84% | $1,822.50 | $1,822.50 |
| Weightlifting        | Girls - Head Athletic Coach | Yes | No | S-35.40 | 1.71% | $810.00  | $810.00  |
| Wrestling            | Boys - Head Athletic Coach | Yes | No | S-35.40 | 5.12% | $2,430.00 | $2,430.00 |
|                      | Boys - Assistant Athletic Coach | Yes | No | S-35.06 | 3.84% | $1,822.50 | $1,822.50 |
|                      | Girls - Head Athletic Coach (Girls) | Yes | No | S-35.40 | 5.12% | $2,430.00 | $2,430.00 |
|                      | Girls - Assistant Athletic Coach | Yes | No | S-35.06 | 3.84% | $1,822.50 | $1,822.50 |

**HIGH SCHOOL - SPRING**

The School District of Lee County
Updated 8/11/2022
APPENDIX D
FY22-FY24 TALC Collective Bargaining Agreement
May 2022
<table>
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<th>Sport</th>
<th>Position</th>
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<th>Rate</th>
<th>Salary</th>
<th>Bonus</th>
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<tbody>
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<tr>
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<td>No</td>
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**MIDDLE SCHOOL - YEAR ROUND**

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**MIDDLE SCHOOL - FALL**

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The School District of Lee County
Updated 8/11/2022
APPENDIX D FY22-FY24 TALC Collective Bargaining Agreement
May 2022
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**MIDDLE SCHOOL - WINTER**

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<td>No</td>
<td>S-35.41</td>
<td>1.71%</td>
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<tr>
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<td>S-35.41</td>
<td>1.71%</td>
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<tr>
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**MIDDLE SCHOOL - SPRING**

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<th>No</th>
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<tr>
<td>Golf</td>
<td>Yes</td>
<td>No</td>
<td>S-35.41</td>
<td>1.71%</td>
<td>$810.00</td>
<td>$810.00</td>
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<tr>
<td>Intramural Athletic Coach</td>
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<td>No</td>
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**ELEMENTARY SCHOOL**

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<th>FY21 Amount</th>
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<tr>
<td>&quot;AT LARGE&quot; SUPPLEMENTS*</td>
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**Certificate of Advanced Study or Certificate of Advanced Graduate Study may be eligible for the advanced degree supplement**

Grant funded supplements are only available if funding exists.

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