

TA 9/25/23  
mgm  
[Signature]

**ARTICLE XVII**  
***Extra Pay for Extra Duty (Supplements)***

A. Extra pay for extra duty(s) will be paid for additional duties and responsibilities specifically assigned by the Board and detailed in a position description prepared by the appropriate principal. These duties must be performed beyond the normal workday or workweek and will be based on the three following factors:

1. Time
2. Staff
3. Pressure/Responsibility

Equal pay will be provided when the duties are equal in each of the above factors.

"Time" is to be expressed in actual hours required per season/activity to perform the assigned extra duty after the normal professional employee workday or workweek.

"Staff" relates to the number of aides or assistants the individual has assigned to him and has responsibility for supervising during the extra duty activities.

"Pressure/Responsibility" relates to the total of the inherent, accountable factors for which those engaged in the extra duty activity are charged.

This factor considers such tangible items as (a) number of students involved, (b) degree/amount of public exposure, (c) critical appraisals involved in regard to this public exposure (d) health and safety of individuals involved in the extra duty activity, (e) the moral leadership and coordinating ability needed to successfully discharge the extra duties, (f) the budget expended (including receipts and disbursements), (g) the value of equipment or facilities involved in the extra duty activities.

To arrive at an equitable pay for these assigned extra duty responsibilities, a rank of point values must be assigned to the above three (3) factors. B. Point values are determined as follows:

1. Time: Hours to range from 0 through 500, with the hours relating to point value scale up to 10 points as follows:

**Time Table**

<u>Hours</u>	<u>Point Factor</u>
0-49	1
50-99	2
100-149	3
150-199	4
200-249	5
250-299	6
300-349	7
350-399	8

400-449	9
450-500	10

2. Staff: Each aide or assistant supervised counted as 1 point, up to 5 maximum, as follows:

<u>Aide</u>	<u>Point Factor</u>
1	1
2	2
3	3
4	4
5	5

3. Pressure/Responsibility: The point range for this factor ranges from 1-8, as determined by the amount and degree of items listed in (a) through (g) above.
- C. Each point is worth \$250.
- D. The Board reserves the right to add or delete these extra pay for extra duty assignments with the understanding that the negotiated point factor value in C. above will be used for pay purposes during the term of the Agreement.
- E. Supplement Committee (Article XVII, Extra Pay for Extra Duty) A Supplement Committee will be established consisting of up to six (6) members selected by the Association and up to six (6) members of management selected by the Superintendent or designee. The committee should be a cross section representing the broad range of supplements. This committee will review the complete list of positions presently receiving supplements and others that they consider should be receiving supplements to determine the appropriateness of the three factors of the formula that determine the total points each supplement is worth. The recommendations will be forwarded to the negotiating teams. Through unanimous consent the parties may recommend implementation to the Superintendent and School Board. This committee will continue into subsequent years and will make recommendations to the negotiating teams.
- F. Supplement positions that become vacant shall be posted and filled under the following procedures:
1. Posted, first, in the school where the vacancy exists for a period of five (5) days. Priority consideration will be given to qualified teacher applicants from within the school where the vacancy exists.
  2. If no teacher is interested ~~they~~ or qualified, after five (5) days the position will be posted through the District's instructional position posting procedures.
  3. Posting may list, but not be limited to: job title, duties, responsibilities, and amount of pay.
  4. If no teacher is interested ~~they~~ or qualified, personnel other than teachers may be considered.
- G. Supplement salaries:

1. Shall never exceed amounts contained herein.
  2. All supplements will be paid at end of the activity.
  3. Shall be prorated on a daily basis when a teacher resigns or is unable to complete all duties; however, the combined activity supplement shall never exceed the amounts contained herein.
- H. Teachers ~~shall notify, they~~ shall be notified, by their principal prior to May 1 of the school year in which they receive a supplement if they will continue in the supplemented position for the subsequent year.
- I. The President of the Association may request a list of who received supplements, who currently is receiving supplements, and how many supplements are assigned to each employee at any time.
- J. A written agreement will be signed by staff receiving supplements and their supervisor. The agreement will contain responsibilities of the position, time commitment, pay, start and end date of the activity and other expectations as needed.
- K. Professional employees who become certified/endorsed in ESOL or ~~they~~ Reading or ~~they~~ Gifted shall receive a one-time supplement of \$500 for each certification if the following criteria are met:
1. Employee submits application for supplement by sending an e-mail to the Administrative Assistant to the Associate Superintendent of Human Resources. E-mail must include an attached copy of the valid Florida Teaching Certificate designating the endorsement/certification for the supplement.
  2. Employee submits a separate e-mail for each endorsement in which they would like to be considered. As of November 1, 2016 employees may apply for and receive only one supplement per school year.
  3. Employee has completed ~~four~~ two continuous years of service with the St. Johns County School District in an instructional position. The employee is not required to be teaching in the field during the year they make application for the supplement.
  4. Payments will be made each school year in December and, if funds are still available, another distribution will be made in May.
- Payments shall be made in order of receipt, not to exceed \$80,000 annually. Excess applications shall be paid the following school year, provided that the applicant is still actively employed in an instructional position.
- L. Coaches of teams that progress to FHSAA sanctioned state playoffs will receive an additional 5% supplement, based on the employee's base supplemental rate for each earned level of completion (district, regional, state). Coaches of a team or an individual player who automatically participate in the first round of playoffs will not receive the extra supplement. Coaches will receive the additional pay for each week their team or individual progresses to the next level of competition.
- M. Florida Statutes requires differentiated pay for specific classification of employees. A committee has been formed to develop a plan for implementation. The district agrees to budget \$1,000,000

additional dollars to represent additional differentiated pay needs. The committee shall meet annually to monitor the implementation and funding of the plan. This committee will determine the categories and specific teacher who are awarded additional monies. The decisions of the Differentiated Pay Committee, regarding payment, shall be brought to the joint bargaining teams prior to ~~June 30 of the current contract year~~ the close of negotiations each year.

**N. Exceptional Supplements**

All professional employees eligible and assigned to bill for Medicaid reimbursement will be paid 5% of actual reimbursement amount billed as a result of their records.

Department Chair/Academy Director/Team Leader (ES/MS/HS)/Guidance Chairman (MS/HS): All department/grade level/academy chairs (K-12) will receive \$165 per teacher assigned to the department, grade or academy faculty. No professional employee can be counted more than once, but division by 1/5 is allowed. Principal determines make-up of groups, maximum amount for one (1) chairperson will be equal to twelve (12) professional employees (for a maximum of \$1,980). Only professional employees are counted in determining the supplement.

The professional employee who teaches a 7<sup>th</sup> period within their 7.5 hours workday in middle and high school shall be paid a \$3,000 supplement per semester. Co-teachers (who hold a certification in said 7<sup>th</sup> period class) shall be paid a \$1,600 supplement per semester. This will be a voluntary assignment.

**O. Supplement Tables**

**Supplemental Pay – High School**

POSITION	STAFF	TIME	PRES/RES	TOTAL	\$Amount
Head Cheerleading (add 2 points if Competitive Cheer)	2	6	4	12	3000
Asst. Cheerleading (add 1 point if Competitive Cheer)	0	6	2	8	2000
Dance Team (add 2 points if Competitive Dance)	0	6	4	10	2500
Winter Guard	0	5	4	9	2250
Field Guard	0	3	3	6	1500
Choral	0	6	3	9	2250
Drama	1	6	3	10	2500
1200 Activities PT Dir I (0-1000)	0	2	2	4	1000
1200 Activities FT Dir II (1001-1500)	0	2	3	5	1250

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1200 Activities FT Dir II (1501-Up)	0	3	3	6	1500
<b><u>Fall Football (80% of total)</u></b>					
Head Football	5	10	8	23	4600
Asst. Football I (Offensive/Defensive Coordinator)	1	8	5	14	2800
Asst. Football II	0	8	4	12	2400
Asst. Football III (Total fall assistant football not to exceed \$18,650)	0	7	3	10	2000
<b><u>Spring Football (20 % of total)</u></b>					
Head Football	5	10	8	23	1150
Asst. Football I (Offensive/Defensive Coordinator)	1	8	5	14	700
Asst. Football II	0	8	4	12	600
Asst. Football III (Total spring assistant football not to exceed \$4,662)	0	7	3	10	500
Head Basketball	3	7	6	16	4000
Asst. Basketball	0	7	3	10	2500
Head Baseball	3	7	6	16	4000
Asst. Baseball	0	7	3	10	2500
Head Track	2	7	5	14	3500
Asst. Track	0	7	3	10	2500
Head Wrestling*	1	7	6	14	3500
Asst. Wrestling**	0	7	3	10	2500
Head Volleyball	3	6	5	14	3500
Asst. Volleyball	0	6	2	8	2000
Head Beach Volleyball	3	6	5	14	3500
Asst. Beach Volleyball	0	6	2	8	2000
Head Soccer	2	8	4	14	3500
Asst. Soccer	0	6	2	8	2000

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Head Lacrosse	2	6	6	14	3500
Asst. Lacrosse	0	6	2	8	2000
Head Softball	3	7	6	16	4000
Asst. Softball	0	7	3	10	2500
Head Cross Country*	0	6	4	10	2500
Asst. Cross Country**	0	6	2	8	2000
Head Golf*	0	6	4	10	2500
Asst. Golf*	0	6	2	8	2000
Head Bowling*	0	6	4	10	2500
Asst. Bowling**	0	6	2	8	2000
Head Swimming*	0	7	4	11	2750
Asst. Swimming**	0	7	2	9	2250
Head Flag Football	1	7	3	11	2750
Asst. Flag Football	0	7	2	9	2250
Head Tennis*	0	7	4	11	2750
Asst. Tennis**	0	6	2	8	2000
Head Weightlifting	1	5	3	9	2500
Asst. Weightlifting	0	6	2	8	2000

\*For these sports add 2 points (1 Time, 1 Staff) if coaching both Boys and Girls teams.

\*\* For these sports, an assistant may be added if the head coach is coaching both boys and girls teams.

Mu Alpha Theta	0	1	0	1	250
Sign Language Club	0	1	0	1	250
Art Club	0	1	0	1	250
BETA Club	0	1	0	1	250
Debate Club	0	1	0	1	250
Architecture, Construction and Engineering (ACE)	0	2	3	5	1250

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FL Business Leaders Assoc./DECA	0	2	3	5	1250
FL HOSA (Future Health Professionals)	0	2	3	5	1250
FL Future Educators of America	0	2	3	5	1250
Florida Public Service Association	0	2	3	5	1250
FL Technology Student Association	0	2	3	5	1250
Student TV Network Affiliate	0	2	3	5	1250
FL Skills USA	0	2	3	5	1250
Future Farmers of America	0	2	3	5	1250
Astronaut Challenge	0	1	0	1	250
Fashion Club	0	1	0	1	250
French Club	0	1	0	1	250
Spanish Club	0	1	0	1	250
History Club	0	1	0	1	250
Future Teachers	0	1	0	1	250
Pep Club	0	1	0	1	250
National Thespian Society	0	1	0	1	250
Tri M	0	1	0	1	250
Conservation Club	0	1	0	1	250
Atman/Black Awareness	0	1	0	1	250
Photography Club	0	1	0	1	250
SADD	0	1	0	1	250
HS Yearbook	0	4	4	8	2000
Newspaper	0	2	4	6	1500
Band	2	10	8	20	5000
HS Link Crew	0	3	3	6	1500

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PAC Coordinator	0	2	1	3	750
Media Club	0	1	0	1	250
Senior Men	0	1	0	1	250
Senior Women	0	1	0	1	250
Future Problem Solving	0	1	0	1	250
HS AVID Site Coordinator	0	3	3	6	1500
Guitar Ensemble	0	5	3	8	2000
AV Coordinator/Lighting/Sound	0	3	1	4	1000
Web Master High	0	3	0	3	750
HS Student Government	0	2	2	4	1000
<b>Class Sponsors</b>					
Freshman (Per Person)	0	1	1	2	500
Sophomore (Per Person)	0	2	1	3	750
Junior (Per Person)	0	3	2	5	1250
Senior (Per Person)	0	3	3	6	1500
High Q	0	3	2	5	1250
NHS	0	2	1	3	750
HS Deans	0	5	5	10	2500
HS Flexible Supplements (3)**	0	5	5	10	2500

\*\*This supplement may be recommended by the Principal and must be approved by the Association and the Board.

HS STEM Coordinator	0	2	1	3	750
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**Supplemental Pay – Middle School**

POSITION	STAFF	TIME	PRES/RES	TOTAL	\$Amount
MS Band	0	4	3	7	1750
MS Yearbook	0	2	1	3	750
MS Intramural Coaches	0	2	1	3	750



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MS Chorus	0	3	2	5	1250
MS Winterguard	0	3	2	5	1250
MS Cheerleader	0	3	2	5	1250
MS Gifted Coordinator	0	2	1	3	750
MS Drama Club	0	1	0	1	250
MS Art Club	0	1	0	1	250
MS AVID Site Coordinator	0	3	3	6	1500
MS Dance Team	0	2	1	3	750
MS NJHS	0	2	0	2	500
MS <del>Science Fair</del> STEM Coordinator	0	2	1	3	750
MS WEB (CharacterCounts!)	0	3	3	6	1500
MS Interscholastic Coach	0	2	2	4	1000
MS Interscholastic Coordinator	0	2	2	4	1000
Web Master Middle	0	3	0	3	750
MS Deans	0	5	5	10	2500
MS Flexible Supplements					250

\*\* One point for each 100 students – minimum six (6) per school

**Supplemental Pay – Elementary School**

POSITION	STAFF	TIME	PRES/RES	TOTAL	\$Amount
ES Yearbook	0	1	1	2	500
Web Master Elementary	0	3	0	3	750
Elementary Floating Supplement					250

\*\* One point for each 100 students – minimum six (6) per school

**Supplemental Pay – ~~All Levels~~ Elementary, K-8, Middle, High School**

POSITION	STAFF	TIME	PRES/RES	TOTAL	\$Amount
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SJCSD Counter Proposal #2 9/25/23

SAC Chair	0	2	1	3	750
National Board	0	0	0	0	100
District Level Academic Team Sponsor	0	2	1	3	750
Performance Matters Trainer*	0	2	0	0-2	500
Schoology Trainer*	0	1	0	0-1	250
TAC Trainer*	0	1	0	0-1	250
STEM Club	0	4	1	5	1250

\*An additional trainer will be added for schools with greater than 1,000 students. Schools with 1001-2000 students will receive an additional point added to their time value. Schools with 2,001 students or more will receive a total of 2 points over the base time value added to their category. In the case that there are two (2) trainers, each will get the full supplement. Trainer training that occurs in the summer, or the other time outside of contract hours, will be paid at the employee's hourly rate.