

MV TA  
9-16-2020  
CNU

**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:

<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 \$196.

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. A Supplement Committee will be established consisting of up to six (6) members selected by the Association and up to six (6) members selected by the Superintendent. 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 which they consider should be receiving supplements to determine the appropriateness of the three elements of the formula in regard to the total points. 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 and/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 and/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, and/or 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 and/or Reading and/or 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 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 \$75,000 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 \$500,000 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.

**Supplemental Pay – High School**

<u>POSITION</u>	<u>STAFF</u>	<u>TIME</u>	<u>PRES/RES</u>	<u>TOTAL</u>	<u>\$Amount</u>
Head Cheerleading (add 2 points if Competitive Cheer)	2	6	4	12	2352
Asst. Cheerleading (add 1 point if Competitive Cheer)	0	6	2	8	1568
Dance Team (add 2 points if Competitive Dance)	0	6	4	10	1960
Winter Guard	0	5	4	9	1764
Field Guard	0	3	3	6	1176
Choral	0	6	3	9	1764
Drama	1	6	3	10	1960
1200 Activities PT Dir I (0-1000)	0	2	2	4	784
1200 Activities FT Dir II (1001-1500)	0	2	3	5	980
1200 Activities FT Dir II (1501-Up)	0	3	3	6	1176
<b><u>Fall Football (80% of total)</u></b>					
Head Football	5	10	8	23	3622
Asst. Football I (Offensive/Defensive Coordinator)	1	8	5	14	2195
Asst. Football II	0	8	4	12	1907
Asst. Football III (Total fall assistant football not to exceed \$18,650)	0	7	3	10	1568
<b><u>Spring Football (20 % of total)</u></b>					
Head Football	5	10	8	23	929
Asst. Football I (Offensive/Defensive Coordinator)	1	8	5	14	549
Asst. Football II	0	8	4	12	474
Asst. Football III (Total spring assistant football not to exceed \$4,662)	0	7	3	10	392

Head Basketball	3	7	6	16	3136
Asst. Basketball	0	7	3	10	1960
Head Baseball	3	7	6	16	3136
Asst. Baseball	0	7	3	10	1960
Head Track	2	7	5	14	2744
Asst. Track	0	7	3	10	1960
Head Wrestling*	1	7	6	14	2744
Asst. Wrestling**	0	7	3	10	1960
Head Volleyball	3	6	5	14	2744
Asst. Volleyball	0	6	2	8	1568
Head Soccer	2	8	4	14	2744
Asst. Soccer	0	6	2	8	1568
Head Lacrosse	2	6	6	14	2744
Asst. Lacrosse	0	6	2	8	1568
Head Softball	3	7	6	16	3136
Asst. Softball	0	7	3	10	1960
Head Cross Country*	0	6	4	10	1960
Asst. Cross Country**	0	6	2	8	1568
Head Golf*	0	6	4	10	1960
Asst. Golf**	0	6	2	8	1568
Head Bowling*	0	6	4	10	1960
Asst. Bowling**	0	6	2	8	1568
Head Swimming*	1	7	3	11	2156
Asst. Swimming**	0	7	2	9	1764
Head Flag Football	1	7	3	11	2156
Asst. Flag Football	0	7	2	9	1764

Head Tennis*	0	7	4	11	2156
Asst. Tennis**	0	6	2	8	1568
Head Weightlifting	1	<del>56</del>	3	<del>910</del>	<del>1764</del> 1960
Asst. Weightlifting	0	<del>56</del>	2	<del>78</del>	<del>1372</del> 1568

\*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	196
Sign Language Club	0	1	0	1	196
Art Club	0	1	0	1	196
BETA Club	0	1	0	1	196
Debate Club	0	1	0	1	196
<b>Architecture, Construction and Engineering (ACE)</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>980</b>
FL Business Leaders Assoc./DECA	0	2	3	5	980
FL HOSA (Future Health Professionals)	0	2	3	5	980
FL Future Educators of America	0	2	3	5	980
Florida Public Service Association	0	2	3	5	980
FL Technology Student Association	0	2	3	5	980
Student TV Network Affiliate	0	2	3	5	980
FL Skills USA	0	2	3	5	980
Astronaut Challenge	0	2	3	5	196
Fashion Club	0	2	3	5	196
French Club	0	1	0	1	196
Spanish Club	0	1	0	1	196
History Club	0	1	0	1	196
Future Teachers	0	1	0	1	196

Pep Club	0	1	0	1	196
National Thespian Society	0	1	0	1	196
Tri M	0	1	0	1	196
Conservation Club	0	1	0	1	196
Atman/Black Awareness	0	1	0	1	196
Photography Club	0	1	0	1	196
SADD	0	1	0	1	196
HS Yearbook	0	4	4	8	1568
Newspaper	0	2	4	6	1176
Band	2	10	8	20	3920
HS Link Crew	0	3	3	6	1176
PAC Coordinator	0	2	1	3	588
Media Club	0	1	0	1	196
Senior Men	0	1	0	1	196
Senior Women	0	1	0	1	196
Future Problem Solving	0	1	0	1	196
HS AVID Site Coordinator	0	3	3	6	1176
Guitar Ensemble	0	5	3	8	1568
AV Coordinator/Lighting/Sound	0	3	1	4	784
Web Master High	0	3	0	3	588
HS Student Government	0	2	2	4	784
<b>Class Sponsors</b>					
Freshman (Per Person)	0	1	1	2	392
Sophomore (Per Person)	0	2	1	3	588
Junior (Per Person)	0	3	2	5	980
Senior (Per Person)	0	3	3	6	1176

High Q	0	3	2	5	980
NHS	0	2	1	3	588
HS Deans	0	5	5	10	1960
HS Flexible Supplements (3 4)**	0	5	5	10	1960

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

### Supplemental Pay – Middle School

POSITION	STAFF	TIME	PRES/RES	TOTAL	\$Amount
MS Band	0	4	3	7	1372
MS Yearbook	0	2	1	3	588
MS Intramural Coaches	0	2	1	3	588
MS Chorus	0	3	2	5	980
MS Winterguard	0	3	2	5	980
MS Cheerleader	0	3	2	5	980
MS Gifted Coordinator	0	2	1	3	588
MS Drama Club	0	1	0	1	196
MS Art Club	0	1	0	1	196
MS AVID Site Coordinator	0	3	3	6	1176
MS Dance Team	0	2	1	3	588
MS NJHS	0	2	0	2	392
MS Science Fair Coordinator	0	2	1	3	588
MS WEB (CC!)	0	3	3	6	1176
MS Interscholastic Coach	0	2	2	4	784
MS Interscholastic Coordinator	0	2	2	4	784
Web Master Middle	0	3	0	3	588
MS Deans	0	5	5	10	1960
MS Flexible Supplements **	One for each 100 students – minimum six (6) per school at				196



**Supplemental Pay – Elementary School**

POSITION	STAFF	TIME	PRES/RES	TOTAL	\$Amount
ES Yearbook	0	1	1	2	392
Web Master Elementary	0	3	0	3	588
Elementary Floating Supplement** One for each 100 students – minimum six (6) per school at					196

**Supplemental Pay – All Levels**

POSITION	STAFF	TIME	PRES/RES	TOTAL	\$Amount
School Improvement Team Chair	0	2	1	3	588
National Board	0				100
District Level Academic Team Sponsor	0	2	1	3	588

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 \$129 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 \$1,548). 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 or high school shall be paid a \$3000.00 supplement per semester. Co-teachers (who hold a certification in said 7<sup>th</sup> period class) shall be paid a \$1,600.00 supplement per semester. This will be a voluntary assignment.

The St. Johns County School District will continue to support STEM clubs by sponsoring one supplement per school for assigned staff. STEM Clubs referred to in this article must exist, at least in part, to compete in a state or nationally recognized event annually. Only first year clubs may be exempt from competing in a state or nationally recognized event.

STEM Club	0	4	1	5	980
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