

Supplements Rationale

Student engagement in extra-curricular activities is one of the foundational components of a high achieving public school system. One way to increase involvement is through academic, athletic, and arts special programs before and after school hours. For these programs to be successful and holistically engaging for young people, we must have committed adults who are compensated with fair and competitive supplements.

NAME	CURRENT PAY	PROPOSED
Elementary Grade Level Chair	\$617	\$800
Elementary Yearbook Sponsor	\$617	\$800
Elementary School Academic Competition Bowl		\$800
Middle School Academic Competition Bowl Sponsor	\$617	\$800
Middle School Department Chair	\$617	\$800
Middle School Grade-Level Chair	\$617	\$800
Middle School Newspaper Sponsor	\$823	\$1,000
Middle School Yearbook Sponsor	\$1,028	\$1,200
Middle School Extra-curricular Coach	\$617	\$800
Middle School Honor Society	\$617	\$800
High School Department Chair	\$617	\$800
High School Class Sponsor	\$617	\$800
High School National Honor Society Sponsor	\$823	\$1,000
High School Newspaper Sponsor	\$1,028	\$1,200
High School Yearbook Sponsor	\$1,645	\$2,000
High School Student Council	\$617	\$800
High School Speech & Debates/Forensics	\$617	\$800
High School Academic Competition Bowl Sponsor	\$617	\$800
High School History Lead	\$2000	
Behavioral Center Lead	\$1028	\$1,500
Behavioral Center Teacher, ESE	\$1,500	\$2000
Behavioral Center Teacher, non-ESE	\$617	\$1,000
Teacher (DJJ and OASIS)	\$1,028	\$1,500
Green Champion	\$617	\$800
First Aid	\$500	\$600
ADD		
Virtual teacher expenses		
Test Coordinator SFTE <800	\$928	\$1,000
Test Coordinator SFTE 801 to 1200	\$1,028	\$1,200
Test Coordinator SFTE 1201 to 1600	\$1,128	\$1,300
Test Coordinator SFTE 1601 to 2000	\$1,228	\$1,400
Test Coordinator SFTE 2001 >	\$1,328	\$1,500
Dean SFTE <800	\$1,450	\$1,600
Dean SFTE 801 to 1200	\$1,550	\$1,700
Dean SFTE 1201 to 1600	\$1,650	\$1,800
Dean SFTE 1601 to 2000	\$1,750	\$1,900
Dean SFTE 2001 >	\$1,850	\$2,000
ESOL Compliance Specialist/ Program Specialist	\$1,500	\$2,000
Speech Pathologist/Audiologist	\$1,500	\$2,000
ESE Teacher (Excluding Gifted)	\$1,500	\$2,000
ESE Teacher (Including Gifted)		\$2,000
MTSS Coach		\$1,500
Instructional Coach Reading		\$1,500
Instructional Coach Math/Science		\$1,500
New Teacher Mentor		\$500 PER MENTEE
Action Teams Lead		\$500
PLT Grade level Lead		\$800
PLC Schoolwide Lead		\$800
AVID Coordinator		\$500
XELLO Coordinator		\$300
School Counselor		\$1,500
Co-Curricular	\$1,028	
Special Olympics Director	\$823	
Guidance Director	\$823	
Extracurricular Sponsor	\$617	

Wellness Coordinator	\$617	

ESE- Exceptional Student Education

ESOL- English Speakers of Other Languages

SFTE- Student Full Time Equivalent

MTSS- Multi-tiered System of Support

AVID-Advancement Via Individual Determination

XELLO- College and Career Readiness

New Proposals

Questions about it, obsolete? If they still exist, what's the job description?

Request to form a Supplements Committee between OCEA and SDOC

Pursuant to Section 1012.22(1)(c)4.b., Florida Statutes, both parties agree to review this supplements schedule annually and bargain collaboratively supplements that identify instructional personnel entitled to differentiated pay based upon factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

Page 88 of the School District of Osceola County Instructional Contract states ***“A committee composed of three members appointed by the Board and three members appointed by the Association President will study extracurricular and athletic supplements.”***

OCEA requests this committee be formed within 10 business days to address the supplements for academics, athletics, and the arts and bring back suggestions to the full bargaining team at the October Instructional Bargaining Team meeting.

