



**INTERIM SALARY  
SCHEDULE BOOK**

**For the 2011-2012 Fiscal Year**

**Dr. Douglas K. Whittaker, Superintendent  
July 1, 2011**

Dr. Douglas K. Whittaker  
Superintendent of Schools

THE DISTRICT SCHOOL BOARD OF CHARLOTTE COUNTY

Andrea Messina, Chairman

Lee Swift, Vice-Chairman

Alleen Miller, Member

Barbara Rendell, Member

Ian Vincent, Member

This report has been prepared by the Charlotte County Public School System.

It is available on the district's web site [www.yourcharlotteschools.net](http://www.yourcharlotteschools.net)

Additional copies may be obtained by writing:

Charlotte County Public Schools  
c/o Human Resources Department  
1445 Education Way  
Port Charlotte, FL 33948

Prepared by: Barbara Melanson

No person shall, on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, social and family background, or on the basis of the use of a language other than English by Limited English Proficiency (SEP) students, be excluded from participating in be denied the benefits of, or be subjected to discrimination under any education program or activity, or in any employment conditions or practices conducted by this school district, except as provided by law. CCSBP 3122

In order to be eligible to receive retroactive pay, an employee must be working in a full-time or part-time position with benefits or on compensable leave or approved unpaid sick leave as of the date of Board adoption of the salary schedule (12/14/2010).

# TABLE OF CONTENTS

Salary Schedule Directory 2010-2011 (alpha).....	4-8
Salary Schedule Directory 2010-2011 (paygrade).....	9-13
Instructional Salary Schedule.....	14-15
Classified Employees' Salary Schedule.....	16-18
Supplemental Salary Schedules.....	19-20
CAPE/CASE Course Design.....	21
Bonuses.....	21
Confidential, Professional, Supervisory, and Managerial Salary Schedule.....	22-23
Administrative Salary Schedule.....	24
Miscellaneous Salary Schedule.....	25-26
General Provisions.....	27-30
Payroll Calendars.....	31-32

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2011-2012 SALARY SCHEDULE DIRECTORY  
(alpha)**

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Academic Coach / Elementary		Instructional
Account Clerk/Payable	17	Classified
Account Clerk/Payroll	18	Classified
Accountant	G	Supervisory
Accountant for Early Childhood Programs	G	Professional
Accounting Assistant	19	Classified
Administrative Assistant I	17	Classified
Administrative Assistant II	18	Classified
Assistant Director	A3	Administrative
Assistant Director of Exceptional Student Education	A3	Administrative
Assistant Food Service Manager	16	Classified
Assistant Principal – Elementary School	A1	Administrative
Assistant Principal – High School	A3	Administrative
Assistant Principal – Middle School	A2	Administrative
Assistant Superintendent for District Support Services	A11	Administrative
Assistant Superintendent for Human Resources & Employee Relationships	A11	Administrative
Assistant Superintendent for Learning	A11	Administrative
Assistant Superintendent for School Support Services	A11	Administrative
Library Technical Assistant	16	Classified
Audio Visual Technician	21	Classified
Baker	12	Classified
Bindery Technician	14	Classified
Bookkeeper I	16	Classified
Bookkeeper II	18	Classified
Building Official	K	Professional
Bus Attendant	11	Classified
Bus Driver	17	Classified
Bus Driver (Operations)	17	Classified
CFEA President - TSA		Instructional
Career Specialist for the 9 <sup>th</sup> and 10 <sup>th</sup> Grade Academies		Instructional
Carpenter	21	Classified
Certified Behavior Analyst / Certified Associate Behavior Analyst - ESE		Instructional
Chapter I Evaluator		Instructional
Chief Budget Officer	A9	Administrative
Chief Financial Officer	A9	Administrative
Children and Family Liaison Specialist	I	Professional
Classroom Teacher		Instructional
Classroom Teacher / Alternative Education		Instructional
Community Health Liaison	20	Classified
Compliance Program Specialist – ESE		Instructional
Computer Operator	18	Classified
Computer Analyst	J	Professional
Computer Programmer / Analyst	N	Professional
Cook	12	Classified
Coordinator of Dual Enrollment Programs – CTC	A3	Administrative
Coordinator of Health Sciences Program – CTC	A3	Administrative

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Coordinator of Professional Development	A3	Administrative
Coordinator of Psychological Services	A4	Administrative
Coordinator of State and Federal Programs	A4	Administrative
Coordinator of Student Services, Technology & Service Programs – CTC	A3	Administrative
Courier	13	Classified
Curriculum & Instructional Specialist (Fine Arts & World Languages) - TSA		Instructional
Curriculum & Instruction Specialist (Mathematics Pre-K-12) – TSA		Instructional
Curriculum & Instruction Specialist (Reading/Language Arts / 6-12) TSA		Instructional
Curriculum & Instruction Specialist (Reading/Language Arts ELL) TSA		Instructional
Curriculum & Instructional Specialist (Reading/Lang Arts Pre-K-12) - TSA		Instructional
Curriculum & Instructional Specialist (Science, Health & PE Pre-K-12) - TSA		Instructional
Curriculum & Instructional Specialist (Social Science Pre-K-12) - TSA		Instructional
Custodial Crew Leader I (ADM/Elementary/BAC)	17	Classified
Custodial Crew Leader II (Middle/CHC)	18	Classified
Custodial Crew Leader III (HS/CTC)	19	Classified
Custodian	13	Classified
Data Mgt Tech I (Elem/SFS)	16	Classified
Data Mgt Tech II (Middle/HS/CTC/Acad)	17	Classified
Data Mgt Tech III (ICS)	18	Classified
Dean of Students – TSA		Instructional
Deputy Superintendent	A12	Administrative
Director of Career & Technical Learning	A7	Administrative
Director of Charlotte Technical Center	A8	Administrative
Director of Elementary Teaching and Learning	A7	Administrative
Director of Exceptional Student Education	A7	Administrative
Director of Food Service	A7	Administrative
Director of Human Resources	A7	Administrative
Director of Information & Communication Systems	A7	Administrative
Director of Maintenance, Operations & Special Projects	A7	Administrative
Director of Middle and High School Teaching and Learning	A7	Administrative
Director of Professional Development Academy	A7	Administrative
Director of Purchasing	A7	Administrative
Director of Student Intervention and Dropout Prevention Services	A7	Administrative
Director of Student Services	A7	Administrative
Director of Student Transportation	A7	Administrative
Director of Technical & Vocational Learning	A7	Administrative
District Accountant for School Accounts	K	Supervisory
District Security & Emergency Management Supervisor	A1	Administrative
Early Childhood Programs – Child Development – TSA		Instructional
Early Childhood Programs – Child Development Resource Teacher		Instructional
Electrician	21	Classified
Elementary Prevention Teacher - TSA		Instructional
Employee Benefits Assistant	18	Classified
ESE Bus Driver	17	Classified
Executive Director	A8	Administrative
Executive Director of Learning Through Technology & Media	A8	Administrative
Executive Secretary I	E	Confidential
Executive Secretary II	F	Confidential
Fiscal Assistant	15	Classified
Food Service Manager I (Elementary School and Centers)	C	Supervisory

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Food Service Manager II (Middle School)	D	Supervisory
Food Service Manager III (High School)	E	Supervisory
Food Service Assistant	11	Classified
Foreman / Audio Visual	I	Managerial
Foreman / Print Shop	I	Managerial
Foreman/Transportation	21	Classified
Foreman / Warehouse	I	Managerial
Grant Writer	M	Professional
Groundskeeper I	15	Classified
Groundskeeper II	16	Classified
Guidance Counselor (Elementary)		Instructional
Guidance Counselor (High School)		Instructional
Guidance Counselor (Middle)		Instructional
Homeless Youth and Family Liaison	N	Professional
Human Resources Assistant	18	Classified
HVAC Mechanic	21	Classified
Interpreter (certified)	21	Classified
Interpreter (uncertified)	18	Classified
Investigator	J	Professional
Job Placement Specialist – ESE		Instructional
Lead Teacher		Instructional
Liaison Teacher – ESE		Instructional
Library/Media Aide	16	Classified
Manager / Accounting & Payroll	N	Managerial
Manager / Adult and Community Education / Community Liaison	N	Managerial
Manager / Children's Services	M	Managerial
Manager / Construction	N	Managerial
Manager / Construction (Hurricane Related)	N	Managerial
Manager / Early Intervention Case	J	Managerial
Manager / Educator – Energy	N	Managerial
Manager / Employee Relationships	N	Managerial
Manager / Food Service Operations	M	Managerial
Manager / Human Resources and Employee Benefits	N	Managerial
Manager / Maintenance	N	Managerial
Manager / Performing Arts Theater	N	Managerial
Manager / Plant Operations	N	Managerial
Manager / Pre-K Programs	M	Managerial
Manager / Purchasing	M	Managerial
Manager / Routing & Scheduling	F	Managerial
Manager / Teen Parent Program	M	Managerial
Manager / Transportation Operations	J	Managerial
Manager / Transportation Service	J	Managerial
Mechanic	20	Classified
Mechanic Helper	15	Classified
Media Specialist – Elementary, Middle & High Schools		Instructional
Network Analyst	L	Professional
Network Analyst / Instructional	L	Professional
Network Technician	23	Classified
Occupational Specialist		Instructional
Occupational Therapist / Certified	O	Professional

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Occupational Therapist Assistant / Certified	L	Professional
Office Assistant I	13	Classified
Office Assistant II	14	Classified
Offset Press Worker	15	Classified
Paraprofessional I	15	Classified
Paraprofessional II	16	Classified
Paraprofessional III	17	Classified
Personnel Analyst	H	Supervisory
Physical Therapist	O	Professional
Plumber	21	Classified
Pre-K Curriculum / ESE Staffing Specialist – ESE		Instructional
Property Control Assistant	14	Classified
Principal of Baker Pre K Center / Coordinator of District Wide Pre K Program	A5	Administrative
Principal ( Elementary)	A5	Administrative
Principal (High School)	A8	Administrative
Principal (Middle School)	A6	Administrative
Principal of The Academy @ Charlotte Technical Center	A5	Administrative
Principal of Charlotte Harbor Center	A5	Administrative
Program Manager (Executive Director Charlotte Local Education Foundation)	J	Managerial
Program Manager (Early Head Start)	M	Managerial
Program Manager (Wellness)	M	Managerial
Programmer / Analyst	L	Professional
Psychometrician	N	Professional
Purchasing Agent/Buyer	18	Classified
Reading Coach		Instructional
Reading Coach / Secondary		Instructional
Reading Specialist – ESE		Instructional
Records Retention Assistant	14	Classified
Risk Management Analyst	H	Professional
Road Observer	18	Classified
Route Coordinator	G	Managerial
Safety & Training Coordinator	F	Managerial
SASIXp Trainer		Instructional
School Lunch Program Assistant	18	Classified
School Nurse	19	Classified
School Psychologist	O	Professional
School Security & Attendance Assistant	16	Classified
School Social Worker	N	Professional
School Social Worker for the Delinquency Prevention Program	N	Professional
School Social Worker for the SEA & SOS Programs	N	Professional
Secretary (Confidential) District	C	Confidential
Secretary / Principal's (Elementary, CHC, The Academy)	A	Confidential
Secretary / Principal's (High School / Tech Center)	D	Confidential
Secretary / Principal's (Middle School)	B	Confidential
Senior Accountant	K	Professional
Senior Programmer	J	Professional
Senior Programmer II	L	Professional
Specialist / Certification/In-service	J	Professional
Specialist / Construction	J	Professional
Specialist / Construction (Hurricane Related)	J	Professional

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Specialist / Continuing Workforce Education & Marketing	J	Professional
Specialist / Facilities	J	Professional
Specialist / Food Service	J	Professional
Specialist / Personnel	J	Professional
Specialist / Plant Operations	J	Professional
Specialist / Purchasing (Cent. Service)	J	Professional
Specialist / Purchasing (Food Service)	J	Professional
Specialist / Systems Support	G	Professional
Specialist / Web Page Design	H	Professional
Speech & Language Pathologist		Instructional
Speech & Language Staffing Specialist – ESE		Instructional
Staffing Specialist – ESE		Instructional
Summer School – High School Classroom Teacher – Basic Education		Instructional
Summer School – Middle School Classroom Teacher – Basic Education		Instructional
Supervisor of District Health Services	A1	Administrative
Supervisor of Food Services	A1	Administrative
Supervisor of Psychological Services	A1	Administrative
Teacher of the Gifted – ESE		Instructional
Technology Assistant	17	Classified
Technology Teacher – TSA		Instructional
Testing Assistant	C	Confidential
Title I Early Literacy In-service Course Primary in Class Model		Instructional
Title I Evaluator		Instructional
Title I Private School Academic Tutor		Instructional
Title I Private School Lead Tutor		Instructional
Title I Teacher Trainer – Family Involvement Specialist		Instructional
Title I Teacher Trainer – Family Involvement Supervisor – TSA		Instructional
Title I Teacher Trainer – T.A.L.L. – TSA		Instructional
Transportation Dispatcher	F	Supervisory
Visually Impaired Teacher – ESE		Instructional
Warehouse Worker	14	Classified

Positions classified as Professional, Managerial, Administrative and Instructional are considered exempt from the overtime provisions of the Fair Labor Standards Act.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2010-2011 SALARY SCHEDULE DIRECTORY  
(paygrade)**

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Bus Attendant	11	Classified
Food Service Assistant	11	Classified
Baker	12	Classified
Cook	12	Classified
Courier	13	Classified
Custodian	13	Classified
Office Assistant I	13	Classified
Bindery Technician	14	Classified
Office Assistant II	14	Classified
Property Control Assistant	14	Classified
Records Retention Assistant	14	Classified
Warehouse Worker	14	Classified
Fiscal Assistant	15	Classified
Groundskeeper I	15	Classified
Mechanic Helper	15	Classified
Offset Press Worker	15	Classified
Paraprofessional I	15	Classified
Assistant Food Service Manager	16	Classified
Library Technical Assistant	16	Classified
Bookkeeper I	16	Classified
Data Mgt Tech I (Elem/SFS)	16	Classified
Groundskeeper II	16	Classified
Library/Media Aide	16	Classified
Paraprofessional II	16	Classified
School Security & Attendance Assistant	16	Classified
Account Clerk/Payable	17	Classified
Administrative Assistant I	17	Classified
Bus Driver	17	Classified
Bus Driver (Operations)	17	Classified
Custodial Crew Leader I (ADM/Elementary/BAC)	17	Classified
Data Mgt Tech II (Middle/HS/CTC/Academy)	17	Classified
ESE Bus Driver	17	Classified
Paraprofessional III	17	Classified
Technology Assistant	17	Classified
Account Clerk/Payroll	18	Classified
Administrative Assistant II	18	Classified
Bookkeeper II	18	Classified
Computer Operator	18	Classified
Custodial Crew Leader II (Middle/CHC)	18	Classified
Data Mgt Tech III (ICS)	18	Classified
Employee Benefits Assistant	18	Classified
Human Resources Assistant	18	Classified
Interpreter (uncertified)	18	Classified
Purchasing Agent/Buyer	18	Classified

<b>POSITION TITLE</b>		
Road Observer	18	Classified
School Lunch Program Assistant	18	Classified
Accounting Assistant	19	Classified
Custodial Crew Leader III (HS/CTC)	19	Classified
School Nurse	19	Classified
Community Health Liaison	20	Classified
Mechanic	20	Classified
Audio Visual Technician	21	Classified
Carpenter	21	Classified
Electrician	21	Classified
Foreman/Transportation	21	Classified
HVAC Mechanic	21	Classified
Interpreter (certified)	21	Classified
Plumber	21	Classified
Network Technician	23	Classified
Secretary / Principal's (Elementary, CHC, The Academy)	A	Confidential
Secretary / Principal's (Middle School)	B	Confidential
Food Service Manager I (Elementary School and Centers)	C	Supervisory
Secretary (Confidential) District	C	Confidential
Testing Assistant	C	Confidential
Food Service Manager II (Middle School)	D	Supervisory
Secretary / Principal's (High School / Tech Center)	D	Confidential
Executive Secretary I	E	Confidential
Food Service Manager III (High School)	E	Supervisory
Executive Secretary II	F	Confidential
Manager / Routing & Scheduling	F	Managerial
Safety & Training Coordinator	F	Managerial
Transportation Dispatcher	F	Supervisory
Accountant	G	Supervisory
Accountant for Early Childhood Programs	G	Professional
Route Coordinator	G	Managerial
Specialist / Systems Support	G	Professional
Personnel Analyst	H	Supervisory
Risk Management Analyst	H	Professional
Specialist / Web Page Design	H	Professional
Children and Family Liaison Specialist	I	Professional
Foreman / Audio Visual	I	Managerial
Foreman / Print Shop	I	Managerial
Foreman / Warehouse	I	Managerial
Computer Analyst	J	Professional
Investigator	J	Professional
Manager / Early Intervention Case	J	Managerial
Manager / Transportation Operations	J	Managerial
Manager / Transportation Service	J	Managerial
Program Manager (Executive Director Charlotte Local Education)	J	Managerial
Senior Programmer	J	Professional
Specialist / Certification/In-service	J	Professional
Specialist / Construction	J	Professional
Specialist / Construction (Hurricane Related)	J	Professional
Specialist / Continuing Workforce Education & Marketing	J	Professional

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Specialist / Facilities	J	Professional
Specialist / Food Service	J	Professional
Specialist / Personnel	J	Supervisory
Specialist / Plant Operations	J	Professional
Specialist / Purchasing (Cent. Service)	J	Professional
Specialist / Purchasing (Food Service)	J	Professional
Senior Accountant	K	Professional
Network Analyst	L	Professional
Network Analyst / Instructional	L	Professional
Occupational Therapist Assistant / Certified	L	Professional
Programmer / Analyst	L	Professional
Senior Programmer II	L	Professional
Grant Writer	M	Professional
Manager / Children's Services	M	Managerial
Manager / Food Service Operations	M	Managerial
Manager / Pre-K Programs	M	Managerial
Manager / Purchasing	M	Managerial
Manager Teen Parent Program	M	Managerial
Program Manager (Early Head Start)	M	Managerial
Program Manager (Wellness)	M	Managerial
Computer Programmer / Analyst	N	Professional
Homeless Youth and Family Liaison	N	Professional
Manager / Accounting & Payroll	N	Professional
Manager / Adult and Community Education / Community Liaison	N	Managerial
Manager / Construction	N	Professional
Manager / Construction (Hurricane Related)	N	Managerial
Manager / Educator – Energy	N	Managerial
Manager / Employee Relationships	N	Managerial
Manager / Human Resources and Employee Benefits	N	Managerial
Manager / Maintenance	N	Managerial
Manager / Performing Arts Theater	N	Managerial
Manager / Plant Operations	N	Managerial
Psychometrician	N	Professional
School Social Worker	N	Professional
School Social Worker for the Delinquency Prevention Program	N	Professional
School Social Worker for the SEA & SOS Programs	N	Professional
Occupational Therapist / Certified	O	Professional
Physical Therapist	O	Professional
School Psychologist	O	Professional
Assistant Principal – Elementary School	A1	Administrative
District Security & Emergency Management Supervisor	A1	Administrative
Supervisor of District Health Services	A1	Administrative
Supervisor of Food Services	A1	Administrative
Assistant Principal – Middle School	A2	Administrative
Assistant Director	A3	Administrative
Assistant Director of Exceptional Student Education	A3	Administrative

<b>POSITION TITLE</b>	<b>PAYGRADE</b>	<b>SCHEDULE</b>
Assistant Principal – High School	A3	Administrative
Coordinator of Dual Enrollment Programs – CTC	A3	Administrative
Coordinator of Health Sciences Programs – CTC	A3	Administrative
Coordinator of Professional Development	A3	Administrative
Coordinator of Student Services, Technology & Service Prog - CTC	A3	Administrative
Coordinator of State and Federal Programs	A4	Administrative
Principal of The Academy @ Charlotte Technical Center	A5	Administrative
Principal of Baker Pre K Center / Coordinator of District Wide Pre K Prog	A5	Administrative
Principal of Charlotte Harbor Center	A5	Administrative
Principal (Elementary)	A5	Administrative
Principal (Middle School)	A6	Administrative
Director of Career & Technical Learning	A7	Administrative
Director of Elementary Teaching and Learning	A7	Administrative
Director of Exceptional Student Education	A7	Administrative
Director of Food Service	A7	Administrative
Director of Human Resources	A7	Administrative
Director of Information & Communication Systems	A7	Administrative
Director of Maintenance, Operations & Special Projects	A7	Administrative
Director of Middle and High School Teaching and Learning	A7	Administrative
Director of Professional Development Academy	A7	Administrative
Director of Purchasing	A7	Administrative
Director of Student Intervention and Dropout Prevention Services	A7	Administrative
Director of Student Services	A7	Administrative
Director of Student Transportation	A7	Administrative
Director of Technical & Vocational Learning	A7	Administrative
Director of Charlotte Technical Center	A8	Administrative
Executive Director	A8	Administrative
Executive Director of Learning Through Technology & Media	A8	Administrative
Principal (High School)	A8	Administrative
Chief Budget Officer	A9	Administrative
Chief Financial Officer	A9	Administrative
Assistant Superintendent for District Support Services	A11	Administrative
Assistant Superintendent for Human Resources & Employee Relationships	A11	Administrative
Assistant Superintendent for Learning	A11	Administrative
Assistant Superintendent for School Support Services	A11	Administrative
Deputy Superintendent	A12	Administrative
Academic Coach / Elementary		Instructional
CFEA President – TSA		Instructional
Career Specialist for the 9 <sup>th</sup> and 10 <sup>th</sup> Grade Academies		Instructional
Certified Behavior Analyst / Certified Associate Behavior Analyst – ESE		Instructional
Chapter I Evaluator		Instructional
Classroom Teacher		Instructional
Classroom Teacher / Alternative Education		Instructional
Compliance Program Specialist – ESE		Instructional
Curriculum & Instructional Specialist (Fine Arts & World Lang) - TSA		Instructional
Curriculum & Instruction Specialist (Mathematics Pre-K-12) – TSA		Instructional
Curriculum & Instruction Specialist (Reading/Language Arts / 6-12) TSA		Instructional
Curriculum & Instruction Specialist (Reading/Language Arts (ELL) TSA		Instructional
Curriculum & Instructional Specialist (Reading / Language Arts Pre-K-12) - TSA		Instructional
Curriculum & Instructional Specialist (Sci, Health & PE Pre-K-12) – TSA		Instructional
Curriculum & Instructional Specialist (Social Science Pre-K-12) – TSA		Instructional

**POSITION TITLE****POSITION TITLE**

Dean of Students – TSA	Instructional
Early Childhood Programs – Child Development – TSA	Instructional
Early Childhood Programs – Child Development Resource Teacher	Instructional
Elementary Prevention Teacher – TSA	Instructional
Guidance Counselor (Elementary)	Instructional
Guidance Counselor (High School)	Instructional
Guidance Counselor (Middle)	Instructional
Job Placement Specialist – ESE	Instructional
Lead Teacher	Instructional
Liaison Teacher – ESE	Instructional
Media Specialist – Elementary, Middle & High Schools	Instructional
Occupational Specialist	Instructional
Pre-K Curriculum / ESE Staffing Specialist – ESE	Instructional
Reading Coach	Instructional
Reading Coach / Secondary	Instructional
Reading Specialist – ESE	Instructional
SASIXp Trainer	Instructional
Speech & Language Pathologist	Instructional
Speech & Language Staffing Specialist – ESE	Instructional
Staffing Specialist – ESE	Instructional
Summer School – High School Classroom Teacher – Basic Education	Instructional
Summer School – Middle School Classroom Teacher – Basic Education	Instructional
Teacher of the Gifted – ESE	Instructional
Technology Teacher – TSA	Instructional
Title I Early Literacy In-service Course Primary in Class Model	Instructional
Title I Evaluator	Instructional
Title I Private School Academic Tutor	Instructional
Title I Private School Lead Tutor	Instructional
Title I Teacher Trainer – Family Involvement Specialist	Instructional
Title I Teacher Trainer – Family Involvement Supervisor – TSA	Instructional
Title I Teacher Trainer - T.A.L.L. – TSA	Instructional
Visually Impaired Teacher - ESE	Instructional

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2011 – 2012 INSTRUCTIONAL SALARY SCHEDULE DIRECTORY**

<b>BACHELOR'S DEGREE</b>			<b>MASTER'S DEGREE</b>		
<b>STEP</b>	<b>2011-2012</b>	<b>HOURLY</b>	<b>STEP</b>	<b>2011-2012</b>	<b>HOURLY</b>
0	<a href="#"><u>\$36,867</u></a>	27.2886	0	<a href="#"><u>\$40,363</u></a>	29.8761
1	<a href="#"><u>\$37,378</u></a>	27.6669	1	<a href="#"><u>\$40,874</u></a>	30.2544
2	<a href="#"><u>\$37,895</u></a>	28.0496	2	<a href="#"><u>\$41,391</u></a>	30.6370
3	<a href="#"><u>\$38,420</u></a>	28.4380	3	<a href="#"><u>\$41,915</u></a>	31.0255
4	<a href="#"><u>\$38,953</u></a>	28.8324	4	<a href="#"><u>\$42,448</u></a>	31.4198
5	<a href="#"><u>\$39,492</u></a>	29.2318	5	<a href="#"><u>\$42,988</u></a>	31.8192
6	<a href="#"><u>\$40,039</u></a>	29.6363	6	<a href="#"><u>\$43,534</u></a>	32.2238
7	<a href="#"><u>\$40,593</u></a>	30.0466	7	<a href="#"><u>\$44,089</u></a>	32.6341
8	<a href="#"><u>\$41,155</u></a>	30.4628	8	<a href="#"><u>\$44,651</u></a>	33.0503
9	<a href="#"><u>\$41,725</u></a>	30.8848	9	<a href="#"><u>\$45,221</u></a>	33.4723
10	<a href="#"><u>\$42,303</u></a>	31.3127	10	<a href="#"><u>\$45,799</u></a>	33.9001
11	<a href="#"><u>\$42,889</u></a>	31.7464	11	<a href="#"><u>\$46,385</u></a>	34.3338
12	<a href="#"><u>\$43,483</u></a>	32.1859	12	<a href="#"><u>\$46,979</u></a>	34.7733
13	<a href="#"><u>\$44,086</u></a>	32.6319	13	<a href="#"><u>\$47,581</u></a>	35.2194
14	<a href="#"><u>\$44,696</u></a>	33.0838	14	<a href="#"><u>\$48,192</u></a>	35.6713
15	<a href="#"><u>\$45,315</u></a>	33.5415	15	<a href="#"><u>\$48,810</u></a>	36.1290
16	<a href="#"><u>\$45,943</u></a>	34.0066	16	<a href="#"><u>\$49,438</u></a>	36.5940
17	<a href="#"><u>\$46,579</u></a>	34.4774	17	<a href="#"><u>\$50,075</u></a>	37.0649
18	<a href="#"><u>\$47,224</u></a>	34.9548	18	<a href="#"><u>\$50,720</u></a>	37.5423
19	<a href="#"><u>\$47,878</u></a>	35.4388	19	<a href="#"><u>\$51,373</u></a>	38.0262
20	<a href="#"><u>\$48,541</u></a>	35.9300	20	<a href="#"><u>\$52,037</u></a>	38.5175
21	<a href="#"><u>\$49,214</u></a>	36.4278	21	<a href="#"><u>\$52,710</u></a>	39.0153
22	<a href="#"><u>\$49,895</u></a>	36.9322	22	<a href="#"><u>\$53,391</u></a>	39.5197
23	<a href="#"><u>\$50,587</u></a>	37.4439	23	<a href="#"><u>\$54,082</u></a>	40.0313
24	<a href="#"><u>\$51,287</u></a>	37.9621	24	<a href="#"><u>\$54,783</u></a>	40.5496
25	<a href="#"><u>\$51,997</u></a>	38.4876	25	<a href="#"><u>\$55,492</u></a>	41.0751
26	<a href="#"><u>\$52,718</u></a>	39.0211	26	<a href="#"><u>\$56,213</u></a>	41.6086
27	<a href="#"><u>\$53,447</u></a>	39.5612	27	<a href="#"><u>\$56,943</u></a>	42.1487
28	<a href="#"><u>\$54,188</u></a>	40.1093	28	<a href="#"><u>\$57,683</u></a>	42.6968

The hourly rate schedule shall be used for all official salary computations. Upon written verification, up to nine years of prior teaching or related experience shall be credited. No past experience will be awarded to teachers receiving retirement benefits.

Longevity: To be paid to current full-time employees in a lump sum prior to winter break. Employees on leave during the current year will be paid after physically working one (1) day over half of their calendar.

<b>Yrs of CCPS Experience</b>	<b>% of Base Salary</b>	<b>Amount</b>
10 through 14 years	3.0%	\$1,106.00
15 through 19 years	6.0%	\$2,212.00
20 through 24 years	9.0%	\$3,318.00
25 through 29 years	12.0%	\$4,424.00
30 and up	15.0%	\$5,530.00

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2011-2012 INSTRUCTIONAL SALARY SCHEDULES  
continued**

SPECIALIST			DOCTORATE DEGREE		
STEP	2011-2012	HOURLY	STEP	2011-2012	HOURLY
0	<a href="#"><u>\$42,332</u></a>	31.3338	0	<a href="#"><u>\$43,908</u></a>	32.5000
1	<a href="#"><u>\$42,843</u></a>	31.7121	1	<a href="#"><u>\$44,419</u></a>	32.8783
2	<a href="#"><u>\$43,360</u></a>	32.0948	2	<a href="#"><u>\$44,935</u></a>	33.2609
3	<a href="#"><u>\$43,885</u></a>	32.4832	3	<a href="#"><u>\$45,460</u></a>	33.6494
4	<a href="#"><u>\$44,418</u></a>	32.8776	4	<a href="#"><u>\$45,993</u></a>	34.0437
5	<a href="#"><u>\$44,957</u></a>	33.2770	5	<a href="#"><u>\$46,533</u></a>	34.4431
6	<a href="#"><u>\$45,504</u></a>	33.6815	6	<a href="#"><u>\$47,079</u></a>	34.8477
7	<a href="#"><u>\$46,058</u></a>	34.0918	7	<a href="#"><u>\$47,634</u></a>	35.2580
8	<a href="#"><u>\$46,620</u></a>	34.5080	8	<a href="#"><u>\$48,196</u></a>	35.6742
9	<a href="#"><u>\$47,190</u></a>	34.9300	9	<a href="#"><u>\$48,766</u></a>	36.0962
10	<a href="#"><u>\$47,769</u></a>	35.3579	10	<a href="#"><u>\$49,344</u></a>	36.5241
11	<a href="#"><u>\$48,354</u></a>	35.7915	11	<a href="#"><u>\$49,930</u></a>	36.9577
12	<a href="#"><u>\$48,948</u></a>	36.2310	12	<a href="#"><u>\$50,524</u></a>	37.3972
13	<a href="#"><u>\$49,551</u></a>	36.6771	13	<a href="#"><u>\$51,126</u></a>	37.8433
14	<a href="#"><u>\$50,161</u></a>	37.1290	14	<a href="#"><u>\$51,737</u></a>	38.2952
15	<a href="#"><u>\$50,780</u></a>	37.5867	15	<a href="#"><u>\$52,355</u></a>	38.7529
16	<a href="#"><u>\$51,408</u></a>	38.0517	16	<a href="#"><u>\$52,983</u></a>	39.2179
17	<a href="#"><u>\$52,044</u></a>	38.5226	17	<a href="#"><u>\$53,620</u></a>	39.6888
18	<a href="#"><u>\$52,689</u></a>	39.0000	18	<a href="#"><u>\$54,265</u></a>	40.1662
19	<a href="#"><u>\$53,343</u></a>	39.4840	19	<a href="#"><u>\$54,918</u></a>	40.6501
20	<a href="#"><u>\$54,006</u></a>	39.9752	20	<a href="#"><u>\$55,582</u></a>	41.1414
21	<a href="#"><u>\$54,679</u></a>	40.4730	21	<a href="#"><u>\$56,255</u></a>	41.6392
22	<a href="#"><u>\$55,360</u></a>	40.9774	22	<a href="#"><u>\$56,936</u></a>	42.1436
23	<a href="#"><u>\$56,052</u></a>	41.4891	23	<a href="#"><u>\$57,627</u></a>	42.6552
24	<a href="#"><u>\$56,752</u></a>	42.0073	24	<a href="#"><u>\$58,327</u></a>	43.1735
25	<a href="#"><u>\$57,462</u></a>	42.5328	25	<a href="#"><u>\$59,037</u></a>	43.6990
26	<a href="#"><u>\$58,183</u></a>	43.0663	26	<a href="#"><u>\$59,758</u></a>	44.2325
27	<a href="#"><u>\$58,912</u></a>	43.6064	27	<a href="#"><u>\$60,488</u></a>	44.7726
28	<a href="#"><u>\$59,653</u></a>	44.1545	28	<a href="#"><u>\$61,228</u></a>	45.3207

The hourly rate schedule shall be used for all official salary computations. Upon written verification, up to nine years of prior teaching or related experience shall be credited. No past experience will be awarded to teachers receiving retirement benefits.

Instructional employees hired before 7/1/2011 will be paid for their degree regardless of their area of certification based on the above salary schedules.

In accordance with 1012.22, salary for instructional personnel hired on or after July 1, 2011, with a degree higher than a bachelor degree in their area of certification will be paid based on the bachelor degree salary schedule. In addition, they will receive an hourly supplement based on their degree as follows:

<u>Supplement</u>	<u>Amount</u>
Master	\$2.5875
Specialist	\$4.0452
Doctorate	\$5.2114

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2011-2012 CLASSIFIED EMPLOYEE SALARY SCHEDULE**

Level	PG 10	PG 11	PG 12	PG 13	PG 14	PG 15	PG 16	PG 17	PG 18	PG 19	PG 20	PG 21	PG 22	PG 23
A	8.35	8.80	9.28	9.78	10.30	10.86	11.45	12.07	12.72	13.40	14.13	14.89	15.69	16.54
B	8.57	9.03	9.52	10.03	10.56	11.14	11.74	12.38	13.04	13.75	14.49	15.27	16.10	16.97
C	8.79	9.26	9.76	10.28	10.84	11.43	12.04	12.69	13.38	14.10	14.86	15.67	16.51	17.40
D	9.01	9.50	10.01	10.55	11.11	11.72	12.35	13.02	13.72	14.46	15.24	16.07	16.93	17.85
E	9.24	9.74	10.26	10.81	11.39	12.01	12.66	13.35	14.06	14.82	15.62	16.47	17.35	18.30
F	9.47	9.98	10.52	11.08	11.67	12.31	12.98	13.68	14.41	15.19	16.01	16.88	17.78	18.76
G	9.71	10.23	10.78	11.36	11.96	12.62	13.30	14.02	14.77	15.57	16.41	17.30	18.22	19.23
H	9.95	10.49	11.05	11.64	12.26	12.94	13.63	14.37	15.14	15.96	16.82	17.73	18.68	19.71
I	10.20	10.75	11.33	11.93	12.57	13.26	13.97	14.73	15.52	16.36	17.24	18.17	19.15	20.20
J	10.46	11.02	11.61	12.23	12.88	13.59	14.32	15.10	15.91	16.77	17.67	18.62	19.63	20.70
K	10.72	11.30	11.90	12.54	13.20	13.93	14.68	15.48	16.31	17.19	18.11	19.09	20.12	21.22
L	10.99	11.58	12.20	12.85	13.53	14.28	15.05	15.87	16.72	17.62	18.56	19.57	20.62	21.75
M	11.26	11.87	12.51	13.17	13.87	14.64	15.43	16.27	17.14	18.06	19.02	20.06	21.14	22.29
N	11.54	12.17	12.82	13.50	14.22	15.01	15.82	16.68	17.57	18.51	19.50	20.56	21.67	22.85
O	11.83	12.47	13.14	13.84	14.58	15.39	16.22	17.10	18.01	18.97	19.99	21.07	22.21	23.42
P	12.13	12.78	13.47	14.19	14.94	15.77	16.63	17.53	18.46	19.44	20.49	21.60	22.77	24.01
Q	12.43	13.10	13.81	14.54	15.31	16.16	17.05	17.97	18.92	19.93	21.00	22.14	23.34	24.61
R	12.74	13.43	14.16	14.90	15.69	16.56	17.48	18.42	19.39	20.43	21.53	22.69	23.92	25.23
S	13.06	13.77	14.51	15.27	16.08	16.97	17.92	18.88	19.87	20.94	22.07	23.26	24.52	25.86
T	13.39	14.11	14.87	15.65	16.48	17.39	18.37	19.35	20.37	21.46	22.62	23.84	25.13	26.51
U	13.72	14.46	15.24	16.04	16.89	17.82	18.83	19.83	20.88	22.00	23.19	24.44	25.76	27.17
V	14.06	14.82	15.62	16.44	17.31	18.27	19.30	20.33	21.40	22.55	23.77	25.05	26.40	27.85
W	14.41	15.19	16.01	16.85	17.74	18.73	19.78	20.84	21.93	23.11	24.36	25.68	27.06	28.55

Longevity Supplement

Years of Service	Per Hour
10	\$ 0.30
15	0.50
20	0.75
25	1.00
30 & Up	1.25

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2011-2012 CLASSIFIED EMPLOYEE SALARY SCHEDULE**

**(Continued)**

- 1) **Bus Drivers' Extra Pay Provisions**  
Summer program occasional drivers will be paid their regular hourly rate. Bus drivers who perform trainer/instructor duties will be paid at Paygrade 18 on their current level. Bus drivers who work on routine maintenance and washing of busses other than during regular duties shall be paid at their current level, paygrade 15.
- 2) Food service workers who perform services for the Community Education Program after regular working hours shall be paid their regular hourly rate. No other compensation shall be applied. All full-time district employees who serve as temporary bus washers during the summer will be paid on paygrade 15, their current level. Those who are not full-time will be paid \$9 per hour.
- 3) **Incentive Pay, Classified Salary Schedule**  
All courses or in-service must be approved through the District Human Resources office, based on recommendations by a committee composed of CCSPA and administrators. Courses and in-service attended during the workday must also be pre-approved by the supervisor. Thirty (30) clock-hours of course work or in-service is required. There is no time limit for the accumulation of these hours. Only job-related course work or in-service will qualify. Official verification of successful completion must be provided. Course work/in-service funded by the school district will be considered if all other conditions are met. Once Level I has been achieved, the hourly supplement will remain a permanent part of the hourly salary. Employees currently qualifying for incentive pay will receive twelve (.12) cents per hour in addition to their step placement. Incentive will be paid upon completion of a course.
- 4) Attendance incentives as outlined in the negotiated contract, Section XIX,R.
- 5) **Director-assigned Higher Classification:** If an employee is assigned to a higher classification for ten (10) or more consecutive days or any twenty-one (21) days in a 40-day period, such pay shall be retroactive to the first day in the higher assignment. Pay at the higher rate shall commence on the eleventh (11<sup>th</sup>) consecutive day and the twenty-second (22<sup>nd</sup>) day of the forty (40) day period. This assignment must be approved by the director of the department.
- 6) The award of increases for all employees on the classified salary schedule shall be negotiated annually.
- 7) For college degrees not required by the job description: Employees with a four-year degree from an accredited college shall receive one dollar (\$1.00) per hour. Degree must be related to the Employee's job classification. With sixty (60) semester hours from an accredited college, Employees shall receive fifty (\$.50) per hour.
- 8) **Recruitment Bonus:** Effective July 1, 2000, any employee who recruits an applicant shall be eligible for a one-time bonus of \$100, subject to the following provision: recruit must maintain 6 months continuous employment.
- 9) For certification not required by the job description: Employees with a CDA certification or Certified Professional Secretary certification (CPS), shall receive twenty five (\$.25) cents per hour.

10) Upon approval of the SUPERINTENDENT or designee, the BOARD will reimburse each Employee the actual amount of tuition paid, not covered by grants/scholarships, and not to exceed the resident tuition rate established by the Florida State Board of Regents for each semester hour taken in an area which may improve his/her overall value to the District. The determination of potential for improving the Employee's overall value to the District is solely at the discretion of the SUPERINTENDENT or designee. Employee must receive a grade of "C" or better to qualify.

11) The School Board of Charlotte County agrees that:

- a. All paraprofessionals who have not acquired the minimum number of college credit hours needed to meet the requirements of ESEA or do not have an A.A. degree or higher or who have elected to take another approved test shall be entitled to take the ParaPro examination to meet the requirements for ESEA/NCLB.

The following ParaPro Test plan shall be paid by the district:

- TABE diagnostic testing must be completed first. RATIONALE: most of the paraprofessionals being tested have already completed at least 2 ParaPro tests (already paid by the district) and have not passed.
- Remediation
- ParaPro exam
- Re-remediation, if passing score on exam not achieved
- 2<sup>nd</sup> ParaPro exam
- If a paraprofessional chooses not to follow this plan, the district does not have the obligation to pay.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
2011-2012 SUPPLEMENTS SALARY SCHEDULE**

All Supplements are indexed to the beginning teacher salary. **2011-2012** Beginning Salary - \$36,867.00

	INDEX	SUPPLEMENT	*LONGEVITY	
			Years	% of Current Supplement
Group 1A	0.1500	\$5530.00	5 – 7	3%
Group 1	0.1000	\$3687.00	8 – 10	6%
Group 2	0.0833	\$3071.00	11 – 13	9%
Group 3	0.0667	\$2459.00	14 – 16	12%
Group 4	0.0625	\$2304.00	17 +	15%
Group 5	0.0583	\$2149.00		
Group 6	0.0375	\$1383.00		
Group 7	0.0292	\$1077.00		
Group 8	0.0250	\$ 922.00		
Group 9	0.0183	\$ 675.00		
Group 10	0.0125	\$ 461.00		
Group 11	0.0098	\$ 361.00		
Group 12	0.0063	\$ 232.00		

\*For purposes of computing longevity, the 05/06 school year is considered year one. Longevity is based on years of CCPS experience (additional negotiations necessary prior to implementation)

**ATHLETIC SUPPLEMENTS**

Group 1A	HS - Athletic Directors
Group 1	HS - Head Coaches: Basketball, Baseball, Football, Softball, Wrestling
Group 2	HS - Head Coaches: Soccer, Swimming, Track, Volleyball, HS - Assistant Athletic Directors
Group 3	HS - Head Coaches: Cross Country, Golf, Tennis, Weightlifting HS - Head Cheerleading: Basketball & Football MS - Athletic Director
Group 4	HS - Assistant coaches: Baseball, Basketball, Football, Soccer, Softball, Swimming, Track, Volleyball, Wrestling, (1) Discretionary*
Group 5	HS - Business Manager
Group 6	HS - Assistant Cheerleading: Basketball & Football
Group 7	MS - Head Coaches: Basketball, Softball, Soccer, Volleyball, Wrestling
Group 8	HS - Head Football Coach: Spring Football
Group 9	MS - Asst. Coaches: Basketball, Soccer, Softball, Volleyball and Wrestling
Group 10	HS - Assistant Football Coach: Spring Football
Group 11	MS - Head Track Coach
Group 12	MS - Assistant Track Coach

Extended Season: Events advancing beyond district competition shall receive, per week or portion of a week, supplement equal to 5% of regular season supplement for that sport.

\* One per season; requires approval of County Athletic Director

**NON ATHLETIC SUPPLEMENTS**

Group 1	HS - Band Director, CPAC Manager
Group 2	HS - NJROTC, Drama (4 or more public productions for which admission is charged)
Group 3	HS - Assistant Band Director, Choral Director, Drama (3 or less productions), Flag Line Director/Color Guard Instructor, Senior Class Sponsor, Student Council, Yearbook
Group 6	HS - Junior Class Sponsor, Assistant Drama, Model UN MS - Band Director
Group 7	HS - Newspaper (school produced), TV Production, Vocational Clubs, Student Recognition Clubs, School Web Page Manager, Mock Trial, Sophomore Class Sponsor MS - Choral Director, Drama, Newspaper (school produced) School Web Page Manager, Student Council, Yearbook ES - Choral Director, Newspaper (school produced), School Web Page Manager, Yearbook
Group 9	HS - Academic Clubs, Academic Teams, <i>Buzz</i> , Freshman Class Sponsor, Community/School Service Clubs, Dance Teams, National Honor Society, School Newsletter

Group 10	MS - Academic Clubs, Academic teams, <i>Buzz</i> , Community/School Service Clubs, National Honor Society, School Newsletter, TV Production
Group 11*	ES - TV Production, School Newsletter All - Science Fair, History Fair HS - Allocated up to 12 Interest/Hobby Clubs, e.g., Faculty Fitness Group. MS - Allocated up to 8 Interest/Hobby Clubs, e.g., Faculty Fitness Group. ES - Allocated up to 4 Interest/Hobby Clubs, e.g., Faculty Fitness Group.

## GENERAL SUPPLEMENTS

CREDIT RETRIEVAL COACH (per 16 week session)	\$1,667
CREDIT RETRIEVAL RECORD KEEPER	\$197
DEAN (High School)	\$2,075
DEAN (Middle School)	\$1,619
DISTRICT LEVEL PROGRAM PLANNER	\$566
ELEMENTARY AFTER-SCHOOL PROGRAMS (excludes enrichment classes)	\$246
ESE PROGRAM PLANNER (annually, in addition to program planner supplement)	\$200
ESOL ENDORSEMENT (one time, upon completion of 300 hours)	\$1,000
TEAM LEADER (2-3 team members)	\$1,900
TEAM LEADER (4-6 team members)	\$2,150
TEAM LEADER (7 or more team members)	\$2,400
MIDDLE SCHOOL INTRAMURAL (Per Sport)	\$473
MIDDLE SCHOOL NON-SPECIFIC	\$1,000
MIDDLE SCHOOL PROGRAM PLANNER/TEAM LEADER (per program member)	\$197
PEER TEACHER - for one (1) beginning teacher	\$885
PROGRAM PLANNER (per program member)	\$197
PSYCHOLOGIST FIELD SUPERVISOR FOR INTERN	\$850
TECHNOLOGY FACILITATOR	\$863
TOURNAMENT/EVENT MANAGER (FHSAA) per event	in accordance with FHSAA schedule
VOCATIONAL INDUSTRIAL CLUBS OF AMERICA (CTC)	\$881

Paraprofessionals I or II substituting for teachers or for Paraprofessionals III in Early Childhood Programs shall receive a \$35 supplement for each full day that they substitute. The day must be three (3) or more hours.

## CELL PHONE SUPPLEMENT

In accordance with 1011.09, Florida Statutes, the School Board specifically approves a supplement of \$25.00 to be included in paychecks one time per month for selected district administrators, staff members and teachers who are required by their positions to be available by cell phone outside the normal duty time. In the event of a disaster where there is a substantial increase in cell phone minutes used, the monthly supplement will be adjusted accordingly.

**Rate of Pay For CAPE/CASE Course Design  
For Support Staff, Teachers, Administrators and Board Members**

	Course Re-design*	Course Design from Scratch
1CEU	60% of 3 CEU - \$900	60% of 3 CEU - \$1,800
2CEU	80% of 3 CEU - \$1,200	80% of 3 CEU - \$2,400
3 CEU	\$1,500	\$3,000
4 CEU	120% of 3 CEU - \$1,800	120% of 3 CEU - \$3,600
5 CEU	140% of 3 CEU - \$2,400	140% of 3 CEU - \$4,200

\*Re-design: A redesigned course is a course that has already been taught or developed and is being reconfigured to meet the CAPE/CASE format. A course redesign must be approved by the design sub-committee prior to the redesign work being done.

**Rate of Pay For CAPE/CASE Instructors**

The rate of pay for Instructors is \$700.00 per CEU.

Teachers who have earned at least Tier 1 in the CAPE program and become an administrator in the Charlotte County Public Schools, are entitled to continue to receive the annual CAPE supplement. However, they must meet the conditions stated below which are established by the district for administrative participation in CAPE.

Administrators may participate in CAPE, earn the annual supplement, and continue to receive that annual supplement on the condition that they earn at least 6 CAPE credits per tier every 5 years for the duration of their employment in the Charlotte County Public Schools. This participation requirement may be satisfied by either taking or teaching (without pay for instruction) CAPE courses.

Support Staff in the CCSPA bargaining unit who have earned 1 tier in the CASE program shall be eligible for the annual CASE supplement.

**BONUSES**

National Board for Professional Teaching Standards (NBPTS) as per statute

National Board for Professional Teaching Standards (NBPTS) Mentoring as per statute

Florida School Recognition Awards - As per Local School Advisory Councils

Lead Teacher Awards - As per State statute

**2011-2012 CONFIDENTIAL, PROFESSIONAL, SUPERVISORY & MANAGERIAL  
SALARY SCHEDULE  
HOURLY RATES**

Pay Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	\$14.13	\$14.84	\$15.58	\$16.36	\$17.18	\$18.04	\$18.94	\$19.89	\$20.88	\$21.92	\$23.02	\$24.17	\$25.38	\$26.65	\$27.98
2	\$14.48	\$15.21	\$15.97	\$16.77	\$17.61	\$18.49	\$19.41	\$20.39	\$21.40	\$22.47	\$23.60	\$24.77	\$26.01	\$27.32	\$28.68
3	\$14.84	\$15.59	\$16.37	\$17.19	\$18.05	\$18.95	\$19.90	\$20.90	\$21.94	\$23.03	\$24.19	\$25.39	\$26.66	\$28.00	\$29.40
4	\$15.21	\$15.98	\$16.78	\$17.62	\$18.50	\$19.42	\$20.40	\$21.42	\$22.49	\$23.61	\$24.79	\$26.02	\$27.33	\$28.70	\$30.14
5	\$15.59	\$16.38	\$17.20	\$18.06	\$18.96	\$19.91	\$20.91	\$21.96	\$23.05	\$24.20	\$25.41	\$26.67	\$28.01	\$29.42	\$30.89
6	\$15.98	\$16.79	\$17.63	\$18.51	\$19.43	\$20.41	\$21.43	\$22.51	\$23.63	\$24.81	\$26.05	\$27.34	\$28.71	\$30.16	\$31.66
7	\$16.38	\$17.21	\$18.07	\$18.97	\$19.92	\$20.92	\$21.97	\$23.07	\$24.22	\$25.43	\$26.70	\$28.02	\$29.43	\$30.91	\$32.45
8	\$16.79	\$17.64	\$18.52	\$19.44	\$20.42	\$21.44	\$22.52	\$23.65	\$24.83	\$26.07	\$27.37	\$28.72	\$30.17	\$31.68	\$33.26
9	\$17.21	\$18.08	\$18.98	\$19.93	\$20.93	\$21.98	\$23.08	\$24.24	\$25.45	\$26.72	\$28.05	\$29.44	\$30.92	\$32.47	\$34.09
10	\$17.64	\$18.53	\$19.45	\$20.43	\$21.45	\$22.53	\$23.66	\$24.85	\$26.09	\$27.39	\$28.75	\$30.18	\$31.69	\$33.28	\$34.94
11	\$18.08	\$18.99	\$19.94	\$20.94	\$21.99	\$23.09	\$24.25	\$25.47	\$26.74	\$28.07	\$29.47	\$30.93	\$32.48	\$34.11	\$35.81
12	\$18.53	\$19.46	\$20.44	\$21.46	\$22.54	\$23.67	\$24.86	\$26.11	\$27.41	\$28.77	\$30.21	\$31.70	\$33.29	\$34.96	\$36.71
13	\$18.99	\$19.95	\$20.95	\$22.00	\$23.10	\$24.26	\$25.48	\$26.76	\$28.10	\$29.49	\$30.97	\$32.49	\$34.12	\$35.83	\$37.63
14	\$19.46	\$20.45	\$21.47	\$22.55	\$23.68	\$24.87	\$26.12	\$27.43	\$28.80	\$30.23	\$31.74	\$33.30	\$34.97	\$36.73	\$38.57
15	\$19.95	\$20.96	\$22.01	\$23.11	\$24.27	\$25.49	\$26.77	\$28.12	\$29.52	\$30.99	\$32.53	\$34.13	\$35.84	\$37.65	\$39.53
16	\$20.45	\$21.48	\$22.56	\$23.69	\$24.88	\$26.13	\$27.44	\$28.82	\$30.26	\$31.76	\$33.34	\$34.98	\$36.74	\$38.59	\$40.52
17	\$20.96	\$22.02	\$23.12	\$24.28	\$25.50	\$26.78	\$28.13	\$29.54	\$31.02	\$32.55	\$34.17	\$35.85	\$37.66	\$39.55	\$41.53
18	\$21.48	\$22.57	\$23.70	\$24.89	\$26.14	\$27.45	\$28.83	\$30.28	\$31.80	\$33.36	\$35.02	\$36.75	\$38.60	\$40.54	\$42.57
19	\$22.02	\$23.13	\$24.29	\$25.51	\$26.79	\$28.14	\$29.55	\$31.04	\$32.60	\$34.19	\$35.90	\$37.67	\$39.57	\$41.55	\$43.63
20	\$22.57	\$23.71	\$24.90	\$26.15	\$27.46	\$28.84	\$30.29	\$31.82	\$33.42	\$35.04	\$36.80	\$38.61	\$40.56	\$42.59	\$44.72

I. Longevity:

A. Employees with ten (10) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows:

Paygrade	Amount
A-B	Thirty (.30) cents
C-D	Thirty-eight (.38) cents
E-L	Forty-three (.43) cents
M-O	Fifty-three (.53) cents

B. Employees with fifteen (15) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows:

Paygrade	Amount
A-B	Fifty (.50) cents
C-D	Fifty-eight (.58) cents
E-L	Sixty-three (.63) cents
M-O	Seventy-three (.73) cents

- C. Employees with twenty (20) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows: A-L \$.75, M-O \$1.00
- D. Employees with twenty-five (25) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows: A-L \$1.00, M-O \$1.25
- E. Employees with thirty (30) years or more of experience in the Charlotte County School System shall receive an additional amount as a longevity supplement per pay grade as follows: A-L \$1.25, M-O \$1.50

**2011-2012 CONFIDENTIAL, PROFESSIONAL, SUPERVISORY, & MANAGERIAL  
continued**

2. Incentives:

A. Incentive Pay for Pay Grades A-L: Add twelve (.12) cents per hour

- 1) All courses or in-service must be approved through the district Human Resources office. Courses and in-service attended during the workday must also be pre-approved by the supervisor.
- 2) Thirty (30) clock-hours of course work or in-service is required. There is no time limit for the accumulation of these hours.
- 3) Only job-related course work or in-service will qualify.
- 4) Official verification of successful completion must be provided.
- 5) Course work/ in-service funded by the school district will be considered if all other conditions are met.
- 6) Once Level I has been achieved, the hourly supplement will remain a permanent part of the hourly salary.
- 7) Incentive will be paid upon completion of a course.

B. Attendance Incentive

- 1) Attendance incentive, 12 months: \$200.
- 2) Attendance incentive, less than 12 months: 8 hrs. per day = \$150; less than 8 hrs per day = \$125.
- 3) Retirees shall be paid at the time of retirement.
- 4) Personal leave of 2 hours or less shall not count as an absence.

C. Director-assigned Higher Classification

- 1) If an employee is assigned to a higher classification for ten (10) or more consecutive days or any twenty one (21) days in 40-day period, such pay shall be retroactive to the first day in the higher assignment. Pay at the higher rate shall commence on the eleventh (11<sup>th</sup>) consecutive day and the twenty second (22<sup>nd</sup>) day of the forty (40) day period. This assignment must be approved by the director of the department.
- 2) Steps may be assigned annually by the Superintendent.
- 3) For college degrees not required by the job description: Employees on pay grades A-L with a four-year degree from an accredited college shall receive one dollar (\$1.00) per hour. Degree must be related to the employee's job classification. With sixty (60) semester hours from an accredited college, Employees shall receive fifty (\$.50) per hour.
- 4) For pay grades M-O - Add sixty (\$.60) cents per hour for Education Specialist Degree or one (\$1.00) dollar per hour for a Doctorate Degree.
- 5) Employees on pay grades A-L: Upon approval of the SUPERINTENDENT or designee, the BOARD will reimburse each Employee the actual amount of tuition paid, not covered by grants/scholarships, and not to exceed the resident tuition rate established by the Florida State Board of Regents for each semester hour taken in an area which may improve his/her overall value to the District. The determination of potential for improving the employee's overall

value to the District is solely at the discretion of the SUPERINTENDENT or designee. Employees must receive a grade of "C" or better to qualify.

- 6) Pay grades A-L: Any employee who recruits an applicant shall be eligible for a one-time bonus of \$100, subject to the following provision: recruit must maintain 6 months of continuous employment.

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**2011-2012 ADMINISTRATIVE SALARY SCHEDULE**  
**(hourly)**

Pay Grade	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12
Step												
1	37.54	38.57	39.63	40.72	41.84	42.99	44.17	45.38	46.63	47.91	49.23	54.15
2	38.06	39.10	40.18	41.28	42.42	43.59	44.78	46.01	47.28	48.57	49.91	54.90
3	38.59	39.64	40.74	41.85	43.01	44.19	45.40	46.65	47.93	49.24	50.60	55.66
4	39.12	40.19	41.30	42.43	43.61	44.80	46.03	47.30	48.59	49.92	51.30	56.43
5	39.66	40.75	41.87	43.02	44.21	45.42	46.67	47.96	49.26	50.61	52.01	57.21
6	40.21	41.31	42.45	43.62	44.82	46.05	47.32	48.62	49.94	51.31	52.73	58.00
7	40.77	41.88	43.04	44.22	45.44	46.69	47.98	49.29	50.63	52.02	53.46	58.80
8	41.33	42.46	43.64	44.83	46.07	47.34	48.64	49.97	51.33	52.74	54.20	59.61
9	41.90	43.05	44.24	45.45	46.71	48.00	49.31	50.66	52.04	53.47	54.95	60.44
10	42.48	43.65	44.85	46.08	47.36	48.66	49.99	51.36	52.76	54.21	55.71	61.28
11	43.07	44.25	45.47	46.72	48.02	49.33	50.68	52.07	53.49	54.96	56.48	62.13
12	43.67	44.86	46.10	47.37	48.69	50.01	51.38	52.79	54.23	55.72	57.26	62.99
13	44.27	45.48	46.74	48.03	49.36	50.70	52.09	53.52	54.98	56.49	58.05	63.86
14	44.88	46.11	47.39	48.70	50.04	51.40	52.81	54.26	55.74	57.27	58.85	64.74
15	45.50	46.75	48.05	49.37	50.73	52.11	53.54	55.01	56.51	58.06	59.67	65.64

1. Longevity Supplement To be paid to current full-time employees in a lump sum prior to winter break. Employees on leave during the current year will be paid after physically working one (1) day over half of their calendar.

Yrs of CCPS Experience	% of Base Teacher Salary	Annual Amount
10 through 14 years	3.0%	\$1106.00
15 through 19 years	6.0%	\$2212.00
20 through 24 years	9.0%	\$3318.00
25 through 29 years	12.0%	\$4424.00
30 and up	15.0%	\$5530.00

2. Administrators who are not covered by the HRMD Plan shall be subject to comparable salary guidelines, incentives, and contracts as those who are.

3. District-level administrators who report directly to the Superintendent shall participate in the Senior Management Service Class of the FRS system. They are: Assistant Superintendents, Chief Finance Officer (formerly, Director of Finance), Chief Budget Officer (formerly, Director of Budget), and Executive Directors.

## REVISED 2011-2012 MISCELLANEOUS SALARY SCHEDULE

Adult Basic Education, G.E.D., and Supplemental Vocational Programs	RATE	(effect. 1/3/12)
Doctorate or Specialist Degree (in field of assignment)	\$18.50/hr	\$ 19.00
Master's Degree (in field of assignment)	\$17.50/hr	19.00
Bachelor's Degree (in field of assignment)	\$16.50/hr	19.00
Any Degree out of field of assignment	\$15.50/hr	19.00
Non Degreed Vocational	\$14.50/hr	19.00
G.E.D. Proctor	\$10.00/hr	
Paraprofessional I	\$7.31/hr	\$ 7.67***
Accompanist	\$8.00/hr	

Charlotte County Public School Administrators will be paid the hourly rate for which they qualify on the Instructional Salary Schedule

### COMMUNITY EDUCATION

Instructors will be paid the lesser of \$11.00 per hour or seventy (70) percent of the fees collected for each class taught.

### MILITARY SCIENCE INSTRUCTORS

Military Science Instructors shall be paid in accordance with the Bureau of Naval Personnel Regulations.

### I. INSTRUCTIONAL SUBSTITUTES

A.	Certified substitutes with a Bachelor's degree or higher	\$11.50 /hr.*
B.	Certified substitutes with less than a Bachelor's degree	\$ 9.50/hr.*
C.	ESE Substitute (SED, TMH, PMH, Pre-K, EH, Behavior) with less than a Bachelor's degree	\$11.50/hr.
D.	Retired CCPS Teachers/Administrators	\$13.50/hr.
E.	Temp/open-end substitute teacher contract – Bachelor's degree	\$19.00/hr.*

\*A substitute with current Florida teaching certificate or SubHub certificate will receive an additional \$1.00 per hour effective the pay period after the certificate has been received in HR.

When a substitute teacher with a bachelor's degree or higher and who is eligible to receive a Florida Temporary Certificate is employed for more than fifteen (15) consecutive days for the same teacher, he/she will receive \$19.00 per hour beginning the sixteenth consecutive day of this assignment.

Retired CCPS Teachers/Administrators Temp/open-end substitute teacher contract	\$21.00/hr
--	------------

\*\*Substitute teachers who sub in Para III positions in the Early Childhood Programs will receive substitute teacher pay; however, they will not be eligible to receive the higher rate of pay for long-term assignment.

\*\*\*Effective 1/1/12 Florida Minimum Wage Law

### II. CLASSIFIED SUBSTITUTES

A.	Food Service Assistant	\$7.31/hr	\$7.67 ***
B.	Bus Driver/Bus Washer	\$9.00/hr	
C.	Custodian	\$7.31/hr	\$7.67 ***
D.	Courier	\$7.31/hr	\$7.67 ***
E.	Admn Asst I	\$7.50/hr	\$7.67 ***
F.	Office Asst I	\$7.31/hr	\$7.67 ***
G.	Paraprofessional I	\$7.31/hr	\$7.67 ***
H.	Paraprofessional II	\$8.00/hr	
I.	Paraprofessional III (ECP)	See Above**	
J.	School Nurse	\$10.50/hr	
K.	Warehouse Worker	\$7.50/hr	\$7.67 ***
L.	Groundskeeper I	\$7.50/hr	\$7.67 ***
M.	Skilled Trades Worker	\$10.00/hr	
N.	Bus Attendant	\$7.31/hr	\$7.67 ***
O.	Paraprofessional III, 1 on 1	\$9.00/hr	

**REVISED 2011-2012 MISCELLANEOUS SALARY SCHEDULE**

**continued**

III.	ADMINISTRATIVE		
A.	Substitutes - will be paid the minimum starting pay for the position		
B.	Hurricane & Emergency Shelter	\$30.00/hr	
IV.	MISCELLANEOUS INSTRUCTIONAL/SUPPORT - HOURLY		(effect. 1/1/12)
A.	After school enrichment instructor	\$12.00/hr	
B.	Homework hot line instructor	\$12.00/hr	
C.	Student Worker	\$7.31/hr	\$7.67***
D.	General apprentice worker	\$1.50/hr	
E.	Temporary laborer	\$7.31/hr	\$7.67***
F.	Work Study Participant	\$5.50/hr	
G.	Athletic Event Support	\$10.00/hr	
H.	Remediation/Supplemental Duties (CCPS full-time teachers/full-time classified employees will be paid their hourly rate; others will be paid \$12.00/hr.)	\$12.00/hr	
I.	Lighting/Sound Technician	\$15.00/hr	
J.	Senior Lighting/Sound Technician	\$25.00/hr	
K.	Translator	\$8.00/hr	

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
GENERAL PROVISIONS**

I. Designated work year for instructional staff and school-based administrators. In accordance with state statute and State Board of Education rules, the School Board specifically approves the following annual days and months of service for site-based administrators and instructional staff:

(193 days/10 months)

Academic coach  
Behavior analyst  
Behavior specialist  
Classroom teacher  
Curriculum specialist - art  
Dean  
Lead teacher  
Media specialist  
Occupational specialist  
Reading coach  
Resource teacher (BAC)

(219 days/ 11 months)

Assistant principal (elementary)  
Curriculum & Instruction – fine arts  
Curriculum & Instruction – math  
Curriculum & Instruction – science  
Professional development specialist  
Program specialist  
Program staffing specialist  
Reading specialist

(222 days/11months)

Occupational specialist (CTC)

(203 days/10 months)

Curriculum & Instruction – reading  
Curriculum & Instruction - secondary  
Curriculum & Instruction – social studies  
ESE liaison  
Staffing specialist  
Teacher (ROTC)

(228 days/ 11 months)

Assistant principal (middle and high)  
Principal (elementary and middle)

(250 days/12 months)

Coordinator (Baker Center, CTC)  
Principal (high school)

(208 days/10 months )

Counselor  
Health teacher (CTC)

(213 days/11 months)

Guidance counselor (high)

(217days/11 months)

Instructor/Adult Learning Ctr. (CTC)  
Culinary Arts teacher (CTC)

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**GENERAL PROVISIONS**

**continued**

- II. Any employee who works one (1) day more than fifty (50%) percent of a designated work year shall receive credit for a full year of experience. \*This provision does not apply to teachers who work less than seven (7) hours per day or on a calendar of less than 193 days.
- III. Payment of stipends are permitted at rates established within the guidelines of each approved project or activity. Other instructional personnel in-service activities funded by the School Board will be paid at the rate of fifteen (\$15) dollars per hour.
- IV. Miscellaneous professional:
  - a. Intern Psychologist - \$12,000 Annually
- V. Paid Holidays
  - Length of calendar/days
  - 247 or more - 5 holidays
  - 228 to 246 - 4 holidays
  - 177 to 227 - 3 holidays
- VI. Sick Leave Awarded by Contract Length

The number of days of sick leave awarded annually is determined by the number of contract days. The following table shows the breakpoints:

<u>Contract Months/Days in Contract S/L Days Accrued</u>	
9 month (less than 193 days)	- 9 days
10 month (193 - 213)	- 10 days
11 month (214 - 240 days)	- 11 days
12 month (241 days and above)	- 12 days

VII. Terminal Pay

The Board shall provide terminal pay to all employees not covered by a collective bargaining unit either upon the employee's retirement through an approved Florida retirement system or Social Security or upon resignation after twenty (20) years of service to the district, or to the employee's beneficiary if service is terminated by death. Determination of such terminal pay may not exceed an amount determined as follows:

During the first three (3) years of service: Daily rate of pay multiplied by 35% times the number of days accumulated sick leave.

During the next three (3) years of service: Daily rate of pay multiplied by 40% times the number of days accumulated sick leave.

During the next three (3) years of service: Daily rate of pay multiplied by 45% times the number of days accumulated sick leave.

During the next three (3) years of service: Daily rate of pay multiplied by 50% times the number of days accumulated sick leave.

During and after the thirteenth (13th) year of service: Daily rate of pay multiplied by 100% times the number of days. Terminal pay for employees covered by collective bargaining agreement shall be paid in accordance with negotiated agreements. For purposes of computing the amount of terminal pay on accumulated sick leave for any full-time

**CHARLOTTE COUNTY PUBLIC SCHOOLS**  
**GENERAL PROVISIONS**  
**continued**

employee other than instructional staff or education support employee, sick leave accrued after June 30, 2004 shall be compensated at no more than the daily rate of pay applicable at the time the sick leave was earned (F.S. 1012.61) Charlotte County Public Schools participates in a special Pay Plan for terminal pay.

VIII. Vacation Leave

Employees covered by a collective bargaining unit shall refer to the negotiated agreement.

For those employees not covered by a Collective Bargaining Agreement:

A person newly employed in the District must be employed for at least six (6) months before using vacation time (annual leave) earned. Any employee who has worked more than six (6) months in a full-time ten-month or eleven-month position and is transferred to a full-time twelve-month position may use vacation time as soon as it is earned.

The beginning date of continuous and creditable service is used to determine the rate of vacation time earned.

Such vacation time earned should be used at the end of each year or when the vacation will not disrupt the operation of the department. If it is not possible to use all accumulated vacation leave, unused leave will accrue to the amount allowed in the Florida Retirement System. If an employee reaches the limit allowed for accrual of vacation leave, excess hours of accrual will be credited to the employee's sick leave.

A maximum of fifteen (15) days may be taken at one time; however, the Superintendent, upon recommendation by the employee's immediate supervisor, may grant more than fifteen (15) days vacation.

A day of vacation is not earned until the last day of the first complete calendar month worked. Vacation time cannot be used until after it is earned. All vacation leave must be approved in advance. Full-time employees who are employed on a twelve-month basis in positions of less than eight (8) hours daily will receive vacation leave on a prorated basis. Twelve-month personnel may receive pay for accumulated vacation time at termination of employment or DROP, provided the employee requests payment in writing.

**CHARLOTTE COUNTY PUBLIC SCHOOLS**

**GENERAL PROVISIONS**

**ADMINISTRATIVE, PROFESSIONAL, SUPERVISORY, MANAGERIAL,  
AND CONFIDENTIAL EMPLOYEES**

The following regulations set forth terms and working conditions for these employees who are not affected by labor contracts.

Duty days and paid holidays for twelve month Administrative, Professional, Supervisory, Managerial, and Confidential personnel shall be designated in the payroll calendar adopted annually by the School Board.

**VIII. Vacation Leave Rate of Accrual**

All full-time Administrative/Professional/Supervisory/Managerial and Confidential employees who are filling established twelve (12) month positions shall be entitled to annual paid vacation as follows:

<u>Contract length in excess of 249 days</u>	<u>Vacation Earned</u>
One (1) to ten (10) years (through 120 months)	Twelve (12) hours per month
Over ten (10) years (over 120 months)	Fourteen (14) hours per month
<u>Contract length in excess of 240 but less than 250 days</u>	<u>Vacation Earned</u>
One (1) to ten (10) years (through 120 months)	Eight (8) hours per month
Over ten (10) years (over 120 months)	Ten (10) hours per month

The maximum accrued hours shall not exceed five hundred (500); all vacation hours accrued over 500 hours will be credited to sick leave. Duty days and paid holidays for twelve month Administrative, Professional, Supervisory, Managerial, and Confidential personnel shall be designated in the payroll calendar adopted annually by the School Board.

**IX. Paid Personal Leave**

Administrative, Professional, Supervisory, Managerial, and Confidential employees may be allowed six (6) personal days each year to be charged against their accrued sick leave. Such leave shall be non-accumulative and requests must be submitted to the principal, immediate supervisor, or superintendent at least two (2) working days before the leave begins. The employee may reserve one (1) personal leave day to be used for emergency reasons, subject to the approval of the superintendent.

**X. Summer Program Administrators**

The salary for administrators who work summer programs shall be calculated by using the hourly rate of the administrator for the school year immediately preceding the summer program, but shall not be less than that listed in A.

A. The salary for any administrator who serves as a summer program administrator shall be calculated as follows:

- 1) Elementary School Principal -- Beginning step for the position of elementary school principal
- 2) Middle School Principal -- Beginning step for the position of middle school principal
- 3) High School Principal -- Beginning step for the position of high school principal

All rates will be computed using the school year immediately preceding the summer program. Experience steps will not be granted for previous summer experience.

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
SEMI – MONTHLY PAYROLL CALENDAR  
F/Y 2011 - 2012**

PAY PERIOD PAY CODE	PAY DATES	DATES FOR EQUAL PAYS	DATES FOR OVERTIME AND LEAVE	
1101114	07/22/11	07/01 - 07/15/11	07/01 - 07/10/11	
1101115	08/05/11	07/16 - 07/31/11	07/11 - 07/24/11	
1101116	08/22/11	08/01 - 08/15/11	07/25 - 08/14/11	*
1101117	09/07/11	08/16 - 08/31/11	08/15 - 08/28/11	
1101118	09/22/11	09/01 - 09/15/11	08/29 - 09/11/11	
1101119	10/07/11	09/16 - 09/30/11	09/12 - 09/25/11	
1101120	10/21/11	10/01 - 10/15/11	09/26 - 10/09/11	
1101121	11/07/11	10/16 - 10/31/11	10/10 - 10/30/11	*
1101122	11/22/11	11/01 - 11/15/11	10/31 - 11/13/11	
1101123	12/07/11	11/16 - 11/30/11	11/14 - 11/27/11	
1101124	12/22/11	12/01 - 12/15/11	11/28 - 12/11/11	
1201101	01/06/12	12/16 - 12/31/11	12/12 - 12/25/11	
1201102	01/20/12	01/01 - 01/15 12	12/26 - 01/08/12	
1201103	02/07/12	01/16 - 01/31/12	01/09 - 01/29/12	*
1201104	02/22/12	02/01 - 02/15/12	01/30 - 02/12/12	
1201105	03/07/12	02/16 - 02/29/12	02/13 - 02/26/12	
1201106	03/22/12	03/01 - 03/15/12	02/27 - 03/11/12	
1201107	04/05/12	03/16 - 03/31/12	03/12 - 03/25/12	
1201108	04/20/12	04/01 - 04/15/12	03/26 - 04/08/12	
1201109	05/07/12	04/16 - 04/30/12	04/09 - 04/29/12	*
1201110	05/22/12	05/01 - 05/15/12	04/30 - 05/13/12	
1201111	06/07/12	05/16 - 05/31/12	05/14 - 05/27/12	
1201112	06/22/12	06/01 - 06/15/12	05/28 - 06/10/12	
1201113	07/06/12	06/16 - 06/30/12	06/11 - 06/30/12	*

\*THREE WEEKS OT AND  
LV

**CHARLOTTE COUNTY PUBLIC SCHOOLS  
BI-WEEKLY PAYROLL CALENDAR  
FY 2011-2012**

PAY PERIOD	FIRST DAY	LAST DAY		
PAY CODE	PAY DATES	OF PAY PERIOD	OF PAY PERIOD	
1101015	07/20/11	07/01/11	07/10/11	
1101016	08/03/11	07/11/11	07/24/11	
1101017	08/17/11	07/25/11	08/07/11	
1101018	08/31/11	08/08/11	08/21/11	NON DEDUCT
1101019	09/14/11	08/22/11	09/04/11	
1101020	09/28/11	09/05/11	09/18/11	
1101021	10/12/11	09/19/11	10/02/11	
1101022	10/26/11	10/03/11	10/16/11	
1101023	11/09/11	10/17/11	10/30/11	SUPPLEMENTS
1101024	11/22/11	10/31/11	11/13/11	
1101025	12/07/11	11/14/11	11/27/11	
1101026	12/16/11	11/28/11	12/11/11	
1201001	01/04/12	12/12/11	12/25/11	
1201002	01/18/12	12/26/11	01/08/12	
1201003	02/01/12	01/09/12	01/22/12	NON DEDUCT
1201004	02/15/12	01/23/12	02/05/12	SUPPLEMENTS
1201005	02/29/12	02/06/12	02/19/12	
1201006	03/09/12	02/20/12	03/04/12	
1201007	03/28/12	03/05/12	03/18/12	
1201008	04/11/12	03/19/12	04/01/12	
1201009	04/25/12	04/02/12	04/15/12	
1201010	05/09/12	04/16/12	04/29/12	SUPPLEMENTS
1201011	05/23/12	04/30/12	05/13/12	
1201012	06/01/12	05/14/12	05/27/12	
1201013	06/20/12	05/28/12	06/10/12	
1201014	06/29/12	06/11/12	06/30/12	3 weeks

**SUMMER CHECKS      MAY 23, 2012**