

APPENDIX B - SUPPLEMENTS

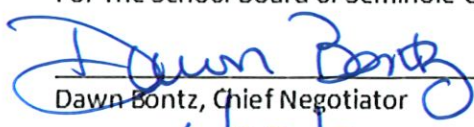
2026-2027

Supplements are paid for assigned duties beyond the normal workday. Additional compensation shall be paid to those individuals who hold the position listed below.

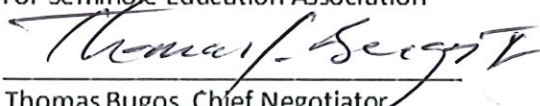
I. SUPPLEMENT SCHEDULE FOR INSTRUCTIONAL POSITIONS

Payment for the following positions will be included in the teacher's regular salary check, will be considered inherent and will be reflected as part of the annual salary.

Instructional Position	AMOUNT
Dean	2,080.00 \$2,330
Guidance Counselor	1,455.00 \$1,705
Homebound Chairman	1,455.00
School Social Worker I	2,494.00 \$2,744
School Social Worker II	1,455.00 \$1,705
Staffing Resource Specialist/Student Support Services Facilitator	1,455.00 \$1,705
Teacher on Assignment- Curriculum Support	1,455.00
OT/PT Bachelor	13,695.00
OT/PT Master	12,028.00
OT/PT Doctorate	10,585.00
PSY and Board-Certified Behavior Analyst-Master For The School Board of Seminole County	7,145.00


Dawn Bontz, Chief NegotiatorDate: 6/23/26

For Seminole Education Association


Thomas Bugos, Chief NegotiatorDate: 6/23/2026

PSY and Board-Certified Behavior Analyst -Specialist	5,716.00
PSY and Board-Certified Behavior Analyst -Doctorate	4,167.00
Audiologist	4,167.00
Registered Nurse	1,455.00
Registered Nurse Lead	2,494.00
Speech Pathologist (Cert. of Clinical Competency/Master) *	\$4,800.00 \$5,300

II. EXTRA-CURRICULAR ATHLETIC COACHES AND OTHER SUPPLEMENTS

The Board and the Association agree that extra-curricular and coaching positions are not considered hours, wages, terms and conditions of employment of the classroom teacher as certified in the Bargaining Unit. The Board and the Association agree to include extra-curricular supplemental pay and seasonal schedules for pay purposes as a part of this Agreement. All other matters related to extra-curricular and athletic coaching duties are not considered a part of this Agreement and shall remain within the purview of the Board.

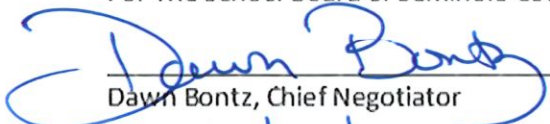
Effective June 30, 2016, extra-curricular and seasonal supplements shall increase annually by a percentage equal to the overall percentage increase to teacher salaries. **Supplements increased that are bolded below will not receive the overall percentage increase as outlined in the aforementioned sentence for the 26-27 school year.**

A. EXTRA CURRICULAR AND OTHER SUPPLEMENTS

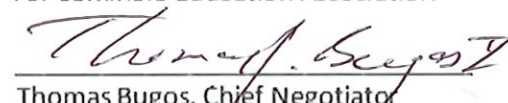
Payment for the following supplement will be included in the teacher's regular salary checks. The supplement will be paid in 20 consecutive payments with the first payment each fiscal year beginning on the teacher's first full paycheck.

A Supplement Review Committee shall be established, composed of an equal number of Association and District representatives, with a minimum of two (2) Association representatives appointed by the Association President and two (2) District representatives appointed by the Superintendent or their designee.

For The School Board of Seminole County


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Date: 6/23/26

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The Supplement Review Committee shall hold meetings at least once every two (2) months or more frequently if requested and agreed upon by the Association and the District to jointly consider SCPS supplemental pay and structure. Minutes shall be taken of all meetings and maintained by the committee. The Supplement Review Committee will present recommendations to the Association and District collective bargaining teams for consideration.

<u>POSITIONS</u>	<u>AMOUNT</u>
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High School Band Director	\$4,450.00 \$5,000.00
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Middle School Band Director	\$2,000.00
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H.S. Assistant Band Director (cannot also band supervision)	\$3,000.00
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Band Supervision	\$1,830.00
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*(For high school marching bands with 150+ students-
exclusive of band director and auxiliary groups for which a
supplement is given)*

High School Chorus Director	\$2,357.00 \$2,750.
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Middle School Chorus Director	\$2,000.00
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JROTC	\$2,357.00
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Academic Games/Brain Bowl Sponsor (Limit 1 per high school)	\$1,049.00
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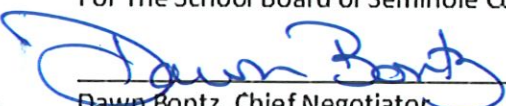
Additional Period (Limit 5 per school)	\$6,624.00
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There is no limit to the number of teachers who may teach homebound part-time during his/her planning period. The supplement will be prorated based upon the number of days taught.

<u>POSITIONS</u>	<u>AMOUNT</u>
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Curriculum Representative	\$1,709.00
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Debate (Limit one per high school)	\$1,049.00
Discretionary Supplements	\$681.00

Per school: HS-11, MS-7 (~~one must be assigned to band and one to chorus~~),

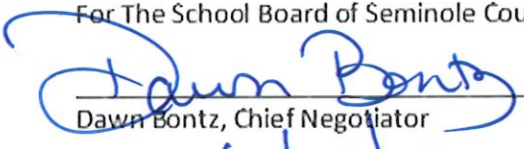
ES-6 [one (1) must be assigned to Competition Math Coach and one (1) for Robotics Coach]

An individual may receive more than one discretionary supplement.

Drama Coach (At least 2 major productions	\$2,357.00
Future Educators Club Sponsor	\$524.00
High School Newspaper Sponsor	\$1,572.00
High School Yearbook Sponsor	\$3,927.00
High School Yearbook Sponsor (Half-time)	\$1,963.50
Peer Teacher	\$1,572.00
SECME	\$524.00
Music Therapist Credential*	\$1,283.00
Virtual School Teacher (If teacher VS both semesters)	\$5,952.00

**To be paid out of ESE funds*

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B. SUPPLEMENT SCHEDULE FOR ATHLETIC COACHES

1. Payment for the following coaching positions will be included in the teacher's regular salary checks:

<u>POSITIONS</u>	<u>AMOUNT</u>
Athletic Director or Business Manager	\$6,544.00
Assistant Athletic Director	\$2,618.00
Trainer (Certified)	\$6,544.00

(To be assigned to instructional staff member with full teaching load or an individual hired solely as a part-time trainer)

2. Payment for the following coaching positions will be distributed for the particular sport during the course of the sport as scheduled in C. below. Such supplement will be distributed in equal payments on the second pay date of each month.

<u>SPORT</u>	<u>AMOUNT</u>
<u>FOOTBALL</u>	
Head Coach	\$4,448.00
Assistant Coach	\$3,139.00

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FLAG FOOTBALL

Head Coach	\$2,264.00
Assistant Coach	\$1,758.00

BASKETBALL

Head Coach	\$3,927.00
Assistant Coach	\$3,140.00

BASEBALL

Head Coach	\$3,400.00
Assistant Coach	\$2,618.00

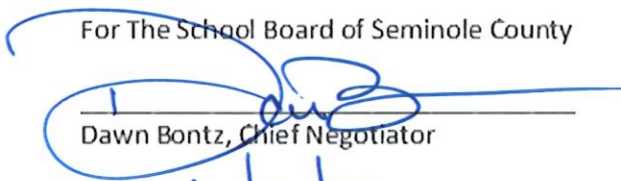
BOWLING

Head Coach	\$2,357.00
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SOFT BALL

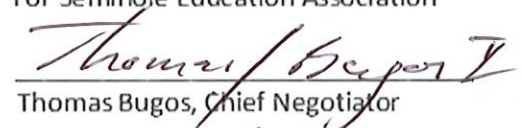
Head Coach	\$3,403.00
Assistant Coach	\$2,618.00

For The School Board of Seminole County



Dawn Bontz, Chief NegotiatorDate: 6/23/24

For Seminole Education Association



Thomas Bugos, Chief NegotiatorDate: 6/23/2026

TRACK

Head Coach	\$3,403.00
Assistant Coach	\$2,618.00
Cross Country	\$2,618.00

SWIMMING

Head Coach	\$2,618.00
Assistant Coach	\$2,095.00

GOLF

Golf Coach	\$2,357.00
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TENNIS

Head Coach	\$2,357.00
Assistant Coach	\$1,830.00

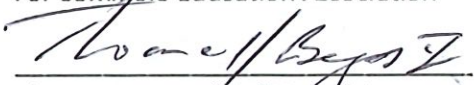
WRESTLING

Head Coach	\$3,927.00
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For The School Board of Seminole County


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Assistant Coach	\$3,140.00
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WATER POLO

Head Coach	\$2,357.00
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Assistant Coach	\$1,830.00
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SOCCER

Head Coach	\$3,927.00
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Assistant Coach	\$3,140.00
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WEIGHTLIFTING

Head Coach	\$3,927.00
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Assistant Coach	\$3,140.00
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VOLLEYBALL

Head Coach	\$2,357.00
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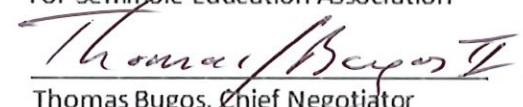
Assistant Coach	\$1,830.00
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Beach Volleyball Head Coach	\$2,357.00
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For The School Board of Seminole County


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DANCE TEAM

Fall Head Dance Team, Director	\$2,357.00
Fall Assistant Dance Team Director	\$1,310.00
Spring Head Dance Team Director	\$2,357.00
Spring Assistant Dance Team Director	\$1,310.00

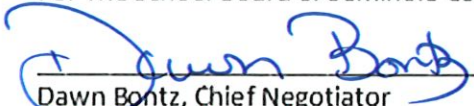
CHEERLEADING

Fall Head Cheerleader Sponsor	\$2,357.00
Fall Assistant Cheerleader Sponsor	\$1,310.00
Spring Head Cheerleader Sponsor	\$2,357.00
Spring Assistant Cheerleader Sponsor	\$1,310.00
Competition Cheerleader Sponsor	\$2,357.00
Competition Assistant Cheerleader Sponsor	\$1,310.00

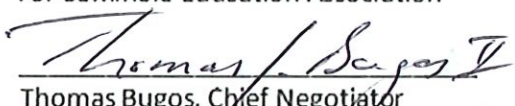
LACROSSE

Head Coach	\$2,357.00
Assistant Coach	\$1,830.00

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3. If an employee resigns or separates employment for any reason before completing the duties required to receive full supplement, an adjustment will be made based upon the daily rate of pay for the supplement times the number of days worked in the designated coaching season.
4. Ten percent (10%) of the football supplement will be withheld to be paid upon completion of spring practice.

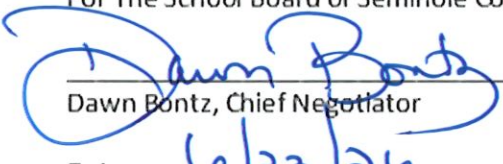
C. SEASON SCHEDULE – Schedules to be determined by the Florida High School Athletic Association

Descriptions

~~A. Band Director~~

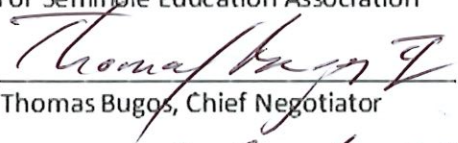
- ~~1. A high school band director supplement is provided for "additional academic responsibilities" that fall outside the standard instructional day.~~
- ~~2. To earn the supplement, a director must typically complete the following:~~
 - ~~a. Mandatory Performance & Evaluation Events~~
 - ~~i. Music Performance Assessments (MPAs): Must enter and prepare students for the FBA District MPAs, which include Marching Band (Fall), Solo & Ensemble (Spring), and Concert Band (Spring).~~
 - ~~ii. Public Concerts: Direct two public concerts per school year.~~
 - ~~iii. Football Games: Directing and supervising the marching band at all regular season home games played on their originally scheduled date~~
 - ~~iv. Participation in any additional duties requested by the school or district are voluntary and are paid at the individual's hourly rate~~
 - ~~b. Professional Compliance~~

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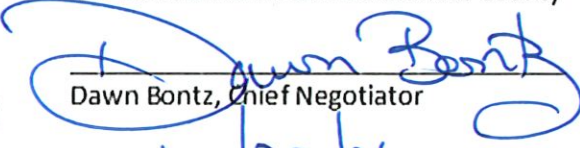
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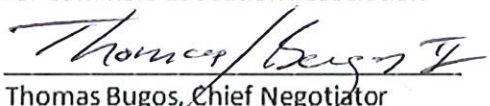
- i. ~~Maintaining active membership in the Florida Bandmasters Association (FBA), Florida School Music Association, and the Florida Music Education Association (FMEA).~~
- ii. ~~FBA, FMEA, & FSMA membership shall be paid by the district.~~

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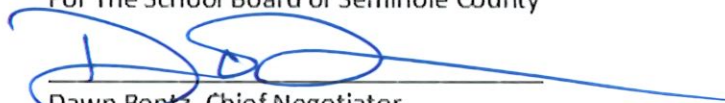
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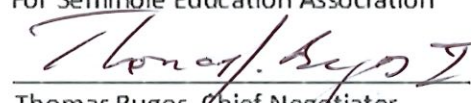
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