

Guidelines for Supplemental Employment Compensation

Tutor/SES, Tutor/SES Snack-Ride Supervisor Positions: Persons engaged in assisting students in the learning process as a tutor, SES Tutor, or SES Snack Ride Supervisor Position (either certified or non-certified) shall be paid according to schedule below. Placement on the schedule will be as follows:

| Tutor Placement Schedule | | | |
|---|------------------|-------------------|--------|
| Degree | Years Experience | Initial Placement | |
| No Degree | 0 | Step 1 | |
| Associates | 0 | Step 3 | |
| Bachelors | 0 | Step 5 | |
| Masters | 0 | Step 10 | |
| Master's 30 | 0 | Step 15 | |
| <i>After initial placement, employee gains a step for every year they return to tutor.</i> | | | |
| <i>If employee can demonstrate prior tutor work, they may be placed on a higher step on the salary grid for each year of experience (i.e.: Bachelor with 3 years would be placed on step 8)</i> | | | |
| Tutor Salary Schedule | | | |
| Step | FY '10 | FY' 11 | FY' 12 |
| 1 | 14.03 | 14.45 | 14.88 |
| 2 | 14.41 | 14.84 | 15.29 |
| 3 | 14.80 | 15.24 | 15.70 |
| 4 | 15.19 | 15.64 | 16.11 |
| 5 | 15.57 | 16.04 | 16.52 |
| 6 | 15.96 | 16.44 | 16.93 |
| 7 | 16.35 | 16.84 | 17.34 |
| 8 | 16.74 | 17.24 | 17.75 |
| 9 | 17.12 | 17.64 | 18.16 |
| 10 | 17.51 | 18.03 | 18.57 |
| 11 | 17.90 | 18.43 | 18.98 |
| 12 | 18.28 | 18.83 | 19.40 |
| 13 | 18.67 | 19.23 | 19.81 |
| 14 | 19.06 | 19.63 | 20.22 |
| 15 | 19.45 | 20.03 | 20.63 |
| 16 | 19.83 | 20.43 | 21.04 |
| 17 | 20.22 | 20.83 | 21.45 |
| 18 | 20.61 | 21.22 | 21.86 |
| 19 | 21.00 | 21.62 | 22.27 |
| 20 | 21.38 | 22.02 | 22.68 |
| 21 | 21.77 | 22.42 | 23.09 |

Curriculum Group/Special Assignment work: Certified teachers who are engaged in group work or special assignments to develop or assess curriculum, manipulate data on VCAT, will be paid \$100/day for a 5 hour day. Partial days will be prorated.

Professional Work Engagement: Teachers and/or Nurses engaged in similar work as the regular academic year (i.e.: actual lesson planning/prep and delivering services/instruction) will

be paid an hourly rate based on their placement on the FCSU member school's salary schedule at the school for which they are providing summer services.)

Support Staff Extended Work: Support staff request to continue usual duties or comparable work will be paid their normal rate of pay. If asked to take on special assignments (either more complex or less than normal position) they will be compensated at a rate of pay commensurate with job duties and the employee's experience. Rate of pay will be determined by the Principal/Director at the time of hire with approval from the Superintendent.

SES Pay Tables: Employees will be paid according to the appropriate table below:

| SES Instructor Pay Schedule | | | | | | | | | | |
|------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Svc Yrs | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0-2 | \$20.00 | \$21.67 | \$23.33 | | | | | | | |
| 3 to 5 | | | | \$25.00 | \$26.67 | \$28.33 | | | | |
| 6 to 8 | | | | | | | \$30.00 | \$31.67 | \$33.33 | |
| 9 + | | | | | | | | | | \$35.00 |

| SES Academic Coordinator and Business Coordinator Pay Schedule | | | |
|---|-------------|---------------|--------------------------------------|
| Position | Term | Amount | Distribution |
| Academic Coordinator | Summer | \$1,000 | End of the term |
| | School Year | \$2,000 | ½ payment at beginning and ½ at end. |
| Business Coordinator | Summer | \$2,000 | End of the term |
| | School Year | \$4,000 | ½ payment at beginning and ½ at end. |