

Appendix G – Supplements and Differentiated Pay

Supplement	Bradford	
Athletic Director, county	6500	3% bonus supplement for a district title, 5% for a regional title, and 10% for a state title. For coaches and sponsors of competitive teams for the first win. Each coach/sponsor can receive one bonus per year per level (district, regional, state).
ATHLETICS BHS		
Head Football Coach	7000	fall and spring
Assistant Head Football Coach	4300	fall and spring (off season training responsibility)
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Head Basketball Girls	3500	must field a team of 7 for full supplement, 2/3rd for 5-6, no supplement otherwise
JV/Assistant Basketball	2500	must field a team of 7 for full supplement, 2/3rd for 5-6, no supplement otherwise
Head Basketball Boys	3500	must field a team of 7 for full supplement, 2/3rd for 5-6, no supplement otherwise
JV/Assistant Basketball	2500	must field a team of 7 for full supplement, 2/3rd for 5-6, no supplement otherwise
Head Baseball	3500	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum
Assistant Baseball	2500	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum
JV Baseball	2000	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum
Head Track- boys	3000	must field a team of minimum 7 for full supplement, 2/3rd otherwise
BMS/Assistant Track	2250	must field a team of minimum 7 for full supplement, 2/3rd otherwise
Head Track- girls	3000	must field a team of minimum 7 for full supplement, 2/3rd otherwise
BMS/Assistant Track	2250	must field a team of minimum 7 for full supplement, 2/3rd otherwise
Head Wrestling	2500	must field a team of minimum 10 for full supplement, 2/3rd otherwise
Assistant Wrestling	1200	must field a team of minimum 10 for full supplement, 2/3rd otherwise

Head Volleyball	3500	must field a team of 8 for full supplement, 2/3rd otherwise
JV Volleyball/Assistant	2000	must field a team of 8 for full supplement, 2/3rd otherwise
Head Tennis - Boys and Girls	3500	must field a team of 5 per team for full supplement, 2/3rd otherwise
Head Softball	3500	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum (9)
Assistant Softball	2500	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum (9)
JV Softball	2000	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum (9)
Head Weightlifting Boys	3000	must field a team of minimum of 10 for full supplement, 2/3rd otherwise
Head Weightlifting Girls	3000	must field a team of minimum of 10 for full supplement, 2/3rd otherwise
Assistant Weightlifting	2250	must field a team of minimum of 10 for full supplement, 2/3rd otherwise
Golf Boys and girls	3500	must field a team of 5 per team for full supplement, 2/3rd otherwise
Head Cross Country - Boys and Girls	3000	must field 10 per team for full supplement, 2/3rd otherwise
Flag Football	3000	must field a team of 9 for full supplement,
MUSIC		
Band Director BHS	5500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances, and perform at all home and away football games
Assistant Band Director- BHS	2500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
Band Director BMS	4000	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
Assistant Band Director- BMS	2500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
Band discretionary - Must be in by July 16	4000	to be used for hired assistants for sectionals, rehearsals, etc..
Drama/Choral Music - BHS	2500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances (to include one drama performance)
Choral Music-BMS	1250	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances (to include one drama performance)
ACTIVITIES- BHS		
JROTC Rifle and Color Guard	1200	must attend/host 2+ outside performances
Student Council	1200	must hold afterschool meetings, prepare for homecoming, hold elections, and one community service project
Academic High-Q Team Coach	1500	must hold afterschool practices, schedule 5+ meets, attend regional and state contests as invited

Assistant Academic High-Q Team	1000	must hold afterschool practices, schedule 5+ meets, attend regional and state contests as invited
Varsity Cheerleader Sponsor	2500	must hold afterschool practices of a minimum of 4.5 hours per week, attend all football games as requested, attend home basketball games
JV cheerleader sponsor	1500	must hold afterschool practices of a minimum of 4.5 hours per week, attend all football games as requested, attend home basketball games
Majorette Sponsor	1500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
Color Guard Sponsor	1500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
FFA Chapter Advisor - BHS	3000	must adhere to the chapter program of activities
Yearbook (as a class)	1250	
NHS BHS	250	
Media Production Specialist	1250	
BMS		
Head Football Coach	3500	
Assistant Football Coach	1500	
Cross country - boys and girls	1000	
Volleyball	1800	
Boys Basketball	1800	
Girls Basketball	1800	
Girls' Softball	1800	
Boys Baseball	1800	
Cheer	1800	
Majorette Sponsor	1500	
Student Council	800	
NHS BMS	250	
FFA Chapter Advisor - BMS	3000	must adhere to the chapter program of activities
EXTRA DUTIES		
Title 1 Lead Liaison	750	One per Title 1 school
BHS Chair ELA	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair ELA	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BHS Chair Math	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair Math	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BHS Chair SS	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair SS	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BHS Chair Science	500	must attend afterschool planning meetings with admin or guided

		planning/data mining/mentoring with adm/coach/teachers
BMS Chair Science	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BHS Chair ESE	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair ESE	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BHS Chair Electives	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair Electives	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BRT	5000	
On the Job Training (OJT)	3000	Eligibility for supplement is only when the OJT program is not assigned as a class period teaching assignment and is responsibilities are completed outside the normal work day.
ADDITIONS:		
Freshmen Class Sponsor	500	
Sophomore Class Sponsor	500	
Junior Class Sponsor	1000	
Senior Class Sponsor	1000	
Student Council Elementary	200	
Yearbook Elementary	200	
Chorus Program Elementary	200	must hold 2 performances or more per year
Elementary discretionary supplements Must be submitted to HR by July 16	200	principals decide
HOSA NFTC	500	must hold afterschool meetings, attend regional and state contests
Skills USA	500	must attend skill contests
FBLA	500	Must hold afterschool meetings, attend regional and state
STEM Club	500	Must hold afterschool meetings
Lead Teacher- CVD	5400	
Lead Teacher - Practical Nursing	5400	
After-School Site Coordinator	500	After School Program
CRITICAL SHORTAGE:		
Speech Pathologist 8 hours/day	6100	
OT/PT 8 hours/day	7800	
Psychologist x 216 days x 8 hrs/day	8500	
Diagnostician x 216 days x 8 hrs/day	7500	
Speech Language Assoc.	1000	In master's programs
Lead for Psychological Svcs.	5400	
Lead for Therapy Services	5400	
Instructional Staff assigned to Title I School	No more than \$50	Not to exceed \$50.00, amounts depends on available Title I funds

FOOD SERVICE MANAGER		
Bradford High School	2000	
Bradford Middle School	1600	
Bradford Elementary	1400	
Starke Elementary	1400	
Lawtey Elementary	800	
Food Service Satellite Site	1000	for keeping food service records as a result of serving students that are off their campus site
ESP Degree Supplements		
AA/AS Degree	1000	
BA/BS Degree	1500	

INSTRUCTIONAL Longevity Supplement – Performance pay	
Was given to those employed at the beginning of the 2018-2019 school year at level 20-29	
Level 20	550
Level 21	1050
Level 22	2500
Level 23	2600
Level 24	2700
Level 25	2850
Level 26	2400
Level 27	2800
Level 28	3300
Level 29	3400

Board Approved 9-11-23

Gate Keepers and Ticket Sellers/Takers- (Paid from General Athletics MOU 9/15/23)

\$40 per event-

- BHS Volleyball, BHS Basketball, BHS Flag Football
- BMS Football, BMS Volleyball, BMS Basketball
- (JV/Varsity, Girls/Boys)

\$60 per event-

- BHS Basketball (3 or more games), BHS Baseball/Softball
- BHS Football, Cross Country/ Track and Field
- BMS Baseball/Softball

Related work experience for career technical teachers (maximum 10 years) will be recognized by added payment of \$100 per year. Minimum certification requirements are not counted for work related experience credit in the salary schedule.

Retired teachers who are re-employed will be placed at their verified years of teaching experience, up to a maximum of twenty (20) years. On the Instructional Performance Placement Salary Schedule and will be paid according to their appropriate degree level.

All military veterans who are Honorably discharged shall be granted the greater of \$400 or three (3) years of experience, in addition to other prior experience in recognition of their military service. The member will provide proof of Honorable discharge to HR.

Regular Full-time teachers will be paid their daily hourly rate for part-time work of an instructional nature, or teaching responsibilities that is an extension of the school day.