THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
School Center Tradeoff Values
FY19

Account	Title	Applicable School Level	Average Salary	18.35% Variable Benefits	$7,600 Fixed Benefits	Total Salary & Benefits	Duty Days	Hours	Hourly Rate	Daily Rate
511000	Principal	All	109,700	20,130	7,600	137,430	260	8.0	52.74	421.92
511000	Assistant Principal	Alloc. Formula	79,830	14,649	7,600	102,079	206	8.0	48.44	387.52
511000	Assistant Principal	Alloc. Formula	83,700	15,359	7,600	106,659	216	8.0	48.44	387.52
511000	Assistant Principal	Alloc. Formula	87,580	16,071	7,600	111,251	226	8.0	48.44	387.52
512000	Teacher*	All	51,200	9,395	7,600	68,195	196	7.5	34.83	261.23
513000	Coordinator	All	51,200	9,395	7,600	68,195	196	7.5	34.83	261.23
513000	Media Specialist*	All	51,200	9,395	7,600	68,195	196	7.5	34.83	261.23
513000	Counselor*	All	51,200	9,395	7,600	68,195	196	7.5	34.83	261.23
513000	Instructional Coach	All	51,200	9,395	7,600	68,195	196	7.5	34.83	261.23
516000	School Treasurer	Elem.	27,600	5,065	7,600	40,265	206	8.0	16.75	134.00
516000	School Treasurer	Middle	30,280	5,556	7,600	43,436	226	8.0	16.75	134.00
516000	School Treasurer	High	31,620	5,802	7,600	45,022	12 mos.	8.0	16.75	134.00
516000	School Secretarial Clerk	Elem/Middle	24,100	4,422	7,600	36,122	206	8.0	14.62	116.96
516000	School Secretarial Clerk	High	25,270	4,637	7,600	37,507	216	8.0	14.62	116.96
516000	Attendance Clerk	Elem/Middle	15,000	2,753	7,600	25,353	182	6.0	13.74	82.44
516000	School Secretary	All	44,700	8,202	7,600	60,502	260	8.0	21.49	171.92
516000	Media Clerk	All	21,900	4,019	7,600	33,519	190	8.0	14.41	115.28
516000	Data Processing Clerk	High 2nd Unit	27,560	5,057	7,600	40,217	206	8.0	16.72	133.76
516000	Data Processing Clerk	Elem/Middle	28,900	5,303	7,600	41,803	216	8.0	16.72	133.76
516000	Data Processing Clerk	High 1st Unit	31,580	5,795	7,600	44,975	12 mos.	8.0	16.73	133.84
516000	Custodial Foreperson	All	29,900	5,487	7,600	42,987	260	8.0	14.38	115.04
516000	Custodian (includes Lead)	All	24,500	4,496	7,600	36,596	260	8.0	11.78	94.24
516000	BIA Behavior Intervention Asst.	All	29,300	5,377	7,600	42,277	196	8.0	18.69	149.52
516000	BIA Behavior Intervention Asst.	All	27,207	4,992	7,600	39,799	182	8.0	18.69	149.52
515000	Paraprofessional*	All	2,530	464	0	2,994	182	1.0	13.92	13.92
515000	Paraprofessional	All	10,130	1,859	7,600	19,589	182	4.0	13.92	55.68
515000	Paraprofessional	All	12,670	2,325	7,600	22,595	182	5.0	13.92	69.60
515000	Paraprofessional	All	15,200	2,789	7,600	25,589	182	6.0	13.92	83.52
515000	Paraprofessional	All	17,730	3,253	7,600	28,583	182	7.0	13.92	97.44
516000	Instr Tech Support Asst. ITSA	Elem	29,400	5,395	7,600	42,395	206	8.0	17.84	142.72
516000	Sec Tech Supp Tech. STST	Sec	37,600	6,900	7,600	52,100	216	8.0	21.76	174.08
516000	Early Childhood Prof. (ECP I)	All	23,800	4,367	7,600	35,767	196	8.0	15.18	121.44
516000	Early Childhood Prof. (ECP II)	All	32,200	5,909	7,600	45,709	196	8.0	20.54	164.32
516000	Early Childhood Prof. (ECP III)	All	33,200	6,092	7,600	46,892	196	8.0	21.17	169.36
513000	PT/OT Therapist	All	58,800	10,790	7,600	77,190	196	8.0	37.50	300.00
516000	ESOL Facilitator	All	19,000	3,487	7,600	30,087	182	8.0	13.05	104.40
516000	School Resource Officer	All	52,000	9,542	7,600	69,142	216	8.0	30.09	240.72
516000	School Police Aide	All	18,300	3,358	7,600	29,258	180	8.0	12.71	101.68
518440	Extra Period	Middle/High	5,355	1,465	0	6,820	180	1.0		

***When purchasing a new position, the cost of 9 substitute days at $873 ($844 + $29) must be added to the Trade Value.**

FY19 FRINGE BENEFIT SCHEDULE

Benefits for FTE positions are Budgeted in Account 521000.
Benefits for non-FTE Positions are Budgeted in Account 521500.

	Regular	Temporary in System						Temp. out of System	
Salary Account:	**51XXXX**	**518400**	**518410**	**518420**	**518430**	**518440**	**519990**	**575100**	**575200**
Variable Benefit Rates	**Full-Time**	**P/T in Sys.**	**Bonus**	**Stipend**	**Ex DD**	**Ex Prds**	**Overtime**	**FRS**	**non-FRS**
Retirement (FRS)	8.70%	8.70%	n/a	8.70%	8.70%	8.70%	8.70%	8.70%	n/a
FICA	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	n/a
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Group Insurance		9.00%		9.00%	9.00%	9.00%	9.00%		
Work Comp./Unemployment	2.00%	2.00%	n/a	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
Total	**18.35%**	**27.35%**	**7.65%**	**27.35%**	**27.35%**	**27.35%**	**27.35%**	**18.35%**	**3.45%**
Fixed Benefit Rates									
Health & Life	**$7,600**								
Benefit Account used for Budgeting:	**521000**	**521500**	**521500**	**521500**	**521500**	**521500**	**521500**	**521500**	**521500**