

SUWANNEE COUNTY SCHOOL BOARD

SALARY SCHEDULE

2019-2020

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INSTRUCTIONAL

SALARY SCHEDULE FOR 2019-2020 GENERAL INFORMATION

1. Employees will receive their checks in accordance with the *Agreement Between the United Teachers of Suwannee County & The School Board of Suwannee County*, Article XXII (C), Professional Compensation.
2. The Suwannee County School Board will contribute \$5,350.00 annually toward the individual coverage of all eligible employees with coverage to begin on the first day of the month following 30 days from the date of hire. Coverage will be discontinued upon the last day of the month of which employment ceases.
3. Professional Development Council Instructional members will receive \$10.00 per hour for approved special meetings. Instructional participants in PDC in-service activities will receive \$10.00 per hour. Professional Development Council Education Staff Professional members will receive \$7.25 per hour for approved special meetings. Education Staff Professional participants in PDC in-service activities will receive \$7.25 per hour.
4. When reimbursement comes from other counties or state sources for activities described in 3 above the total amount shall be paid.
5. Except where specified salary schedules are approved to cover full, part-time, or substitute employment, the following shall determine the rate of pay:

“All schedules that provide for extended time and/or separate hourly schedules shall be paid at a rate that is 100% of regular salary rate”

This stipulation shall be used primarily to determine the hourly rate for extension of regular hours, employment for extra assignments, and extra duty days of employment beyond the contracted period identified in the appointment or re-appointment by the school board. Salary calculations for extra assignments shall be based on the general classification of such assignments. This provision shall take effect beginning with summer school for 2003-2004.

6. Performance Salary Schedule – Instructional Unit

To be compliant with Florida Statute 1012.22(5), the Grandfathered Salary Schedule for Teacher & Social Worker, Appendix A, shall be the placement schedule for employees on the performance salary schedule.

- a. Effective July 1, 2014, employees on the grandfathered schedule that move to performance salary schedule, will be placed at the level consistent with their years of experience and that salary becomes their base.

- b. Effective July 1, 2015, employees on the performance salary schedule, with a complete and final 2013-2014 evaluation from Suwannee County, will receive an adjustment based upon their evaluation for effective or highly effective ratings.
- c. Effective July 1, 2015, employees on the performance salary schedule without a complete and final evaluation from Suwannee County in the prior year, will advance one level on the placement schedule.
- d. The value of effective and highly effective adjustments will be negotiated annually in accordance with Florida law.
- e. The window for opting into performance pay from the grandfathered salary schedule is agreed to occur by the end of the first semester or 30 days after the finalized evaluation, whichever is later.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

INSTRUCTIONAL**TEACHER & SOCIAL WORKER SALARY SCHEDULE 2019-2020**

YEARS	BACHELORS
0	36430
1	37130
2	37830
3	38530
4	39230
5	39980
6	40730
7	41480
8	42230
9	42980
10	43980
11	44980
12	45980
13	46980
14	47980
15	48980
16	49980
17	50980
18	51980
19	52980
20	53980
21	54980
22	55980
23	56980

Teachers on 11 (216 days) or 12 months contract will have 10% of the above 196 days salary added for each month for the remainder of the contract.

See reference to longevity supplement in the Differentiated Pay Plan.

Salary adjustment for additional training will be made in accordance with Article XXII (E) of the negotiated collective bargaining agreement.

ADVANCED DEGREE SUPPLEMENTS

Master's Degree add \$2,310 to Bachelors

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
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INSTRUCTIONAL**TEACHER SALARY SCHEDULE 2019-2020**
TUTORS

MASTER'S DEGREE	\$12.00
BACHELOR'S DEGREE	10.59
3 YEARS OF COLLEGE EXPERIENCE	8.50
2 YEARS OF COLLEGE EXPERIENCE	prevailing minimum wage
1 YEAR OF COLLEGE EXPERIENCE	prevailing minimum wage
HIGH SCHOOL TRAINING	prevailing minimum wage

SUBSTITUTES FOR PART-TIME ADULT AND
PART-TIME VOCATIONAL INSTRUCTORS
TEST PROCTORS

Substitutes for part-time adult, part-time vocational instructors and test proctors shall be paid \$10.50 per hour. Employees will receive their checks on the last working day of the month.

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1729 Walker Avenue, SW, Suite 200
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Ted L. Roush, Superintendent

INSTRUCTIONAL**SALARY SCHEDULE 2019-2020**
OTHER INSTRUCTIONAL PERSONNEL

(Attendance Officer, Coordinator of Student Guidance Services (RIVEROAK), Deans, Resource Teacher Chapter I, Resource Teacher, Teacher on Special Assignment, Coordinator Comprehensive Health and Nursing Services*, Instructional Technology Teacher.)

Regular Hours are 8:00 AM to 4:30 PM

YEARS	BACHELOR
0	45950
1	46898
2	47847
3	48794
4	49743
5	50638
6	51420
7	52530
8	53648
9	54769
10	55881
11	56996
12	58116
13	59566
14	61018
15	62466
16	63915
17	67043
18-19	68062
20	68271
21	69897
22	70962
23	71963

ADVANCED DEGREE SUPPLEMENTS

Master's Degree add \$2,310 to Bachelors

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Salary adjustment for additional training will be made in accordance with Article XXII (E) of the negotiated collective bargaining agreement.

Eleven (11) months shall mean 216 duty days and shall be computed as 11/12ths of the above schedule.

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SALARY SCHEDULE 2019-2020

PRINCIPALS AND ADMINISTRATORS

REGULAR DUTY HOURS 8:00 AM - 4:30 PM

Years. Exp. In Comparable Position	0	1	2	3	4	5	6	7	8	9	10	11
10	38472	40444	42412	44382	46347	48319	50287	51096	53974	55366	56238	57052
9	49011	50489	51963	53444	54918	56397	57873	59350	60827	62356	63337	64254
8	58779	60737	62692	64652	66611	68568	70522	72044	73563	75345	76529	77644
7	62190	63190	64190	65190	66190	67190	68190	69190	70190	71190	72190	73190
6	70190	71190	72190	73190	74190	75190	76190	77190	78190	79190	80190	81190
5	62579	65162	67745	70329	72914	75497	78081	79865	81651	83594	84908	86147
4	71190	72190	73190	74190	75190	76190	77190	78190	79190	80190	81190	82190
3	74190	75190	76190	77190	78190	79190	80190	81190	82190	83190	84190	85190
2	72169	74913	77656	80403	83141	85889	88632	90785	92934	95106	96605	98009

CLASSIFICATION OF POSITION

- 10 Supervisor Food Service, Asst. IT Director, Assistant Chief Financial Officer, Assistant Director of Human Resources, Assistant Director of Transportation, Assistant Director of Facilities
- 9
- 8 Coordinator of Health Services and Attendance, Principal Suwannee Virtual School, Lead School Psychologist/Multi-Tiered System of Support (MTSS) Facilitator
- 7
- 6 Principals Elementary Schools, Principal Suwannee Middle School,
- 5 Director of Food Service, Director of Transportation, IT Director, Director of Student Assessment/Curriculum Specialist, Director of Elementary Ed, Director Human Resources, Director of ESE, Director of Federal Programs, Director of Special Programs, Director of Student Services/School Psychologist, Director of Facilities, Director of School Safety and Other Administrative Services, Director of School Choice, Director of Curriculum and Instruction
- 4 Principal Branford High School, Principal RIVEROAK Technical College/Director of Career, Technical and Adult Education
- 3 Principal Suwannee High School
- 2 Assistant Superintendent of Administration/Instructional, Chief Financial Officer

Employee will be placed in appropriate step of classification level based on years of experience. Employee will progress to the succeeding step on July 1 of each year, provided employee has performed satisfactorily for a minimum period of nine (9) months. School Superintendent may place employee in any level of classification justified. Salary adjustment for additional training will be made upon application and presentation of appropriate documentation, and is effective in accordance with new certification.

See reference to longevity supplement in the Differentiated Pay Plan for Grandfathered Principals and Administrators

Salary Adjustments and or supplements will be made in accordance with 1012.22 f.s. for:

Master's Degree add \$2,310 to Bachelors
Specialist Degree add \$2,835 to Bachelors
Doctorate Degree add \$3,750 to Bachelors

PERFORMANCE SALARY SCHEDULE

School administrators hired on or after July 1, 2014, or those who choose to move from the grandfathered salary schedule to the performance salary schedule shall be placed on a performance schedule using the years of service of the grandfathered schedule for placement purposes. School administrators appointed for the first time to a position of school administrator shall be placed on the performance salary schedule.

A salary adjustment to the performance schedule will be made following the annual evaluation unless the rating is other than highly effective or effective. School administrators rated as highly effective will receive at least \$1,001. The adjustment for an employee rated as effective must be 50%-75% of that amount.

Effective July 1, 2019-June 30, 2020

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SALARY SCHEDULE 2019-2020

**ASSISTANT PRINCIPALS, CURRICULUM, AND OTHER PROGRAM
COORDINATORS***

REGULAR HOURS ARE 8:00 AM TO 4:30 PM

YEARS	BACHELOR
0	60190
1	61190
2	62190
3	63190
4	64190
5	65190
6	66190
7	67190
8	68190
9	69190
10	70190
11	71190
12	72190
13	73190

*The Program Coordinators are: Coordinator of Data, Assessment, and Accountability; Coordinator of School Improvement/Title I; Coordinator of Exceptional Student Education; Coordinator of District K-12 Math; Coordinator of District Professional Development and K-12 Reading/Title II; and Coordinator of District K-12 Technology; Coordinator of Career and Technical Education Student and Community Affairs, Coordinator of Opportunity Schools, and Coordinator of Student and Family Support, Coordinator of Virtual School

Employee may be placed in appropriate step of classification level based on years of administrative and/or teaching experience. Employee will progress to the succeeding step on July 1 of each year, provided employee has performed satisfactorily for a minimum period of nine (9) months. School Superintendent may place employee in any level of classification justified. Salary adjustment for additional training will be made upon application and presentation of appropriate documentation and is effective in accordance with new certification.

Eleven (11) months shall mean 216 duty days and shall be computed as 11/12ths of the above schedule.

Ten (10) months shall mean 196 duty days and shall be computed as 10/12ths of the above schedule.

See reference to longevity supplement in the Differentiated Pay Plan for Grandfathered Assistant Principals

Salary adjustments and/or supplements will be made in accordance with 1012.22 f.s. for:
Master's Degree add \$2,310 to Bachelors
Specialist Degree add \$2,835 to Bachelors
Doctorate Degree add \$3,750 to Bachelors

Effective July 1, 2019-June 30, 2020 Adopted 8/13/2019 by the
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SALARY SCHEDULE 2019-2020

SCHOOL PSYCHOLOGIST - 12 MONTH

REGULAR HOURS ARE 8:00 AM TO 4:30 PM

Years	<u>12 MO POSITION</u>	
	Masters	Specialist
0	54574	55099
1	55611	56136
2	56669	57194
3	57745	58270
4	58846	59371
5	59964	60489
6	61109	61634
7	62277	62802
8	63465	63990
9	64679	65204
10	65917	66442
11	67179	67704
12	68467	68992
13	69781	70306

Employee will be placed in appropriate step of classification level based on years of experience. Employee will progress to the succeeding step on July 1 of each year, provided employee has performed satisfactorily for a minimum period of nine (9) months. School Superintendent may place employee in any level of classification justified. Salary adjustment for additional training will be made upon application and presentation of appropriate documentation, and is effective in accordance with new certification. Additionally, salary adjustments for advanced degree supplements will be made in accordance with the negotiated collective bargaining agreement.

Eleven (11) months shall mean 216 duty days and shall be computed as 11/12ths of the above schedule.

Doctorate Degree add \$1,440 to Masters

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
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Ted L. Roush, Superintendent

**INSTRUCTIONAL
FOR INFORMATIONAL PURPOSES ONLY ****

SALARY SCHEDULE 2019-2020

Substitute Teacher

High School Graduate/Associates Degree	\$8.50
Bachelor's Degree	\$10.00
Master's Degree	\$12.00
Long Term Substitute (Greater than 30 days) with BS/BA Degree or higher with Certification Issues/Holds	\$18.00
Certified Teacher (serving as Teacher-of-Record)	\$20.00

Substitute Nurse

RN	\$25.00
LPN	\$16.00

(Based on pay for seven and one quarter (7 1/4) hours daily)

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** The Suwannee County School Board establishes and approves the rates of pay for substitutes. These schedules are not subject to bargaining, and therefore, are not required to be negotiated.

NONINSTRUCTIONAL

SALARY SCHEDULE 2019-2020

BUS DRIVERS/BUS ATTENDENTS - 9 MONTHS - 180 DAYS

Position	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Driver	15274	15532	15792	16056	16309	16570	16828	17087	17350	17607	18286	18989	19291	19574	19857
Bus Attendant	9792	10030	10270	10506	10743	10984	11220	11456	11696	11935	12291	12720	12924	13113	13302

Exceptional Student Education (out-of-county) bus drivers/bus attendants will receive a supplement of 12 1/2% of their salary. \$13.50/hr for driving time and for assigned supervision time shall be paid for trips other than regular routes or duties. (Field trips, etc.) All fulltime bus drivers will receive an additional two hours pay for cleaning their bus before the start of the school year.

*Bus Attendants will be paid according to the Bus Driver Salary Schedule, Driver Level, zero experience, when required to drive a school bus.

Drivers who are training other drivers during non-route driving time, shall be paid at their hourly driving rate.

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 180.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
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1729 Walker Avenue, SW, Suite 200
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Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020****COMMUNITY SCHOOLS COORDINATOR**

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
30865	31556	32262	32944	33637	34326	35019	35712	36402	37098	38134	39233	39859	40441	41024

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

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NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020****CUSTODIANS****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	22192	22852	23512	24175	24834	25491	26153	26814	27472	28131	29125	30045	30522	30968	31413
1	24905	25570	26237	26907	27574	28239	28907	29577	30240	30909	31912	32883	33405	33892	34378

CLASSIFICATION LEVEL

2	Custodian
1	Head Building Custodian

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

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SALARY SCHEDULE 2019-2020

LUNCHROOM MANAGERS – 186 Days

YEARS OF EXPERIENCE

REGULAR DUTY HOURS 7:00 AM - 3:00 PM

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	20720	21191	21454	22132	22609	23059	23550	24035	24507	24978	25688	26544	26967	27362	27757

CLASSIFICATION LEVEL

1 Manager

Any employee employed for the first time in the Suwannee County School District shall be employed on step "0" for sixty (60) working days of probationary service. Before the end of these sixty (60) working days the Superintendent shall reach a decision on employment for the remainder of the year, and, if re-employed, the Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 186.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

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NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020****LUNCHROOM****183 Days - Worker****186 Days - Asst. Manager**

	Years of Experience														
LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	17231	17697	18169	18633	19104	19573	20037	20507	20976	21439	22146	22924	23289	23630	23971
1	18048	18524	19005	19484	19961	20437	20917	21397	21878	22354	23073	23877	24253	24608	24962

CLASSIFICATION LEVEL

2	Worker
1	Asst. Manager

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 183 or 186.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

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NONINSTRUCTIONAL

SALARY SCHEDULE 2019-2020
LUNCHROOM

Food Service Monitor

\$12.00 per hour

Effective July 1, 2019-June 30, 2020

Adopted 8/27/2019 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020**
MAINTENANCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
6	22192	22852	23512	24175	24834	25491	26153	26814	27472	28131	29125	30045	30522	30968	31413
3	23385	24046	24708	25370	26031	26694	27360	28020	28682	29343	30337	31282	31774	32243	32713
2	27111	27781	28451	29125	29796	30465	31136	31808	32479	33150	34157	35177	35733	36259	36785
1	29484	30162	30838	31515	32190	32866	33542	34221	34897	35574	36589	37656	38253	38813	39374
1A	33482	34145	34814	35478	36143	36810	37474	38144	38806	39477	40475	41623	42283	42900	43517
1B	37267	37942	38617	39294	39972	40644	41308	41997	42676	43349	44362	45586	46306	46985	47664

CLASSIFICATION LEVEL

- 6 Groundsman
- 3 Maintenance Man III
- 2 Maintenance Man II, AV Repairman
- 1 Maintenance Man I, Painter/Asst. Ground Foreman
- 1A Air Conditioning/Electrical Specialist, IT Technician, Landscape Specialist, Facilities Assistant, Assistant Foreman
- 1B Maintenance Foreman

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

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NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020**
MECHANICS

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	22793	23455	24115	24780	25444	26103	26766	27430	28089	28749	29745	30676	31160	31615	32071
2	33227	33899	34562	35231	35897	36563	37233	37897	38564	39228	40233	41373	42026	42644	43262
1	37025	37698	38375	39049	39727	40402	41078	41753	42432	43104	44120	45336	46056	46729	47401
1A	45274	45916	46561	47204	47850	48489	49134	49777	50422	51066	52035	53412	54258	55052	55846

CLASSIFICATION LEVEL

3	Mechanic Helper
2	Mechanic
1	Head Mechanic
1A	Transportation Maintenance Coordinator

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1729 Walker Avenue, SW, Suite 200
 Live Oak, Florida 32064
 386/647-4600
 Ted L. Roush, Superintendent

NONINSTRUCTIONAL

SALARY SCHEDULE 2019-2020

MIGRANT EDUCATION PROGRAM – 261 Days

Regular Duty Hours 8:00 AM – 4:30 PM

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	26499	27056	27625	28203	28796	29399	30019	30648	31292	31948	32620	33304	34005	34717	35429

CLASSIFICATION LEVEL

1 MIGRANT PROGRAM COORDINATOR

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1 of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Salary is based on 261 days for 12 months. Loss of pay for any days not paid shall be on a basis of a daily rate.

Employees who hold a bachelor’s degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL

SALARY SCHEDULE 2019-2020

MIGRANT EDUCATION PROGRAM – 261 Days

Regular Duty Hours 8:00 AM – 4:30 PM

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	15791	16108	16431	16759	17094	17436	17784	18140	18503	18872	19250	19635	20028	20429	20830
1	22379	22940	23512	24101	24702	25320	25952	26600	27266	27947	28647	29363	30098	30849	31601

CLASSIFICATION LEVEL

- 2 MIGRANT TUTOR
 - 1 MIGRANT RECRUITER
-

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1 of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
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386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL

SALARY SCHEDULE 2019-2020

MIGRANT EDUCATION PROGRAM – 196 Days

Regular Duty Hours 8:00 AM – 4:30 PM

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	24973	25596	26237	26893	27565	28254	28960	29686	30426	31188	31969	32765	33587	34427	35267

CLASSIFICATION LEVEL

1 MIGRANT TUTOR II

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1 of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Salary is based on 196 days for 10 months. Loss of pay for any days not paid shall be on a basis of a daily rate.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020**
OFFICE ASSISTANT 185 DAYS**YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
III	17750	18180	18615	19044	19475	19906	20335	20768	21200	21632	22278	23058	23425	23764	24104
II	18747	19173	19606	20038	20467	20898	21331	21762	22192	22624	23270	24071	24452	24809	25165
I	19458	19892	20320	20749	21186	21615	22044	22481	22909	23337	23989	24804	25197	25565	25933

CLASSIFICATION LEVEL

Level III	High School Diploma, GED
Level II	Associate of Arts, Associate of Science *Junior level status college
Level I	Bachelors Degree
Add On	**CDA Certification adds \$500 to base

*Must present satisfactory documentation of completion of twelve (12) quarter hours or equivalent earned at a regionally accredited four (4) year degree granting college or university. All eligible hours must be earned after admission to a degree-seeking program, at junior level status, and have a grade "C" or better.

**This add on is eliminated except for employees certified as of July 1, 2004.

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 185.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020**
PARAPROFESSIONAL/STUDENTCARE ATTENDANT 185 DAYS**YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	18000	18434	18866	19295	19726	20158	20588	21018	21453	21884	22531	23309	23676	24019	24361
1	19000	19425	19860	20290	20720	21150	21583	22015	22444	22878	23522	24323	24706	25063	25421

CLASSIFICATION LEVEL

Level 2	High School Diploma, GED
Level 1	Associate of Arts, Associate of Science *Junior level status college, or Interpreter Level I EIE

*Must present satisfactory documentation of completion of twelve (12) quarter hours or equivalent earned at a regionally accredited four (4) year degree granting college or university. All eligible hours must be earned after admission to a degree-seeking program, at junior level status, and have a grade "C" or better.

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 185.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1729 Walker Avenue, SW, Suite 200
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 386/647-4600
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NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020**
PRE-K PARAPROFESSIONAL 190 DAYS**YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	19214	19658	20105	20542	20985	21430	21874	22315	22758	23200	23864	24667	25044	25395	25747
1	20238	20678	21123	21567	22007	22447	22893	23335	23777	24219	24884	25706	26103	26469	26835

CLASSIFICATION LEVEL

- 2 CDA or Equivalent and High School Diploma, GED
 1 CDA or Equivalent and Associate of Arts, Associate of Science *Junior level status college, or Interpreter Level I EIE

*Must present satisfactory documentation of completion of twelve (12) quarter hours or equivalent earned at a regionally accredited four (4) year degree granting college or university. All eligible hours must be earned after admission to a degree-seeking program, at junior level status, and have a grade "C" or better.

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 190.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1729 Walker Avenue, SW, Suite 200
 Live Oak, Florida 32064
 386/647-4600
 Ted L. Roush, Superintendent

SALARY SCHEDULE 2019-2020
SCHOOL NURSE - 196 Days

YEARS OF EXPERIENCE

Level	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	21092	21547	22006	22460	22919	23371	23834	24287	24744	25200	25884	26713	27121	27496	27872
1	33088	34016	34949	35883	36812	37747	38676	39607	40538	41473	42867	44061	44759	45416	46072

CLASSIFICATION LEVEL

- 2 LPN, Occupational Therapy Assistant
 - 1 RN (AA)
-

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1 of each year providing the employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Salary is based on 196 days for 10 months. Loss of pay for any days not paid shall be on a basis of a daily rate.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1729 Walker Avenue, SW, Suite 200
 Live Oak, Florida 32064
 386/647-4600
 Ted L. Roush, Superintendent

SALARY SCHEDULE 2019-2020
SCHOOL NURSE WITH BACHELOR'S DEGREE

YEARS	BACHELORS
0	36289
1	36996
2	37703
3	38410
4	39117
5	39875
6	40632
7	41390
8	42147
9	42905
10	43915
11	44925
12	45935
13	46945
14	47955
15	48965
16	49975
17	50985
18	51995
19	53005
20	54015
21	55025
22	56035
23	57045

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1 of each year providing the employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Salary is based on 196 days for 10 months. Loss of pay for any days not paid shall be on a basis of a daily rate.

ADVANCED DEGREE SUPPLEMENTS
 Master's Degree add \$2,310 to Bachelors

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1729 Walker Avenue, SW, Suite 200
 Live Oak, Florida 32064
 386/647-4600
 Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020**
SECRETARIAL AND OTHER OFFICE PERSONNEL

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
6	23385	24046	24708	25370	26031	26694	27360	28020	28682	29343	30337	31282	31774	32243	32713
5	23856	24520	25186	25852	26519	27178	27845	28510	29172	29836	30836	31788	32290	32762	33235
4	25282	25974	26668	27363	28057	28747	29442	30133	30824	31519	32557	33546	34082	34579	35076
3	26773	27442	28114	28785	29457	30127	30798	31465	32141	32809	33816	34827	35381	35899	36418
2	28473	29148	29820	30497	31169	31844	32520	33192	33866	34540	35550	36597	37176	37720	38265
1	29731	30413	31097	31771	32460	33138	33817	34499	35178	35859	36879	37956	38558	39119	39681
1A	30109	30539	31031	31795	32565	33367	34116	34903	35668	36434	37575	38663	39275	39847	40418

CLASSIFICATION LEVEL

6	Clerk, Media Clerk, Interpreter
5	General Receptionist
4	School Secretary, District Sec., Bus Driver/Data Entry
3	Adm. School Secretary, 1st class Sec./Adm. Aide, District Secretary(Records), Homeless Advocate, Interpreter/Parent Liaison/Pre-K Resource Assistant, Registrar
2	Adm. Secretary, Bookkeeper, Parts Inventory Clerk
1	Financial Aid Coordinator
1A	Accounting Clerk/Finance, Community Relations Specialist

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

SALARY SCHEDULE CONFIDENTIAL EMPLOYEES 2019-2020
SECRETARIAL AND OTHER PERSONNEL

REGULAR DUTY HOURS 8:00 AM - 4:30 PM

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
5	23963	24305	24916	25688	26444	27205	27963	28731	29491	30253	31246	32207	32714	33196	33677
4	25450	26214	26689	27456	28211	28980	29740	30504	31266	32029	33061	34058	34599	35106	35613
3	27010	27492	27964	28732	29490	30257	30806	31778	32546	33309	34372	35396	35955	36482	37009
2	28787	29265	29741	30504	31266	32031	32790	33513	34297	35079	36186	37248	37836	38391	38947
1B	30109	30539	31031	31795	32565	33367	34116	34903	35668	36434	37575	38663	39275	39847	40418
1A	31307	31743	32226	32998	33770	34571	35315	36100	36847	37638	38804	39920	40550	41146	41742
1AA	32581	33061	33552	34315	35045	35854	36621	37388	38157	38925	41336	42504	43179	43807	44435
1C	40847	41964	43085	44208	45327	46450	47568	48690	49806	50928	52608	54064	54922	55725	56528
1D	36165	36647	37137	37902	38630	39436	40208	40975	41743	42512	44923	46159	46891	47578	48265
1E	37062	37541	38036	38796	39525	40335	41104	41870	42634	43405	45821	47074	47818	48520	49222
1	34101	34582	35074	35840	36567	37377	38144	38911	39680	40447	42897	44096	44794	45449	46104

CLASSIFICATION LEVEL

- 5 General Secretary
- 4 District Level Secretary, District Secretary (Custodian of Records)
- 3 Administrative School Secretary/Confidential, Administrative Secretary IT
- 2 Administrative Secretary II
- 1B Administrative Secretary I, School Bookkeeper, Operations Manager
Transportation
- 1A Personnel Specialist, Accounts Payable Specialist, Administrative Support
Specialist – Federal Programs
- 1AA Assistant Superintendents' Secretary, Asst. Textbook and Certification,
Secretary for Administration, Employee Benefits Specialist, Financial Aid
Specialist
- 1C IT Specialist, Network Specialist, Software Specialist, Facilities Technology
Technician, Supervisor/Payroll, Assistant Coordinator of Food Service,
Attendance Assistant
- 1D
- 1E
- 1 Secretary to the Superintendent,

Normally upon appointment to a position, employee will be placed in step "0"; however, the Superintendent, upon consideration of pertinent factors, (educational backgrounds, prior experience, see job description), may approve placement into any of the succeeding steps. Thereafter, employee will progress to the succeeding step on July 1 of each year, provided he has performed satisfactorily for a minimum period of nine (9) months as of June 30.

All salaries are based on 12 months. Where employee is on less than 12 months, salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 10/8/2019 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1729 Walker Avenue, SW, Suite 200
 Live Oak, Florida 32064
 386/647-4600
 Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2019-2020**
SECURITY GUARD**YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	26428	27097	27770	28437	29108	29780	30448	31117	31788	32461	33462	34468	35014	35528	36042
1	29580	30401	31219	32034	32854	33670	34493	35305	36130	36949	38172	39275	39899	40483	41067

CLASSIFICATION LEVEL

Level 2 Security Guard
 Level 1* Security Guard

*This classification level eliminated except for employees classified Level 1 (Chief) as of 6/1/95.

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1 of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

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Employees who hold a bachelor's degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1729 Walker Avenue, SW, Suite 200
 Live Oak, Florida 32064
 386/647-4600
 Ted L. Roush, Superintendent

**NONINSTRUCTIONAL
FOR INFORMATIONAL PURPOSES ONLY ****

SALARY SCHEDULE 2019-2020
SUBSTITUTE PARAPROFESSIONAL

HIGH SCHOOL GRADUATE	Prevailing Minimum Wage
ONE (1) YEAR OR MORE COLLEGE	Prevailing Minimum Wage
BACHELORS DEGREE	Prevailing Minimum Wage

(Based on pay for seven and one-quarter (7.25) hours daily)

SUBSTITUTE LUNCHROOM

Prevailing Minimum Wage

SUBSTITUTE CUSTODIAN

Prevailing Minimum Wage

SUBSTITUTE BUS DRIVER

\$12.00 PER HOUR

Effective July 1, 2019-June 30, 2020	Adopted <u>8/13/2019</u> by the SUWANNEE COUNTY SCHOOL BOARD 1729 Walker Avenue, SW, Suite 200 Live Oak, Florida 32064 386/647-4600 Ted L. Roush, Superintendent
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** The Suwannee County School Board establishes and approves the rates of pay for substitutes. These schedules are not subject to bargaining, and therefore, are not required to be negotiated.

NONINSTRUCTIONAL

SALARY SCHEDULE 2019-2020

STUDENT AND SUMMER WORKERS

Prevailing Minimum Wage

Schedule for student workers in grades 10-12; summer workers unless on a separate schedule.

Effective July 1, 2019-June 30, 2020

Adopted 8/13/2019 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

**SUWANNEE COUNTY SCHOOL BOARD
DIFFERENTIATED PAY PLAN**

In accordance with Florida Statute 1012.22 (1) (c) (4), beginning with the 2007-2008 academic year, the Suwannee District School Board proposes a salary schedule with differentiated pay for both instructional personnel and school-based administrators. This Differentiated Pay Plan shall be included as part of the salary schedule as required by *f.s.1012.22* and is subject to negotiation as provided in chapter 447. The differentiated pay is based on district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

I. SCHOOL-BASED ADMINISTRATORS

- A. Assignment to a school that earned a grade of “F” or three consecutive grades of “D” add \$500 supplement for each year, and continuing for at least 1 year following improved performance
- B. Principal's Leadership Academy Tier II \$1,000.00
- C. Certification as School Principal \$2,000.00
- D. Assignment to Title I School \$100.00
- E. Longevity Supplement for Grandfathered Principal and Administrator Salary Schedule (Line 6, Elementary and Middle School):
 - 1. Step 8 \$252.00
 - 2. Step 9 \$1,181.00
 - 3. Step 10 \$1,482.00
 - 4. Step 11 \$1,705.00
- F. Longevity Supplement for Grandfathered Principal and Administrator Salary Schedule (Line 4, Branford High School and RIVEROAK):
 - 1. Step 7 \$234.00
 - 2. Step 8 \$1,045.00
 - 3. Step 9 \$2,008.00
 - 4. Step 10 \$2,339.00
 - 5. Step 11 \$2,587.00
- G. Longevity Supplement for Grandfathered Principal and Administrator Salary Schedule (Line 3, Suwannee High School):
 - 1. Step 8 \$724.00
 - 2. Step 9 \$1,744.00
 - 3. Step 10 \$2,117.00
 - 4. Step 11 \$2,406.00

H. Longevity Supplement for Grandfathered Assistant Principal Salary Schedule:	
1. Step 10	\$189.00
2. Step 11	\$954.00
3. Step 12	\$1,128.00
4. Step 13	\$1,228.00

II. INSTRUCTIONAL EMPLOYEES

A. D or F School Incentive: A non-recurring, one thousand dollar (\$1,000.00) incentive for teachers transferring to a "D" or "F" school from a higher performing school within the District. The transferring teacher must have received a very effective or outstanding performance evaluation the preceding year.	
B. Department Head/Curriculum Leader/Grade Level Chair	\$1,000.00
C. ESE Teacher: As Teacher of Record or Support Facilitation for ESE Students if ESE certification is required based on student enrollment. Shall be earned by completing one extended duty day per week (8 hours)	\$573.00
D. PECDS Mentor/New Teacher Mentor: For satisfactorily serving as a mentor teacher. NBCTE certified teachers are ineligible for this supplement if the bonus provided to them through the National Board (Program) provides for a supplement equal to or greater than \$500. In the event funding from the Program is less than \$500, National Board certified teachers who serve as mentors will be eligible for an amount which will provide for at least \$500 when combined from any amounts paid through the Program Requires approval and documentation of required mentoring hours.	\$500.00
E. Planning Period Supplement: For the voluntary surrender of a teacher's planning period to serve as teacher of record for an additional period of instruction as requested by the school principal. The supplement shall be earned based on completing an additional 30 minutes per day as plan time. The supplement is based on a sixty (60) minute period of instruction during the normal duty day and shall be prorated for varying lengths of periods. Appointments shall be made based on needs of the school, master schedule, and the voluntary acceptance of the teacher and shall not be subject to posting requirements. Travel will be reimbursed by the District if the teacher is assigned to both Live Oak and Branford Schools.	\$3,744.00 per year; \$1,872.00 per semester, \$936.00 per nine weeks
F. Reading Supplement: A one time supplement for Reading Coaches and secondary Reading Teachers who attain the Reading Endorsement or certification in Reading	\$550.00

G. Longevity Supplement for Grandfathered Teacher & Social Worker Salary Schedule

(Appendix A):

1. Step 15	\$250.00
2. Step 16	\$500.00
3. Step 17	\$750.00
4. Step 18	\$1000.00
5. Step 19	\$1250.00
6. Step 20	\$1750.00
7. Step 21	\$2250.00
8. Step 22	\$2750.00
9. Step 23	\$3250.00
10. Step 23 + 1	\$4250.00

H. Secondary Supplements

1. High School and Post-Secondary

a. Academic Competition Sponsor \$1,500.00

b. Agriculture Teacher (8:00-4:00 duty day, plus supervision of intracurricular activities including sponsorship of FFA) \$3,300.00

c. Athletic Programs and Support

i. Athletic Director (20 teams or more) - 1 free period \$3,300.00

ii. Athletic Director (less than 20 teams) - 1 free period \$1,900.00

iii. Assistant Athletic Director \$1,700.00

iv. Athletic Event Support Staff
(ticket collectors, scoreboard/clock operators, etc.)
(Per event. To be reimbursed by gate revenue) \$32.00

d. Band

i. Band Director (includes supervision of intracurricular activities and requires unit participation in both concert and marching band performances and competitions) \$3,700.00

ii. Band Director (includes supervision of intracurricular activities and requires unit participation in marching band performances) \$2,900.00

iii. Assistant Band Director \$1,000.00

iv. Dance Troupe Sponsor \$1,000.00

v. Majorette Sponsor \$1,000.00

vi. Auxiliary Sponsor \$1,000.00

e. Baseball Coach	
i. Head Baseball	\$2,500.00
ii. Assistant Baseball	\$1,200.00
iii. Junior Varsity Baseball Coach	\$1,200.00
f. Basketball Coach	
i. Head Basketball (Boys')	\$2,500.00
ii. Assistant Basketball (Boys')	\$1,200.00
iii. Head Basketball (Girls')	\$2,500.00
iv. Assistant Basketball (Girls')	\$1,200.00
v. Junior Varsity Basketball Coach (Boys')	\$1,200.00
vi. Junior Varsity Basketball Coach (Girls')	\$1,200.00
g. Bowling	\$1,400.00
h. Cheerleader Sponsor	\$1,200.00
i. CECF/BPA Advisor	\$500.00
j. Class Sponsor	
i. Senior Class	\$1,000.00
ii. Junior Class	\$1,000.00
iii. Sophomore Class	\$750.00
iv. Freshman Class	\$750.00
k. Cross Country Coach (Girls/Boys)	\$1,400.00
l. Drama Instructor (with 2 shows)	\$1,500.00
m. Football Coach	
i. Head Football Coach (30% Spring Ball/ 70% Fall)	\$4,300.00
ii. Offensive/ Defensive Coordinator (30% Spring Ball/ 70% Fall)	\$2,500.00
iii. Football Assistant Varsity (30% Spring Ball/ 70% Fall)	\$2,200.00
iv. Football-Head Junior Varsity (30% Spring Ball/ 70% Fall)	\$2,200.00
v. Junior Varsity Football Assistant (30% Spring Ball/ 70% Fall)	\$1,200.00
n. Golf Coach	
i. Golf (Boys')	\$1,400.00
ii. Golf (Girls')	\$1,400.00
o. Home Economics Teacher including supervision of intracurricular activities and sponsorship of FHS/FCCLA	\$1,000.00
p. HOSA Advisor	\$1,000.00
q. LPN Instructor including supervision of clinical assignments	\$3,300.00
r. NJROTC Instructor including supervision of outside activities	\$3,300.00

s. Skills USA Advisor	\$1,000.00
t. Soccer Coach	
i. Varsity Soccer (Boys')	\$2,500.00
ii. Junior Varsity Soccer (Boys')	\$1,200.00
iii. Varsity Soccer (Girls')	\$2,500.00
iv. Junior Varsity Soccer (Girls')	\$1,200.00
v. Assistant Soccer (Boys')	\$1,200.00
vi. Assistant Soccer (Girls')	\$1,200.00
u. Softball Coach	
i. Softball Head Coach	\$2,500.00
ii. Assistant Softball Coach	\$1,200.00
iii. Junior Varsity Softball Coach	\$1,200.00
v. Swimming Coach	
i. Swimming Coach	\$1,400.00
ii. Assistant Swimming Coach	\$700.00
w. Track Coach	
i. Head Track (Boys')	\$2,500.00
ii. Head Track (Girls')	\$2,500.00
iii. Assistant Coach (Boys')	\$1,200.00
iv. Assistant Coach (Girls')	\$1,200.00
x. Tennis Coach	\$1,400.00
y. Volleyball Coach	
i. Volleyball	\$2,500.00
ii. Assistant Volleyball	\$1,200.00
iii. Junior Varsity Volleyball Coach	\$1,200.00
z. Weight Lifting Coach	
i. Weight Lifting (Boys')	\$1,400.00
ii. Weight Lifting (Girls')	\$1,400.00
aa. Wrestling Coach	
i. Wrestling	\$2,500.00
ii. Assistant Wrestling	\$1,200.00
bb. Yearbook Sponsor	\$1,200.00
cc. Flag Football Coach (Girls')	
i. Head Coach	\$1,400.00
ii. Junior Varsity Coach	\$1,000.00

2. Middle School Supplements

- a. Agriculture Teacher including supervision of intracurricular activities including sponsorship of FFA

b.	Athletic Director	\$1,500.00
c.	Band Director (Includes supervision of Intra-curricular activities and requires unit participation in band performances and competitions)	\$1,500.00
d.	Baseball Coach	
	i. Baseball Coach	\$1,200.00
	ii. Assistant Baseball Coach	\$750.00
e.	Basketball Coach	
	i. Head Basketball Coach (Boys')	\$1,200.00
	ii. Head Basketball Coach (Girls')	\$1,200.00
	iii. Assistant Basketball Coach (Boys')	\$750.00
	iv. Assistant Basketball Coach (Girls')	\$750.00
	v. Boys' Intramural Basketball Coach	\$900.00
	vi. Girls' Intramural Basketball Coach	\$900.00
f.	Cheerleader Sponsor	\$900.00
g.	Football Coach	
	i. Head Football Coach	\$1,750.00
	ii. Assistant Football Coach	\$1,200.00
h.	Soccer Coach	
	i. Head Soccer Coach (Girls')	\$1,200.00
	ii. Head Soccer Coach (Boys')	\$1,200.00
i.	Softball Coach	
	i. Girls' Softball Coach	\$1,200.00
	ii. Assistant Softball Coach	\$750.00
j.	Track Coach	\$1,200.00
k.	Volleyball Coach	\$1,200.00
l.	Wrestling Coach	\$1,200.00
m.	Yearbook Sponsor	\$750.00

I. Elementary Supplements

a.	Yearbook Sponsor	\$600.00
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III. NON-INSTRUCTIONAL DIFFERENTIATED PAY

A.	CDA/FCCPC (if required for position)	\$600.00
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B. Lead CDA: Shall include a 190 day contract. \$1,200.00

C. ESE Bus Driver (out of county routes only) 12 1/2% of salary

Non-instructional personnel may also be eligible for many of the differentiated supplements listed under Section I above based on certification and other requirements for the position. However, compensation is subject to the requirements established by the Fair Labor Standards Act.

IV. LENGTH OF CONTRACT

All Differentiated Pay supplements are for a twelve (12) month period unless indicated otherwise, and include extra hours and all in-county travel except where employees are assigned to both Branford and Live Oak schools for academic purposes. Athletic supplements are for the duration of the respective season, except high school football supplements shall be paid in two (2) separate payments, based on 30% for spring and 70% for fall to employees who are contracted for less than twelve months. In the event that a sponsor or coach fails to complete the entire season or assignment, the District will pay a prorated portion of the supplement to the employee. Supplements may be shared or split by mutual agreement of the principal and coaches or sponsors.

Coaches and/or sponsors shall, in recognition of achievement, be given an increase in the amount of supplemental pay for participation in competition beyond scheduled events and beyond district level competition, if the duration of the supplement is extended. This increase shall include sponsors for cheerleading, band, and auxiliary who accompany athletic teams to competitions. Such increases shall be 10% of the base supplements for each level of advanced participation except where advancement is on a basis other than total team advancement a 5% increase shall be earned if less than 50% of eligible categories advance.

V. PART-TIME AND OTHER INSTRUCTIONAL DIFFERENTIATED PAY

The parties to this Stipulation of Agreement concur that a differentiated hourly rate schedule for full-time and part-time instructional employees may provide a long term cost savings to the district while still providing high quality instructional services to students. To implement this rate structure, the parties agree to the following:

A. There shall be established three (3) levels of hourly pay for part-time instructional positions predicated on the nature of the program to which the employee is assigned.

Level 1 – Instructors in this level shall be paid a rate of thirteen (\$13) dollars per hour for instruction in self-sustaining or cost recovery programs when one of the following conditions exists; no certification is required, no funding is provided by the District, no state standards have been developed for the program or the program is classified as community education. This rate shall also be paid to instructional staff writing curriculum or conducting training or workshops.

Level 2 – These employees shall be paid a rate of twenty-two dollars and eighty-five cents (\$22.85) per hour or 100% of their hourly rate if employed by Suwannee County School Board full time, whichever is the greater, if they are assigned to (a) programs funded through Workforce Development that require teacher certification, (b) adult education or credit retrieval courses, or (c) guidance counselors assigned to Workforce Development

programs.

Level 3 – Employees at Level 3 shall receive a rate of pay ranging from thirty-five dollars (\$35) per hour or 100% of their hourly rate if employed by Suwannee County School Board full time, whichever is the greater, for assignments in high skill/high wage Workforce Development funded programs in critical need areas that require teacher certification and highly specialized skills or expertise.

B. The classification of programs as Level 3 shall be determined by a committee including the president of UTSC or designee, Director of Career and Technical Education, RIVEROAK Technical College Principal and Night School Coordinator, advisory committee representatives and other administrative staff. Approved programs in this level include, but are not limited to, health related occupations training, computer programming, and precision machining.

C. Programs in Level 3 will be reviewed as needed for continued eligibility. The application and approval process will be ongoing.

D. Adjustments in hourly rates of pay for programs other than those specifically stated in this stipulation shall require mutual agreement between the parties.

VI.	WELLNESS INITIATIVE COORDINATOR	\$1000.00
	(To be paid from the Wellness Initiative Fund)	