

SUWANNEE COUNTY SCHOOL BOARD

SALARY SCHEDULE

2017-2018

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INSTRUCTIONAL

SALARY SCHEDULE FOR 2017-2018 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 \$ 399.66 per month for a total of \$4,795.92 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, 2017-June 30, 2018

Adopted December 12, 2017 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 2017-2018**

YEARS	BACHELORS
0	35930
1	36630
2	37330
3	38030
4	38730
5	39480
6	40230
7	40980
8	41730
9	42480
10	43480
11	44480
12	45480
13	46480
14	47480
15	48480
16	49480
17	50480
18	51480
19	52480
20	53480
21	54480
22	55480
23	56480

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, 2017-June 30, 2018

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INSTRUCTIONAL**TEACHER SALARY SCHEDULE 2017-2018**
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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INSTRUCTIONAL**SALARY SCHEDULE 2017-2018**
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	45450
1	46398
2	47347
3	48294
4	49243
5	50138
6	50920
7	52030
8	53148
9	54269
10	55381
11	56496
12	57616
13	59066
14	60518
15	61966
16	63415
17	66543
18-19	67562
20	67771
21	69397
22	70462
23	71463

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 2017-2018

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	37972	39944	41912	43882	45847	47819	49787	50596	53474	54866	55738	56552
9	48511	49989	51463	52944	54418	55897	57373	58850	60327	61856	62837	63754
8	58279	60237	62192	64152	66111	68068	70022	71544	73063	74845	76029	77144
7	61690	62690	63690	64690	65690	66690	67690	68690	69690	70690	71690	72690
6	69690	70690	71690	72690	73690	74690	75690	76690	77690	78690	79690	80690
5	62079	64662	67245	69829	72414	74997	77581	79365	81151	83094	84408	85647
4	70690	71690	72690	73690	74690	75690	76690	77690	78690	79690	80690	81690
3	73690	74690	75690	76690	77690	78690	79690	80690	81690	82690	83690	84690
2	71669	74413	77156	79903	82641	85389	88132	90285	92434	94606	96105	97509

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
- 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, 2017-June 30, 2018 Adopted December 12, 2017 by the
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SALARY SCHEDULE 2017-2018

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

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

YEARS	BACHELOR
0	59690
1	60690
2	61690
3	62690
4	63690
5	64690
6	65690
7	66690
8	67690
9	68690
10	69690
11	70690
12	71690
13	72690

*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

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

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SALARY SCHEDULE 2017-2018

SCHOOL PSYCHOLOGIST - 12 MONTH

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

Years	<u>12 MO POSITION</u> Masters	Specialist
0	54074	54599
1	55111	55636
2	56169	56694
3	57245	57770
4	58346	58871
5	59464	59989
6	60609	61134
7	61777	62302
8	62965	63490
9	64179	64704
10	65417	65942
11	66679	67204
12	67967	68492
13	69281	69806

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, 2017-June 30, 2018

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**INSTRUCTIONAL
FOR INFORMATIONAL PURPOSES ONLY ****

SALARY SCHEDULE 2017-2018

Substitute Teacher

High School Graduate/Associates Degree	\$8.50
Bachelor's Degree	\$10.00
Master's Degree	\$12.00
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 2017-2018

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	15123	15378	15636	15897	16148	16406	16661	16918	17178	17433	18105	18801	19100	19380	19660
Bus Attendant	9695	9931	10168	10402	10637	10875	11109	11343	11580	11817	12169	12594	12796	12983	13170

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.

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, 2017-June 30, 2018

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1729 Walker Avenue, SW, Suite 200
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NONINSTRUCTIONAL**SALARY SCHEDULE 2017-2018****COMMUNITY SCHOOLS COORDINATOR**

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
30559	31244	31943	32618	33304	33986	34672	35358	36042	36731	37756	38845	39464	40041	40618

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 2017-2018****CUSTODIANS****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	21972	22626	23279	23936	24588	25239	25894	26549	27200	27852	28837	29748	30220	30661	31102
1	24658	25317	25977	26641	27301	27959	28621	29284	29941	30603	31596	32557	33074	33556	34038

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 2017-2018

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	20515	20981	21242	21913	22385	22831	23317	23797	24264	24731	25434	26281	26700	27091	27482

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.

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NONINSTRUCTIONAL**SALARY SCHEDULE 2017-2018****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	17060	17522	17989	18449	18915	19379	19839	20304	20768	21227	21927	22697	23058	23396	23734
1	17869	18341	18817	19291	19763	20235	20710	21185	21661	22133	22845	23641	24013	24364	24715

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 2017-2018**
MAINTENANCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
6	21972	22626	23279	23936	24588	25239	25894	26549	27200	27852	28837	29748	30220	30661	31102
3	23153	23808	24463	25119	25773	26430	27089	27743	28398	29052	30037	30972	31459	31924	32389
2	26843	27506	28169	28837	29501	30163	30828	31493	32157	32822	33819	34829	35379	35900	36421
1	29192	29863	30533	31203	31871	32541	33210	33882	34551	35222	36227	37283	37874	38429	38984
1A	33150	33807	34469	35127	35785	36446	37103	37766	38422	39086	40074	41211	41864	42475	43086
1B	36898	37566	38235	38905	39576	40242	40899	41581	42253	42920	43923	45135	45848	46520	47192

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 2017-2018**
MECHANICS

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	22567	23223	23876	24535	25192	25845	26501	27158	27811	28464	29450	30372	30851	31302	31753
2	32898	33563	34220	34882	35542	36201	36864	37522	38182	38840	39835	40963	41610	42222	42834
1	36658	37325	37995	38662	39334	40002	40671	41340	42012	42677	43683	44887	45600	46266	46932
1A	44826	45461	46100	46737	47376	48009	48648	49284	49923	50560	51520	52883	53721	54507	55293

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.

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NONINSTRUCTIONAL

SALARY SCHEDULE 2017-2018

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	26237	26788	27351	27924	28511	29108	29722	30345	30982	31632	32297	32974	33668	34373	35078

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, 2017-June 30, 2018

Adopted December 12, 2017 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 2017-2018

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	15635	15949	16268	16593	16925	17263	17608	17960	18320	18685	19059	19441	19830	20227	20624
1	22157	22713	23279	23862	24457	25069	25695	26337	26996	27670	28363	29072	29800	30544	31288

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.

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Ted L. Roush, Superintendent

NONINSTRUCTIONAL

SALARY SCHEDULE 2017-2018

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	24726	25343	25977	26627	27292	27974	28673	29392	30125	30879	31652	32441	33254	34086	34918

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.

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1729 Walker Avenue, SW, Suite 200
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386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2017-2018**
OFFICE ASSISTANT 185 DAYS**YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
III	17574	18000	18431	18855	19282	19709	20134	20562	20990	21418	22057	22830	23193	23529	23865
II	18561	18983	19412	19840	20264	20691	21120	21547	21972	22400	23040	23833	24210	24563	24916
I	19265	19695	20119	20544	20976	21401	21826	22258	22682	23106	23751	24558	24948	25312	25676

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, 2017-June 30, 2018

Adopted December 12, 2017 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 2017-2018**
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	17822	18251	18679	19104	19531	19958	20384	20810	21241	21667	22308	23078	23442	23781	24120
1	18812	19233	19663	20089	20515	20941	21369	21797	22222	22651	23289	24082	24461	24815	25169

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, 2017-June 30, 2018 Adopted December 12, 2017 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1729 Walker Avenue, SW, Suite 200
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NONINSTRUCTIONAL**SALARY SCHEDULE 2017-2018**
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	19024	19463	19906	20339	20777	21218	21657	22094	22533	22970	23628	24423	24796	25144	25492
1	20038	20473	20914	21353	21789	22225	22666	23104	23542	23979	24638	25451	25845	26207	26569

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, 2017-June 30, 2018

Adopted December 12, 2017 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1729 Walker Avenue, SW, Suite 200
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SALARY SCHEDULE 2017-2018
SCHOOL NURSE - 196 Days

YEARS OF EXPERIENCE

Level	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	20883	21334	21788	22238	22692	23140	23598	24047	24499	24950	25628	26449	26852	27224	27596
1	32760	33679	34603	35528	36448	37373	38293	39215	40137	41062	42443	43625	44316	44966	45616

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.

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, 2017-June 30, 2018 Adopted December 12, 2017 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 2017-2018
SCHOOL NURSE WITH BACHELOR'S DEGREE

YEARS	BACHELORS
0	35930
1	36630
2	37330
3	38030
4	38730
5	39480
6	40230
7	40980
8	41730
9	42480
10	43480
11	44480
12	45480
13	46480
14	47480
15	48480
16	49480
17	50480
18	51480
19	52480
20	53480
21	54480
22	55480
23	56480

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, 2017-June 30, 2018

Adopted December 12, 2017 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 2017-2018
SECRETARIAL AND OTHER OFFICE PERSONNEL**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
6	23153	23808	24463	25119	25773	26430	27089	27743	28398	29052	30037	30972	31459	31924	32389
5	23620	24277	24937	25596	26256	26909	27569	28228	28883	29541	30531	31473	31970	32438	32906
4	25032	25717	26404	27092	27779	28462	29150	29835	30519	31207	32235	33214	33745	34237	34729
3	26508	27170	27836	28500	29165	29829	30493	31153	31823	32484	33481	34482	35031	35544	36057
2	28191	28859	29525	30195	30860	31529	32198	32863	33531	34198	35198	36235	36808	37347	37886
1	29437	30112	30789	31456	32139	32810	33482	34157	34830	35504	36514	37580	38176	38732	39288
1A	29811	30237	30724	31480	32243	33037	33778	34557	35315	36073	37203	38280	38886	39452	40018

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, 2017-June 30, 2018

Adopted December 12, 2017 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
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386/647-4600
Ted L. Roush, Superintendent

SALARY SCHEDULE CONFIDENTIAL EMPLOYEES 2017-2018
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	23726	24064	24669	25434	26182	26936	27686	28447	29199	29953	30937	31888	32390	32867	33344
4	25198	25954	26425	27184	27932	28693	29446	30202	30956	31712	32734	33721	34256	34758	35260
3	26743	27220	27687	28448	29198	29957	30501	31463	32224	32979	34032	35046	35599	36121	36643
2	28502	28975	29447	30202	30956	31714	32465	33181	33957	34732	35828	36879	37461	38011	38561
1B	29811	30237	30724	31480	32243	33037	33778	34557	35315	36073	37203	38280	38886	39452	40018
1A	30997	31429	31907	32671	33436	34229	34965	35743	36482	37265	38420	39525	40149	40739	41329
1AA	32258	32734	33220	33975	34698	35499	36258	37018	37779	38540	40927	42083	42751	43373	43995
1C	40443	41549	42658	43770	44878	45990	47097	48208	49313	50424	52087	53529	54378	55173	55968
1D	35807	36284	36769	37527	38248	39046	39810	40569	41330	42091	44478	45702	46427	47107	47787
1E	36695	37169	37659	38412	39134	39936	40697	41455	42212	42975	45367	46608	47345	48040	48735
1	33763	34240	34727	35485	36205	37007	37766	38526	39287	40047	42472	43659	44350	44999	45648

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
- 1AA Assistant Superintendents' Secretary, Asst. Textbook and Certification,
Secretary for Administration, Employee Benefits 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, Administrative Support Specialist – Food
Service/Federal Programs

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.

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 Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2017-2018**
SECURITY GUARD**YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	26166	26829	27495	28155	28820	29485	30147	30809	31473	32140	33131	34127	34667	35176	35685
1	29287	30100	30910	31717	32529	33337	34151	34955	35772	36583	37794	38886	39504	40082	40660

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.

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**NONINSTRUCTIONAL
FOR INFORMATIONAL PURPOSES ONLY ****

SALARY SCHEDULE 2017-2018
SUBSTITUTE PARAPROFESSIONAL

HIGH SCHOOL GRADUATE	\$8.25
ONE (1) YEAR OR MORE COLLEGE	\$8.25
BACHELORS DEGREE	\$8.25

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

SUBSTITUTE LUNCHROOM

Prevailing Minimum Wage through September 30, 2016
\$8.25 per hour beginning October 1, 2016

SUBSTITUTE CUSTODIAN

Prevailing Minimum Wage through September 30, 2016
\$8.25 per hour beginning October 1, 2016

SUBSTITUTE BUS DRIVER

\$12.00 PER HOUR

Effective July 1, 2017-June 30, 2018

Adopted December 12, 2017 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
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386/647-4600
Ted L. Roush, Superintendent

** 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 2017-2018

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, 2017-June 30, 2018

Adopted December 12, 2017 by the
SUWANNEE COUNTY SCHOOL BOARD
1729 Walker Avenue, SW, Suite 200
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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
2. Middle School Supplements	
a. Agriculture Teacher including supervision of intracurricular activities including sponsorship of FFA	\$1,700.00
b. Athletic Director	\$1,500.00

c.	Baseball Coach	
	i. Baseball Coach	\$1,200.00
	ii. Assistant Baseball Coach	\$750.00
d.	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
e.	Cheerleader Sponsor	\$900.00
f.	Football Coach	
	i. Head Football Coach	\$1,750.00
	ii. Assistant Football Coach	\$1,200.00
g.	Soccer Coach	
	i. Head Soccer Coach (Girls')	\$1,200.00
	ii. Head Soccer Coach (Boys')	\$1,200.00
h.	Softball Coach	
	i. Girls' Softball Coach	\$1,200.00
	ii. Assistant Softball Coach	\$750.00
i.	Track Coach	\$1,200.00
j.	Volleyball Coach	\$1,200.00
k.	Wrestling Coach	\$1,200.00
l.	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
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)	