SUWANNEE COUNTY SCHOOL BOARD
WORKSHOP SESSION
May 12, 2015

AGENDA

9:00 a.m.	Call to Order/Welcome	Ed daSilva, Chairman
9:00 a.m.	Clinic Operator Presentation • CareHere	Vickie Music DePratter
10:00 a.m.	Curriculum and Instruction Department Update (Teacher Evaluations, EOCs, SB 7069, etc.)	Janene Fitzpatrick
11:00 a.m.	ELL Committee Meeting Update Title II Program and Expenditures	Lila Udell
11:30 a.m.	Lunch (*Suwannee Middle School*)	
12:30 p.m.	Facilities Department Update (Safety Program, SHS Scoreboard Bid, etc.)	Mark Carver
1:00 p.m.	SPS Cafeteria Project Styrofoam Usage and Expenditures **(pg. 3)** Breakfast in the Classroom/Personnel Update **(pg. 4)**	Lisa Dorris/Mark Carver
1:30 p.m.	Suwannee-Hamilton Technical Center Update	Walter Boatright
2:00 p.m.	UTSC MOU Regarding Hold Harmless Language	Vickie Music Depratter
2:30 p.m.	Performance Pay and Advanced Degree of School Based Administration **(pgs. 5-22)**	Vickie Music DePratter/ Dr. Bill Brothers
3:00 p.m.	Humana Vitality Update	Vickie Music Depratter/ Humana Vitality Representative
3:30 p.m.	Kelly Services Update	Dr. Bill Brothers/ Kelly Services Representative

4:00 p.m. Substitute Teacher Pay Increase **(pg. 23)** .....Dr. Bill Brothers

4:15 p.m. Quarterly Board Workshops in Branford ..... Jerry Scarborough

4:30 p.m. Adjourn

Comparison
Reusable vs Throw Away Trays

Cost of Styrofoam plate:
2 cent a tray x 91,600 trays per month = $1832.00, per year = $20,152.00

Cost of Biodegradable plate:
9 cent a tray x 91,600 trays per month = $9160.00, per year = $100,760.00

Cost of Reusable Trays:
Buying New Trays - $35,000.00
Cost of Chemicals per month = $1347.00 per year $14,819.42
Water and Electricity per month = $355 per year $3905.00
Cost of making a 3 hour worker a 6 hour employee = (7 schools) $119,162.75
(6 Hour employee pay per year - $21,442.79 (16,563.00 + 4063.92 insurance + 659.00 work comp)
$21442.70 - $4419.45 (current 3 hour worker salary) = $17,023.25 x 7 schools) Total Cost 1st Year – $137,887.17

Cost of Recycling Machine:
$15,500.00 x 7 schools = $108,500.00
Rental $400 per month x 12 = $4800.00 x 7 = $33,600.00
Cost per Year to run machine =$16,390.00 x 7 = $114,730.00
Cost of Labor = 137,887.17 – 40,320.00 (present 3 hour workers salary at all schools) = $97,567.17

Different Scenarios Cost Per Year

Continue as we are - $20,152.00 per year

Continue using Styrofoam and renting machine - $142,730.00 per year
Continue using Styrofoam and buying machine – Initial Cost - $108,500.00 and then $114,730.00 per year

Change from Styrofoam to Biodegradable - $100,760.00 - $20,152.00 = $80,608.00
(Trays are made from sugar cane and wheat, they take-up as much space in landfills, however they do not take as long to decompose)

Initial cost to go back to using reusable trays - $35,000.00 (Trays) + $97,567.17 (Labor) + $18,724.42 (Chemicals, Water & Electricity) = $151,291.49 and then $116,291.59 per year after the initial cost of new trays. **This does not take include the cost of new dishwashers in schools.**

I have spoken with 2 counties that use the machine and they both stated positive and negative attributes. They do eliminate the use of Styrofoam; however there is cost associated with the machines. There also are smells associated with use. Both counties have to wait until after food service is over to use the machine due to the smell. This has increased labor hours.

Breakfast in the Classroom DATA

YouTube Videos:

Florida Breakfast in the Classroom
Breakfast in the Classroom NEAHealth
School Staff love Breakfast in the Classroom

What is happening Now:

The chart below will show how many students are eating lunch compared to breakfast

Schools (Enrollment)	Lunch	Breakfast	Students not Served
SPS (895)	711	471	240/(424)
SES (794)	642	363	279/(431)
SIS (662)	556	419	137/(243)
SMS (1008)	783	248	535/(760)
SHS (1240)	510	180	330/(1060)
BES (692)	521	294	227/(398)
BHS (697)	338	127	211/(570)

These numbers are based on March 2015 data. Based on the numbers, there are 3886 students who are not eating breakfast.

If we could feed everyone breakfast every morning revenue would increase by $142,500.00 per month and $1,282,500.00 per year.

If we could feed as many students at breakfast as we do at lunch revenue would increase by $71,836.00 per month and $646,524 per year.

SUWANNEE COUNTY SCHOOL BOARD

Serving The Children Of Our Community

702 – 2nd Street, NW • Live Oak, Florida 32064
Telephone: (386) 647-4600 • Fax: (386) 364-2635
www.suwannee.k12.fl.us

JERRY A. SCARBOROUGH
Superintendent of Schools

JERRY TAYLOR
DISTRICT 1

CATHERINE CASON
DISTRICT 2

JULIE ULMER
DISTRICT 3

ED DA SILVA
DISTRICT 4

RONALD WHITE
DISTRICT 5

LEONARD J. DIETZEN, III
BOARD ATTORNEY

May 7, 2015

Mr. Jerry A. Scarborough
Superintendent of Schools
Suwannee County School Board

Dear Mr. Scarborough:

Please find the following documents to be included in the Suwannee County School Board Workshop Session packet for the meeting scheduled on May 12, 2015.

The documents include the following:

- Current salary schedule for assistant principals
- Current salary schedule for administrators
- SCSB Differentiated Pay Plan
- Florida Statutes related to performance pay
- Proposed performance and grandfathered pay schedules
- Salary schedules for the school districts of Alachua, Columbia, Gilchrist, Hamilton, Lafayette and Madison
- Substitute salary survey

Sincerely,

Bill Brothers
Director of Human Resources

SALARY SCHEDULE 2013-2014

ASSISTANT PRINCIPALS AND CURRICULUM COORDINATORS

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

YEARS	BACHELOR	YEARS	MASTERS
0	52528	0	57128
1	53682	1	58279
2	54830	2	59428
3	55976	3	60576
4	57128	4	61728
5	58623	5	63222
6	60119	6	64717
7	61610	7	66209
8	63103	8	67702
9	66326	9	70922
10	67590	10	72189
11	69261	11	73954
12	70360	12	75128
13	71391	13	76228

Rank 1A or Specialist Degree, add $525.00 to Masters
Rank 1 or Doctorate Degree, add $1,260.00 to Masters

The Superintendent may approve up to five (5) years of public school teaching experience plus experience as a public school administrator.

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.

Effective July 1, 2013-June 30 2014

Adopted November 12, 2013 by the
SUWANNEE COUNTY SCHOOL BOARD
702 2nd Street NW
Live Oak, Florida 32064
386/647-4600
Jerry A. Scarborough, Superintendent

SALARY SCHEDULE 2013-2014

PRINCIPALS AND ADMINISTRATORS

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

Position	Years. Exp. in Comparable 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	59803	62386	64970	67554	70137	72721	75300	77007	78710	80608	81888	83084
6	61319	63889	66463	69032	71607	74175	76747	78499	80252	82181	83482	84705
5	62079	64662	67245	69829	72414	74997	77581	79365	81151	83094	84408	85647
4	62840	65432	68033	70633	73228	75827	78420	80234	82045	84008	85339	86587
3	65119	67752	70389	73019	75656	78292	80927	82822	84724	86744	88117	89406
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
9	
8	Director of Food Service, Director of Transportation, IT Director, Coordinator of Health Services and Attendance
7	
6	Principals Elementary Schools, Principal/Suwannee Middle School
5	Chief Financial Officer, 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, Suwannee-Hamilton Technical & Adult Center
3	Principal Suwannee High School
2	Assistant Superintendent of Administration/Instructional

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.

Effective July 1, 2013-June 30 2014

Adopted November 12, 2013 by the
SUWANNEE COUNTY SCHOOL BOARD
702 2nd Street NW
Live Oak, Florida 32064
386/647-4600
Jerry A. Scarborough, 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. D or F School Incentive: A non-recurring, one thousand dollar ($1,000.00) incentive for principals transferring to a "D" or "F" school from a higher performing school within the District. The transferring principal must have received a very effective or outstanding performance evaluation the preceding year.

B. Principal's Leadership Academy Tier II $1,000.00

C. Principal's Leadership Academy Tier III $2,000.00

D. School-based principals and assistant principals shall receive a one-time performance bonus for each school year in which he/she has served for the entire academic calendar year, in a school that received a State of Florida issued school grade of "A" or "B". School-based administrators will receive a 5% performance bonus for an "A" grade and a 3% performance bonus for a "B" grade. No performance bonus exists for a school grade assigned of "C" or lower. The performance bonus will be calculated based on the base salary of the administrator, less funds (if available) received from an approved school-based school recognition plan. For schools that do not receive a school grade, those schools will be treated the same as they are currently under the State of Florida School Recognition Program, as receiving the grade by default of the school that does receive a school grade directly above them. In addition, in order to be eligible for a performance bonus, the administrator must have earned an annual performance evaluation rating of "effective" or "highly effective".

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. 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

C. 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

(c) Compensation and salary schedules.—
1. Definitions.—As used in this paragraph:
a. "Adjustment" means an addition to the base salary schedule that is not a bonus and becomes part of the employee's permanent base salary and shall be considered compensation under s. 121.021(22).
b. "Grandfathered salary schedule" means the salary schedule or schedules adopted by a district school board before July 1, 2014, pursuant to subparagraph 4.
c. "Instructional personnel" means instructional personnel as defined in s. 1012.01(2)(a)-(d), excluding substitute teachers.
d. "Performance salary schedule" means the salary schedule or schedules adopted by a district school board pursuant to subparagraph 5.
e. "Salary schedule" means the schedule or schedules used to provide the base salary for district school board personnel.
f. "School administrator" means a school administrator as defined in s. 1012.01(3)(c).
g. "Supplement" means an annual addition to the base salary for the term of the negotiated supplement as long as the employee continues his or her employment for the purpose of the supplement. A supplement does not become part of the employee's continuing base salary but shall be considered compensation under s. 121.021(22).
2. Cost-of-living adjustment.—A district school board may provide a cost-of-living salary adjustment if the adjustment:
a. Does not discriminate among comparable classes of employees based upon the salary schedule under which they are compensated.
b. Does not exceed 50 percent of the annual adjustment provided to instructional personnel rated as effective.
3. Advanced degrees.—A district school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired on or after July 1, 2011, unless the advanced degree is held in the individual's area of certification and is only a salary supplement.
4. Grandfathered salary schedule.—
a. The district school board shall adopt a salary schedule or salary schedules to be used as the basis for paying all school employees hired before July 1, 2014. Instructional personnel on annual contract as of July 1, 2014, shall be placed on the performance salary schedule adopted under subparagraph 5. Instructional personnel on continuing contract or professional service contract may opt into the performance salary schedule if the employee relinquishes such contract and agrees to be employed on an annual contract under s. 1012.335. Such an employee shall be placed on the performance salary schedule and may not return to continuing contract or professional service contract status. Any employee who opts into the performance salary schedule may not return to the grandfathered salary schedule.
b. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34 and shall provide differentiated pay for both instructional personnel and school administrators based upon district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

5. Performance salary schedule.—By July 1, 2014, the district school board shall adopt a performance salary schedule that provides annual salary adjustments for instructional personnel and school administrators based upon performance determined under s. 1012.34. Employees hired on or after July 1, 2014, or employees who choose to move from the grandfathered salary schedule to the performance salary schedule shall be compensated

pursuant to the performance salary schedule once they have received the appropriate performance evaluation for this purpose. However, a classroom teacher whose performance evaluation utilizes student learning growth measures established under s. 1012.34(7)(e) shall remain under the grandfathered salary schedule until his or her teaching assignment changes to a subject for which there is an assessment or the school district establishes equally appropriate measures of student learning growth as defined under s. 1012.34 and rules of the State Board of Education.

a. Base salary.—The base salary shall be established as follows:

(I) The base salary for instructional personnel or school administrators who opt into the performance salary schedule shall be the salary paid in the prior year, including adjustments only.

(II) Beginning July 1, 2014, instructional personnel or school administrators new to the district, returning to the district after a break in service without an authorized leave of absence, or appointed for the first time to a position in the district in the capacity of instructional personnel or school administrator shall be placed on the performance salary schedule.

b. Salary adjustments.—Salary adjustments for highly effective or effective performance shall be established as follows:

(I) The annual salary adjustment under the performance salary schedule for an employee rated as highly effective must be greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district.

(II) The annual salary adjustment under the performance salary schedule for an employee rated as effective must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification.

(III) The performance salary schedule shall not provide an annual salary adjustment for an employee who receives a rating other than highly effective or effective for the year.

c. Salary supplements.—In addition to the salary adjustments, each district school board shall provide for salary supplements for activities that must include, but are not limited to:

(I) Assignment to a Title I eligible school.

(II) Assignment to a school that earned a grade of "F" or three consecutive grades of "D" pursuant to s. 1008.34 such that the supplement remains in force for at least 1 year following improved performance in that school.

1012.55

(d) The State Board of Education shall adopt rules pursuant to ss. 120.536(1) and 120.54 to allow an individual who meets the following criteria to be eligible for a temporary certificate in educational leadership under s. 1012.56(7):

1. Earning a passing score on the Florida Educational Leadership Examination;
2. Documenting 3 years of successful experience in an executive management or leadership position; and
3. Documenting receipt of a bachelor's degree or higher from an accredited institution of higher learning.

A person operating under a temporary certificate must be under the mentorship of a state-certified school administrator during the term of the temporary certificate.

SHS Principal												
Current salary	65119	67752	70389	73019	75656	78292	80927	82822	84724	86744	88117	89406
Increments		2633	*2637*	2630	2637	2636	2635	1895	1902	2020	1373	1289
Grandfathered/Masters	76000	77000	78000	79000	80000	81000	82000	83000	84000	85000	86000	87000
Longevity Supplement	10881	9248	7611	5981	4344	2708	1073	178	-724	-1744	-2117	-2406
Performance Schedule/ Bachelors	73690	74690	75690	76690	77690	78690	79690	80690	81690	82690	83690	84690

Asst. Supt., CFO	71669	74413	77156	79903	82641	85389	88132	90285	92434	94606	96105	97509

Advanced Degree Supplements

For administrators hired before July 1, 2011, advanced degree to a higher salary level will be made upon submission of evidence.
For administraors hired after July 1, 2011, advanced degree supplements will be paid in accordance with Florida Statute 1012.22.
Credit for the advanced degree will be given in an education related field if that same field is included on their FL DOE educator's certificate.

Masters Degree	$2,310.00
Specialist Degree	$2,835.00
Doctorate Degree	$3,750.00

Differientiated Pay for School Based Administrators	
Assignment to a Title I eligible school	$100.00
Assignment to a school that earned a grade of "F" or three consecutive grades of "D", Supplement remains in force for 1 year following improved performance in that school.	$1,000.00
Certification as School Principal	$2,000.00
~~Tier II~~	~~$1,000.00~~
~~A+ School Performance Bonus~~	~~5% of salary~~
~~B+ School Performance Bonus~~	~~3% of salary~~

PRINCIPALS AND ADMINISTRATORS

Service Credit	*0*	*1*	*2*	*3*	*4*	*5*	*6*	*7*	*8*	*9*	*10*	*11*	*12*	*13*
Assistant Principals														
Current with Bachelors	~~52528~~	~~53682~~	~~54830~~	~~55976~~	~~57128~~	~~58623~~	~~60119~~	~~61610~~	~~63103~~	~~66326~~	~~67590~~	~~69261~~	~~70360~~	~~71391~~
Current with Masters	57128	58279	59428	60576	61728	63222	64717	66209	67702	70922	72189	73954	75128	76228
Increments		1151	1149	1148	1152	1494	1495	1492	1493	***3220***	1267	1765	1174	1100
Grandfathered/Masters	62000	63000	64000	65000	66000	67000	68000	69000	70000	71000	72000	73000	74000	75000
Longevity Supplement											189	954	1128	1228
Performance Schedule (Bachelors)	59690	60690	61690	62690	63690	64690	65690	66690	67690	68690	69690	70690	71690	72690
Number of Employees at current step						2	2	1		1	2		1	1

~~Director of IT/Transportation / Food Service and~~												
Coordinator of Comp. Health	58279	60237	62192	64152	66111	68068	70022	71544	73063	74845	76029	77144

Elementary Principals and Middle School												
Current salary	61319	63889	66463	69032	71607	74175	76747	78499	80252	82181	83482	84705
Increments		2570	2574	2569	***2575***	2568	2572	1752	1753	1929	1301	1223
Grandfathered/Masters	72000	73000	74000	75000	76000	77000	78000	79000	80000	81000	82000	83000
Longevity Supplement								-501	252	1181	1482	1705
Performance Schedule with Bachelors	69690	70690	71690	72690	73690	74690	75690	76690	77690	78690	79690	80690
Number of Employees at current step							1				3	1

All Directors	62079	64662	67245	69829	72414	74997	77581	79365	81151	83094	84408	85647

BHS/SHTC Principal												
Current salary	62840	65432	68033	70633	73228	75827	78420	80234	82045	84008	85339	86587
Increments		2592	***2601***	2600	2595	2599	2593	1814	1811	1963	1331	1248
Grandfathered/Masters	73000	74000	75000	76000	77000	78000	79000	80000	81000	82000	83000	84000
Longevity Supplement							-580	234	1045	2008	2339	2587
Performance Schedule with Bachelors	70690	71690	72690	73690	74690	75690	76690	77690	78690	79690	80690	81690

SALARY SCHEDULE PLACEMENT INDEX FOR ADMINISTRATORS

PAY GRADE 0
- ATTORNEY, STAFF
- SUPERINTENDENT, DEPUTY

PAY GRADE 1
- SUPERINTENDENT, ASSISTANT - HUMAN RESOURCES
- SUPERINTENDENT, ASSISTANT - PLANNING, BUDGETING, AND SYSTEMS ACCOUNTABILITY

PAY GRADE 2
- PRINCIPAL, HIGH SCHOOL

PAY GRADE 3
- VACANT

PAY GRADE 4
- DIRECTOR, EXECUTIVE - ESE/STUDENT SUPPORT SVCS
- DIRECTOR, EXECUTIVE - FACILITIES
- OFFICER, CHIEF - FINANCIAL
- PRINCIPAL, MIDDLE SCHOOL

PAY GRADE 5
- DIRECTOR - CAMP CRYSTAL
- DIRECTOR - CAREER AND TECHNICAL EDUCATION
- DIRECTOR - COMMUNITY PLANNING
- DIRECTOR - CURRICULUM
- DIRECTOR - FOOD AND NUTRITION SERVICES
- DIRECTOR - HEAD START PROGRAM
- DIRECTOR - INSTRUCTIONAL TECHNOLOGY, MEDIA, AND MATERIALS
- DIRECTOR - PROJECT AND STAFF DEVELOPMENT
- DIRECTOR - PURCHASING
- DIRECTOR - RESEARCH, ASSESSMENT, AND STUDENT INFORMATION
- DIRECTOR - RISK MANAGEMENT AND BENEFITS
- DIRECTOR - TITLE I, DROPOUT PREVENTION, AND ALTERNATIVE EDUCATION
- DIRECTOR - TRANSPORTATION
- DIRECTOR - VOLUNTARY PRE-K/EARLY CHILDHOOD
- OFFICER, CHIEF - TECHNOLOGY & INFORMATION SVCS
- PRINCIPAL, ELEMENTARY SCHOOL
- PRINCIPAL, CENTER SCHOOL
- SUPERINTENDENT, ASSISTANT TO - COMMUNITY & SCHOOL RELATIONS

PAY GRADE 6
- VACANT

PAY GRADE 7
- VACANT

PAY GRADE 8
- ACCOUNTANT, CHIEF - FINANCE
- OFFICER - PUBLIC INFORMATION
- PRINCIPAL, ASSISTANT - HIGH SCHOOL
- SUPERVISOR II - INFORMATION SUPPORT
- SUPERVISOR II - ADULT EDUCATION/ATHLETICS/ PHYSICAL EDUCATION/DRIVER EDUCATION
- SUPERVISOR II - CURRICULUM
- SUPERVISOR II - EXCEPTIONAL STUDENT ED
- SUPERVISOR II - GUIDANCE SERVICES
- SUPERVISOR II - HEALTH SERVICES
- SUPERVISOR II - INFORMATION SUPPORT
- SUPERVISOR II - PERSONNEL
- SUPERVISOR II - PROJECT DEVELOPMENT
- SUPERVISOR II - RESEARCH, ASSESSMENT, AND STUDENT INFORMATION
- SUPERVISOR II - STAFF DEVELOPMENT
- SUPERVISOR II - TESTING/HOME SCHOOLING
- SUPERVISOR II - TCHR/LEARNING RESOURCES

PAY GRADE 9
- ANALYST, SYSTEMS/PROJECT LEADER
- PRINCIPAL, ASSISTANT - ELEMENTARY SCHL
- PRINCIPAL, ASSISTANT - MIDDLE SCHL
- PRINCIPAL, ASSISTANT - CENTER SCHL
- SUPERVISOR I - FOOD & NUTRITION SVCS
- SUPERVISOR I - EXCEPTIONAL STUDENT ED
- SUPERVISOR I - MEDIA SERVICES
- SUPERVISOR I - MIGRANT EDUCATION
- SUPERVISOR I - PERSONNEL
- SUPERVISOR I - TECHNICAL SUPPORT
- SUPERVISOR I - TITLE I

PAY GRADE 10
- VACANT

PAY GRADE 11
- COORDINATOR - EXTENDED DAY ENRICHMENT
- COORDINATOR - FOOD AND NUTRITION SVCS
- COORDINATOR - INSTRUCTIONAL TECHNOLOGY SYSTEMS
- COORDINATOR - SCHOOL VOLUNTEER/ BUSINESS PARTNER PROGRAM
- COORDINATOR - SUPPLEMENTAL ED SVCS
- MANAGER - FACILITY PLANNING
- MANAGER - FACILITY MAINTENANCE
- MANAGER - PHSYCIAL DISTRIBUTION
- MANAGER - TRANSPORTATION OPERATIONS

SCHOOL BOARD OF ALACHUA COUNTY

ADMINISTRATIVE SALARY SCHEDULE, NEW HIRES JULY 1, 2011

2013-2014

Pay Grade	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
0	83,156	83,988	84,828	85,676	86,533	87,398	88,272	89,155	90,046	90,947	91,856	92,775	93,703	94,640	95,586
1	79,289	80,082	80,883	81,691	82,508	83,333	84,167	85,008	85,858	86,717	87,584	88,460	89,345	90,238	91,140
2	76,931	77,701	78,478	79,262	80,055	80,856	81,664	82,481	83,306	84,139	84,980	85,830	86,688	87,555	88,431
3	73,489	74,223	74,966	75,715	76,472	77,237	78,010	78,790	79,578	80,373	81,177	81,989	82,809	83,637	84,473
4	71,556	72,271	72,994	73,724	74,461	75,206	75,958	76,717	77,485	78,259	79,042	79,833	80,631	81,437	82,252
5	69,660	70,356	71,060	71,771	72,488	73,213	73,945	74,685	75,432	76,186	76,948	77,717	78,494	79,279	80,072
6	66,075	66,736	67,403	68,077	68,758	69,446	70,140	70,841	71,550	72,265	72,988	73,718	74,455	75,200	75,952
7	64,258	64,900	65,549	66,205	66,867	67,535	68,211	68,893	69,582	70,278	70,980	71,690	72,407	73,131	73,863
8	62,609	63,235	63,867	64,506	65,151	65,802	66,460	67,125	67,796	68,474	69,159	69,851	70,549	71,255	71,967
9	60,617	61,223	61,835	62,454	63,078	63,709	64,346	64,989	65,639	66,296	66,959	67,628	68,304	68,988	69,677
10	57,630	58,207	58,789	59,377	59,970	60,570	61,176	61,788	62,405	63,029	63,660	64,296	64,939	65,589	66,245
11	49,592	50,088	50,589	51,095	51,606	52,122	52,643	53,169	53,701	54,238	54,780	55,328	55,882	56,440	57,005

Pay Grade	15	16	17	18	19	20	21	22	23	24	25	26	27	28
0	96,542	97,507	98,482	99,467	100,462	101,467	102,481	103,506	104,541	105,587	106,642	107,709	108,786	109,874
1	92,052	92,972	93,902	94,841	95,790	96,747	97,715	98,692	99,679	100,676	101,683	102,699	103,726	104,764
2	89,315	90,208	91,110	92,021	92,941	93,871	94,810	95,758	96,715	97,682	98,659	99,646	100,642	101,649
3	85,318	86,171	87,033	87,903	88,782	89,670	90,567	91,472	92,387	93,311	94,244	95,186	96,138	97,100
4	83,074	83,905	84,744	85,591	86,447	87,312	88,185	89,067	89,957	90,857	91,765	92,683	93,610	94,546
5	80,873	81,682	82,498	83,323	84,157	84,998	85,848	86,707	87,574	88,449	89,334	90,227	91,130	92,041
6	76,711	77,478	78,253	79,035	79,826	80,624	81,430	82,245	83,067	83,898	84,737	85,584	86,440	87,304
7	74,601	75,347	76,101	76,862	77,630	78,407	79,191	79,983	80,782	81,590	82,406	83,230	84,062	84,903
8	72,687	73,414	74,148	74,889	75,638	76,395	77,159	77,930	78,709	79,496	80,291	81,094	81,905	82,724
9	70,374	71,078	71,789	72,507	73,232	73,964	74,704	75,451	76,205	76,967	77,737	78,514	79,299	80,092
10	66,907	67,576	68,252	68,934	69,624	70,320	71,023	71,733	72,451	73,175	73,907	74,646	75,393	76,146
11	57,575	58,151	58,732	59,319	59,913	60,512	61,117	61,728	62,345	62,969	63,598	64,234	64,877	65,525

Supplement: Earned Specialist $1,275 Above Masters

Earned Doctorate $2,550 Above Masters

5. **Reassignment to a Position in a Lower Pay Grade** –

   An employee who is reassigned effective July 1 to a position on a lower pay grade will be:

   a. Placed on the pay grade assigned to the new position; and
   b. Placed on the pay level to which he/she is currently assigned.

   An employee who is reassigned subsequent to July 1 to a position of a lower pay grade will:

   a. Remain at the previously held pay grade and pay level for the remainder of the fiscal year; and
   b. Effective July 1 of the following fiscal year, be placed on the new pay grade on the pay level to which he/she is currently assigned.

6. **Lateral Move within Same Pay Grade** – An employee who transfers to a different position within the same pay grade will be placed at the same level of the pay grade.

7. **Leave of Absence** – A Board-approved leave of absence shall not constitute a break in service.

8. **Year of Service** – A year of service is defined as at least one day more than one-half the prescribed work-year for the specified job classification within the Alachua County schools employee group.

9. **Salary Supplements** – The following salary supplements may be approved by the Superintendent for no more than one (1) year at a time and shall not be added to the base pay of the employee for either future years or calculation of percentage increases upon promotion.

   - ***Advanced Degrees:*** Administrators shall be eligible to receive a supplement for advanced degrees as follows:
     a. Earned Specialist $1,275 Above Masters
     b. Earned Doctorate $2,550 Above Masters
     c. The degree must be from a college or university accredited by a recognized accrediting agency.
     d. An official transcript documenting the degree must be on file in the Human Resources Division prior to the supplement being paid. It must be received no later than June 30th of the fiscal year for any credit to be awarded for the prior school year.
     e. The supplement amount will be prorated based on the date the degree was awarded.

   - ***School Size Supplements:*** Principals will be eligible to receive an annual school size supplement based on student enrollment for October FTE. The supplement is school specific and if the principal is reassigned during the school year, a prorated supplement will be paid.

     School size supplements are designated as follows:

700 – 1200 students	$2,000
1201 – 1700 students	$3,000
1701 – 2200 students	$4,000
2201+ students	$5,000

Columbia County School Board
Administrative Pay Grades
2014-2015

POSITION	PAY GRADE
Administrative Trainee (3) / Level I	1
Administrator , Level II	2
Assistant Director of Finance	3
Assistant Principal	3
ESE Program Coordinator	3
Coordinator of Federal Projects	3
Coordinator of Elementary Education	3
Principal, Elementary	4
Director with Bachelor's Degree or Higher	5
Principal, Middle School	6
Principal, High School (1)	6
Director of Curriculum, Assessment & Accountability (2)	6
Assistant Superintendent	7
Deputy Superintendent	8

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
	216 day	260 day	260 day	260 day	260 day	260 day	260 day	260 day
STEP 1	58,416	65,600	69,895	71,879	73,279	76,987	79,702	81,395
STEP 2	58,416	65,600	69,895	71,879	73,279	76,987	79,702	81,395
STEP 3	58,437	65,621	69,916	71,899	73,305	77,007	79,722	81,416
STEP 4	58,458	65,642	69,937	71,920	73,326	77,028	79,743	81,436
STEP 5	58,484	65,668	69,968	71,946	73,346	77,054	79,769	81,462
STEP 6	58,535	65,724	70,019	71,997	73,398	77,106	79,819	81,514
STEP 7	58,641	65,833	70,128	72,110	73,516	77,214	79,938	81,628
STEP 8	58,890	66,251	70,468	72,491	73,913	77,600	80,098	81,792
STEP 9	59,405	66,847	71,065	73,079	74,515	78,188	80,695	82,380
STEP 10	59,910	67,426	71,668	73,691	75,107	78,800	81,283	82,987
STEP 11	60,400	68,042	72,264	74,284	75,700	79,402	81,885	83,579
STEP 12	60,901	68,634	72,858	74,896	76,292	79,984	82,477	84,181
STEP 13	61,404	69,242	73,460	75,478	76,905	80,593	83,100	84,784
STEP 14	61,915	69,824	74,057	76,076	77,508	81,200	83,672	85,366
STEP 15	62,412	70,421	74,670	76,694	78,105	81,792	84,290	85,984
STEP 16	62,912	71,024	75,257	77,286	78,702	82,394	84,887	86,587
STEP 17	63,351	71,611	75,860	77,894	79,305	82,987	85,464	87,159
STEP 18	68,470	77,379	81,844	83,966	85,454	89,383	92,015	94,194

(1) HS Principal(s) serving student population > 1,800 = $3,000 supplement

(2) Director of Curriculum, Assessment, and Accountability = $1,500 supplement

(3) 11 month position effective July 1, 2010

Longevity Adjustment of $1,000 for those who have completed twenty-five (25) years of service or more and $300 for those who have completed thirty (30) years of service or more. These adjustments will become part of the employee's regular salary and may not be reduced at a later date. NOTE See below for amounts to be added for advanced degrees to salary.

PRIOR EXPERIENCE

Newly appointed administrators will be entered at the beginning of the pay scale in the appropriate pay grade at Step One (1), with the following additions:

1. One to two years of administrative experience would earn one step on the salary scale.
2. Three to four years of administrative experience would earn two steps on the salary scale.
3. Five years of administrative experience would earn three steps on the salary scale.
4. Six plus years of administrative experience would earn four steps on the salary scale.
5. To be competitive, or when the applicant's training, experience or other qualifications are substantially above those required for entry levels specified in 1 - 4 above, or when there are no qualified applicants available who are willing to accept the entry rate provided in 1 - 4 above, placement on the salary schedule shall be determined based upon the recommendation of the supervisor, with the approval of the Superintendent.

STEP INCREASES

Step increases will be conditioned upon the administrator receiving a "Satisfactory" or "Demonstrated Excellence" on the end-of-year evaluation and completion of a professional development plan. All increases will be contingent upon budget availability.

*Adjustments to salaries for advanced degrees will be the same as for Instructional Personnel; Certified Public Accountant (CPA) and Certified Public Purchasing Officer (CPPO) will be the same as for Master's Degree. The adjustment will be added to the base salary, provided the degree indicated is from an accredited post-secondary institution. An Associate of Arts or an Associate of Science Degree for non-instructional staff determined by the superintendent to be job enhancing will receive the appropriate adjustment. The effective date of increase shall be the pay period following the completion of all requirements for the degree as evidenced by an official transcript accepted and verified by the Director of HRMD.

Pursuant to F.S. 1012.22 (1)(C) [Senate Bill 736]: *"A District school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired on or after July 1, 2011, unless the advanced degree is held in the individual's area of certification and is only a salary supplement."*

Add: $1,000 for Associate's Degree
$2,800 for Master's Degree
$3,950 for Specialist Degree
$5,150 for Doctorate Degree

Supplemental Principal, Elementary	$ 450.00 per month
Supplemental Principal, Middle	$ 450.00 per month
Supplemental Principal, High School	$ 450.00 per month

School Board of Gilchrist County
Proposed 2014-2015 Principals and Assistant Principals Salary Schedule

Board Approved:

Effective

Base: $29,325

Pay Grade---------->		1	2	3	4
Step	Index	2.11	2.30	2.42	2.64
0	1.000	$61,876	$67,448	$70,967	$77,418
1	1.010	$62,495	$68,122	$71,676	$78,192
2	1.020	$63,113	$68,796	$72,386	$78,966
3	1.030	$63,732	$69,471	$73,095	$79,741
4	1.040	$64,351	$70,145	$73,805	$80,515
5	1.050	$64,970	$70,820	$74,515	$81,289
6	1.060	$65,588	$71,494	$75,224	$82,063
7	1.070	$66,207	$72,169	$75,934	$82,837
8	1.080	$66,826	$72,843	$76,644	$83,611
9	1.090	$67,445	$73,518	$77,353	$84,386
10	1.100	$68,063	$74,192	$78,063	$85,160
11	1.110	$68,682	$74,867	$78,773	$85,934
12	1.120	$69,301	$75,541	$79,482	$86,708
13	1.130	$69,920	$76,216	$80,192	$87,482
14	1.140	$70,538	$76,890	$80,902	$88,257

Paygrade	Positions (all 12 month)
1	Elementary Assistant Principal
2	Middle/High Assistant Principal
3	Elementary School Principal, Middle School Principal
4	High School Principal

Notes:

(1) For events occurring on school grounds where a facility usage fee is charged, the school administrator assigned for supervisory duty will be paid $175 per day.

(2) At the Superintendent's discretion, up to five years experience shall be granted.

(3) Credit on the salary schedule shall be given an employee for each year of Administrative experience earned with the Gilchrist County School Board.

School Board of Gilchrist County
Proposed 2014-15 Administrative Salary Schedule
(Exempt)

Board Approved

Effective

Base: $29,565

Pay Grade---------->		1A	1	2	3	4	5	6	7
Step	Index	1.255	1.300	1.625	1.950	2.100	2.200	2.320	2.670
0	1.00	$37,093	$38,435	$48,043	$57,652	$62,087	$65,043	$68,591	$78,939
1	1.01	$37,464	$38,819	$48,524	$58,228	$62,707	$65,693	$69,277	$79,728
2	1.02	$37,835	$39,203	$49,004	$58,805	$63,328	$66,344	$69,963	$80,517
3	1.03	$38,205	$39,588	$49,484	$59,381	$63,949	$66,994	$70,649	$81,307
4	1.04	$38,576	$39,972	$49,965	$59,958	$64,570	$67,645	$71,334	$82,096
5	1.05	$38,947	$40,356	$50,445	$60,534	$65,191	$68,295	$72,020	$82,885
6	1.06	$39,318	$40,741	$50,926	$61,111	$65,812	$68,946	$72,706	$83,675
7	1.07	$39,689	$41,125	$51,406	$61,687	$66,433	$69,596	$73,392	$84,464
8	1.08	$40,060	$41,509	$51,887	$62,264	$67,053	$70,246	$74,078	$85,254
9	1.09	$40,431	$41,894	$52,367	$62,840	$67,674	$70,897	$74,764	$86,043
10	1.10	$40,802	$42,278	$52,847	$63,417	$68,295	$71,547	$75,450	$86,832
11	1.11	$41,173	$42,662	$53,328	$63,993	$68,916	$72,198	$76,136	$87,622
12	1.12	$41,544	$43,047	$53,808	$64,570	$69,537	$72,848	$76,822	$88,411
13	1.13	$41,915	$43,431	$54,289	$65,146	$70,158	$73,499	$77,508	$89,201
14	1.14	$42,286	$43,815	$54,769	$65,723	$70,779	$74,149	$78,194	$89,990
15	1.15	$42,657	$44,200	$55,250	$66,300	$71,399	$74,799	$78,879	$90,779
16	1.16	$43,028	$44,584	$55,730	$66,876	$72,020	$75,450	$79,565	$91,569
17	1.17	$43,398	$44,968	$56,210	$67,453	$72,641	$76,100	$80,251	$92,358
18	1.18	$43,769	$45,353	$56,691	$68,029	$73,262	$76,751	$80,937	$93,147
19	1.20	$44,511	$46,121	$57,652	$69,182	$74,504	$78,052	$82,309	$94,726
20	1.22	$45,253	$46,890	$58,613	$70,335	$75,746	$79,352	$83,681	$96,305
21	1.23	$45,624	$47,274	$59,093	$70,912	$76,366	$80,003	$84,367	$97,094
22	1.24	$45,995	$47,659	$59,573	$71,488	$76,987	$80,653	$85,053	$97,884

Paygrade	Positions
1A	Payroll Coordinator
1	Finance Officer, Personnel Specialist, Federal Program Support Specialist
2	Resource Development Director
3	Director of Food Services, Director of Human Resources, Instructional Technology Coordinator
4	Director of Operations
5	Director of Educational Services, Director of Special Programs, Director of Secondary Education, Director of Elementary Education, MIS Coordinator, Assistant Superintendent, Director of Resource Development
6	
7	Director of Finance

Note: (1) Psychologist to be paid on Instructional Salary Schedule.
(2) 10 Month ROTC Instructor, effective 1/20/98, as per Instructional Salary Schedule.
(3) Effective July 1, 2012, District Level Instructional Administrators (Assistant Superintendent, Director of Secondary Education, Director of Elementary Education, Director of Special Programs) will be eligible to receive Performance Based Pay at the same level as School Level Administrators. Performance Based Pay will be determined by the individuals' performance evaluation. District Level Instructional Leaders receiving a rating of Outstanding on their performance evaluation will be awarded the same amount as School Level Administrative personnel.

Salary Schedule 2014-15

Principals and Administrators
(12 months, 248 days, 8 hours daily)

Years Experience in Comparable Position

Position Number	0	1	2	3	4	5	6	7	8	9	10	11
5	51,088.00	52,620.64	54,199.26	55,825.24	57,499.99	59,224.99	61,001.74	62,831.80	64,716.75	66,658.25	68,658.00	70,717.74
4	56,544.00	58,240.32	59,987.53	61,787.16	63,640.77	65,549.99	67,516.49	69,541.99	71,628.25	73,777.09	75,990.41	78,270.12
3	58,032.00	59,772.96	61,566.15	63,413.13	65,315.53	67,274.99	69,293.24	71,372.04	73,513.20	75,718.60	77,990.16	80,329.86
2	60,016.00	61,816.48	63,670.97	65,581.10	67,548.54	69,574.99	71,662.24	73,812.11	76,026.47	78,307.27	80,656.49	83,076.18

Classification of Position

5) Assistant Principal, (District Math Specialist, District Reading Specialist (When positions are activated))
4) ESE Coordinator, Coordinator of Title I/Federal Programs, Coordinator of FDLRS, Coordinator of Vocations/Student Support Services, Coordinator of General Services, Coordinator of Network Services, Coordinator of MIS, Coordinator of Food Service.
3) Director of Administrative Services, Director of Businesss Services
2) Principal

Employee will be placed in appropriate step of classification level based on years of experience. The School Superintendent may place employee in any level of classification justified.

The adopted salary schedule allows school administrators who demonstrate outstanding performance, as measured under f.s. 1012.34, to earn a 5% supplement in addition to their individual salary. f.s. 1012.22(1)(c4)

Added to Base Salary for Advanced Degrees
$1,000-Specialist Degree
$1,500-Doctorate

LAFAYETTE COUNTY SCHOOL BOARD
MAYO, FLORIDA
FISCAL YEAR, 2014-2015

ADMINISTRATIVE SALARY SCHEDULE

LEVEL I - ASSISTANT PRINCIPAL
LEVEL II - DISTRICT & ELEMENTARY
LEVEL III - HIGH SCHOOL

STEP	LEVEL I	LEVEL II	LEVEL III
0	$ 50,305	$ 64,234	$ 72,630
1	$ 51,565	$ 65,494	$ 73,890
2	$ 52,825	$ 66,754	$ 75,150
3	$ 54,085	$ 68,014	$ 76,410
4	$ 55,345	$ 69,274	$ 77,670
5	$ 56,605	$ 70,534	$ 78,930
6	$ 57,865	$ 71,794	$ 80,190
7	$ 59,125	$ 73,054	$ 81,450
8	$ 60,385	$ 74,314	$ 82,710
9	$ 61,645	$ 75,574	$ 83,970
10	$ 62,905	$ 76,834	$ 85,230
11	$ 64,165	$ 78,094	$ 86,490
12	$ 65,425	$ 79,354	$ 87,750
13	$ 66,685	$ 80,614	$ 89,010
14	$ 67,945	$ 81,874	$ 90,270
15	$ 69,205	$ 83,134	$ 91,530

A. PAY PERIODS: PAID ON THE LAST WORKING DAY OF THE CALENDAR MONTH.
B. TWELVE MONTH PERSONNEL WORK 260 DAYS.
C. A WORK DAY IS 8 HOURS.
D. ENTRY LEVEL DEPENDS UPON EXPERIENCE AND TRAINING.
E. MERIT PAY (PERFORMANCE BASED).
F. ADD $2,200 FOR SPECIALIST DEGREE.
G. ADD $3,000 FOR DOCTORAL DEGREE.
H. PERFORMANCE PAY INCENTIVE (Effective 07/01/2002) 5% of Salary

2014-15

[redacted] Administrative Salary Schedule (realigned to new organizational structure)

Level I
Madison Co High School Principal
Madison Co Central School Principal

[redacted]
Chief Financial Officer
Chief Operating Officer
Chief Academic Officer

Level III
Pinetta Elementary School Principal
Greenville Elementary School Principal
Lee Elementary School Principal
All Assistant Principals (Hired after July 1, 2011 are 224 da
Coordinator of Instructional Innovation and Teacher Development
Coordinator of Federal Programs/ External Funding
Coordinator of ESE
Coordinator of Assessment, Accountability and Effectiveness
Coordinator of Career Pathways, Technical and Alternative Education
Coordinator of Food Services

[redacted]
Supervisor of Maintenance (Placed on schedule closest to 2010-11 LEVEL VI salary)
Supervisor of Transportation

Step	Level I ASP	Level II ADP	Level III ACP	Level IV ACE	ACP 11 month
1	70158	64311	55573	49739	50,194.97
2	70416	64561	55832	49998	50,428.90
3	70933	64961	56348	50308	50,894.97
4	71941	65885	57149	50900	51,618.45
5	72951	66809	57950	51494	52,341.94
6	73958	67733	58752	52088	53,066.32
7	74968	68657	59552	52682	53,788.90
8	75975	69581	60353	53274	54,512.39
9	76984	70505	61153	53868	55,234.97
10	77992	71429	61955	54460	55,959.35
11	79002	72354	62756	55055	56,682.84
12	80012	73278	63557	55648	57,406.32
13	81018	74202	64358	56240	58,129.81
14	82028	75126	65158	56834	58,852.39
15	83036	76050	65960	57426	59,576.77
16	84045	76974	66760	58022	60,299.35
17	85052	77898	67561	58614	61,022.84
18	86061	78822	68362	59207	61,746.32
19	87070	79747	69164	59800	62,470.71
20	88079	80673	69965	60393	63,194.19
21	89088	81597	70765	60987	63,916.77
22	90095	84584	73355	63120	66,256.13
23			80093	68917	72,342.06
24			80894	69511	73,065.55

Principals and assistant principals are eligible for a 5% performance pay supplement if the requirements of the Administrative Performance Pay Plan are met or exceeded. Please refer to the Administrative Performance Pay Plan for the details of qualifying.

20
13-
20
14

	Step 26	Step 27
Confidential	44985	47201

2015 SUBSTITUTE TEACHER SALARY COMPARISON

	Columbia		Gilchrist		Hamilton	Lafayette	Madison	Suwannee	
	Daily	Est. Hourly	Daily	Est. Hourly	Hourly	Hourly	Hourly	Daily	Hourly
High School	$66.00	$8.52	$59.00	$7.87	$8.05	$8.05	$8.05	$58.36	$8.05
Associates	$72.75	$9.39			$9.00	$8.29	$9.55	$58.36	$8.05
Bachelors	$81.50	$10.52	$60.00	$8.00	$11.00	$9.00	$10.55	$65.25	$9.00
Certified			$130.00	$17.33	$12.00	$10.00		$65.25	$9.00
Masters	$90.35	$11.66			$12.00		$11.05	$65.25	$9.00