

SUWANNEE COUNTY SCHOOL BOARD

SALARY SCHEDULE

2020-2021

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INSTRUCTIONAL

SALARY SCHEDULE FOR 2020-2021 GENERAL INFORMATION

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

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

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

6. Performance Salary Schedule – Instructional Unit

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

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

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

Effective July 1, 2020-June 30, 2021

Adopted 8/11/2020 by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

INSTRUCTIONAL

TEACHER & SOCIAL WORKER SALARY SCHEDULE 2020-2021

YEARS	BACHELORS
0	46000
1	46000
2	46000
3	46000
4	46000
5	46750
6	46750
7	46750
8	46750
9	46750
10	47500
11	47500
12	47500
13	47500
14	47980
15	48980
16	49980
17	50980
18	51980
19	52980
20	53980
21	54980
22	55980
23	56980

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

See reference to longevity supplement in the Differentiated Pay Plan.

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

ADVANCED DEGREE SUPPLEMENTS

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

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Effective July 1, 2020-June 30, 2021

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INSTRUCTIONAL

TEACHER SALARY SCHEDULE 2020-2021
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 2020-2021
OTHER INSTRUCTIONAL PERSONNEL

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

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

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

ADVANCED DEGREE SUPPLEMENTS

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

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

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

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

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SALARY SCHEDULE 2020-2021

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	39241	41253	43260	45270	47274	49285	51293	52118	55053	56473	57363	58193
9	49991	51499	53002	54513	56016	57525	59030	60537	62044	63603	64604	65539
8	59955	61952	63946	65945	67943	69939	71932	73485	75034	76852	78060	79197
7	63434	64454	65474	66494	67514	68534	69554	70574	71594	72614	73634	74654
6	71594	72614	73634	74654	75674	76694	77714	78734	79754	80774	81794	82814
5	63831	66465	69100	71736	74372	77007	79643	81462	83284	85266	86606	87870
4	72614	73634	74654	75674	76694	77714	78734	79754	80774	81794	82814	83834
3	75674	76694	77714	78734	79754	80774	81794	82814	83834	84854	85874	86894
2	73612	76411	79209	82011	84804	87607	90405	92601	94793	97008	98537	99969

CLASSIFICATION OF POSITION

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

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

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

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

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

PERFORMANCE SALARY SCHEDULE

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

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

Effective July 1, 2020-June 30, 2021	Adopted <u>8/11/2020</u> by the SUWANNEE COUNTY SCHOOL BOARD 1740 Ohio Avenue, South Live Oak, Florida 32064 386/647-4600 Ted L. Roush, Superintendent
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SALARY SCHEDULE 2020-2021

ASSISTANT PRINCIPALS, CURRICULUM, AND OTHER PROGRAM COORDINATORS*

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

YEARS	BACHELOR
0	61394
1	62414
2	63434
3	64454
4	65474
5	66494
6	67514
7	68534
8	69554
9	70574
10	71594
11	72614
12	73634
13	74654

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

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

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

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

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

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

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SALARY SCHEDULE 2020-2021

SCHOOL PSYCHOLOGIST - 12 MONTH

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

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

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

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

Doctorate Degree add \$1,440 to Masters

Effective July 1, 2020-June 30, 2021

Adopted 8/11/2020 by the
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1740 Ohio Avenue, South
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Ted L. Roush, Superintendent

**INSTRUCTIONAL
FOR INFORMATIONAL PURPOSES ONLY ****

SALARY SCHEDULE 2020-2021

Substitute Teacher

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

Substitute Nurse

RN	\$25.00
LPN	\$16.00

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

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

NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021

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	15579	15843	16108	16377	16635	16901	17165	17429	17697	17959	18652	19369	19677	19965	20254
Bus Attendant	9988	10231	10475	10716	10958	11204	11444	11685	11930	12174	12537	12974	13182	13375	13568

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

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

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

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

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

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

Effective July 1, 2020-June 30, 2021

Adopted 8/11/2020 by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
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386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2020-2021****COMMUNITY SCHOOLS COORDINATOR**

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
31482	32187	32907	33603	34310	35013	35719	36426	37130	37840	38897	40018	40656	41250	41844

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, 2020-June 30, 2021

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NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021CUSTODIANS

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	22636	23309	23982	24659	25331	26001	26676	27350	28021	28694	29708	30646	31132	31587	32041
1	25403	26081	26762	27445	28125	28804	29485	30169	30845	31527	32550	33541	34073	34570	35066

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 2020-2021

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	21134	21615	21883	22575	23061	23520	24021	24516	24997	25478	26202	27075	27506	27909	28312

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 2020-2021****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	17576	18051	18532	19006	19486	19964	20438	20917	21396	21868	22589	23382	23755	24103	24450
1	18409	18894	19385	19874	20360	20846	21335	21825	22316	22801	23534	24355	24738	25100	25461

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 2020-2021
LUNCHROOM

Food Service Monitor

\$12.24 per hour

Effective July 1, 2020-June 30, 2021 Adopted 8/11/2020 by the
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NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021
MAINTENANCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
6	22636	23309	23982	24659	25331	26001	26676	27350	28021	28694	29708	30646	31132	31587	32041
3	23853	24527	25202	25877	26552	27228	27907	28580	29256	29930	30944	31908	32409	32888	33367
2	27653	28337	29020	29708	30392	31074	31759	32444	33129	33813	34840	35881	36448	36984	37521
1	30074	30765	31455	32145	32834	33523	34213	34905	35595	36285	37321	38409	39018	39589	40161
1A	34152	34828	35510	36188	36866	37546	38223	38907	39582	40267	41285	42455	43129	43758	44387
1B	38012	38701	39389	40080	40771	41457	42134	42837	43530	44216	45249	46498	47232	47925	48617

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 2020-2021**
MECHANICS

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	23249	23924	24597	25276	25953	26625	27301	27979	28651	29324	30340	31290	31783	32247	32712
2	33892	34577	35253	35936	36615	37294	37978	38655	39335	40013	41038	42200	42867	43497	44127
1	37766	38452	39143	39830	40522	41210	41900	42588	43281	43966	45002	46243	46977	47664	48349
1A	46179	46834	47492	48148	48807	49459	50117	50773	51430	52087	53076	54480	55343	56153	56963

CLASSIFICATION LEVEL

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

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

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

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

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

Effective July 1, 2020-June 30, 2021

Adopted 8/11/2020 by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021

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	27029	27597	28178	28767	29372	29987	30619	31261	31918	32587	33272	33970	34685	35411	36138

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, 2020-June 30, 2021

Adopted 8/11/2020 by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021

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	16107	16430	16760	17094	17436	17785	18140	18503	18873	19249	19635	20028	20429	20838	21247
1	22827	23399	23982	24583	25196	25826	26471	27132	27811	28506	29220	29950	30700	31466	32233

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.

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

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SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021

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	25472	26108	26762	27431	28116	28819	29539	30280	31035	31812	32608	33420	34259	35116	35972

CLASSIFICATION LEVEL

1 MIGRANT TUTOR II

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

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

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

Effective July 1, 2020-June 30, 2021

Adopted 8/11/2020 by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2020-2021**
OFFICE ASSISTANT 185 DAYS**YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
III	18105	18544	18987	19425	19865	20304	20742	21183	21624	22065	22724	23519	23894	24239	24586
II	19122	19556	19998	20439	20876	21316	21758	22197	22636	23076	23735	24552	24941	25305	25668
I	19847	20290	20726	21164	21610	22047	22485	22931	23367	23804	24469	25300	25701	26076	26452

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, 2020-June 30, 2021

Adopted 8/11/2020 by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021
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	18360	18803	19243	19681	20121	20561	21000	21438	21882	22322	22982	23775	24150	24499	24848
1	19380	19814	20257	20696	21134	21573	22015	22455	22893	23336	23992	24809	25200	25564	25929

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, 2020-June 30, 2021

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 SUWANNEE COUNTY SCHOOL BOARD
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NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021
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	19598	20051	20507	20953	21405	21859	22311	22761	23213	23664	24341	25160	25545	25903	26262
1	20643	21092	21545	21998	22447	22896	23351	23802	24253	24703	25382	26220	26625	26998	27372

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, 2020-June 30, 2021

Adopted 8/11/2020 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ted L. Roush, Superintendent

SALARY SCHEDULE 2020-2021
SCHOOL NURSE - 196 Days

YEARS OF EXPERIENCE

Level	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	21514	21978	22446	22909	23377	23838	24311	24773	25239	25704	26402	27247	27663	28046	28429
1	33750	34696	35648	36601	37548	38502	39450	40399	41349	42302	43724	44942	45654	46324	46993

CLASSIFICATION LEVEL

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

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

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

Effective July 1, 2020-June 30, 2021

Adopted 8/11/2020 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ted L. Roush, Superintendent

SALARY SCHEDULE 2020-2021
SCHOOL NURSE WITH BACHELOR'S DEGREE

YEARS	BACHELORS
0	37015
1	37736
2	38457
3	39178
4	39899
5	40673
6	41445
7	42218
8	42990
9	43763
10	44793
11	45824
12	46854
13	47884
14	48914
15	49944
16	50975
17	52005
18	53035
19	54065
20	55095
21	56126
22	57156
23	58186

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

Effective July 1, 2020-June 30, 2021

Adopted 8/11/2020 by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021
SECRETARIAL AND OTHER OFFICE PERSONNEL

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
6	23853	24527	25202	25877	26552	27228	27907	28580	29256	29930	30944	31908	32409	32888	33367
5	24333	25010	25690	26369	27049	27722	28402	29080	29755	30433	31453	32424	32936	33417	33900
4	25788	26493	27201	27910	28618	29322	30031	30736	31440	32149	33208	34217	34764	35271	35778
3	27308	27991	28676	29361	30046	30730	31414	32094	32784	33465	34492	35524	36089	36617	37146
2	29042	29731	30416	31107	31792	32481	33170	33856	34543	35231	36261	37329	37920	38474	39030
1	30326	31021	31719	32406	33109	33801	34493	35189	35882	36576	37617	38715	39329	39901	40475
1A	30711	31150	31652	32431	33216	34034	34798	35601	36381	37163	38327	39436	40061	40644	41226

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

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Effective July 1, 2020-June 30, 2021

Adopted 8/11/2020 by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ted L. Roush, Superintendent

SALARY SCHEDULE CONFIDENTIAL EMPLOYEES 2020-2021
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	24442	24791	25414	26202	26973	27749	28522	29306	30081	30858	31871	32851	33368	33860	34351
4	25959	26738	27223	28005	28775	29560	30335	31114	31891	32670	33722	34739	35291	35808	36325
3	27550	28042	28523	29307	30080	30862	31422	32414	33197	33975	35059	36104	36674	37212	37749
2	29363	29850	30336	31114	31891	32672	33446	34183	34983	35781	36910	37993	38593	39159	39726
1B	30711	31150	31652	32431	33216	34034	34798	35601	36381	37163	38327	39436	40061	40644	41226
1A	31933	32378	32871	33658	34445	35262	36021	36822	37584	38391	39580	40718	41361	41969	42577
1AA	33233	33722	34223	35001	35746	36571	37353	38136	38920	39704	42163	43354	44043	44683	45324
1C	41664	42803	43947	45092	46234	47379	48519	49664	50802	51947	53660	55145	56020	56840	57659
1D	36888	37380	37880	38660	39403	40225	41012	41795	42578	43362	45821	47082	47829	48530	49230
1E	37803	38292	38797	39572	40316	41142	41926	42707	43487	44273	46737	48015	48774	49490	50206
1	34783	35274	35775	36557	37298	38125	38907	39689	40474	41256	43755	44978	45690	46358	47026

CLASSIFICATION LEVEL

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

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

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

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Effective July 1, 2020-June 30, 2021 Adopted 8/11/2020 by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL**SALARY SCHEDULE 2020-2021**
SECURITY GUARD**YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	26957	27639	28325	29006	29690	30376	31057	31739	32424	33110	34131	35157	35714	36239	36763
1	30172	31009	31843	32675	33511	34343	35183	36011	36853	37688	38935	40061	40697	41293	41888

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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1740 Ohio Avenue, South
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Ted L. Roush, Superintendent

**NONINSTRUCTIONAL
FOR INFORMATIONAL PURPOSES ONLY ****

SALARY SCHEDULE 2020-2021
SUBSTITUTE PARAPROFESSIONAL

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

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

SUBSTITUTE LUNCHROOM

Prevailing Minimum Wage

SUBSTITUTE CUSTODIAN

Prevailing Minimum Wage

SUBSTITUTE BUS DRIVER

\$12.00 PER HOUR

Effective July 1, 2020-June 30, 2021	Adopted <u>8/11/2020</u> by the SUWANNEE COUNTY SCHOOL BOARD 1740 Ohio Avenue, South Live Oak, Florida 32064 386/647-4600 Ted L. Roush, Superintendent
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** The Suwannee County School Board establishes and approves the rates of pay for substitutes. These schedules are not subject to bargaining, and therefore, are not required to be negotiated.

NONINSTRUCTIONAL

SALARY SCHEDULE 2020-2021

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, 2020-June 30, 2021

Adopted 8/11/2020 by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

SUWANNEE COUNTY SCHOOL BOARD DIFFERENTIATED PAY PLAN

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

I. SCHOOL-BASED ADMINISTRATORS

- A. Assignment to a school that earned a grade of "F" or three consecutive grades of "D" add \$500 supplement for each year, and continuing for at least 1 year following improved performance

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

C. Certification as School Principal \$2,000.00

D. Assignment to Title I School \$100.00

- E. Longevity Supplement for Grandfathered Principal and Administrator Salary Schedule
(Line 6, Elementary and Middle School):

1. Step 8	\$252.00
2. Step 9	\$1,181.00
3. Step 10	\$1,482.00
4. Step 11	\$1,705.00

- F. Longevity Supplement for Grandfathered Principal and Administrator Salary Schedule
(Line 4, Branford High School and RIVEROAK):

1. Step 7	\$234.00
2. Step 8	\$1,045.00
3. Step 9	\$2,008.00
4. Step 10	\$2,339.00
5. Step 11	\$2,587.00

- G. Longevity Supplement for Grandfathered Principal and Administrator Salary Schedule
(Line 3, Suwannee High School):

1. Step 8	\$724.00
2. Step 9	\$1,744.00
3. Step 10	\$2,117.00
4. Step 11	\$2,406.00

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

II. INSTRUCTIONAL EMPLOYEES

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

G. Longevity Supplement for Grandfathered Teacher & Social Worker Salary Schedule
(Appendix A):

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

H. Secondary Supplements

1. High School and Post-Secondary	
a. Academic Competition Sponsor	\$1,500.00
b. Agriculture Teacher (8:00-4:00 duty day, plus supervision of intracurricular activities including sponsorship of FFA)	\$3,300.00
c. Athletic Programs and Support	
i. Athletic Director (20 teams or more) - 1 free period	\$3,300.00
ii. Athletic Director (less than 20 teams) - 1 free period	\$1,900.00
iii. Assistant Athletic Director	\$1,700.00
iv. Athletic Event Support Staff (ticket collectors, scoreboard/clock operators, etc.) (Per event. To be reimbursed by gate revenue)	\$32.00
d. Band	
i. Band Director (includes supervision of intracurricular activities and requires unit participation in both concert and marching band performances and competitions)	\$3,700.00
ii. Band Director (includes supervision of intracurricular activities and requires unit participation in marching band performances)	\$2,900.00
iii. Assistant Band Director	\$1,000.00
iv. Dance Troupe Sponsor	\$1,000.00
v. Majorette Sponsor	\$1,000.00
vi. Auxiliary Sponsor	\$1,000.00

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

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

2. Middle School Supplements

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

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

I. Elementary Supplements

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

A. CDA/FCCPC (if required for position)	\$600.00
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- B. Lead CDA: Shall include a 190 day contract. \$1,200.00
- C. ESE Bus Driver (out of county routes only) 12 1/2% of salary

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

IV. LENGTH OF CONTRACT

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

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

V. PART-TIME AND OTHER INSTRUCTIONAL DIFFERENTIATED PAY

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

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

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

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

programs.

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

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

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

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

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