

# SUWANNEE COUNTY SCHOOL BOARD

## SALARY SCHEDULE

2023-2024

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## INSTRUCTIONAL

### SALARY SCHEDULE FOR 2023-2024 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 \$20.00 per hour for approved special meetings. Instructional participants in PDC in-service activities will receive \$20.00 per hour. Professional Development Council Education Staff Professional members will receive the prevailing minimum wage per hour for approved special meetings. Education Staff Professional participants in PDC in-service activities will receive the prevailing minimum wage 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, 2023-June 30, 2024

Adopted 06/13/2023 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 2023-2024**

YEARS	BACHELORS
0	47500
1	47500
2	47500
3	47500
4	47500
5	47625
6	47625
7	47625
8	47625
9	47625
10	47750
11	47750
12	47750
13	47750
14	47980
15	48730
16	49480
17	50230
18	50980
19	51730
20	52480
21	53230
22	53980
23	54730

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 "Purchase of Extended Day" 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, 2023-June 30, 2024

Adopted 06/13/2023 by the  
**SUWANNEE COUNTY SCHOOL BOARD**  
 1740 Ohio Avenue, South  
 Live Oak, Florida 32064  
 386/647-4600  
 Ted L. Roush, Superintendent

**INSTRUCTIONAL****TEACHER SALARY SCHEDULE 2023-2024**  
**TUTORS**

MASTER'S DEGREE	\$20.00
BACHELOR'S DEGREE	\$17.00
3 YEARS OF COLLEGE EXPERIENCE	prevailing minimum wage
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 the prevailing minimum wage per hour. Employees will receive their checks on the last working day of the month.

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1740 Ohio Avenue, South  
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Ted L. Roush, Superintendent

**INSTRUCTIONAL**

SALARY SCHEDULE 2023-2024  
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	67469
1	67469
2	67469
3	67469
4	67469
5	67647
6	67647
7	67647
8	67647
9	67647
10	67824
11	67824
12	67824
13	67824
14	68151
15	69216
16	70282
17	71347
18	72412
19	73478
20	74543
21	75608
22	76674
23	77739

**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.

Effective July 1, 2023-June 30, 2024

Adopted 06/13/2023 by the  
 SUWANNEE COUNTY SCHOOL BOARD  
 1740 Ohio Avenue, South  
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 Ted L. Roush, Superintendent

## **SALARY SCHEDULE 2023-2024**

### ADMINISTRATORS

#### REGULAR 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	41644	43778	45908	48041	50167	52302	54432	55307	58423	59929	60874	61755
9	53051	54652	56246	57849	59445	61047	62643	64243	65842	67496	68558	69551
8	63625	65744	67861	69981	72102	74220	76335	77983	79627	81556	82837	84045
7	67317	68399	69481	70564	71646	72729	73811	74894	75977	77058	78141	79223
6	75977	77058	78141	79223	80306	81389	82470	83553	84636	85718	86801	87882
5	67738	70533	73330	76127	78924	81720	84518	86448	88382	90484	91907	93248
4	77058	78141	79223	80306	81389	82470	83553	84636	85718	86801	87882	88965
3	80306	81389	82470	83553	84636	85718	86801	87882	88965	90048	91130	92213
2	78118	81088	84057	87030	89995	92969	95938	98269	100595	102946	104568	106087

### CLASSIFICATION OF POSITION

10	Supervisor Food Service, Asst. IT Director, Assistant Chief Financial Officer, Project Specialist, Assistant Director of Human Resources, Assistant Director of Transportation, Assistant Director of Facilities
9	
8	Coordinator of Health Services and Attendance, Lead School Psychologist/Multi-Tiered System of Support (MTSS) Facilitator
7	
6	
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 RIVEROAK Technical College/Director of Career, Technical and Adult Education
3	
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.

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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Ted L. Roush, Superintendent

## SALARY SCHEDULE 2023-2024

### DISTRICT LEVEL COORDINATORS

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

YEARS	BACHELOR
0	65151
1	66234
2	67317
3	68399
4	69481
5	70564
6	71646
7	72729
8	73811
9	74894
10	75977
11	77058
12	78141
13	79223

The District Level 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;  
Coordinator of District K-12 Technology;  
Coordinator of Career and Technical Education Student and Community Affairs,  
Coordinator of Opportunity Schools,  
Coordinator of Student and Family Support;  
Coordinator of Virtual School;  
Coordinator of Mental Health;  
Coordinator of Food Service

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.

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

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

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Effective July 1, 2023-June 30, 2024

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## **SALARY SCHEDULE 2022-2023**

### **PRINCIPALS AND ASSISTANT PRINCIPALS** **SCHOOL BASED ADMINISTRATORS**

REGULAR HOURS 8:00 AM - 4:30 PM

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Grade A	66,000
Grade B	67,000
Grade C	75,000
Grade D	76,000
Grade E	79,000

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### **CLASSIFICATION OF POSITION**

Grade A	Assistant Principal/Elementary
Grade B	Assistant Principal/Middle/High
Grade C	Principal Elementary School
Grade D	Principal Middle School
Grade E	High School Principal

Placement and/or Adjustment Per Year of Experience Subject to Superintendent Approval:

\$1,000 per Level

Statutory Performance Adjustment Per Year School-Based Administrators Only:

\$2,000 (Highly Effective) or up to \$1500 (Effective)

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

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

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Effective July 1, 2023-June 30, 2024      Adopted 06/13/2023 by the  
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## **SALARY SCHEDULE 2023-2024**

### **SCHOOL PSYCHOLOGIST - 12 MONTH**

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

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Years	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

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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, 2023-June 30, 2024

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**INSTRUCTIONAL  
FOR INFORMATIONAL PURPOSES ONLY \*\***

**SALARY SCHEDULE 2023-2024**

**Substitute Teacher**

High School Graduate/Associates Degree	\$15.00
Bachelor's Degree	\$15.00
Master's Degree	\$15.00
Long Term Substitute (Greater than 30 days) with BS/BA Degree or higher with Certification Issues/Holds	\$20.00
Certified Teacher (serving as Teacher-of-Record)	\$22.00

**Substitute Nurse**

RN	\$25.00
LPN	\$16.00

(Based on pay for seven and one quarter (7 1/2) hours daily)

Effective July 1, 2023-June 30, 2024	Adopted <u>06/13/2023</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 2023-2024

#### BUS DRIVERS/BUS ATTENDENTS - 9 MONTHS - 180 DAYS

##### YEARS OF EXPERIENCE

Position	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Driver	18600	18911	19231	19551	19863	20175	20495	20807	21127	21438	22265	23124	23496	23832	24178
Bus Attendant	12393	12451	12517	12542	12822	13112	13393	13674	13963	14252	14674	15186	15434	15657	15879

Exceptional Student Education (out-of-county) bus drivers/bus attendants will receive a supplement of 12 1/2% of their salary. Prevailing minimum wage 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, 2023-June 30, 2024

Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
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386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2023-2024****COMMUNITY SCHOOLS COORDINATOR**


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0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
33409	34158	34921	35660	36410	37156	37905	38656	39403	40156	41278	42467	43144	43775	44406

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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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 Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2023-2024****CUSTODIANS****YEARS OF EXPERIENCE**


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LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	31946	31989	32052	32095	32160	32202	32266	32309	32373	32415	32479	32522	33038	33520	34003
1	32628	33288	33949	34630	35311	36014	36738	37484	38230	38996	39763	40572	41381	42212	43042

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**CLASSIFICATION LEVEL**

2	Custodian
1	Head Building Custodian

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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 2023-2024

### LUNCHROOM MANAGERS – 186 Days

#### YEARS OF EXPERIENCE

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

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LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	23267	23737	24209	24694	25180	25696	26197	26728	27258	27805	28367	28928	29506	30097	30704

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#### CLASSIFICATION LEVEL

1 Manager

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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 2023-2024****LUNCHROOM****183 Days - Worker****186 Days - Asst. Manager****YEARS OF EXPERIENCE**


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LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	22399	22444	22474	22519	22563	22593	22638	22668	22698	23206	23967	24819	25206	25580	25953
1	22994	23450	23920	24406	24891	25392	25893	26409	26940	27487	28033	28595	29156	29748	30340

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**CLASSIFICATION LEVEL**


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2	Worker
1	Asst. Manager

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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.

Effective July 1, 2023-June 30, 2024

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 Ted L. Roush, Superintendent



**NONINSTRUCTIONAL**

**SALARY SCHEDULE 2023-2024**  
**LUNCHROOM**

Food Service Monitor

Prevailing Minimum Wage

Effective July 1, 2023-June 30, 2024

Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
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**NONINSTRUCTIONAL****SALARY SCHEDULE 2023-2024**  
**MAINTENANCE****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
6	31946	31989	32052	32095	32160	32202	32266	32309	32373	32415	32479	32522	33033	33522	34012
3	31946	32032	32117	32223	32309	32393	32479	32565	32671	32755	32841	33863	34395	34906	35417
2	31946	32032	32095	32181	32252	32976	33703	34430	35157	35883	36973	38078	38679	39248	39817
1	31946	32648	33381	34113	34844	35575	36307	37041	37774	38506	39605	40760	41406	42013	42619
1A	36243	36961	37683	38403	39122	39844	40562	41289	42005	42731	43812	45053	45769	46437	47105
1B	40338	41070	41801	42534	43266	43995	44714	45459	46195	46922	48019	49345	50124	50859	51593

**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.

Effective July 1, 2023-June 30, 2024

Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2023-2024**  
**MECHANICS****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
											3219				
3	31946	31968	31989	32032	32052	32074	32095	32117	32160	32181	7	33205	33728	34221	34714
											4355				
2	35966	36693	37411	38136	38856	39577	40303	41021	41742	42462	0	44783	45490	46159	46828
											4775				
1	40077	40805	41540	42269	43002	43733	44465	45195	45931	46657	6	49073	49853	50581	51308
											5632				
1A	49006	49701	50399	51095	51795	52486	53184	53880	54578	55276	5	57815	58731	59590	60449

**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, 2023-June 30, 2024

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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 2023-2024

### MIGRANT EDUCATION PROGRAM – 261 Days

Regular Duty Hours 8:00 AM – 4:30 PM

#### YEARS OF EXPERIENCE

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LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	3194 6	3202 6	3210 5	3218 4	3226 3	3234 2	3249 3	3317 4	3387 1	3458 2	3530 8	3604 9	3680 8	3757 9	38350

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#### 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, 2023-June 30, 2024

Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

# NONINSTRUCTIONAL

## SALARY SCHEDULE 2023-2024

### MIGRANT EDUCATION PROGRAM – 261 Days

Regular Duty Hours 8:00 AM – 4:30 PM

#### YEARS OF EXPERIENCE

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LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	3194	3211	3228	3245	3262	3279	3296	3313	3330	3347	3365	3382	3399	3416	
	6	7	7	7	8	8	8	9	9	9	0	0	0	2	34332
1	3194	3226	3258	3290	3322	3354	3386	3418	3450	3482	3514	3546	3578	3610	
	6	6	5	5	4	4	3	2	3	2	1	0	0	0	36419

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#### CLASSIFICATION LEVEL

- 2 MIGRANT TUTOR
  - 1 MIGRANT RECRUITER
- 

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

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

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

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

Effective July 1, 2023-June 30, 2024

Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

## NONINSTRUCTIONAL

### SALARY SCHEDULE 2023-2024

#### 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	2703	2770	2840	2911	2983	3058	3134	3213	3293	3375	3460	3546	3635	3726	
	1	6	0	0	7	3	7	3	5	9	4	5	6	6	38174

#### 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, 2023-June 30, 2024

Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2023-2024**  
**OFFICE ASSISTANT 185 DAYS****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
III	22644	22682	22719	22757	22795	22833	22870	22908	22946	23414	24109	24953	25361	25723	26085
II	22675	22750	22826	22901	22977	23052	23097	23550	24018	24486	25195	26056	26463	26856	27233

**CLASSIFICATION LEVEL**

Level III	High School Diploma, GED
Level II	Associate of Arts, Associate of Science *Junior level status college
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, 2023-June 30, 2024

Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

## NONINSTRUCTIONAL

### SALARY SCHEDULE 2023-2024 PARAPROFESSIONAL/STUDENTCARE ATTENDANT 185 DAYS

#### YEARS OF EXPERIENCE

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LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	21229	21356	21483	21607	22088	22572	23054	23534	24022	24504	25230	26101	26512	26895	27278
1	21654	22092	22531	22984	23437	23904	24385	24866	25376	25871	26395	26918	27456	28008	28574

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#### CLASSIFICATION LEVEL

Level 2	High School Diploma, GED
Level 1	Associate of Arts, Associate of Science *Junior level status college, <b>or</b> 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.

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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, 2023-June 30, 2024

Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent



**NONINSTRUCTIONAL**

**SALARY SCHEDULE 2023-2024**  
**PRE-K PARAPROFESSIONAL 190 DAYS**

**YEARS OF EXPERIENCE**


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LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
											2672				
2	21803	22012	22512	23002	23499	23997	24493	24987	25483	25978	2	27621	28044	28437	28830
											2786				
1	22662	23155	23652	24150	24642	25135	25635	26129	26625	27119	4	28784	29229	29638	30048

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**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.

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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, 2023-June 30, 2024

Adopted 06/13/2023 by the  
 SUWANNEE COUNTY SCHOOL BOARD  
 1740 Ohio Avenue, South  
 Live Oak, Florida 32064  
 386/647-4600  
 Ted L. Roush, Superintendent

SALARY SCHEDULE 2023-2024  
SCHOOL NURSE - 196 Days

YEARS OF EXPERIENCE  
 REGULAR HOURS ARE 8:00 AM TO 4:30 PM

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	2361								2770		2898	2991			
2	8	24128	24641	25149	25664	26170	26688	27195	7	28218	4	2	30368	30789	31210
	3705								4539		4800	4933			
1	0	38090	39134	40181	41220	42268	43308	44350	3	46440	0	7	50119	50854	51590

CLASSIFICATION LEVEL

2 LPN

1 RN (AA), Occupational Therapy Assistant

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, 2023-June 30, 2024

Adopted 06/13/2023 by the  
 SUWANNEE COUNTY SCHOOL BOARD  
 1740 Ohio Avenue, South  
 Live Oak, Florida 32064  
 386/647-4600  
 Ted L. Roush, Superintendent

SALARY SCHEDULE 2023-2024  
SCHOOL NURSE WITH BACHELOR'S DEGREE

YEARS	BACHELORS
0	40635
1	41427
2	42218
3	43010
4	43801
5	44651
6	45498
7	46347
8	47194
9	48043
10	49174
11	50305
12	51437
13	52568
14	53698
15	54829
16	55961
17	57091
18	58223
19	59353
20	60484
21	61616
22	62745
23	63876

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

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

**ADVANCED DEGREE SUPPLEMENTS**

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

Effective July 1, 2023-June 30, 2024

Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent



**NONINSTRUCTIONAL****SALARY SCHEDULE 2023-2024**  
**SECRETARIAL AND OTHER OFFICE PERSONNEL****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
11	31946	32032	32117	32223	32309	32393	32479	32585	32671	32747	33821	34862	35410	35933	36454
10	31946	31989	32032	32074	32117	32160	32192	33018	33844	34669	35786	36866	37451	37999	38549
9	31946	32074	32193	33018	33844	34672	35493	36275	37125	37972	39169	40319	40955	41556	42158
8	32591	33056	33590	34417	35249	36117	36928	37780	38608	39437	40674	41851	42513	43132	43750
7	33887	34361	34883	35718	36554	37420	38226	39075	39885	40741	42003	43210	43893	44537	45184
6	31946	32032	32117	32223	32309	32393	32479	32565	32671	32755	32838	33861	34392	34901	35409
5	31946	31989	32032	32052	32095	32138	32181	32202	32244	32296	33378	34408	34952	35462	35975
4	31946	32052	32138	32244	32330	32436	32522	32618	33364	34117	35240	36311	36891	37430	37968
3	31946	32074	32202	32351	32479	32611	33337	34059	34791	35513	36604	37698	38298	38858	39420
2	31946	32117	32277	33011	33739	34470	35200	35928	36658	37388	38481	39615	40241	40829	41419
1	32183	32919	33660	34389	35135	35870	36605	37343	38079	38815	39919	41085	41736	42343	42953
1A	32591	33056	33590	34417	35249	36117	36928	37780	38608	39437	40674	41851	42513	43132	43750

**CLASSIFICATION LEVEL**

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

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

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Effective July 1, 2023-June 30, 2024      Adopted 06/13/2023 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 2023-2024**  
**SECRETARIAL AND OTHER PERSONNEL**

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
5	31946	32032	32117	32223	32309	32393	32479	32585	32671	32747	33821	34862	35410	35933	36454
4	31946	31989	32032	32074	32117	32160	32192	33018	33844	34669	35786	36866	37451	37999	38549
3	31946	32117	32266	32436	32585	32751	33345	34397	35229	36055	37205	38314	38918	39489	40059
2	31946	32074	32193	33018	33844	34672	35493	36275	37125	37972	39169	40319	40955	41556	42158
1B	32591	33056	33590	34417	35249	36117	36928	37780	38608	39437	40674	41851	42513	43132	43750
1A	33887	34361	34883	35718	36554	37420	38226	39075	39885	40741	42003	43210	43893	44537	45184
1AA	35268	35786	36317	37143	37934	38809	39639	40471	41302	42134	44743	46007	46738	47419	48098
1C	44214	45423	46637	47852	49064	50280	51489	52703	53911	55127	56945	58520	59449	60320	61188
1D	61188	65151	66234	67317	68399	69481	70564	71646	72729	73811	74894	75977	77058	78141	79223
1E	40117	40636	41171	41993	42783	43660	44492	45321	46149	46982	49598	50954	51759	52520	53279
1	36913	37433	37965	38795	39581	40459	41289	42119	42951	43781	46433	47732	48487	49196	49905

**CLASSIFICATION LEVEL**

5	
4	
3	Administrative School Secretary/Confidential, Administrative Secretary IT
2	
1B	Administrative Secretary I, Operations Manager Transportation
1A	Personnel Specialist, Administrative Support Specialist – Federal Programs
1AA	Assistant Superintendents' Secretary, Asst. Textbook and Certification, Secretary for Administration, Employee Benefits Specialist,
1C	IT Specialist, Network Specialist, Software Specialist, Facilities Technology Technician, Assistant Coordinator of Food Service, Attendance Assistant
1D	Supervisor/Payroll
1E	Employee Benefits Specialist I; Operator, Risk Manager
1	Secretary to the Superintendent,

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

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

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

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

Effective July 1, 2023-June 30, 2024      Adopted 06/13/2023 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2023-2024**  
**SECURITY GUARD****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	31946	32011	32074	32117	32181	32236	32958	33681	34408	35136	36220	37309	37900	38457	39013
1	32019	32907	33793	34676	35562	36446	37337	38215	39109	39995	41318	42513	43188	43820	44453

**CLASSIFICATION LEVEL**

Level 2      Security Guard  
Level 1\*     Security Guard

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

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

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

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

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

**NONINSTRUCTIONAL  
FOR INFORMATIONAL PURPOSES ONLY \*\***

SALARY SCHEDULE 2023-2024  
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 (7.50) hours daily)

SUBSTITUTE LUNCHROOM

Prevailing Minimum Wage

SUBSTITUTE CUSTODIAN

Prevailing Minimum Wage

SUBSTITUTE BUS DRIVER

Prevailing Minimum Wage

Effective July 1, 2023-June 30, 2024	Adopted <u>06/13/2023</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 2023-2024STUDENT AND SUMMER WORKERS

## Prevailing Minimum Wage

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

Effective July 1, 2023-June 30, 2024	Adopted <u>06/13/2023</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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## APPENDIX G

### 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

#### 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 \$1,010.00
- 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) \$580.00
- 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. \$1010.00

- 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. \$3,800.00 per year; \$1,900.00 per semester, \$950.00 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 \$560.00
- G. Purchase of Extended Day (7.5 Hour Day) for Grandfathered Teacher & Social Worker Salary Schedule (Appendix A):
- |                 |            |
|-----------------|------------|
| 1. Step 14      | \$2000.00  |
| 2. Step 15      | \$2500.00  |
| 2. Step 16      | \$3000.00  |
| 3. Step 17      | \$3500.00  |
| 4. Step 18      | \$4000.00  |
| 5. Step 19      | \$4500.00  |
| 6. Step 20      | \$5250.00  |
| 7. Step 21      | \$6000.00  |
| 8. Step 22      | \$6750.00  |
| 9. Step 23      | \$7500.00  |
| 10. Step 23 + 1 | \$8500.00  |
| 11. Step 23 + 2 | \$9400.00  |
| 12. Step 23 + 3 | \$10300.00 |
- H. Alternative Performance Pay Salary Placement for Transfers from Florida School Districts: For instructional personnel transferring from another Florida school district and a) who have a minimum of twenty (20) years of teaching experience in a Florida school district; b) who have a final evaluation of highly effective or effective from the school district he/she is transferring from; and c) who have no past or pending disciplinary issues at FLDOE that would impact student health, safety and welfare, the employee will be placed at a salary equivalent to \$1,000 greater than the salary schedule the employee would be leaving, provided the Suwannee County School District salary placement is at least \$1,000 less than Suwannee's existing grandfathered schedule. Supplements being received by the employee from the previous school district are excluded from the placement determination. The employee must provide salary verification to the Department of Human Resources within thirty (30) days of hire in order for the alternative performance pay salary placement to be effective. Until verification is received, salary placement will be on the current Performance Pay Salary Schedule (Appendix A).
- I. Secondary Supplements

1. High School and Post-Secondary	
a. Academic Competition Sponsor	\$1,515.00
b. Agriculture Teacher (8:00-4:00 duty day, plus supervision of intracurricular activities including sponsorship of FFA)	\$3,335.00
c. Athletic Programs and Support	
i. Athletic Director (20 teams or more) - 1 free period	\$3,335.00
ii. Athletic Director (less than 20 teams) - 1 free period	\$1,920.00
iii. Assistant Athletic Director	\$1,720.00
iv. Athletic Event Support Staff (ticket collectors, scoreboard/clock operators, etc.) (Per event. To be reimbursed by gate revenue)	\$32.50
d. Band	
i. Band Director (includes supervision of intracurricular activities and requires unit participation in both concert and marching band performances and competitions)	\$3,740.00
ii. Band Director (includes supervision of intracurricular activities and requires unit participation in marching band performances)	\$2,930.00
iii. Assistant Band Director	\$1,010.00
iv. Dance Troupe Sponsor	\$1,010.00
v. Majorette Sponsor	\$1,010.00
vi. Auxiliary Sponsor	\$1,010.00
e. Baseball Coach	
i. Head Baseball	\$2,525.00
ii. Assistant Baseball	\$1,215.00
iii. Junior Varsity Baseball Coach	\$1,215.00
f. Basketball Coach	
i. Head Basketball (Boys')	\$2,525.00
ii. Assistant Basketball (Boys')	\$1,215.00
iii. Head Basketball (Girls')	\$2,525.00
iv. Assistant Basketball (Girls')	\$1,215.00
v. Junior Varsity Basketball Coach (Boys')	\$1,215.00
vi. Junior Varsity Basketball Coach (Girls')	\$1,215.00
g. Bowling	\$1,415.00

h. Cheerleader Sponsor	\$1,215.00
i. CECF/BPA Advisor	\$505.00
j. Class Sponsor	
i. Senior Class	\$1,010.00
ii. Junior Class	\$1,010.00
iii. Sophomore Class	\$760.00
iv. Freshman Class	\$760.00
k. Cross Country Coach (Girls/Boys)	\$1,415.00
l. Drama Instructor (with 2 shows)	\$1,515.00
m. Football Coach	
i. Head Football Coach (30% Spring Ball/ 70% Fall)	\$4,345.00
ii. Offensive/ Defensive Coordinator (30% Spring Ball/ 70% Fall)	\$2,525.00
iii. Football Assistant Varsity (30% Spring Ball/ 70% Fall)	\$2,225.00
iv. Football-Head Junior Varsity (30% Spring Ball/ 70% Fall)	\$2,225.00
v. Junior Varsity Football Assistant (30% Spring Ball/ 70% Fall)	\$1,215.00
n. Golf Coach	
i. Golf (Boys')	\$1,415.00
ii. Golf (Girls')	\$1,415.00
o. Home Economics Teacher including supervision of intracurricular activities and sponsorship of FHS/FCCLA	\$1,010.00
p. HOSA Advisor	\$1,010.00
q. RiverOak Technical College	
i. LPN Instructor including supervision of clinical assignments	\$3,335.00
ii. Surgical Technology Instructor, limited to (1)	\$2,020.00
iii. Pharmacy Technician, limited to (1)	\$2,020.00
iv. Patient Care Technician, based upon a program being offered each semester	\$505.00
r. NJROTC Instructor including supervision of outside activities	\$3,335.00
s. Skills USA Advisor	\$1,010.00
t. Soccer Coach	
i. Varsity Soccer (Boys')	\$2,525.00
ii. Junior Varsity Soccer (Boys')	\$1,215.00
iii. Varsity Soccer (Girls')	\$2,525.00
iv. Junior Varsity Soccer (Girls')	\$1,215.00
v. Assistant Soccer (Boys')	\$1,215.00
vi. Assistant Soccer (Girls')	\$1,215.00
u. Softball Coach	

i.	Softball Head Coach	\$2,525.00
ii.	Assistant Softball Coach	\$1,215.00
iii.	Junior Varsity Softball Coach	\$1,215.00
v.	Swimming Coach	
i.	Swimming Coach	\$1,415.00
ii.	Assistant Swimming Coach	\$710.00
w.	Track Coach	
i.	Head Track (Boys')	\$2,525.00
ii.	Head Track (Girls')	\$2,525.00
iii.	Assistant Coach (Boys')	\$1,215.00
iv.	Assistant Coach (Girls')	\$1,215.00
x.	Tennis Coach	\$1,415.00
y.	Volleyball Coach	
i.	Volleyball	\$2,525.00
ii.	Assistant Volleyball	\$1,215.00
iii.	Junior Varsity Volleyball Coach	\$1,215.00
z.	Weight Lifting Coach	
i.	Weight Lifting (Boys')	\$1,415.00
ii.	Weight Lifting (Girls')	\$1,415.00
iii.	Assistant Weight Lifting (Boys')	\$710.00
iv.	Assistant Weight Lifting (Girls')	\$710.00
aa.	Wrestling Coach	
i.	Wrestling	\$2,525.00
ii.	Assistant Wrestling	\$1,215.00
bb.	Yearbook Sponsor	\$1,215.00
cc.	Flag Football Coach (Girls')	
i.	Head Coach	\$2,525.00
ii.	Junior Varsity Coach	\$1,215.00
dd.	eSports Coach (Per Semester not to exceed \$1,400 Per Year)	\$710.00
2.	Middle School Supplements	
a.	Agriculture Teacher including supervision of intracurricular activities including sponsorship of FFA	\$1,720.00
b.	Athletic Director	\$1,515.00
c.	Band Director (Includes supervision of Intra-curricular activities and requires unit participation in band performances and competitions)	\$1,515.00
d.	Baseball Coach	

i.	Baseball Coach	\$1,215.00
ii.	Assistant Baseball Coach	\$760.00
e.	Basketball Coach	
i.	Head Basketball Coach (Boys')	\$1,215.00
ii.	Head Basketball Coach (Girls')	\$1,215.00
iii.	Assistant Basketball Coach (Boys')	\$760.00
iv.	Assistant Basketball Coach (Girls')	\$760.00
v.	Boys' Intramural Basketball Coach	\$910.00
vi.	Girls' Intramural Basketball Coach	\$910.00
f.	Cheerleader Sponsor	\$910.00
g.	Football Coach	
i.	Head Football Coach	\$1,770.00
ii.	Assistant Football Coach	\$1,215.00
h.	Soccer Coach	
i.	Head Soccer Coach (Girls')	\$1,215.00
ii.	Head Soccer Coach (Boys')	\$1,215.00
i.	Softball Coach	
i.	Girls' Softball Coach	\$1,215.00
ii.	Assistant Softball Coach	\$760.00
j.	Track Coach	\$1,215.00
k.	Volleyball Coach	\$1,215.00
l.	Wrestling Coach	\$1,215.00
m.	Yearbook Sponsor	\$760.00

#### J. Elementary Supplements

a.	Yearbook Sponsor	\$610.00
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### III. NON-INSTRUCTIONAL DIFFERENTIATED PAY

A.	CDA/FCCPC (if required for position)	\$610.00
B.	Lead CDA: Shall include a 190 day contract.	\$2,500.00
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 fifteen (\$15) 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	\$1010.00
	(To be paid from the Wellness Initiative Fund)	