

# SUWANNEE COUNTY SCHOOL BOARD

## SALARY SCHEDULE

2022-2023

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## INSTRUCTIONAL

### SALARY SCHEDULE FOR 2022-2023 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, 2022-June 30, 2023

Adopted 05/24/2022 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 2022-2023**

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, 2022-June 30, 2023

Adopted 05/24/2022 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 2022-2023**  
**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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Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
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386/647-4600  
Ted L. Roush, Superintendent

**INSTRUCTIONAL**

**SALARY SCHEDULE 2022-2023**  
**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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
 SUWANNEE COUNTY SCHOOL BOARD  
 1740 Ohio Avenue, South  
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 386/647-4600  
 Ted L. Roush, Superintendent

## **SALARY SCHEDULE 2022-2023**

### 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	40827	42920	45008	47099	49183	51276	53365	54223	57277	58754	59680	60544
9	52011	53580	55143	56715	58279	59850	61415	62983	64551	66173	67214	68187
8	62377	64455	66530	68609	70688	72765	74838	76454	78066	79957	81213	82397
7	65997	67058	68119	69180	70241	71303	72364	73425	74487	75547	76609	77670
6	74487	75547	76609	77670	78731	79793	80853	81915	82976	84037	85099	86159
5	66410	69150	71892	74634	77376	80118	82861	84753	86649	88710	90105	91420
4	75547	76609	77670	78731	79793	80853	81915	82976	84037	85099	85159	87221
3	78731	79793	80853	81915	82976	84037	85099	86159	87221	88292	89343	90405
2	76586	79498	82409	85324	88230	91146	94057	96342	98623	100927	102518	104007

### 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

Effective July 1, 2022-June 30, 2023 Adopted 05/24/2022 by the  
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1740 Ohio Avenue, South  
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Ted L. Roush, Superintendent

## **SALARY SCHEDULE 2022-2023**

### **DISTRICT LEVEL COORDINATORS**

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

	<b>YEARS</b>	<b>BACHELOR</b>
	0	63874
	1	64935
	2	65997
	3	67058
	4	68119
	5	69180
	6	70241
	7	71303
	8	72364
	9	73425
	10	74487
	11	75547
	12	76609
	13	77670

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

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, 2022-June 30, 2023

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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	64,000
Grade B	65,000
Grade C	73,000
Grade D	74,000
Grade E	77,000

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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:

\$1,001 (HE) or up to \$750 (E) per Level

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, 2022-June 30, 2023

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1740 Ohio Avenue, South  
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Ted L. Roush, Superintendent

## SALARY SCHEDULE 2022-2023

### 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, 2022-June 30, 2023

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SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
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Ted L. Roush, Superintendent

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

SALARY SCHEDULE 2022-2023

Substitute Teacher

High School Graduate/Associates Degree	\$12.00
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, 2022-June 30, 2023	Adopted <u>08/23/2022</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 2022-2023

### 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	18235	18540	18854	19168	19474	19779	20093	20399	20713	21018	21828	22671	23035	23365	23704
Bus Attendant	12150	12207	12272	12296	12571	12855	13130	13406	13689	13973	14386	14888	15131	15350	15568

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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2022-2023****COMMUNITY SCHOOLS COORDINATOR**


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0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
32754	33488	34236	34961	35696	36427	37162	37898	38630	39369	40469	41634	42298	42917	43535

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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.

Effective July 1, 2022-June 30, 2023

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 1740 Ohio Avenue, South  
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 386/647-4600  
 Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2022-2023****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	31320	31362	31424	31466	31529	31571	31633	31675	31738	31779	31842	31884	32390	32863	33336
1	31988	32635	33283	33951	34619	35308	36018	36749	37480	38231	38983	39776	40570	41384	42198

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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 2022-2023

### 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	22811	23272	23734	24210	24686	25192	25683	26204	26724	27260	27811	28361	28927	29507	30102

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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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1740 Ohio Avenue, South  
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Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2022-2023****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	21960	22004	22033	22077	22121	22150	22194	22224	22253	22751	23497	24332	24712	25078	25444
1	22543	22990	23451	23927	24403	24894	25385	25891	26412	26948	27483	28034	28584	29165	29745

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**CLASSIFICATION LEVEL**

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, 2022-June 30, 2023

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 1740 Ohio Avenue, South  
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 386/647-4600  
 Ted L. Roush, Superintendent



**NONINSTRUCTIONAL**

SALARY SCHEDULE 2022-2023  
LUNCHROOM

Food Service Monitor

Prevailing Minimum Wage

Effective July 1, 2022-June 30, 2023

Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2022-2023**  
**MAINTENANCE****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
6	31320	31362	31424	31466	31529	31571	31633	31675	31738	31779	31842	31884	32385	32865	33345
3	31320	31404	31487	31591	31675	31758	31842	31926	32030	32113	32197	33199	33721	34222	34723
2	31320	31404	31466	31550	31620	32329	33042	33755	34468	35179	36248	37331	37921	38478	39036
1	31320	32008	32726	33444	34161	34877	35595	36315	37033	37751	38828	39961	40594	41189	41783
1A	35532	36236	36944	37650	38355	39063	39767	40479	41181	41893	42953	44170	44872	45526	46181
1B	39547	40265	40981	41700	42418	43132	43837	44568	45289	46002	47077	48377	49141	49862	50581

**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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2022-2023**  
**MECHANICS****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	31320	31341	31362	31404	31424	31445	31466	31487	31529	31550	31566	32554	33067	33550	34033
2	35261	35974	36677	37388	38094	38801	39513	40217	40924	41629	42696	43905	44598	45254	45910
1	39291	40005	40725	41440	42159	42875	43593	44309	45030	45742	46820	48111	48875	49589	50302
1A	48045	48726	49411	50093	50779	51457	52141	52824	53508	54192	55221	56681	57579	58422	59264

**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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

# NONINSTRUCTIONAL

## SALARY SCHEDULE 2022-2023

### 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	31320	31398	31475	31553	31630	31708	31856	32524	33207	33904	34616	35342	36086	36842	37598

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#### CLASSIFICATION LEVEL

#### 1 MIGRANT PROGRAM COORDINATOR

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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 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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

# NONINSTRUCTIONAL

## SALARY SCHEDULE 2022-2023

### 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	31320	31487	31654	31821	31988	32155	32322	32489	32656	32823	32990	33157	33324	33492	33659
1	31320	31633	31946	32260	32573	32886	33199	33512	33826	34139	34452	34765	35078	35392	35705

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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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

## NONINSTRUCTIONAL

### SALARY SCHEDULE 2022-2023

#### MIGRANT EDUCATION PROGRAM – 196 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	26501	27163	27843	28539	29252	29983	30732	31503	32289	33097	33925	34770	35643	36535	37425

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#### CLASSIFICATION LEVEL

1      MIGRANT TUTOR II

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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 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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2022-2023**  
**OFFICE ASSISTANT 185 DAYS****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
III	22200	22237	22274	22311	22348	22385	22422	22459	22496	22955	23636	24464	24864	25219	25574
II	22230	22304	22378	22452	22526	22600	22644	23088	23547	24006	24701	25545	25944	26329	26699

**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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL**

SALARY SCHEDULE 2022-2023  
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	20813	20937	21062	21183	21655	22129	22602	23073	23551	24024	24735	25589	25992	26368	26743
1	21229	21659	22089	22533	22977	23435	23907	24378	24878	25364	25877	26390	26918	27459	28014

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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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
 SUWANNEE COUNTY SCHOOL BOARD  
 1740 Ohio Avenue, South  
 Live Oak, Florida 32064  
 386/647-4600  
 Ted L. Roush, Superintendent



**NONINSTRUCTIONAL**

SALARY SCHEDULE 2022-2023  
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
2	21375	21580	22071	22551	23038	23526	24013	24497	24983	25469	26198	27079	27494	27879	28265
1	22218	22701	23188	23676	24159	24642	25132	25617	26103	26587	27318	28220	28656	29057	29459

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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.

---

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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
 SUWANNEE COUNTY SCHOOL BOARD  
 1740 Ohio Avenue, South  
 Live Oak, Florida 32064  
 386/647-4600  
 Ted L. Roush, Superintendent

**SALARY SCHEDULE 2022-2023**  
**SCHOOL NURSE - 196 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	23155	23655	24158	24656	25161	25657	26165	26662	27164	27665	28416	29325	29773	30185	30598
1	36324	37343	38367	39393	40412	41439	42459	43480	44503	45529	47059	48370	49136	49857	50578

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**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, 2022-June 30, 2023

Adopted 05/24/2022 by the  
 SUWANNEE COUNTY SCHOOL BOARD  
 1740 Ohio Avenue, South  
 Live Oak, Florida 32064  
 386/647-4600  
 Ted L. Roush, Superintendent

SALARY SCHEDULE 2022-2023  
SCHOOL NURSE WITH BACHELOR'S DEGREE

YEARS	BACHELORS
0	39838
1	40615
2	41390
3	42167
4	42942
5	43775
6	44606
7	45438
8	46269
9	47101
10	48210
11	49319
12	50428
13	51537
14	52645
15	53754
16	54864
17	55972
18	57081
19	58189
20	59298
21	60408
22	61515
23	62624

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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.

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

Effective July 1, 2022-June 30, 2023

Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2022-2023**  
**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	31320	31404	31487	31591	31675	31758	31842	31946	32030	32105	33158	34178	34716	35228	35739
10	31320	31362	31404	31445	31487	31529	31561	32371	33180	33989	35084	36143	36717	37254	37793
9	31320	31445	31562	32371	33180	33992	34797	35564	36397	37227	38401	39528	40152	40741	41331
8	31952	32408	32931	33742	34558	35409	36204	37039	37851	38664	39876	41030	41679	42286	42892
7	33223	33687	34199	35018	35837	36686	37476	38309	39103	39942	41179	42363	43032	43664	44298
6	31320	31404	31487	31591	31675	31758	31842	31926	32030	32113	32194	33197	33718	34217	34715
5	31320	31362	31404	31424	31466	31508	31550	31571	31612	31663	32724	33733	34267	34767	35270
4	31320	31424	31508	31612	31696	31800	31884	31978	32710	33448	34549	35599	36168	36696	37224
3	31320	31445	31571	31717	31842	31972	32683	33391	34109	34817	35886	36959	37547	38096	38647
2	31320	31487	31644	32364	33077	33794	34510	35224	35939	36655	37726	38838	39452	40028	40607
1	31552	32274	33000	33715	34446	35167	35887	36611	37332	38054	39136	40279	40918	41513	42111
1A	31952	32408	32931	33742	34558	35409	36204	37039	37851	38664	39876	41030	41679	42286	42892

**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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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, 2022-June 30, 2023      Adopted 05/24/2022 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 2022-2023**  
**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	31320	31404	31487	31591	31675	31758	31842	31946	32030	32105	33158	34178	34716	35228	35739
4	31320	31362	31404	31445	31487	31529	31561	32371	33180	33989	35084	36143	36717	37254	37793
3	31320	31487	31633	31800	31946	32109	32691	33723	34538	35348	36475	37563	38155	38715	39274
2	31320	31445	31562	32371	33180	33992	34797	35564	36397	37227	38401	39528	40152	40741	41331
1B	31952	32408	32931	33742	34558	35409	36204	37039	37851	38664	39876	41030	41679	42286	42892
1A	33223	33687	34199	35018	35837	36686	37476	38309	39103	39942	41179	42363	43032	43664	44298
1AA	34576	35084	35605	36415	37190	38048	38862	39677	40492	41308	43866	45105	45822	46489	47155
1C	43347	44532	45723	46914	48102	49294	50479	51670	52854	54046	55828	57373	58283	59137	59988
1D	59988	63874	64935	65997	67058	68119	69180	70241	71303	72364	73425	74487	75547	76609	77670
1E	39330	39839	40364	41170	41944	42804	43620	44432	45244	46061	48625	49955	50744	51490	52234
1	36189	36699	37221	38034	38805	39666	40479	41293	42109	42923	45523	46796	47536	48231	48926

**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.

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Effective July 1, 2022-June 30, 2023      Adopted 05/24/2022 by the  
SUWANNEE COUNTY SCHOOL BOARD  
1740 Ohio Avenue, South  
Live Oak, Florida 32064  
386/647-4600  
Ted L. Roush, Superintendent

**NONINSTRUCTIONAL****SALARY SCHEDULE 2022-2023**  
**SECURITY GUARD****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	31320	31383	31445	31487	31550	31604	32312	33021	33733	34447	35510	36577	37157	37703	38248
1	31391	32262	33130	33996	34865	35731	36605	37466	38342	39211	40508	41679	42341	42961	43581

**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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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 2022-2023  
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

Prevailing Minimum Wage

Effective July 1, 2022-June 30, 2023	Adopted <u>05/24/2022</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 2022-2023STUDENT AND SUMMER WORKERS

## Prevailing Minimum Wage

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

Effective July 1, 2022-June 30, 2023

Adopted 05/24/2022 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

### 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. \$505.00

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 \$1,420 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.	\$1,215.00
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)	