

**Liberty County School Board
Superintendent/Board Members
Personnel Salary Schedule
Fiscal Year 2015-2016**

| | Position | Salary |
|-------------|----------------|--------|
| Code | | |
| ASUP | Superintendent | * |
| | | |

| | Position | Salary |
|------------|-----------------------|--------|
| Code | | |
| BD0 | Elected Board Members | * |
| | | |

NOTE: The salary on the above positions are based on legislative mandates.

**Liberty County School Board
Administrative Personnel Salary Schedule
Fiscal Year 2015-16**

| Salary Slot | Years Admin. Experience | LCHS PRINCIPAL & DISTRICT LEVEL STAFF | W.R. TOLAR PRINCIPAL | HOSFORD PRINCIPAL | LCHS ASSISTANT PRINCIPAL | TOLAR ASSISTANT PRINCIPAL | HOSFORD ASSISTANT PRINCIPAL |
|--------------------|-------------------------|---------------------------------------|----------------------|-------------------|--------------------------|---------------------------|-----------------------------|
| Salary CODE | | ADL | ATP | APH | AAP | AAT | AAH |
| 0 | 0 | 67,986 | 66,006 | 64,084 | 62,218 | 60,238 | 58,316 |
| 0 | 1 | 67,986 | 66,006 | 64,084 | 62,218 | 60,238 | 58,316 |
| 1 | 2 | 69,042 | 66,966 | 65,045 | 62,889 | 60,909 | 58,987 |
| 2 | 3 | 70,098 | 67,926 | 66,006 | 63,560 | 61,580 | 59,658 |
| 3 | 4 | 71,154 | 68,886 | 66,967 | 64,231 | 62,251 | 60,329 |
| 4 | 5 | 72,210 | 69,846 | 67,928 | 64,902 | 62,922 | 61,000 |
| 5 | 6 | 73,266 | 70,806 | 68,889 | 65,573 | 63,593 | 61,671 |
| 6 | 7 | 74,322 | 71,766 | 69,850 | 66,244 | 64,264 | 62,342 |
| 7 | 8 | 75,378 | 72,726 | 70,811 | 66,915 | 64,935 | 63,013 |
| 8 | 9 | 76,434 | 73,686 | 71,772 | 67,586 | 65,606 | 63,684 |
| 9 | 10 | 77,490 | 74,646 | 72,733 | 68,257 | 66,277 | 64,355 |
| 10 | 11 | 78,546 | 75,606 | 73,694 | 68,928 | 66,948 | 65,026 |
| 11 | 12 | 79,602 | 76,566 | 74,655 | 69,599 | 67,619 | 65,697 |

No step given for experience earned in 12/13. In FY 14/15, only 1 step was given for experience earned in 13/14.

In FY 15/16, only 1 step was given for experience earned in 14/15.

**Liberty County School Board
Supervisor Salary Schedule
Fiscal Year 2015-16
12 month**

| Salary Slot | Years Administrative Experience | SUPERVISORS |
|-------------|---------------------------------------|-------------|
| Salary CODE | Salary CODE | ASP |
| 0 | 0 | 45,000 |
| 1 | 1 | 45,671 |
| 2 | 2 | 46,342 |
| 3 | 3 | 47,013 |
| 4 | 4 | 47,684 |
| 5 | 5 | 48,355 |
| 6 | 6 | 49,026 |
| 7 | 7 | 49,697 |
| 8 | 8 | 50,368 |
| 9 | 9 | 51,039 |
| 10 | 10 | 51,710 |
| 11 | 11 | 52,381 |
| 12 | 12 | 53,052 |
| 13 | 13 | 53,723 |
| 14 | 14 | 54,394 |
| 15 | 15 | 55,065 |
| 16 | 16 | 55,736 |
| 17 | 17 | 56,407 |
| 18 | 18 | 57,078 |
| 19 | 19 | 57,749 |
| 20 | 20 | 58,420 |
| 25 | 25 | 61,075 |

Anyone beyond 20th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Instructional

12 Months Salary Schedule

2015-16

| Salary Slot | 10 Months BS Degree | 20% | SALARY CODE IBD | 10 Months MA Degree | 20% | SALARY CODE IMD | 10 Months SP Degree | 20% | SALARY CODE ISD |
|-------------|------------------------|-------|---------------------------|------------------------|--------|---------------------------|------------------------|--------|---------------------------|
| 0 | 32,237 | 6,447 | 38,684 | 35,171 | 7,034 | 42,205 | 36,671 | 7,334 | 44,005 |
| 1 | 33,953 | 6,791 | 40,744 | 36,887 | 7,377 | 44,264 | 38,387 | 7,677 | 46,064 |
| 2 | 34,569 | 6,914 | 41,483 | 37,503 | 7,501 | 45,004 | 39,103 | 7,821 | 46,924 |
| 3 | 35,185 | 7,037 | 42,222 | 38,119 | 7,624 | 45,743 | 39,819 | 7,964 | 47,783 |
| 4 | 35,801 | 7,160 | 42,961 | 38,735 | 7,747 | 46,482 | 40,535 | 8,107 | 48,642 |
| 5 | 36,417 | 7,283 | 43,700 | 39,351 | 7,870 | 47,221 | 41,251 | 8,250 | 49,501 |
| 6 | 37,033 | 7,407 | 44,440 | 39,967 | 7,993 | 47,960 | 41,967 | 8,393 | 50,360 |
| 7 | 37,649 | 7,530 | 45,179 | 40,583 | 8,117 | 48,700 | 42,683 | 8,537 | 51,220 |
| 8 | 38,265 | 7,653 | 45,918 | 41,199 | 8,240 | 49,439 | 43,399 | 8,680 | 52,079 |
| 9 | 38,881 | 7,776 | 46,657 | 41,815 | 8,363 | 50,178 | 44,115 | 8,823 | 52,938 |
| 10 | 39,497 | 7,899 | 47,396 | 42,431 | 8,486 | 50,917 | 44,831 | 8,966 | 53,797 |
| 11 | 40,113 | 8,023 | 48,136 | 43,047 | 8,609 | 51,656 | 45,547 | 9,109 | 54,656 |
| 12 | 40,729 | 8,146 | 48,875 | 43,663 | 8,733 | 52,396 | 46,263 | 9,253 | 55,516 |
| 13 | 41,345 | 8,269 | 49,614 | 44,279 | 8,856 | 53,135 | 46,979 | 9,396 | 56,375 |
| 14 | 41,961 | 8,392 | 50,353 | 44,895 | 8,979 | 53,874 | 47,695 | 9,539 | 57,234 |
| 15 | 42,577 | 8,515 | 51,092 | 45,511 | 9,102 | 54,613 | 48,411 | 9,682 | 58,093 |
| 16 | 43,193 | 8,639 | 51,832 | 46,127 | 9,225 | 55,352 | 49,127 | 9,825 | 58,952 |
| 17 | 43,809 | 8,762 | 52,571 | 46,743 | 9,349 | 56,092 | 49,843 | 9,969 | 59,812 |
| 18 | 44,425 | 8,885 | 53,310 | 47,359 | 9,472 | 56,831 | 50,559 | 10,112 | 60,671 |
| 19 | 45,041 | 9,008 | 54,049 | 47,975 | 9,595 | 57,570 | 51,275 | 10,255 | 61,530 |
| 20 | 45,657 | 9,131 | 54,788 | 48,591 | 9,718 | 58,309 | 51,991 | 10,398 | 62,389 |
| 21 | 46,273 | 9,255 | 55,528 | 49,207 | 9,841 | 59,048 | 52,707 | 10,541 | 63,248 |
| 22 | 46,889 | 9,378 | 56,267 | 49,823 | 9,965 | 59,788 | 53,423 | 10,685 | 64,108 |
| 23 | 47,505 | 9,501 | 57,006 | 50,439 | 10,088 | 60,527 | 54,139 | 10,828 | 64,967 |
| 24 | 48,121 | 9,624 | 57,745 | 51,055 | 10,211 | 61,266 | 54,855 | 10,971 | 65,826 |
| 25 | 48,737 | 9,747 | 58,484 | 51,671 | 10,334 | 62,005 | 55,571 | 11,114 | 66,685 |

Note:

1. Twelve month instructional employees shall receive 20% of the basic scale for the 11th. and 12th. month.
2. All Instructional Personnel must hold a valid Florida Teacher Certificate.
3. All full time Instruction Personnel hired after July 1, 2011 shall received a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS,\$4534 for SP, and \$4935 for PH.

In FY 15/16 Instructional staff on Grandfather Schedule received a base salary increase from results on 14/15 evaluations. Highly Effective is \$1,046.00 and Effective is \$785.00, Needs Improvement and Unsatisfactory received no base salary increease.

Liberty County School Board

Instructional

11 Months Salary Schedule

2015-16

| Salary Slot | 10 Months BS Degree | 10% | SALARY CODE IBE | 10 Months MA Degree | 10% | SALARY CODE IME | 10 Months SP Degree | 10% | SALARY CODE ISE |
|-------------|------------------------|-------|---------------------------|------------------------|-------|---------------------------|------------------------|-------|---------------------------|
| 0 | 32,237 | 3,224 | 35,461 | 35,171 | 3,517 | 38,688 | 36,671 | 3,667 | 40,338 |
| 1 | 33,953 | 3,395 | 37,348 | 36,887 | 3,689 | 40,576 | 38,387 | 3,839 | 42,226 |
| 2 | 34,569 | 3,457 | 38,026 | 37,503 | 3,750 | 41,253 | 39,103 | 3,910 | 43,013 |
| 3 | 35,185 | 3,519 | 38,704 | 38,119 | 3,812 | 41,931 | 39,819 | 3,982 | 43,801 |
| 4 | 35,801 | 3,580 | 39,381 | 38,735 | 3,874 | 42,609 | 40,535 | 4,054 | 44,589 |
| 5 | 36,417 | 3,642 | 40,059 | 39,351 | 3,935 | 43,286 | 41,251 | 4,125 | 45,376 |
| 6 | 37,033 | 3,703 | 40,736 | 39,967 | 3,997 | 43,964 | 41,967 | 4,197 | 46,164 |
| 7 | 37,649 | 3,765 | 41,414 | 40,583 | 4,058 | 44,641 | 42,683 | 4,268 | 46,951 |
| 8 | 38,265 | 3,827 | 42,092 | 41,199 | 4,120 | 45,319 | 43,399 | 4,340 | 47,739 |
| 9 | 38,881 | 3,888 | 42,769 | 41,815 | 4,182 | 45,997 | 44,115 | 4,412 | 48,527 |
| 10 | 39,497 | 3,950 | 43,447 | 42,431 | 4,243 | 46,674 | 44,831 | 4,483 | 49,314 |
| 11 | 40,113 | 4,011 | 44,124 | 43,047 | 4,305 | 47,352 | 45,547 | 4,555 | 50,102 |
| 12 | 40,729 | 4,073 | 44,802 | 43,663 | 4,366 | 48,029 | 46,263 | 4,626 | 50,889 |
| 13 | 41,345 | 4,135 | 45,480 | 44,279 | 4,428 | 48,707 | 46,979 | 4,698 | 51,677 |
| 14 | 41,961 | 4,196 | 46,157 | 44,895 | 4,490 | 49,385 | 47,695 | 4,770 | 52,465 |
| 15 | 42,577 | 4,258 | 46,835 | 45,511 | 4,551 | 50,062 | 48,411 | 4,841 | 53,252 |
| 16 | 43,193 | 4,319 | 47,512 | 46,127 | 4,613 | 50,740 | 49,127 | 4,913 | 54,040 |
| 17 | 43,809 | 4,381 | 48,190 | 46,743 | 4,674 | 51,417 | 49,843 | 4,984 | 54,827 |
| 18 | 44,425 | 4,443 | 48,868 | 47,359 | 4,736 | 52,095 | 50,559 | 5,056 | 55,615 |
| 19 | 45,041 | 4,504 | 49,545 | 47,975 | 4,798 | 52,773 | 51,275 | 5,128 | 56,403 |
| 20 | 45,657 | 4,566 | 50,223 | 48,591 | 4,859 | 53,450 | 51,991 | 5,199 | 57,190 |
| 21 | 46,273 | 4,627 | 50,900 | 49,207 | 4,921 | 54,128 | 52,707 | 5,271 | 57,978 |
| 22 | 46,889 | 4,689 | 51,578 | 49,823 | 4,982 | 54,805 | 53,423 | 5,342 | 58,765 |
| 23 | 47,505 | 4,751 | 52,256 | 50,439 | 5,044 | 55,483 | 54,139 | 5,414 | 59,553 |
| 24 | 48,121 | 4,812 | 52,933 | 51,055 | 5,106 | 56,161 | 54,855 | 5,486 | 60,341 |
| 25 | 48,737 | 4,874 | 53,611 | 51,671 | 5,167 | 56,838 | 55,571 | 5,557 | 61,128 |

Note:

1. Eleven month instructional employees shall receive 10% of the basic scale for the 11th month.
2. All Instructional Personnel must hold a valid Florida Teacher Certificate.
3. All full time Instruction Personnel hired after July 1, 2011 shall received a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS,\$4534 for SP, and \$4935 for PH.

In FY 15/16 Instructional staff on Grandfather Schedule received a base salary increase from results on 14/15 evaluations. Highly Effective is \$1,046.00 and Effective is \$785.00, Needs Improvement and Unsatisfactory received no base salary increease.

Liberty County School Board

Instructional Salary Schedule

Fiscal Year 2015-16

| Salary Slot | BS Degree IBA | MS Degree IMA | SP Degree ISP | PH Degree IDR |
|-------------|----------------------|----------------------|----------------------|----------------------|
| 0 | 32,237 | 35,171 | 36,671 | 37,072 |
| 1 | 33,953 | 36,887 | 38,387 | 38,788 |
| 2 | 34,569 | 37,503 | 39,103 | 39,504 |
| 3 | 35,185 | 38,119 | 39,819 | 40,220 |
| 4 | 35,801 | 38,735 | 40,535 | 40,936 |
| 5 | 36,417 | 39,351 | 41,251 | 41,652 |
| 6 | 37,033 | 39,967 | 41,967 | 42,368 |
| 7 | 37,649 | 40,583 | 42,683 | 43,084 |
| 8 | 38,265 | 41,199 | 43,399 | 43,800 |
| 9 | 38,881 | 41,815 | 44,115 | 44,516 |
| 10 | 39,497 | 42,431 | 44,831 | 45,232 |
| 11 | 40,113 | 43,047 | 45,547 | 45,948 |
| 12 | 40,729 | 43,663 | 46,263 | 46,664 |
| 13 | 41,345 | 44,279 | 46,979 | 47,380 |
| 14 | 41,961 | 44,895 | 47,695 | 48,096 |
| 15 | 42,577 | 45,511 | 48,411 | 48,812 |
| 16 | 43,193 | 46,127 | 49,127 | 49,528 |
| 17 | 43,809 | 46,743 | 49,843 | 50,244 |
| 18 | 44,425 | 47,359 | 50,559 | 50,960 |
| 19 | 45,041 | 47,975 | 51,275 | 51,676 |
| 20 | 45,657 | 48,591 | 51,991 | 52,392 |
| 21 | 46,273 | 49,207 | 52,707 | 53,108 |
| 22 | 46,889 | 49,823 | 53,423 | 53,824 |
| 23 | 47,505 | 50,439 | 54,139 | 54,540 |
| 24 | 48,121 | 51,055 | 54,855 | 55,256 |
| 25 | 48,737 | 51,671 | 55,571 | 55,972 |

In FY 15/16 Instructional staff on Grandfatehr Schedule received a base salary increase from results on 14/15 evaluations. Highly Effective is \$1,046.00 and Effective is \$785.00, Needs Improvement and Unsatisfactory received no base salary increase.

1. All Instructional Personnel must hold a valid Florida Teacher Certificate.
2. The difference in pay after the 25th step is due to longevity increments given in 08/09,10/11,11/12.
There was no step given in 09/10.
3. All full time Instructional Personnel hired after July 1, 2011 shall receive a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS, \$4534 for SP, \$4935 for PH.

A supplement shall be paid to each instructional employee and administrator working in a critical shortage as designated by the School Board. The amount of the supplement will be \$1,000.00. Critical shortage areas will be deemed after three (3) advertisements with no applicants or a limited number of applicants meeting minimum qualifications. For more detail information regarding differentiated pay see page 36 of this salary schedule.

**Liberty County School Board
Instructional Performance Pay
Salary Schedule
Fiscal Year 2015-16**

| 10 MONTHS | Position | Salary |
|--------------------|--------------------------|---------------|
| Salary Slot | | |
| P0*** | Teacher, 0 years | 32,237 |
| P1*** | Teacher, 1 years | 32,853 |
| P2*** | Teacher, 2 years | 33,469 |
| P3*** | Teacher, 3 years | 34,085 |
| P4*** | Teacher, 4 years | 34,701 |
| P5*** | Teacher, 5 years | 35,317 |
| P6*** | Teacher, 6 years | 35,933 |
| P7*** | Teacher, 7 years | 36,549 |
| P8*** | Teacher, 8 years | 37,165 |
| P9*** | Teacher, 9 years | 37,781 |
| P10*** | Teacher, 10 years | 38,397 |
| P11*** | Teacher, 11 years | 39,013 |
| P12*** | Teacher, 12 years | 39,629 |
| P13*** | Teacher, 13 years | 40,245 |
| P14*** | Teacher, 14 years | 40,861 |
| P15*** | Teacher, 15 years | 41,477 |
| P16*** | Teacher, 16 years | 42,093 |
| P17*** | Teacher, 17 years | 42,709 |
| P18*** | Teacher, 18 years | 43,325 |
| P19*** | Teacher, 19 years | 43,941 |
| P20*** | Teacher, 20 years | 44,557 |
| P21*** | Teacher, 21 years | 45,173 |
| P22*** | Teacher, 22 years | 45,789 |
| P23*** | Teacher, 23 years | 46,405 |
| P24*** | Teacher, 24 years | 47,021 |
| P25*** | Teacher, 25 years | 47,637 |

Note:

1. All Instructional Personnel must hold a valid Florida Teacher Certificate.
2. All full time Instructional Personnel hired after July 1, 2011 shall receive a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS, \$4534 for SP, \$4935 for PH.

In FY 15/16 Instructional staff on Performance Pay received a base salary increase from results on 14/15 evaluations. Highly Effective is \$1057.00 and Effective is \$790.00, Needs Improvement and Unsatisfactory receive no base salary increase.

**Liberty County School Board
 ROTC Positions
 Personnel Salary Schedule
 Fiscal Year 2015-2016**

| 11 MONTHS | Position | Salary |
|--------------|-----------------------------|--------|
| Code | | |
| IROT2 | ROTC Senior Army Instructor | * |
| | | |

| 11 MONTHS | Position | Salary |
|--------------|----------------------|--------|
| Code | | |
| IROT1 | ROTC Army Instructor | * |
| | | |

*NOTE: The salary on the above positions are based on minimum instructor pay per ROTC Cadet Command current contract which is on file in the Finance Department.

**Liberty County School Board
Therapists Salary Schedule
Fiscal Year 2015-16**

| Salary Slot | M.S./Eds DOE Certified | Ph.D. DOE Certified | M.S./Eds DOH Licensed |
|--------------------|-----------------------------------|--------------------------------|----------------------------------|
| 0 | 43,434 | 48,434 | 50,934 |
| 1 | 45,150 | 49,199 | 52,650 |
| 2 | 45,766 | 49,815 | 53,266 |
| 3 | 46,382 | 50,431 | 53,882 |
| 4 | 46,998 | 51,047 | 54,498 |
| 5 | 47,614 | 51,663 | 55,114 |
| 6 | 48,230 | 52,279 | 55,730 |
| 7 | 48,846 | 52,895 | 56,346 |
| 8 | 49,462 | 53,511 | 56,962 |
| 9 | 50,078 | 54,127 | 57,578 |
| 10 | 50,694 | 54,743 | 58,194 |
| 11 | 51,310 | 55,359 | 58,810 |
| 12 | 51,926 | 55,975 | 59,426 |
| 13 | 52,542 | 56,591 | 60,042 |
| 14 | 53,158 | 57,207 | 60,658 |
| 15 | 53,774 | 57,823 | 61,274 |
| 16 | 54,390 | 58,439 | 61,890 |
| 17 | 55,006 | 59,055 | 62,506 |
| 18 | 55,622 | 59,671 | 63,122 |
| 19 | 56,238 | 60,287 | 63,738 |
| 20 | 56,854 | 60,903 | 64,354 |
| 21 | 57,470 | 61,519 | 64,970 |
| 22 | 58,086 | 62,135 | 65,586 |
| 23 | 58,702 | 62,751 | 66,202 |
| 24 | 59,318 | 63,367 | 66,818 |
| 25 | 59,934 | 63,983 | 67,434 |

Liberty County School Board
Psychologist (part time)
Fiscal Year 2015-16
10 month

| Salary Slot | Ph.D. (ILP) Licensed Psychologist |
|-------------|---|
| | |
| 0 | 27,625 |
| 1 | 27,933 |
| 2 | 28,241 |
| 3 | 28,549 |
| 4 | 28,857 |
| 5 | 29,165 |
| 6 | 29,473 |
| 7 | 29,781 |
| 8 | 30,089 |
| 9 | 30,397 |
| 10 | 30,705 |
| 11 | 31,013 |
| 12 | 31,321 |
| 13 | 31,629 |
| 14 | 31,937 |
| 15 | 32,245 |
| 16 | 32,553 |
| 17 | 32,861 |
| 18 | 33,169 |
| 19 | 33,477 |
| 20 | 33,785 |
| 21 | 34,093 |
| 22 | 34,401 |
| 23 | 34,709 |
| 24 | 35,017 |
| 25 | 35,325 |

Liberty County School Board
21st Century Project Salary Schedule
Fiscal Year 2015-16

| 12 MONTHS | Position | Salary |
|------------------|------------------------------|------------------|
| Code | | |
| ACD | 21st Century Project Manager | \$ 52,000 |

Amount determined by 21st Century Grant

| 10 MONTHS | Position | Salary |
|------------------|--|-----------------|
| Code | | |
| ISC | Site Coordinators (Instructional) | \$ 25.00 |
| ISA | Site Activity Coordinator (Para-Professionals) | \$ 12.00 |
| ICT | Certified Teachers & Lead Teachers | \$ 22.00 |
| NAL | Activity Leaders (Para-Professionals) | \$ 12.00 |
| NHA | Health Aides | \$ 10.00 |
| N21 | Bus Drivers | \$ 12.00 |
| XSL | Student Leaders | \$ 9.00 |
| | All after School & Summer | |

Note: All of the above to be paid from 21st Century Grant.

**Liberty County School Board
DJJ Project Salary Schedule
Fiscal Year 2015-16**

| 12 MONTHS | Position | Salary |
|------------------|--|-------------------|
| Code | | |
| ADJ | DJJ Project Manager After Hours/Summer Only | \$30.00/hr |

| 10 MONTHS | Position | Salary |
|------------------|---------------------------------------|-----------------|
| Code | | |
| ICT | Certified Teachers & Lead Teachers | \$ 22.00 |
| NAL | Activity Leaders (Para-Professionals) | \$ 12.00 |
| XSL | Student Leaders | \$ 9.00 |
| | All after School & Summer | |

Note: All of the above to be paid from DJJ Contract/Grant.

Liberty County School Board
Administrative Assistant, Food Service/AT
Fiscal Year 2015-16
12 month NI

| Salary Slot | Years of Experience | Administrative Asst Food Service/AT |
|-------------|---------------------|--|
| 0 | 0 | 30,391 |
| 1 | 1 | 30,899 |
| 2 | 2 | 31,407 |
| 3 | 3 | 31,915 |
| 4 | 4 | 32,423 |
| 5 | 5 | 32,931 |
| 6 | 6 | 33,439 |
| 7 | 7 | 33,947 |
| 8 | 8 | 34,455 |
| 9 | 9 | 34,963 |
| 10 | 10 | 35,471 |
| 11 | 11 | 35,979 |
| 12 | 12 | 36,487 |
| 13 | 13 | 36,995 |
| 14 | 14 | 37,503 |
| 15 | 15 | 38,011 |
| 16 | 16 | 38,519 |
| 17 | 17 | 39,027 |
| 18 | 18 | 39,535 |
| 19 | 19 | 40,043 |
| 20 | 20 | 40,551 |
| 21 | 21 | 41,059 |
| 22 | 22 | 41,567 |
| 23 | 23 | 42,075 |
| 24 | 24 | 42,583 |
| 25 | 25 | 43,091 |
| 26 | 26 | 43,599 |
| 27 | 27 | 44,107 |
| 28 | 28 | 44,615 |
| 29 | 29 | 45,123 |
| 30 | 30 | 45,631 |
| 31 | 31 | 46,139 |
| 32 | 32 | 46,647 |
| 33 | 33 | 47,155 |
| 34 | 34 | 47,663 |
| 35 | 35 | 48,171 |

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Clerical Personnel Salary Schedule

Fiscal Year 2015-16

| Salary Slot | Years Experience | Fiscal Asst./Payroll | Fiscal Assistant | Fiscal Asst./Property Mgr. | Executive Secretary | Secretary Dir. of Inst. | Secretary Dir. of Admin. | Secretary of Maint & Transportation |
|-------------|------------------|----------------------|------------------|----------------------------|---------------------|-------------------------|--------------------------|-------------------------------------|
| Salary CODE | | NPC | NPC | NPC | NSF | NSC | NSC | NSC |
| 0 | 0 | 28,123 | 28,123 | 28,123 | 24,520 | 24,366 | 24,366 | 24,366 |
| 1 | 1 | 28,832 | 28,832 | 28,832 | 25,290 | 25,042 | 25,042 | 25,042 |
| 2 | 2 | 29,541 | 29,541 | 29,541 | 26,060 | 25,718 | 25,718 | 25,718 |
| 3 | 3 | 30,250 | 30,250 | 30,250 | 26,830 | 26,394 | 26,394 | 26,394 |
| 4 | 4 | 30,959 | 30,959 | 30,959 | 27,600 | 27,070 | 27,070 | 27,070 |
| 5 | 5 | 31,668 | 31,668 | 31,668 | 28,370 | 27,746 | 27,746 | 27,746 |
| 6 | 6 | 32,377 | 32,377 | 32,377 | 29,140 | 28,422 | 28,422 | 28,422 |
| 7 | 7 | 33,086 | 33,086 | 33,086 | 29,910 | 29,098 | 29,098 | 29,098 |
| 8 | 8 | 33,795 | 33,795 | 33,795 | 30,680 | 29,774 | 29,774 | 29,774 |
| 9 | 9 | 34,504 | 34,504 | 34,504 | 31,450 | 30,450 | 30,450 | 30,450 |
| 10 | 10 | 35,213 | 35,213 | 35,213 | 32,220 | 31,126 | 31,126 | 31,126 |
| 11 | 11 | 35,922 | 35,922 | 35,922 | 32,990 | 31,802 | 31,802 | 31,802 |
| 12 | 12 | 36,631 | 36,631 | 36,631 | 33,760 | 32,478 | 32,478 | 32,478 |
| 13 | 13 | 37,340 | 37,340 | 37,340 | 34,530 | 33,154 | 33,154 | 33,154 |
| 14 | 14 | 38,049 | 38,049 | 38,049 | 35,300 | 33,830 | 33,830 | 33,830 |
| 15 | 15 | 38,758 | 38,758 | 38,758 | 36,070 | 34,506 | 34,506 | 34,506 |
| 16 | 16 | 39,467 | 39,467 | 39,467 | 36,840 | 35,182 | 35,182 | 35,182 |
| 17 | 17 | 40,176 | 40,176 | 40,176 | 37,610 | 35,858 | 35,858 | 35,858 |
| 18 | 18 | 40,885 | 40,885 | 40,885 | 38,380 | 36,534 | 36,534 | 36,534 |
| 19 | 19 | 41,594 | 41,594 | 41,594 | 39,150 | 37,210 | 37,210 | 37,210 |
| 20 | 20 | 42,303 | 42,303 | 42,303 | 39,920 | 37,886 | 37,886 | 37,886 |
| 21 | 21 | 43,012 | 43,012 | 43,012 | 40,690 | 38,562 | 38,562 | 38,562 |
| 22 | 22 | 43,721 | 43,721 | 43,721 | 41,460 | 39,238 | 39,238 | 39,238 |
| 23 | 23 | 44,430 | 44,430 | 44,430 | 42,230 | 39,914 | 39,914 | 39,914 |
| 24 | 24 | 45,139 | 45,139 | 45,139 | 43,000 | 40,590 | 40,590 | 40,590 |
| 25 | 25 | 45,848 | 45,848 | 45,848 | 43,770 | 41,266 | 41,266 | 41,266 |
| 26 | 26 | 46,557 | 46,557 | 46,557 | 44,540 | 41,942 | 41,942 | 41,942 |
| 27 | 27 | 47,266 | 47,266 | 47,266 | 45,310 | 42,618 | 42,618 | 42,618 |
| 28 | 28 | 47,975 | 47,975 | 47,975 | 46,080 | 43,294 | 43,294 | 43,294 |
| 29 | 29 | 48,684 | 48,684 | 48,684 | 46,850 | 43,970 | 43,970 | 43,970 |
| 30 | 30 | 49,393 | 49,393 | 49,393 | 47,620 | 44,646 | 44,646 | 44,646 |
| 31 | 31 | 50,102 | 50,102 | 50,102 | 48,390 | 45,322 | 45,322 | 45,322 |
| 32 | 32 | 50,811 | 50,811 | 50,811 | 49,160 | 45,998 | 45,998 | 45,998 |
| 33 | 33 | 51,520 | 51,520 | 51,520 | 49,930 | 46,674 | 46,674 | 46,674 |
| 34 | 34 | 52,229 | 52,229 | 52,229 | 50,700 | 47,350 | 47,350 | 47,350 |
| 35 | 35 | 52,938 | 52,938 | 52,938 | 51,470 | 48,026 | 48,026 | 48,026 |

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Clerical Personnel / School Level

Salary Schedule

Fiscal Year 2015-16

| Salary Slot | Years Experience | LCHS SECRETARY | TOLAR SECRETARY | HOSFORD SECRETARY | EARLY LEARNING CENTER SECRETARY |
|-------------|------------------|----------------|-----------------|-------------------|---------------------------------|
| Salary CODE | | NSL | NSE | NSE | NSE |
| 0 | 0 | 22,242 | 21,497 | 21,497 | 21,497 |
| 1 | 1 | 22,658 | 21,873 | 21,873 | 21,873 |
| 2 | 2 | 23,074 | 22,249 | 22,249 | 22,249 |
| 3 | 3 | 23,490 | 22,625 | 22,625 | 22,625 |
| 4 | 4 | 23,906 | 23,001 | 23,001 | 23,001 |
| 5 | 5 | 24,322 | 23,377 | 23,377 | 23,377 |
| 6 | 6 | 24,738 | 23,753 | 23,753 | 23,753 |
| 7 | 7 | 25,154 | 24,129 | 24,129 | 24,129 |
| 8 | 8 | 25,570 | 24,505 | 24,505 | 24,505 |
| 9 | 9 | 25,986 | 24,881 | 24,881 | 24,881 |
| 10 | 10 | 26,402 | 25,257 | 25,257 | 25,257 |
| 11 | 11 | 26,818 | 25,633 | 25,633 | 25,633 |
| 12 | 12 | 27,234 | 26,009 | 26,009 | 26,009 |
| 13 | 13 | 27,650 | 26,385 | 26,385 | 26,385 |
| 14 | 14 | 28,066 | 26,761 | 26,761 | 26,761 |
| 15 | 15 | 28,482 | 27,137 | 27,137 | 27,137 |
| 16 | 16 | 28,898 | 27,513 | 27,513 | 27,513 |
| 17 | 17 | 29,314 | 27,889 | 27,889 | 27,889 |
| 18 | 18 | 29,730 | 28,265 | 28,265 | 28,265 |
| 19 | 19 | 30,146 | 28,641 | 28,641 | 28,641 |
| 20 | 20 | 30,562 | 29,017 | 29,017 | 29,017 |
| 21 | 21 | 30,978 | 29,393 | 29,393 | 29,393 |
| 22 | 22 | 31,394 | 29,769 | 29,769 | 29,769 |
| 23 | 23 | 31,810 | 30,145 | 30,145 | 30,145 |
| 24 | 24 | 32,226 | 30,521 | 30,521 | 30,521 |
| 25 | 25 | 32,642 | 30,897 | 30,897 | 30,897 |
| 26 | 26 | 33,058 | 31,273 | 31,273 | 31,273 |
| 27 | 27 | 33,474 | 31,649 | 31,649 | 31,649 |
| 28 | 28 | 33,890 | 32,025 | 32,025 | 32,025 |
| 29 | 29 | 34,306 | 32,401 | 32,401 | 32,401 |
| 30 | 30 | 34,722 | 32,777 | 32,777 | 32,777 |
| 31 | 31 | 35,138 | 33,153 | 33,153 | 33,153 |
| 32 | 32 | 35,554 | 33,529 | 33,529 | 33,529 |
| 33 | 33 | 35,970 | 33,905 | 33,905 | 33,905 |
| 34 | 34 | 36,386 | 34,281 | 34,281 | 34,281 |
| 35 | 35 | 36,802 | 34,657 | 34,657 | 34,657 |

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Student Records - Data Processing

Salary Schedule 2015-16

| | | 12 MONTHS | | | | | 10 MONTHS | | | |
|-------------|------------------|-----------------|-------------------------------|-----------------------|------------------------|-------------------------|-------------------------------|-----------------------|------------------------|-------------------------|
| Salary Slot | Years Experience | Student Records | Data Entry Operator - Degreed | Data Entry Operator I | Data Entry Operator II | Data Entry Operator III | Data Entry Operator - Degreed | Data Entry Operator I | Data Entry Operator II | Data Entry Operator III |
| Salary CODE | | NSR | NDA | NDB | NDC | NDD | ND0 | ND1 | ND2 | ND3 |
| 0 | 0 | 24,366 | 23,365 | 22,689 | 22,018 | 21,346 | 19,469 | 18,907 | 18,348 | 17,786 |
| 1 | 1 | 25,042 | 23,712 | 23,036 | 22,365 | 21,693 | 19,816 | 19,254 | 18,695 | 18,133 |
| 2 | 2 | 25,718 | 24,059 | 23,383 | 22,712 | 22,040 | 20,163 | 19,601 | 19,042 | 18,480 |
| 3 | 3 | 26,394 | 24,406 | 23,730 | 23,059 | 22,387 | 20,510 | 19,948 | 19,389 | 18,827 |
| 4 | 4 | 27,070 | 24,753 | 24,077 | 23,406 | 22,734 | 20,857 | 20,295 | 19,736 | 19,174 |
| 5 | 5 | 27,746 | 25,100 | 24,424 | 23,753 | 23,081 | 21,204 | 20,642 | 20,083 | 19,521 |
| 6 | 6 | 28,422 | 25,447 | 24,771 | 24,100 | 23,428 | 21,551 | 20,989 | 20,430 | 19,868 |
| 7 | 7 | 29,098 | 25,794 | 25,118 | 24,447 | 23,775 | 21,898 | 21,336 | 20,777 | 20,215 |
| 8 | 8 | 29,774 | 26,141 | 25,465 | 24,794 | 24,122 | 22,245 | 21,683 | 21,124 | 20,562 |
| 9 | 9 | 30,450 | 26,488 | 25,812 | 25,141 | 24,469 | 22,592 | 22,030 | 21,471 | 20,909 |
| 10 | 10 | 31,126 | 26,835 | 26,159 | 25,488 | 24,816 | 22,939 | 22,377 | 21,818 | 21,256 |
| 11 | 11 | 31,802 | 27,182 | 26,506 | 25,835 | 25,163 | 23,286 | 22,724 | 22,165 | 21,603 |
| 12 | 12 | 32,478 | 27,529 | 26,853 | 26,182 | 25,510 | 23,633 | 23,071 | 22,512 | 21,950 |
| 13 | 13 | 33,154 | 27,876 | 27,200 | 26,529 | 25,857 | 23,980 | 23,418 | 22,859 | 22,297 |
| 14 | 14 | 33,830 | 28,223 | 27,547 | 26,876 | 26,204 | 24,327 | 23,765 | 23,206 | 22,644 |
| 15 | 15 | 34,506 | 28,570 | 27,894 | 27,223 | 26,551 | 24,674 | 24,112 | 23,553 | 22,991 |
| 16 | 16 | 35,182 | 28,917 | 28,241 | 27,570 | 26,898 | 25,021 | 24,459 | 23,900 | 23,338 |
| 17 | 17 | 35,858 | 29,264 | 28,588 | 27,917 | 27,245 | 25,368 | 24,806 | 24,247 | 23,685 |
| 18 | 18 | 36,534 | 29,611 | 28,935 | 28,264 | 27,592 | 25,715 | 25,153 | 24,594 | 24,032 |
| 19 | 19 | 37,210 | 29,958 | 29,282 | 28,611 | 27,939 | 26,062 | 25,500 | 24,941 | 24,379 |
| 20 | 20 | 37,886 | 30,305 | 29,629 | 28,958 | 28,286 | 26,409 | 25,847 | 25,288 | 24,726 |
| 21 | 21 | 38,562 | 30,652 | 29,976 | 29,305 | 28,633 | 26,756 | 26,194 | 25,635 | 25,073 |
| 22 | 22 | 39,238 | 30,999 | 30,323 | 29,652 | 28,980 | 27,103 | 26,541 | 25,982 | 25,420 |
| 23 | 23 | 39,914 | 31,346 | 30,670 | 29,999 | 29,327 | 27,450 | 26,888 | 26,329 | 25,767 |
| 24 | 24 | 40,590 | 31,693 | 31,017 | 30,346 | 29,674 | 27,797 | 27,235 | 26,676 | 26,114 |
| 25 | 25 | 41,266 | 32,040 | 31,364 | 30,693 | 30,021 | 28,144 | 27,582 | 27,023 | 26,461 |
| 26 | 26 | 41,942 | 32,387 | 31,711 | 31,040 | 30,368 | 28,491 | 27,929 | 27,370 | 26,808 |
| 27 | 27 | 42,618 | 32,734 | 32,058 | 31,387 | 30,715 | 28,838 | 28,276 | 27,717 | 27,155 |
| 28 | 28 | 43,294 | 33,081 | 32,405 | 31,734 | 31,062 | 29,185 | 28,623 | 28,064 | 27,502 |
| 29 | 29 | 43,970 | 33,428 | 32,752 | 32,081 | 31,409 | 29,532 | 28,970 | 28,411 | 27,849 |
| 30 | 30 | 44,646 | 33,775 | 33,099 | 32,428 | 31,756 | 29,879 | 29,317 | 28,758 | 28,196 |
| 31 | 31 | 45,322 | 34,122 | 33,446 | 32,775 | 32,103 | 30,226 | 29,664 | 29,105 | 28,543 |
| 32 | 32 | 45,998 | 34,469 | 33,793 | 33,122 | 32,450 | 30,573 | 30,011 | 29,452 | 28,890 |
| 33 | 33 | 46,674 | 34,816 | 34,140 | 33,469 | 32,797 | 30,920 | 30,358 | 29,799 | 29,237 |
| 34 | 34 | 47,350 | 35,163 | 34,487 | 33,816 | 33,144 | 31,267 | 30,705 | 30,146 | 29,584 |
| 35 | 35 | 48,026 | 35,510 | 34,834 | 34,163 | 33,491 | 31,614 | 31,052 | 30,493 | 29,931 |

| | |
|-----------------------|--|
| DEGREED | Completion of a BS or BA 4 year Degree. |
| Data Entry I | Completion of 2 years of college (Aa Degree) or 2 years postsecondary Vocational School. |
| Data Entry II | Completion of 1 year of college (30 semester hours) or 1 year postsecondary Vocational School. |
| Data Entry III | Completion of High School |

Anyone beyond 20th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Para-Professional Salary Schedule

Fiscal Year 2015-16

| 12 MONTHS | | | | | | 10 MONTHS | | | |
|-------------|------------------|--------------------|--------------|---------------|----------------|--------------------|--------------|---------------|----------------|
| Salary Slot | Years Experience | Para Prof. Degreed | Para Prof. I | Para-Prof. II | Para-Prof. III | Para Prof. Degreed | Para Prof. I | Para-Prof. II | Para-Prof. III |
| Salary CODE | | NAW | NAX | NAY | NAZ | NAD | NA1 | NA2 | NA3 |
| 0 | 0 | 22,392 | 21,719 | 21,045 | 20,371 | 18,829 | 18,267 | 17,708 | 17,146 |
| 1 | 1 | 22,632 | 21,959 | 21,285 | 20,611 | 19,030 | 18,468 | 17,909 | 17,347 |
| 2 | 2 | 22,872 | 22,199 | 21,525 | 20,851 | 19,231 | 18,669 | 18,110 | 17,548 |
| 3 | 3 | 23,112 | 22,439 | 21,765 | 21,091 | 19,432 | 18,870 | 18,311 | 17,749 |
| 4 | 4 | 23,352 | 22,679 | 22,005 | 21,331 | 19,633 | 19,071 | 18,512 | 17,950 |
| 5 | 5 | 23,592 | 22,919 | 22,245 | 21,571 | 19,834 | 19,272 | 18,713 | 18,151 |
| 6 | 6 | 23,832 | 23,159 | 22,485 | 21,811 | 20,035 | 19,473 | 18,914 | 18,352 |
| 7 | 7 | 24,072 | 23,399 | 22,725 | 22,051 | 20,236 | 19,674 | 19,115 | 18,553 |
| 8 | 8 | 24,312 | 23,639 | 22,965 | 22,291 | 20,437 | 19,875 | 19,316 | 18,754 |
| 9 | 9 | 24,552 | 23,879 | 23,205 | 22,531 | 20,638 | 20,076 | 19,517 | 18,955 |
| 10 | 10 | 24,792 | 24,119 | 23,445 | 22,771 | 20,839 | 20,277 | 19,718 | 19,156 |
| 11 | 11 | 25,032 | 24,359 | 23,685 | 23,011 | 21,040 | 20,478 | 19,919 | 19,357 |
| 12 | 12 | 25,272 | 24,599 | 23,925 | 23,251 | 21,241 | 20,679 | 20,120 | 19,558 |
| 13 | 13 | 25,512 | 24,839 | 24,165 | 23,491 | 21,442 | 20,880 | 20,321 | 19,759 |
| 14 | 14 | 25,752 | 25,079 | 24,405 | 23,731 | 21,643 | 21,081 | 20,522 | 19,960 |
| 15 | 15 | 25,992 | 25,319 | 24,645 | 23,971 | 21,844 | 21,282 | 20,723 | 20,161 |
| 16 | 16 | 26,232 | 25,559 | 24,885 | 24,211 | 22,045 | 21,483 | 20,924 | 20,362 |
| 17 | 17 | 26,472 | 25,799 | 25,125 | 24,451 | 22,246 | 21,684 | 21,125 | 20,563 |
| 18 | 18 | 26,712 | 26,039 | 25,365 | 24,691 | 22,447 | 21,885 | 21,326 | 20,764 |
| 19 | 19 | 26,952 | 26,279 | 25,605 | 24,931 | 22,648 | 22,086 | 21,527 | 20,965 |
| 20 | 20 | 27,192 | 26,519 | 25,845 | 25,171 | 22,849 | 22,287 | 21,728 | 21,166 |
| 21 | 21 | 27,432 | 26,759 | 26,085 | 25,411 | 23,050 | 22,488 | 21,929 | 21,367 |
| 22 | 22 | 27,672 | 26,999 | 26,325 | 25,651 | 23,251 | 22,689 | 22,130 | 21,568 |
| 23 | 23 | 27,912 | 27,239 | 26,565 | 25,891 | 23,452 | 22,890 | 22,331 | 21,769 |
| 24 | 24 | 28,152 | 27,479 | 26,805 | 26,131 | 23,653 | 23,091 | 22,532 | 21,970 |
| 25 | 25 | 28,392 | 27,719 | 27,045 | 26,371 | 23,854 | 23,292 | 22,733 | 22,171 |
| 26 | 26 | 28,632 | 27,959 | 27,285 | 26,611 | 24,055 | 23,493 | 22,934 | 22,372 |
| 27 | 27 | 28,872 | 28,199 | 27,525 | 26,851 | 24,256 | 23,694 | 23,135 | 22,573 |
| 28 | 28 | 29,112 | 28,439 | 27,765 | 27,091 | 24,457 | 23,895 | 23,336 | 22,774 |
| 29 | 29 | 29,352 | 28,679 | 28,005 | 27,331 | 24,658 | 24,096 | 23,537 | 22,975 |
| 30 | 30 | 29,592 | 28,919 | 28,245 | 27,571 | 24,859 | 24,297 | 23,738 | 23,176 |
| 31 | 31 | 29,832 | 29,159 | 28,485 | 27,811 | 25,060 | 24,498 | 23,939 | 23,377 |
| 32 | 32 | 30,072 | 29,399 | 28,725 | 28,051 | 25,261 | 24,699 | 24,140 | 23,578 |
| 33 | 33 | 30,312 | 29,639 | 28,965 | 28,291 | 25,462 | 24,900 | 24,341 | 23,779 |
| 34 | 34 | 30,552 | 29,879 | 29,205 | 28,531 | 25,663 | 25,101 | 24,542 | 23,980 |
| 35 | 35 | 30,792 | 30,119 | 29,445 | 28,771 | 25,864 | 25,302 | 24,743 | 24,181 |

**Para Pro Pre-K employees must acquire the required 40 hours of training mandated by the Department of Children and Families and then the CDA credential within 1 year of employment. Two years will be given for special circumstances, such as the classes are not offered within the required deadlines.*

| | | | | |
|------------------------------|---|----------|--------------|--|
| Substitute Para-Professional | \$ 8.05 | Per Hour | DEGREED | Completion of a BS or BA 4 year Degree. |
| Long Term Sub -Para Pro | \$ 10.00 | Per Hour | Para Pro I | Completion of 2 years of college (AA Degree) or 2 years postsecondary Vocational School. |
| Part-Time Para-Professional | <i>Based on the hourly rate of the Para-Professional (no experience) pay scale.</i> | | Para Pro II | Completion of 1 year of college (30 semester hours) or 1 year postsecondary Vocational School. |
| | | | Para Pro III | Completion of High School |

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

**Liberty County School Board
Health Service
Salary Schedule
2015-16**

| | | Position | |
|-------------|------------------|-----------------------|--------|
| Salary CODE | | NSW | |
| Salary Slot | Years Experience | Health Service Worker | Salary |
| 0 | 0 | | 26,891 |
| 1 | 1 | | 27,307 |
| 2 | 2 | | 27,723 |
| 3 | 3 | | 28,139 |
| 4 | 4 | | 28,555 |
| 5 | 5 | | 28,971 |
| 6 | 6 | | 29,387 |
| 7 | 7 | | 29,803 |
| 8 | 8 | | 30,219 |
| 9 | 9 | | 30,635 |
| 10 | 10 | | 31,051 |
| 11 | 11 | | 31,467 |
| 12 | 12 | | 31,883 |
| 13 | 13 | | 32,299 |
| 14 | 14 | | 32,715 |
| 15 | 15 | | 33,131 |
| 16 | 16 | | 33,547 |
| 17 | 17 | | 33,963 |
| 18 | 18 | | 34,379 |
| 19 | 19 | | 34,795 |
| 20 | 20 | | 35,211 |
| 21 | 21 | | 35,627 |
| 22 | 22 | | 36,043 |
| 23 | 23 | | 36,459 |
| 24 | 24 | | 36,875 |
| 25 | 25 | | 37,291 |
| 26 | 26 | | 37,707 |
| 27 | 27 | | 38,123 |
| 28 | 28 | | 38,539 |
| 29 | 29 | | 38,955 |
| 30 | 30 | | 39,371 |
| 31 | 31 | | 39,787 |
| 32 | 32 | | 40,203 |
| 33 | 33 | | 40,619 |
| 34 | 34 | | 41,035 |
| 35 | 35 | | 41,451 |

100% of Salary paid from IDEA grant.

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Para Professional, (12 month, 8 hours)
Salary Schedule
2015-16

| | | Position | |
|-------------|------------------|-------------------|--------|
| Salary CODE | | NA4 | |
| Salary Slot | Years Experience | Para Professional | Salary |
| 0 | 0 | | 24,600 |
| 1 | 1 | | 24,840 |
| 2 | 2 | | 25,080 |
| 3 | 3 | | 25,320 |
| 4 | 4 | | 25,560 |
| 5 | 5 | | 25,800 |
| 6 | 6 | | 26,040 |
| 7 | 7 | | 26,280 |
| 8 | 8 | | 26,520 |
| 9 | 9 | | 26,760 |
| 10 | 10 | | 27,000 |
| 11 | 11 | | 27,240 |
| 12 | 12 | | 27,480 |
| 13 | 13 | | 27,720 |
| 14 | 14 | | 27,960 |
| 15 | 15 | | 28,200 |
| 16 | 16 | | 28,440 |
| 17 | 17 | | 28,680 |
| 18 | 18 | | 28,920 |
| 19 | 19 | | 29,160 |
| 20 | 20 | | 29,400 |
| 21 | 21 | | 29,640 |
| 22 | 22 | | 29,880 |
| 23 | 23 | | 30,120 |
| 24 | 24 | | 30,360 |
| 25 | 25 | | 30,600 |
| 26 | 26 | | 30,840 |
| 27 | 27 | | 31,080 |
| 28 | 28 | | 31,320 |
| 29 | 29 | | 31,560 |
| 30 | 30 | | 31,800 |
| 31 | 31 | | 32,040 |
| 32 | 32 | | 32,280 |
| 33 | 33 | | 32,520 |
| 34 | 34 | | 32,760 |
| 35 | 35 | | 33,000 |

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

**Liberty County School Board
Staffing Specialist Assistant
Salary Schedule
2015-16**

| | 10 month Non Instr | Position | |
|--------------------|--------------------|--------------------------|--------|
| Salary CODE | | NA6 | |
| Salary Slot | Years Experience | Staffing Specialist Asst | Salary |
| 0 | 0 | | 19,500 |
| 1 | 1 | | 19,701 |
| 2 | 2 | | 19,902 |
| 3 | 3 | | 20,103 |
| 4 | 4 | | 20,304 |
| 5 | 5 | | 20,505 |
| 6 | 6 | | 20,706 |
| 7 | 7 | | 20,907 |
| 8 | 8 | | 21,108 |
| 9 | 9 | | 21,309 |
| 10 | 10 | | 21,510 |
| 11 | 11 | | 21,711 |
| 12 | 12 | | 21,912 |
| 13 | 13 | | 22,113 |
| 14 | 14 | | 22,314 |
| 15 | 15 | | 22,515 |
| 16 | 16 | | 22,716 |
| 17 | 17 | | 22,917 |
| 18 | 18 | | 23,118 |
| 19 | 19 | | 23,319 |
| 20 | 20 | | 23,520 |
| 21 | 21 | | 23,721 |
| 22 | 22 | | 23,922 |
| 23 | 23 | | 24,123 |
| 24 | 24 | | 24,324 |
| 25 | 25 | | 24,525 |
| 26 | 26 | | 24,726 |
| 27 | 27 | | 24,927 |
| 28 | 28 | | 25,128 |
| 29 | 29 | | 25,329 |
| 30 | 30 | | 25,530 |
| 31 | 31 | | 25,731 |
| 32 | 32 | | 25,932 |
| 33 | 33 | | 26,133 |
| 34 | 34 | | 26,334 |
| 35 | 35 | | 26,535 |

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

**Liberty County School Board
Special Positions Salary Schedule
Fiscal Year 2015-16**

| 12 MONTHS | Position | Salary |
|------------|---|--------|
| Code | | |
| IMT | Adult Education Teacher | * |
| IMS | Teacher on Special Assignment, Other Instruction | * |
| NTS | Information Network Specialist | 44,776 |

*Salary to be based on the regular teacher's salary at the experience level of the person that is employed in the positions above plus 20% for the 11th and 12th months.

| | | |
|------------|----------------------|------------|
| *** | System Specialist IT | *** |
|------------|----------------------|------------|

***Salary to be paid based on the 12 month, 8 HRS para professional scale at the experience level of the person employed.

| 10 MONTHS | Position | Salary |
|--------------|-----------------------------------|----------|
| Code | | |
| * | Program Specialist | * |
| AEVSP | Evaluation Specialist (part time) | 21,000 |
| IBS01 | Behavior Specialist (part time) | 21,750 |
| ** | Part Time Teacher | ** |
| **** | Temporary Clerk (part time--hrly) | \$ 25.00 |
| NES | Energy Specialist | \$ 6,000 |

Energy Spec. paid as supplement --- 12 month

*Salary to be based on the regular teacher's salary at the experience level of the person that is employed in the 12 month position.

**** Part time teacher is based on beginning teacher salary times portion of periods working in a day divided by 12 pays will give you the salary.****

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Maintenance/Mechanic Personnel Salary Schedule

Fiscal Year 2015-16

12 MONTHS

| Salary Slot | Years Experience | School Maintenance | Mechanic I | Mechanic II | Bus Mechanic Part-Time |
|-------------|------------------|--------------------|------------|-------------|------------------------|
| Salary CODE | | NMF | NBM | NBA | NBP |
| 0 | 0 | 30,391 | 30,391 | 26,666 | 15,188 |
| 1 | 1 | 30,899 | 30,899 | 26,988 | 15,375 |
| 2 | 2 | 31,407 | 31,407 | 27,310 | 15,562 |
| 3 | 3 | 31,915 | 31,915 | 27,632 | 15,749 |
| 4 | 4 | 32,423 | 32,423 | 27,954 | 15,936 |
| 5 | 5 | 32,931 | 32,931 | 28,276 | 16,123 |
| 6 | 6 | 33,439 | 33,439 | 28,598 | 16,310 |
| 7 | 7 | 33,947 | 33,947 | 28,920 | 16,497 |
| 8 | 8 | 34,455 | 34,455 | 29,242 | 16,684 |
| 9 | 9 | 34,963 | 34,963 | 29,564 | 16,871 |
| 10 | 10 | 35,471 | 35,471 | 29,886 | 17,058 |
| 11 | 11 | 35,979 | 35,979 | 30,208 | 17,245 |
| 12 | 12 | 36,487 | 36,487 | 30,530 | 17,432 |
| 13 | 13 | 36,995 | 36,995 | 30,852 | 17,619 |
| 14 | 14 | 37,503 | 37,503 | 31,174 | 17,806 |
| 15 | 15 | 38,011 | 38,011 | 31,496 | 17,993 |
| 16 | 16 | 38,519 | 38,519 | 31,818 | 18,180 |
| 17 | 17 | 39,027 | 39,027 | 32,140 | 18,367 |
| 18 | 18 | 39,535 | 39,535 | 32,462 | 18,554 |
| 19 | 19 | 40,043 | 40,043 | 32,784 | 18,741 |
| 20 | 20 | 40,551 | 40,551 | 33,106 | 18,928 |
| 21 | 21 | 41,059 | 41,059 | 33,428 | 19,115 |
| 22 | 22 | 41,567 | 41,567 | 33,750 | 19,302 |
| 23 | 23 | 42,075 | 42,075 | 34,072 | 19,489 |
| 24 | 24 | 42,583 | 42,583 | 34,394 | 19,676 |
| 25 | 25 | 43,091 | 43,091 | 34,716 | 19,863 |
| 26 | 26 | 43,599 | 43,599 | 35,038 | 20,050 |
| 27 | 27 | 44,107 | 44,107 | 35,360 | 20,237 |
| 28 | 28 | 44,615 | 44,615 | 35,682 | 20,424 |
| 29 | 29 | 45,123 | 45,123 | 36,004 | 20,611 |
| 30 | 30 | 45,631 | 45,631 | 36,326 | 20,798 |
| 31 | 31 | 46,139 | 46,139 | 36,648 | 20,985 |
| 32 | 32 | 46,647 | 46,647 | 36,970 | 21,172 |
| 33 | 33 | 47,155 | 47,155 | 37,292 | 21,359 |
| 34 | 34 | 47,663 | 47,663 | 37,614 | 21,546 |
| 35 | 35 | 48,171 | 48,171 | 37,936 | 21,733 |

| SUBSTITUTE MECHANIC | |
|---------------------|----------|
| \$8.05 | Per Hour |

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Child Care Worker Salary Schedule

Fiscal Year 2015-16

12 MONTHS

| | | Position | | Position |
|-------------|----|-----------------------------|--|--------------------------------|
| Salary CODE | | NCC | | NUC |
| Salary Slot | | Certified Child Care Worker | | Un-Certified Child Care Worker |
| 0 | 0 | 18,377 | | 16,875 |
| 1 | 1 | 18,433 | | 16,925 |
| 2 | 2 | 18,489 | | |
| 3 | 3 | 18,545 | | |
| 4 | 4 | 18,601 | | |
| 5 | 5 | 18,657 | | |
| 6 | 6 | 18,713 | | |
| 7 | 7 | 18,769 | | |
| 8 | 8 | 18,825 | | |
| 9 | 9 | 18,881 | | |
| 10 | 10 | 18,937 | | |
| 11 | 11 | 18,993 | | |
| 12 | 12 | 19,049 | | |
| 13 | 13 | 19,105 | | |
| 14 | 14 | 19,161 | | |
| 15 | 15 | 19,217 | | |
| 16 | 16 | 19,273 | | |
| 17 | 17 | 19,329 | | |
| 18 | 18 | 19,385 | | |
| 19 | 19 | 19,441 | | |
| 20 | 20 | 19,497 | | |
| 21 | 21 | 19,553 | | |
| 22 | 22 | 19,609 | | |
| 23 | 23 | 19,665 | | |
| 24 | 24 | 19,721 | | |
| 25 | 25 | 19,777 | | |
| 26 | 26 | 19,833 | | |
| 27 | 27 | 19,889 | | |
| 28 | 28 | 19,945 | | |
| 29 | 29 | 20,001 | | |
| 30 | 30 | 20,057 | | |
| 31 | 31 | 20,113 | | |
| 32 | 32 | 20,169 | | |
| 33 | 33 | 20,225 | | |
| 34 | 34 | 20,281 | | |
| 35 | 35 | 20,337 | | |

After Regular Hours & Summer Program

HOURLY RATE:

8.50 Certified
8.05 Un-Certified

Note: The hourly rates listed are not based on the base pay above.

SUB Child Care (XSUB) \$8.05/hr

Qualifications:

Certified Child Care Worker - Must have CDA

Un-Certified Child Care Worker --Must have High School Diploma

*Child Care employees must acquire the required 40 hours of training mandated by the Department of Children and Families and then the CDA creditial within 1 year of employment. Two years will be given for special circumstances, such as the classes are not offered within the required deadlines.

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Groundskeeper - Custodial Personnel Salary Schedule

Fiscal Year 2015-16

| Salary Slot | Years Experience | Custodian/ Groundskeeper | Custodian | School Custodian Part-time |
|-------------|------------------|-----------------------------|-----------|-------------------------------|
| Salary CODE | | NMB | NCO | NC3 |
| 0 | 0 | 22,659 | 22,462 | 11,229 |
| 1 | 1 | 22,799 | 22,602 | 11,278 |
| 2 | 2 | 22,939 | 22,742 | 11,327 |
| 3 | 3 | 23,079 | 22,882 | 11,376 |
| 4 | 4 | 23,219 | 23,022 | 11,425 |
| 5 | 5 | 23,359 | 23,162 | 11,474 |
| 6 | 6 | 23,499 | 23,302 | 11,523 |
| 7 | 7 | 23,639 | 23,442 | 11,572 |
| 8 | 8 | 23,779 | 23,582 | 11,621 |
| 9 | 9 | 23,919 | 23,722 | 11,670 |
| 10 | 10 | 24,059 | 23,862 | 11,719 |
| 11 | 11 | 24,199 | 24,002 | 11,768 |
| 12 | 12 | 24,339 | 24,142 | 11,817 |
| 13 | 13 | 24,479 | 24,282 | 11,866 |
| 14 | 14 | 24,619 | 24,422 | 11,915 |
| 15 | 15 | 24,759 | 24,562 | 11,964 |
| 16 | 16 | 24,899 | 24,702 | 12,013 |
| 17 | 17 | 25,039 | 24,842 | 12,062 |
| 18 | 18 | 25,179 | 24,982 | 12,111 |
| 19 | 19 | 25,319 | 25,122 | 12,160 |
| 20 | 20 | 25,459 | 25,262 | 12,209 |
| 21 | 21 | 25,599 | 25,402 | 12,258 |
| 22 | 22 | 25,739 | 25,542 | 12,307 |
| 23 | 23 | 25,879 | 25,682 | 12,356 |
| 24 | 24 | 26,019 | 25,822 | 12,405 |
| 25 | 25 | 26,159 | 25,962 | 12,454 |
| 26 | 26 | 26,299 | 26,102 | 12,503 |
| 27 | 27 | 26,439 | 26,242 | 12,552 |
| 28 | 28 | 26,579 | 26,382 | 12,601 |
| 29 | 29 | 26,719 | 26,522 | 12,650 |
| 30 | 30 | 26,859 | 26,662 | 12,699 |
| 31 | 31 | 26,999 | 26,802 | 12,748 |
| 32 | 32 | 27,139 | 26,942 | 12,797 |
| 33 | 33 | 27,279 | 27,082 | 12,846 |
| 34 | 34 | 27,419 | 27,222 | 12,895 |
| 35 | 35 | 27,559 | 27,362 | 12,944 |
| | | Substitute Custodians | \$ 8.05 | |
| | | Long Term Sub Custodian | \$ 11.41 | |

Long term sub custodial pay is effective only if the sub work extends beyond 8 weeks of subbing.

Then from that point forward sub custodian will receive the long term pay.

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Food Service Personnel Salary Schedule

Fiscal Year 2015-16

9 Months

| Salary Slot | Years Experience | Lunchroom Manager | Lunchroom Worker (7 Hours) | Lunchroom Worker (6 Hours) | Lunchroom Worker (4 Hours) |
|--------------------|------------------|-------------------|----------------------------|----------------------------|----------------------------|
| Salary CODE | | NLM | NLW | NL6 | NL4 |
| 0 | 0 | 18,500 | 16,655 | 14,282 | 9,524 |
| 1 | 1 | 18,557 | 16,706 | 14,334 | 9,554 |
| 2 | 2 | 18,614 | 16,757 | 14,386 | 9,584 |
| 3 | 3 | 18,671 | 16,808 | 14,438 | 9,614 |
| 4 | 4 | 18,728 | 16,859 | 14,490 | 9,644 |
| 5 | 5 | 18,785 | 16,910 | 14,542 | 9,674 |
| 6 | 6 | 18,842 | 16,961 | 14,594 | 9,704 |
| 7 | 7 | 18,899 | 17,012 | 14,646 | 9,734 |
| 8 | 8 | 18,956 | 17,063 | 14,698 | 9,764 |
| 9 | 9 | 19,013 | 17,114 | 14,750 | 9,794 |
| 10 | 10 | 19,070 | 17,165 | 14,802 | 9,824 |
| 11 | 11 | 19,127 | 17,216 | 14,854 | 9,854 |
| 12 | 12 | 19,184 | 17,267 | 14,906 | 9,884 |
| 13 | 13 | 19,241 | 17,318 | 14,958 | 9,914 |
| 14 | 14 | 19,298 | 17,369 | 15,010 | 9,944 |
| 15 | 15 | 19,355 | 17,420 | 15,062 | 9,974 |
| 16 | 16 | 19,412 | 17,471 | 15,114 | 10,004 |
| 17 | 17 | 19,469 | 17,522 | 15,166 | 10,034 |
| 18 | 18 | 19,526 | 17,573 | 15,218 | 10,064 |
| 19 | 19 | 19,583 | 17,624 | 15,270 | 10,094 |
| 20 | 20 | 19,640 | 17,675 | 15,322 | 10,124 |
| 21 | 21 | 19,697 | 17,726 | 15,374 | 10,154 |
| 22 | 22 | 19,754 | 17,777 | 15,426 | 10,184 |
| 23 | 23 | 19,811 | 17,828 | 15,478 | 10,214 |
| 24 | 24 | 19,868 | 17,879 | 15,530 | 10,244 |
| 25 | 25 | 19,925 | 17,930 | 15,582 | 10,274 |
| 26 | 26 | 19,982 | 17,981 | 15,634 | 10,304 |
| 27 | 27 | 20,039 | 18,032 | 15,686 | 10,334 |
| 28 | 28 | 20,096 | 18,083 | 15,738 | 10,364 |
| 29 | 29 | 20,153 | 18,134 | 15,790 | 10,394 |
| 30 | 30 | 20,210 | 18,185 | 15,842 | 10,424 |
| 31 | 31 | 20,267 | 18,236 | 15,894 | 10,454 |
| 32 | 32 | 20,324 | 18,287 | 15,946 | 10,484 |
| 33 | 33 | 20,381 | 18,338 | 15,998 | 10,514 |
| 34 | 34 | 20,438 | 18,389 | 16,050 | 10,544 |
| 35 | 35 | 20,495 | 18,440 | 16,102 | 10,574 |

12 Months

| ECH Lunchroom Manager | ECH Lunchroom Worker - 4 Hours |
|-----------------------|--------------------------------|
| NML | NEL |
| 24,665 | 12,696 |
| 24,740 | 12,736 |
| 24,815 | 12,776 |
| 24,890 | 12,816 |
| 24,965 | 12,856 |
| 25,040 | 12,896 |
| 25,115 | 12,936 |
| 25,190 | 12,976 |
| 25,265 | 13,016 |
| 25,340 | 13,056 |
| 25,415 | 13,096 |
| 25,490 | 13,136 |
| 25,565 | 13,176 |
| 25,640 | 13,216 |
| 25,715 | 13,256 |
| 25,790 | 13,296 |
| 25,865 | 13,336 |
| 25,940 | 13,376 |
| 26,015 | 13,416 |
| 26,090 | 13,456 |
| 26,165 | 13,496 |
| 26,240 | 13,536 |
| 26,315 | 13,576 |
| 26,390 | 13,616 |
| 26,465 | 13,656 |
| 26,540 | 13,696 |
| 26,615 | 13,736 |
| 26,690 | 13,776 |
| 26,765 | 13,816 |
| 26,840 | 13,856 |
| 26,915 | 13,896 |
| 26,990 | 13,936 |
| 27,065 | 13,976 |
| 27,140 | 14,016 |
| 27,215 | 14,056 |
| 27,290 | 14,096 |

| | | |
|------------|--------|----------|
| Substitute | \$8.05 | Per Hour |
|------------|--------|----------|

| | |
|------------|------------------|
| Part Time | Lunchroom Worker |
| 3.5 hr/day | \$8.05 Per Hour |

****Note: 9 month and 12 month salary will be divided into 12 pay checks.****

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

9 Month Transportation Salary Schedule

Fiscal Year 2015-16

9 MONTHS

| Salary Slot | Years Experience | BUS DRIVER |
|-------------|------------------|------------|
| Salary CODE | | NBD |
| | | |
| 0 | 0 | 13,585 |
| 1 | 1 | 13,685 |
| 2 | 2 | 13,785 |
| 3 | 3 | 13,885 |
| 4 | 4 | 13,985 |
| 5 | 5 | 14,085 |
| 6 | 6 | 14,185 |
| 7 | 7 | 14,285 |
| 8 | 8 | 14,385 |
| 9 | 9 | 14,485 |
| 10 | 10 | 14,585 |
| 11 | 11 | 14,685 |
| 12 | 12 | 14,785 |
| 13 | 13 | 14,885 |
| 14 | 14 | 14,985 |
| 15 | 15 | 15,085 |
| 16 | 16 | 15,185 |
| 17 | 17 | 15,285 |
| 18 | 18 | 15,385 |
| 19 | 19 | 15,485 |
| 20 | 20 | 15,585 |
| 21 | 21 | 15,685 |
| 22 | 22 | 15,785 |
| 23 | 23 | 15,885 |
| 24 | 24 | 15,985 |
| 25 | 25 | 16,085 |
| 26 | 26 | 16,185 |
| 27 | 27 | 16,285 |
| 28 | 28 | 16,385 |
| 29 | 29 | 16,485 |
| 30 | 30 | 16,585 |
| 31 | 31 | 16,685 |
| 32 | 32 | 16,785 |
| 33 | 33 | 16,885 |
| 34 | 34 | 16,985 |
| 35 | 35 | 17,085 |

| Codes | DESCRIPTION | AMTS. PER TRIP |
|-------|--|----------------|
| | Trips occurring on days other than reg. work days | \$70.00 |
| NATHT | Athletic Trips | \$55.00 |
| NBCJC | Trips to and from Chipola Jr. College | \$25.00 |
| NBDT2 | Bus Driver Training (to be paid at per hour) | \$19.70 |
| | ESE Transportation in District to be paid from Title VIB | \$15.00 |

SUPPLEMENTS

| Codes | DESCRIPTION | AMOUNTS |
|-------|--|-------------------|
| | Bus route of 25 miles or less per day | No Supplement |
| SUG0A | Bus route of 26-60 miles per day | \$ 360.00 |
| SUG0B | Bus route of 61 miles or more per day | \$ 450.00 |
| SUG0C | Transporting students to and from district ESE Centers | \$75.00 Per Month |
| SUG0D | Bus Route of 145 miles or over per day | \$ 675.00 |
| SUG0E | More than 40 miles (round trip) | \$60.00 per month |
| SUG0F | 40 miles or less (round trip) | \$40.00 per month |
| SUG0G | Transport HS students to Early Learning Center | \$2,100.00 |
| SUG0H | Transport Supplement for pick up at Vilas | \$2,700.00 |
| SUGE1 | Transportation Bus Monitor - Sumatra | \$9,000.00 |
| SUGE2 | Transportation Bus Monitor - Bristol/Hosford | \$5,000.00 |
| SUGE3 | Transportation Bus Monitor - In town route | \$5,000.00 |
| SUGCH | Bus Driver Supplement for Hosford Custodian | \$6,000.00 |
| SUGME | FREEZE Transportation Monitor - Long Route | \$2,000.00 |
| SUGMF | Additional Time on Bus Route | \$ 500.00 |
| SUGMT | Tallahassee Van Route | \$ 500.00 |
| SUGTD | Transport PK Disabilities Students (A.M. Rte) | \$ 500.00 |

| | Substitute Bus Driver Schedule | Per Day |
|-------|--------------------------------|----------|
| XSB00 | Morning Bus Route | \$ 35.00 |
| XSB01 | Afternoon Bus Route | \$ 30.00 |
| XSB02 | Sub Bus Monitor | \$ 25.00 |

****Note: 9 month and 12 month salary will be divided into 12 pay checks.****

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

**Liberty County School Board
Transportation
Gretchen Everhart/Tallahassee
Fiscal Year 2015-16**

9 MONTHS (8 hrs a day and Includes Summer Work Days)

| | Position | Salary |
|--------------|--|---------------|
| Code | | |
| NBT | Bus Driver---Gretchen Everhart (includes other schools in Tallahassee) | 18,000 |
| NA6 | Health Aide III --Gretchen Everhart (includes duty of Bus Monitor on Bus) | 16,000 |
| SUGMG | After Hours Supplement | 2,000 |

| | Substitute Tallahassee Driver Schedule | Per Day |
|--------------|---|----------------|
| XSB00 | Morning Route SUB- Health Aide III | \$ 35.00 |
| XSB01 | Afternoon Route SUB- Health Aide III | \$ 30.00 |
| XSB04 | Sub Bus Driver (Tallahassee Morning Route) | \$ 45.00 |
| XSB05 | Sub Bus Driver (Tallahassee Afternoon Route) | \$ 40.00 |

Liberty County School Board
Health Aide II (10 month)
Salary Schedule
2015-16

| | | Position | |
|-------------|------------------|----------------|--------|
| Salary CODE | | NA5 | |
| Salary Slot | Years Experience | Health Aide II | Salary |
| 0 | 0 | | 12,600 |
| 1 | 1 | | 12,700 |
| 2 | 2 | | 12,800 |
| 3 | 3 | | 12,900 |
| 4 | 4 | | 13,000 |
| 5 | 5 | | 13,100 |
| 6 | 6 | | 13,200 |
| 7 | 7 | | 13,300 |
| 8 | 8 | | 13,400 |
| 9 | 9 | | 13,500 |
| 10 | 10 | | 13,600 |
| 11 | 11 | | 13,700 |
| 12 | 12 | | 13,800 |
| 13 | 13 | | 13,900 |
| 14 | 14 | | 14,000 |
| 15 | 15 | | 14,100 |
| 16 | 16 | | 14,200 |
| 17 | 17 | | 14,300 |
| 18 | 18 | | 14,400 |
| 19 | 19 | | 14,500 |
| 20 | 20 | | 14,600 |
| 21 | 21 | | 14,700 |
| 22 | 22 | | 14,800 |
| 23 | 23 | | 14,900 |
| 24 | 24 | | 15,000 |
| 25 | 25 | | 15,100 |
| 26 | 26 | | 15,200 |
| 27 | 27 | | 15,300 |
| 28 | 28 | | 15,400 |
| 29 | 29 | | 15,500 |
| 30 | 30 | | 15,600 |
| 31 | 31 | | 15,700 |
| 32 | 32 | | 15,800 |
| 33 | 33 | | 15,900 |
| 34 | 34 | | 16,000 |
| 35 | 35 | | 16,100 |

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

SUMMER HOURLY RATES

| Code | Description | Rate Per Hour |
|------|--------------------|---------------|
| IS00 | Instructional | \$ 22.00 |
| NSHR | Non- Instructional | \$ 12.00 |
| XSHA | Health Aide | \$ 10.00 |

Teacher Exhibitor and/or Presenter Workshops

All workshops are subject to prior district administrative approval. Teachers will be paid at their regular hourly rate of pay in accordance with the instructional salary schedule, excluding supplements, for preparation and participation in workshops where the teacher(s) serves as an **exhibitor** and/or **presenter** on days other than their scheduled work days.

**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

| Code | Interns | Rate Per Day |
|--------------|-----------------------|--------------|
| NINTR | Instructional Interns | 70.00 |

| Code | Substitute Teachers | Rate Per Day/Hour |
|-------------|---------------------|---------------------|
| XSBA | Bachelor Degree | 70.00/ 10.00 |
| XSAA | AA Degree | 60.00/ 8.57 |
| XSHS | High School Diploma | 56.35/8.05 |

| Compensation for days other than regular work days: | | |
|---|---------------------|---------------|
| | Employees | Rate Per Day |
| | Instructional | 100.00 |
| | Non-Instructional | 45.00 |
| NSATD | Saturday Dentention | 50.00 |

| Code | Long Term Substitutes | Rate Per Day |
|--------------|--|--------------|
| IBA00 | Sub paid at beginning teacher hourly rate <i>*Must have a BA degree & Teacher Certification</i> | 23.50 |

| Code | Medicaid Health Aides | Rate Per Hour |
|-------------|---|---------------|
| XSHA | Medicaid Health Aides (considered subs/part time) | 10.00 |

**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

ATHLETIC SUPPLEMENTS

| Codes | Position | Supplement |
|--------------|--|-------------------|
| SUA05 | LCCHS Head Football Coach (3,700) LCCHS Athletic Director (2,000) | 5,700 |
| SUA06 | LCCHS Varsity Assistant Football Coaches | 2,400 |
| SUA07 | LCCHS Head JV Football Coach | 2,000 |
| SUA08 | LCCHS Assistant JV Football Coach | 1,500 |
| SUA09 | LCCHS Boys Varsity Basketball Coach | 3,000 |
| SUA10 | LCCHS Girls Varsity Basketball Coach | 3,000 |
| SUA11 | LCCHS Boys Jr. Varsity Basketball Coach | 1,800 |
| SUA12 | LCCHS Girls Jr. Varsity Basketball Coach | 900 |
| SUA14 | LCCHS Head Volleyball Coach | 3,000 |
| SUA15 | LCCHS Head Softball Coach | 3,000 |
| SUA16 | LCCHS Assistant Softball Coach | 1,650 |
| SUA17 | LCCHS Head Baseball Coach | 3,000 |
| SUA18 | LCCHS Assistant Baseball Coach | 1,650 |
| SUA19 | LCCHS Track Coach | 2,000 |
| SUA22 | LCCHS Asst. Volleyball | 1,500 |

We paid 5 positions for Varsity Asst Football Coach in 13/14 FY

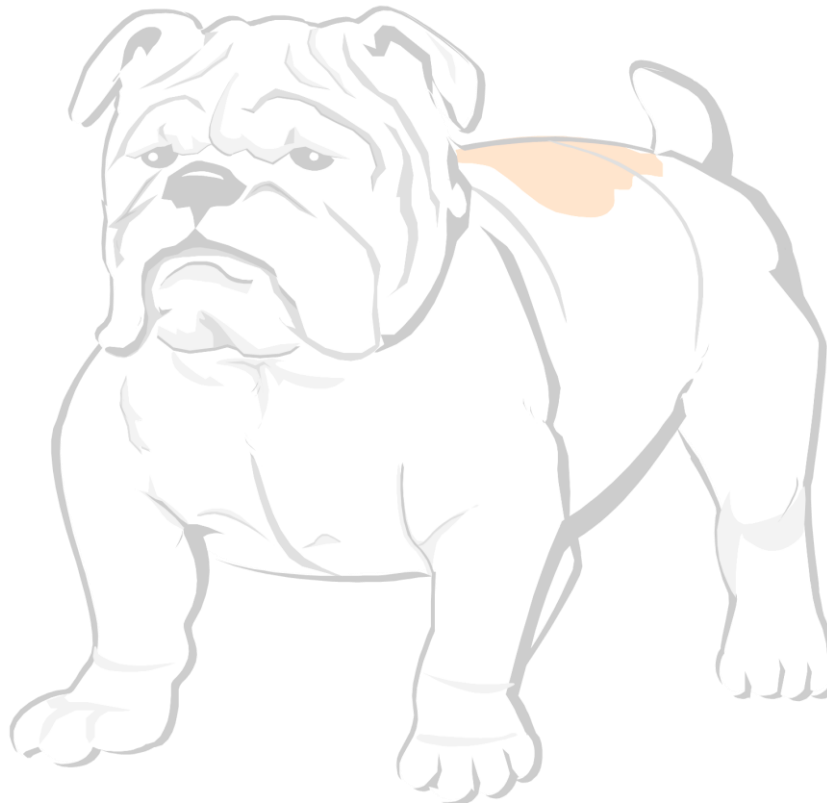
We paid 5 positions for Varsity Asst Football Coach in 14/15 FY

We paid 5 positions for Varsity Asst Football Coach in 15/16 FY

**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

FROZEN ATHLETIC SUPPLEMENTS

| Codes | Position | Supplement |
|--------------|---------------------------|--------------|
| SUA13 | LCHS Weight Lifting Coach | 1,800 |
| SUA20 | LCHS Girls Track Coach | 2,000 |



**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

TOLAR & HOSFORD ATHLETIC SUPPLEMENTS

| Codes | Position | Supplement |
|--------------|------------------------|--------------|
| SUAJ1 | Athletic Director | 600 |
| SUAJ2 | Softball Coach | 1,500 |
| SUAJ3 | Girls Basketball Coach | 1,500 |
| SUAJ4 | Boys Basketball Coach | 1,500 |
| SUAJ5 | Volleyball Coach | 1,200 |
| SUAJ6 | Boys Baseball Coach | 1,500 |

**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

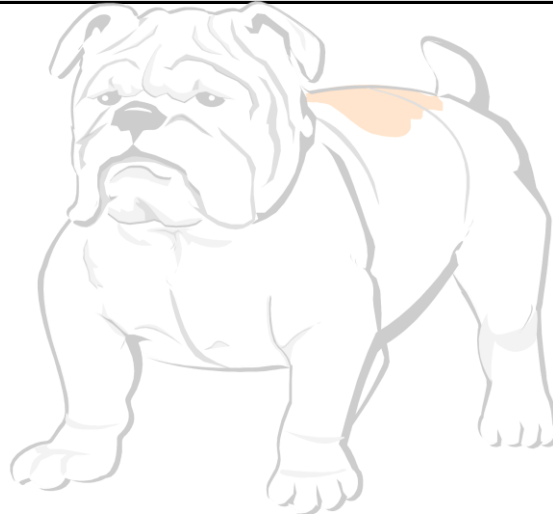
SUPPLEMENTS

| Codes | Position | Supplement |
|--------------|--|-------------------|
| SUB01 | Band Director | 3,050 |
| SUB03 | LCHS, Tolar, Hosford Curriculum Coordinator | 1,200 |
| SUB05 | Early Childhood Supervisor | 4,000 |
| | Early Childhood Supervisor Supplement paid from Kid's First | |
| SUB07 | School Technology Coordinator | 1,200 |
| SUB09 | Take Stock in Children | **** |
| | 90% of allocation from Take Stock in Children Grant. | |
| SUB21 | LCHS Cheerleader Sponsor | 1,800 |
| SUB22 | JV Cheerleader Sponsor | 1,200 |
| SUB23 | ROTC Instructors | 2,000 |
| SUB29 | Teacher of The Year | 300 |
| SUB30 | Employee of The Year (Non-Instructional) | 150 |
| SUB32 | Liberty County Health Dept SWAT Supplement | 1000 |
| | Benefits are included in the amount listed above. Reimb from Health Dept. | |
| SUB38 | Pre K Teacher (part time) ** | 16,119 |
| SUB39 | Art Instructor (part time) ** | **** |
| | ** Part time teacher is based on beginning teacher salary times portion of periods | |
| | working in a day divided by 12 pays will give you the salary.** | |
| SUB41 | DJJ Supplement (Project Manager-#1374) | 3,141 |
| SUB42 | DJJ Supplement (Mentors-#1374) | 2,945 |
| SUBPK | Pre-K CDA Para-Professional Supplement | 450 |
| | Must hold a valid CDA license and working in a Pre-K Classroom. | |

**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

FROZEN ACADEMIC SUPPLEMENTS

| Codes | Position | Supplement |
|--------------|---|-------------------|
| SUB02 | Vocational Agriculture Teacher | 900 |
| SUB06 | Department Head | 500 |
| SUB08 | High School Yearbook Sponsor | 900 |
| SUBTO | DJJ Data Entry | 1,200 |
| SUB15 | Sr. Beta Club Sponsor | 900 |
| SUB16 | High School Student Council Sponsor | 750 |
| SUB17 | FHA Sponsor | 900 |
| SUB18 | Brain Bowl | 900 |
| SUB19 | Senior Coordinator | 1,200 |
| SUB20 | Middle School Yearbook Sponsor | 600 |
| SUB24 | Dual Enrollment Instructor | 1,100 |
| SUB27 | Middle School Beta Club Sponsor | 700 |
| SUB28 | Middle School School Student Council Sponsor | 650 |
| SUB31 | Certification for Highly Qualified status | 325 |
| SUB38 | IEP's at BYA | 1,500 |
| SUB40 | Reading Endorsement | 1,500 |
| SUBPT | Degreed Para Professional (12 month) | **** |
| | *** Deg Para Pro (12 month) paid 78% of Reg Deg PP at exp level earned *** | |
| SUB25 | Music Instructor | **** |
| | Supplement based on years experience @ 40% of instructional salary paid in 12 months. | |



**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

OTHER SUPPLEMENTS

| Codes | Position | Supplement |
|--------------|-----------------|-------------------|
|--------------|-----------------|-------------------|

| | | |
|--------------|---|--------------|
| SUGCS | Choice School Supplement | 1,620 |
| | Transporting students to and from a Choice School <i>Supplement will be paid by TI Funds</i> | |

| | | |
|--------------|--|--------------|
| SUG01 | Hosford Duty Teachers | 1,500 |
| SUGCI | Custodian Supplement | 1,500 |
| SUGEA | Energy Assistant Custodial Supplement | 2,000 |
| SUG32 | Travel Supplement for Maintenance Managaer | 1,200 |
| SUG33 | After Hours Testing Supplement | 5,000 |
| | | |
| SUGEC | Data Entry Clerk---Hosford | 2,500 |
| SUGED | LLC Duty & Data Entry | 3,000 |
| SUB37 | Grant supplement for specific grant | 1,500 |
| | | |

| | | |
|--------------|----------------------------------|--------------|
| SUYMS | Master Degree Pay Supplement | 2,934 |
| | | |
| SUYSP | Specialist Degree Pay Supplement | 4,534 |
| | | |
| SUYPH | Doctorate Degree Pay Supplement | 4,934 |
| | | |

All full time Instructional Personnel hired after July 1, 2011 shall receive supplement for having an advanced degree in their area of certification.

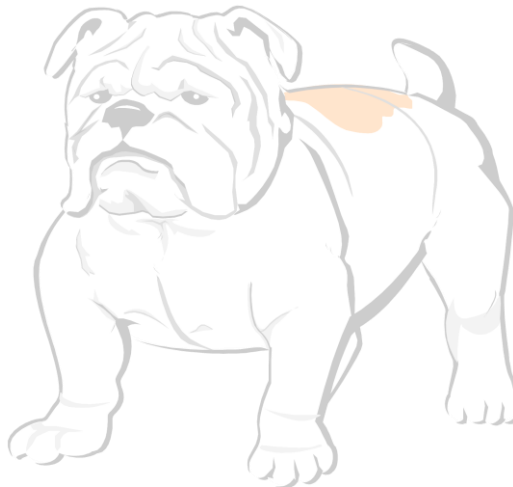
**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

FROZEN SUPPLEMENTS

| Codes | Position | Supplement |
|--------------|--|-------------------|
| | | |
| SUG02 | LCHS Duty Teacher | 1,500 |
| | | |
| SUG03 | Tolar Duty Teachers | 3,000 |
| | NOTE: The above Duty Supplement will be divided between 2 employees | |

| | | |
|--------------|---|------------|
| SUGAC | Asst. Bus Driver Supplement for Hosford Custodian | 250 |
|--------------|---|------------|

| | | |
|--------------|------------------------|------------|
| SUGIC | Inmate Crew Supervisor | 500 |
|--------------|------------------------|------------|



**Liberty County School Board
Other Compensation
Fiscal Year 2015-16**

| DESCRIPTION | AWARD |
|------------------------|-------|
| Exemplary Rating Bonus | 100 |

| DESCRIPTION | AWARD |
|----------------------------------|--------------------------------------|
| Florida School Recognition Bonus | Amount set by Advisory Council |

| DESCRIPTION | AWARD |
|--|---------------------------------|
| Performance Based Pay Plan Supplement For: Teachers & Administrators Requirements: Must be a National Board Certified Teacher and received an 'outstanding' evaluation from Supervisor. | 5% of employees base pay. |
| NOTE: \$10,000 is budgeted for this purpose. | |

(Per F.S. 230.23 (5) ©

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A retirement incentive of 10% of an employee's annual salary, excluding supplements will be provided to an employee eligible to retire with full benefits under the existing state retirement plan, in accordance with School Board Policy #1420,3420,4420.

The retirement incentive will also include widows/widower's age 60 entitled to Social Security Benefits.

Termination of employment upon entering the Drop Program does not qualify for the retirement incentive pay.

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- 1. Nine month, Ten month, and Twelve month personnel will be paid on the last day of each pay period.**
- 2. Twelve month personnel will be paid as above except for the month of December which will allow for an early pay day.**

NOTE: Ten month personnel will be paid on the 13th of each month, unless it is on a weekend or holiday, wherein the check will be issued the last working day prior to the 13th. For eligible personnel, two payoff checks given in the summer will be paid on the 12th and 13th of June, unless it falls on a weekend or holiday wherein the check will be issued the last working day prior to the 12th and 13th.

Nine and Twelve month personnel will be paid on the last working day of the month, except for the month of December, as indicated in Section 2 above.

Nine month personnel's summer payoff checks will be paid on the last working day in June.

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In accordance with Florida Statute 1012.22 (1) (c) (4), the Liberty County School Board adopts the following supplements and pay plan for differentiated pay for both instructional personnel and school-based administrators. 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.

1. *Instructional and School Based Administrative Employees*

A. *Additional Responsibilities* – Each School Principal will determine the staff needed to perform additional responsibilities and will provide the list to the Superintendent's Office. The instructional staff will be paid an approved supplement for carrying out the additional responsibilities as determined on the Academic and Athletic Supplement Schedules.

B. *School Demographics* – Principals and instructional staff working at a school where ninety percent of the students qualify for free lunches will receive a supplement of \$500. The free rate for each school will be determined on date certain during FTE Survey 3 by the Food Service coordinator and will be based on the percentage of students who qualify via direct certification and/or completed free/reduced lunch applications. This rate does not include the status of the school based on community eligibility, but the specific number of students who would qualify for free lunch outside the community eligibility calculations. Instructional staff and principals who have worked at the school 196 days during the school year will receive the supplement by June 30 of that year.

C. *Critical Shortage Areas* – A \$1,000 supplement shall be paid to each instructional employee working in a critical shortage area as designated by Liberty County School Board upon recommendation of the Superintendent. Local critical shortage areas are defined as (3) consecutive job postings with no applicants. The job postings will be monitored by the Human Resource Department and findings reported to the Superintendent.

D. *Level of Job Performance Difficulties* – Principals and assistant principals' salary is differentiated based on student enrollment, grade level of students, and number of extracurricular activities.

SALARY SLOT CODES

| | |
|-------|---|
| AAT | Assistant Principal |
| ACS | Coordinator ESE/Staffing |
| AEP | W.R. Tolar Principal |
| AHP | Hosford Principals |
| ALD | LCHS Principal & District Level Staff |
| IBA | Instructional - Bachelors |
| IBD | Instructional - Bachelors -12 mons. |
| IDR | Instructional - Doctorate |
| IEC | Supv. Early Childhood Programs |
| IMA | Instructional - Masters |
| IMD | Instructional - Masters - 12 mons. |
| IPHDP | School Psy./Student Services |
| IMS | Teacher on Special Assignment/Lead Teacher |
| IMT | Adult Ed. Teacher |
| IROT2 | Senior ROTC |
| IROT3 | ROTC Instructor |
| ISP | Instructional - Specialist |
| NA1 | Teacher Aide/Para-Professional I |
| NA2 | Teacher Aide/Para-Professional II |
| NA3 | Teacher Aide/Para-Professional III |
| NAD | Teacher Aide/Para-Professional - Degreed |
| NAW | Teacher Aide/Para-Professional - Degreed 12 Mons. |
| NAX | Teacher Aide/Para-Professional I - 12 Mons. |
| NAY | Teacher Aide/Para-Professional II - 12 Mons. |
| NAZ | Teacher Aide/Para-Professional III - 12 Mons. |
| NBA | Mechanic II |
| NBD | Bus Driver |
| NBDD | Daily Rate |
| NBM | Mechanic I |
| NBP | Part-time Bus Mechanic |
| NC0 | Custodian |
| NC3 | PT Custodian |
| NCC | Certified Child Care Worker |
| NCH | Certified Child Care Worker - Hrly |
| NCP | Early Childhood Program Asst. |
| ND0 | Data Entry Oper. - Degreed |
| ND1 | Data Entry I |
| ND2 | Data Entry II |
| ND3 | Data Entry III |
| NDA | Data Entry Oper. Degreed - 12 Months |
| NDB | Data Entry I - 12 Months |
| NDC | Data Entry II - 12 Months |
| NDD | Data Entry III - 12 Months |
| NEL | Early Childhood Lr Wkr 4 hrs. -12 MO. |
| NHA | Health Aides |
| NINTR | Intern |
| NL4 | Lunchroom Worker -4 |
| NL6 | Lunchroom Worker - 6 |
| NLM | Lunchroom Manager |
| NLW | Lunchroom Worker - 7 |
| NLX | PT Lunchroom Worker - 3 1/2 |
| NMB | Groundskeeper/Custodian |
| NMF | School Maintenance |
| NML | Early Childhood Lunchroom Mang. |
| NPC | Fiscal Assistants, etc. |
| NSC | Secretaries @ District level |
| NSE | Tolar Secretary |
| NSF | Executive Secretary |
| NSH | Hosford Secretary |
| NSI | Secretary to Dir. of Instruction |
| NSL | LCHS Secretary |
| NSR | Student Records & Fiscal Asst. |

| | |
|------|--|
| NST | Secretary to Maint./Transportation |
| NSW | Family Service Worker (School Nurse) |
| NUC | Un-Certified Child Care Worker |
| NUH | Un-Certified Child Care Worker - Hrly |
| XSAA | Substitute Teacher - AA Degree |
| XSBA | Substitute Teacher - Bachelor |
| XSHS | Substitute Teacher - High School Diploma |
| XSUB | Substutes - All paid \$6.40 per hour. |

Rv. 7-09

