

**Liberty County School Board  
Superintendent/Board Members  
Personnel Salary Schedule  
Fiscal Year 2016-2017**

	Position	Salary
Code		
<b>ASUP</b>	Superintendent	*

	Position	Salary
Code		
<b>BD0</b>	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 2016-17**

Salary Slot	Years Admin. Expeirence	LCHS PRINCIPAL & DISTRICT LEVEL STAFF	W.R. TOLAR PRINCIPAL	HOSFORD PRINCIPAL	LCHS ASSISTANT PRINCIPAL	TOLAR ASSISTANT PRINCIPAL	HOSFORD ASSISTANT PRINCIPAL
<b>Salary CODE</b>		<b>ADL</b>	<b>ATP</b>	<b>APH</b>	<b>AAP</b>	<b>AAT</b>	<b>AAH</b>
<b>0</b>	<b>0</b>	67,986	66,006	64,084	62,218	60,238	58,316
<b>0</b>	<b>1</b>	67,986	66,006	64,084	62,218	60,238	58,316
<b>1</b>	<b>2</b>	69,042	66,966	65,045	62,889	60,909	58,987
<b>2</b>	<b>3</b>	70,098	67,926	66,006	63,560	61,580	59,658
<b>3</b>	<b>4</b>	71,154	68,886	66,967	64,231	62,251	60,329
<b>4</b>	<b>5</b>	72,210	69,846	67,928	64,902	62,922	61,000
<b>5</b>	<b>6</b>	73,266	70,806	68,889	65,573	63,593	61,671
<b>6</b>	<b>7</b>	74,322	71,766	69,850	66,244	64,264	62,342
<b>7</b>	<b>8</b>	75,378	72,726	70,811	66,915	64,935	63,013
<b>8</b>	<b>9</b>	76,434	73,686	71,772	67,586	65,606	63,684
<b>9</b>	<b>10</b>	77,490	74,646	72,733	68,257	66,277	64,355
<b>10</b>	<b>11</b>	78,546	75,606	73,694	68,928	66,948	65,026
<b>11</b>	<b>12</b>	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 2016-17  
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

### 2016-17

Salary Slot	10 Months BS Degree	20%	SALARY CODE <b>IBD</b>	10 Months MA Degree	20%	SALARY CODE <b>IMD</b>	10 Months SP Degree	20%	SALARY CODE <b>ISD</b>
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 increase.*

# Liberty County School Board

## Instructional

### 11 Months Salary Schedule

### 2016-17

Salary Slot	10 Months BS Degree	10%	SALARY CODE <b>IBE</b>	10 Months MA Degree	10%	SALARY CODE <b>IME</b>	10 Months SP Degree	10%	SALARY CODE <b>ISE</b>
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 increase.*

# Liberty County School Board Instructional Salary Schedule Fiscal Year 2016-17

Salary Slot	BS Degree <b>IBA</b>	MS Degree <b>IMA</b>	SP Degree <b>ISP</b>	PH Degree <b>IDR</b>
<b>0</b>	32,237	35,171	36,671	37,072
<b>1</b>	33,953	36,887	38,387	38,788
<b>2</b>	34,569	37,503	39,103	39,504
<b>3</b>	35,185	38,119	39,819	40,220
<b>4</b>	35,801	38,735	40,535	40,936
<b>5</b>	36,417	39,351	41,251	41,652
<b>6</b>	37,033	39,967	41,967	42,368
<b>7</b>	37,649	40,583	42,683	43,084
<b>8</b>	38,265	41,199	43,399	43,800
<b>9</b>	38,881	41,815	44,115	44,516
<b>10</b>	39,497	42,431	44,831	45,232
<b>11</b>	40,113	43,047	45,547	45,948
<b>12</b>	40,729	43,663	46,263	46,664
<b>13</b>	41,345	44,279	46,979	47,380
<b>14</b>	41,961	44,895	47,695	48,096
<b>15</b>	42,577	45,511	48,411	48,812
<b>16</b>	43,193	46,127	49,127	49,528
<b>17</b>	43,809	46,743	49,843	50,244
<b>18</b>	44,425	47,359	50,559	50,960
<b>19</b>	45,041	47,975	51,275	51,676
<b>20</b>	45,657	48,591	51,991	52,392
<b>21</b>	46,273	49,207	52,707	53,108
<b>22</b>	46,889	49,823	53,423	53,824
<b>23</b>	47,505	50,439	54,139	54,540
<b>24</b>	48,121	51,055	54,855	55,256
<b>25</b>	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 2016-17**

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

**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 2016-2017**

11 MONTHS	Position	Salary
Code		
<b>IROT2</b>	ROTC Senior Army Instructor	*

11 MONTHS	Position	Salary
Code		
<b>IROT1</b>	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 2016-17**

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

**Liberty County School Board**  
**Psychologist (part time)**  
**Fiscal Year 2016-17**  
**10 month**

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

**Liberty County School Board**  
**21st Century Project Salary Schedule**  
**Fiscal Year 2016-17**

<b>12 MONTHS</b>	<b>Position</b>	<b>Salary</b>
<b>Code</b>		
<b>ACD</b>	21st Century Project Manager	\$ <b>52,000</b>

\*\*Amount determined by 21st Century Grant\*\*

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

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

**Liberty County School Board  
DJJ Project Salary Schedule  
Fiscal Year 2016-17**

<b>12 MONTHS</b>	<b>Position</b>	<b>Salary</b>
<b>Code</b>		
<b>ADJ</b>	DJJ Project Manager After Hours/Summer Only	<b>\$30.00/hr</b>

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

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

**Liberty County School Board**  
**Administrative Assistant, Food Service/AT**  
**Fiscal Year 2016-17**  
**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 2016-17

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 2016-17**

Salary Slot	Years Experience	LCHS SECRETARY	TOLAR SECRETARY	HOSFORD SECRETARY	EARLY LEARNING CENTER SECRETARY
<b>Salary CODE</b>		<b>NSL</b>	<b>NSE</b>	<b>NSE</b>	<b>NSE</b>
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 2016-17

Salary Slot	Years Experience	12 MONTHS					10 MONTHS			
		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
		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 2016-17

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 th classes are not offered within the required deadlines.*

Substitute Para-Professor	\$ 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  
2016-17**

		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

*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**  
**2016-17**

		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  
2016-17**

	10 month Non Instr	Position	
<b>Salary CODE</b>		<b>NA7</b>	
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 2016-17**

12 MONTHS	Position	Salary
Code		
<b>IMT</b>	Adult Education Teacher	*
<b>IMS</b>	Teacher on Special Assignment, Other Instruction	*
<b>NTS</b>	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.

<b>***</b>	System Specialist IT	***
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\*\*\*Salary to be paid based on the 12 month, 8 HRS para profesionnnal scale at the expereince level of the person employed.

10 MONTHS	Position	Salary
Code		
*	Program Specialist	*
<b>AEVSP</b>	Evaluation Specialist (part time)	21,000
<b>IBS01</b>	Behavior Specialist (part time)	21,750
**	Part Time Teacher	**
*****	Temporary Clerk (part time--hrly)	\$ 25.00
<b>NES</b>	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 2016-17

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
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*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 2016-17

#### 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 2016-17

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 2016-17

#### 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
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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 2016-17

#### 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 2016-17**

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

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

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

**Liberty County School Board**  
**Health Aide II (10 month)**  
**Salary Schedule**  
**2016-17**

		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 2016-17**

**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 2016-17**

Code	Interns	Rate Per Day
<b>NINTR</b>	Instructional Interns	<b>70.00</b>

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

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

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

Code	Medicaid Health Aides	Rate Per Hour
<b>XSHA</b>	Medicaid Health Aides (considered subs/part time)	<b>10.00</b>

**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

**ATHLETIC SUPPLEMENTS**

<b>Codes</b>	<b>Position</b>	<b>Supplement</b>
<b>SUA05</b>	LCHS Head Football Coach (3,700) LCHS Athletic Director (2,000)	<b>5,700</b>
<b>SUA06</b>	LCHS Varsity Assistant Football Coaches	<b>2,400</b>
<b>SUA07</b>	LCHS Head JV Football Coach	<b>2,000</b>
<b>SUA08</b>	LCHS Assistant JV Football Coach	<b>1,500</b>
<b>SUA09</b>	LCHS Boys Varsity Basketball Coach	<b>3,000</b>
<b>SUA10</b>	LCHS Girls Varsity Basketball Coach	<b>3,000</b>
<b>SUA11</b>	LCHS Boys Jr. Varsity Basketball Coach	<b>1,800</b>
<b>SUA12</b>	LCHS Girls Jr. Varsity Basketball Coach	<b>900</b>
<b>SUA13</b>	LCHS Weight Lifting Coach	<b>1,800</b>
<b>SUA14</b>	LCHS Head Volleyball Coach	<b>3,000</b>
<b>SUA15</b>	LCHS Head Softball Coach	<b>3,000</b>
<b>SUA16</b>	LCHS Assistant Softball Coach	<b>1,650</b>
<b>SUA17</b>	LCHS Head Baseball Coach	<b>3,000</b>
<b>SUA18</b>	LCHS Assistant Baseball Coach	<b>1,650</b>
<b>SUA19</b>	LCHS Track Coach	<b>2,000</b>
<b>SUA22</b>	LCHS Asst. Volleyball	<b>1,500</b>

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

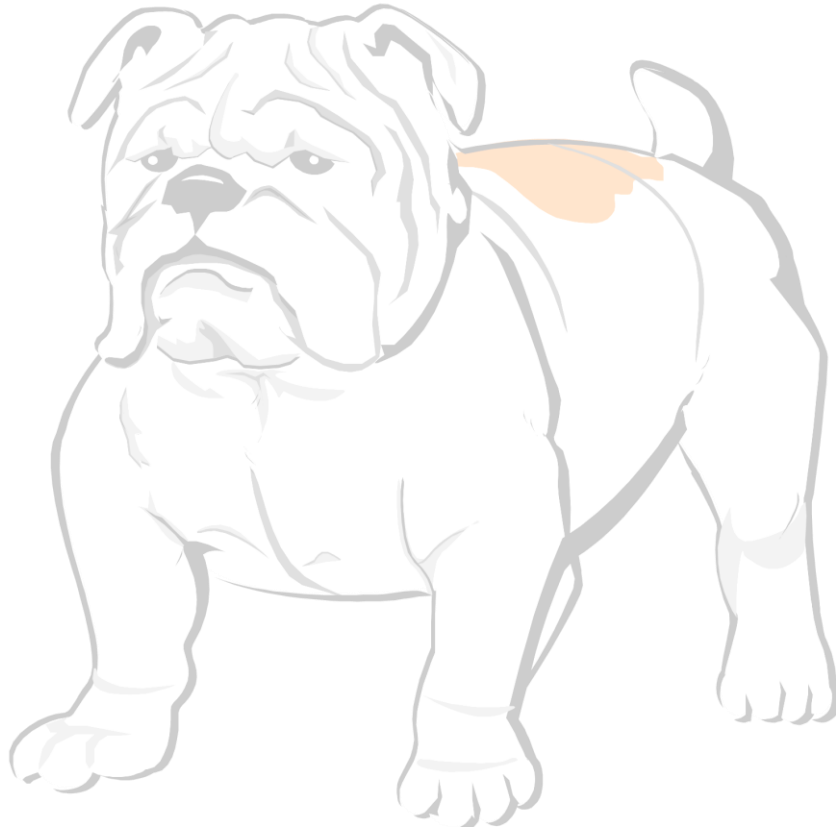
\*\*We paid 5 positions for Varsity Asst Football Coach in 14/15 FY\*\*

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

**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

**FROZEN ATHLETIC SUPPLEMENTS**

<b>Codes</b>	<b>Position</b>	<b>Supplement</b>
<b>SUA20</b>	LCHS Girls Track Coach	<b>2,000</b>





**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

**TOLAR & HOSFORD ATHLETIC SUPPLEMENTS**

<b>Codes</b>	<b>Position</b>	<b>Supplement</b>
<b>SUAJ1</b>	Athletic Director	<b>600</b>
<b>SUAJ2</b>	Softball Coach	<b>1,500</b>
<b>SUAJ3</b>	Girls Basketball Coach	<b>1,500</b>
<b>SUAJ4</b>	Boys Basketball Coach	<b>1,500</b>
<b>SUAJ5</b>	Volleyball Coach	<b>1,200</b>
<b>SUAJ6</b>	Boys Baseball Coach	<b>1,500</b>

**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

**SUPPLEMENTS**

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

**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

**FROZEN ACADEMIC SUPPLEMENTS**

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



**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

**OTHER SUPPLEMENTS**

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

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

<b>SUYMS</b>	Master Degree Pay Supplement	<b>2,934</b>
<b>SUYSP</b>	Specialist Degree Pay Supplement	<b>4,534</b>
<b>SUYPH</b>	Doctorate Degree Pay Supplement	<b>4,934</b>

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

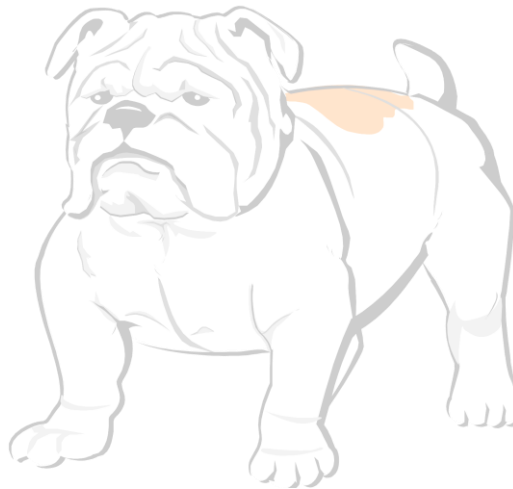
**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

**FROZEN SUPPLEMENTS**

<b>Codes</b>	<b>Position</b>	<b>Supplement</b>
<b>SUG02</b>	LCBS Duty Teacher	<b>1,500</b>
<b>SUG03</b>	Tolar Duty Teachers	<b>3,000</b>
	<b>NOTE: The above Duty Supplement will be divided between 2 employees</b>	

<b>SUGAC</b>	Asst. Bus Driver Supplement for Hosford Custodian	<b>250</b>
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<b>SUGIC</b>	Inmate Crew Supervisor	<b>500</b>
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**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

DESCRIPTION	AWARD
Exemplary Rating Bonus	100

DESCRIPTION	AWARD
Florida School Recognition Bonus	Amount set by Advisory Council

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

(Per F.S. 230.23 (5) ©

**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

**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.**

**Liberty County School Board  
Other Compensation  
Fiscal Year 2016-17**

- 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.**



**Liberty County School Board**  
**Other Compensation**  
**Fiscal Year 2016-17**

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.