

**LIBERTY COUNTY  
SCHOOL BOARD**

**SALARY SCHEDULE  
2020-2021**

*HOME OF THE FIGHTING BULLDOGS*

**APPROVED JUNE 30, 2020**



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## 2020-21

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**Liberty County School Board  
Superintendent/Board Members  
Personnel Salary Schedule  
Fiscal Year 2020-2021**

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

	<b>Position</b>	<b>Salary</b>
<b>Code</b>		
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 2020-2021**

Salary Slot	Years Admin Exp	Asst Super-intendent	LCHS PRINCIPAL & DISTRICT LEVEL STAFF	W.R. TOLAR PRINCIPAL	HOSFORD PRINCIPAL	LCHS ASSISTANT PRINCIPAL	TOLAR ASSISTANT PRINCIPAL	HOSFORD ASSISTANT PRINCIPAL
Salary CODE		ADL	ADL	ATP	APH	AAP	AAT	AAH
0	0	67,986	67,986	66,006	64,084	62,218	60,238	58,316
0	1	67,986	67,986	66,006	64,084	62,218	60,238	58,316
1	2	69,042	69,042	66,966	65,045	62,889	60,909	58,987
2	3	70,098	70,098	67,926	66,006	63,560	61,580	59,658
3	4	71,154	71,154	68,886	66,967	64,231	62,251	60,329
4	5	72,210	72,210	69,846	67,928	64,902	62,922	61,000
5	6	73,266	73,266	70,806	68,889	65,573	63,593	61,671
6	7	74,322	74,322	71,766	69,850	66,244	64,264	62,342
7	8	75,378	75,378	72,726	70,811	66,915	64,935	63,013
8	9	76,434	76,434	73,686	71,772	67,586	65,606	63,684
9	10	77,490	77,490	74,646	72,733	68,257	66,277	64,355
10	11	78,546	78,546	75,606	73,694	68,928	66,948	65,026
11	12	79,602	79,602	76,566	74,655	69,599	67,619	65,697
12	13	80,658	80,658	77,526	75,616	70,270	68,290	66,368

*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.*

*October 11, 2016 Bd Approved Creation of Asst Superintendent position and salary schedule.*

*In FY 18/19, 17/18 Bonus \$471.00 for all Administrators*

*In FY 18/19, All Administrators are on Performance Pay beginning in 18/19 based on Teacher Performance Pay Raises.*

*In FY 19/20, All Administrators received a 5% increase.*

**Liberty County School Board  
Supervisor 12 Month Salary Schedule  
2020-2021**

Salary Slot	Years Administrative Experience	SUPERVISORS
Salary CODE	Salary CODE	ASP
0	0	47,250
1	1	47,955
2	2	48,660
3	3	49,365
4	4	50,070
5	5	50,775
6	6	51,480
7	7	52,185
8	8	52,890
9	9	53,595
10	10	54,300
11	11	55,005
12	12	55,710
13	13	56,415
14	14	57,120
15	15	57,825
16	16	58,530
17	17	59,235
18	18	59,940
19	19	60,645
20	20	61,350

*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**  
**2020-2021**

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.

**Liberty County School Board**  
**Instructional**  
**11 Months Salary Schedule**  
**2020-2021**

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.

# Liberty County School Board Instructional Salary Schedule Fiscal Year 2020-2021

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

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 \$2931 for MS, \$4531 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 2020-2021**

<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.

**Liberty County School Board  
 ROTC Positions  
 Personnel Salary Schedule  
 Fiscal Year 2020-2021**

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

<b>11 MONTHS</b>	<b>Position</b>	<b>Salary</b>
<b>Code</b>		
<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 2020-2021**

<b>Salary Slot</b>	<b>M.S./Eds DOE Certified</b>	<b>Ph.D. DOE Certified</b>	<b>M.S./Eds DOH Licensed</b>
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 2020-2021  
10 month**

<b>Salary Slot</b>	<b>Ph.D. (ILP) Licensed Psychologist</b>
<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  
District School Safety Specialist Salary Schedule  
Fiscal Year 2020-2021**

<b>12 MONTHS</b>	<b>Position</b>	<b>Salary</b>
<b>Code</b>		
<b>55501</b>	District School Safety Specialist	<b>\$ 52,500</b>

\*\*Amount determined by Safe School Funding\*\*

Note: The above to be paid from Safe School Funding.

**Liberty County School Board  
Mental Health Counselors Salary Schedule  
Fiscal Year 2020-2021**

12 MONTHS	Position	Salary
Code		
	Mental Health Counselors (Licensed Clinical Social Worker) FREEZE	\$ 50,000
	Clinical Social Worker	\$ 45,000

Note: The above to be paid from Mental Health Funding.

**Liberty County School Board  
21st Century Project Salary Schedule  
Fiscal Year 2020-2021**

<b>12 MONTHS</b>	<b>Position</b>	<b>Salary</b>
<b>Code</b>		
<b>ACD</b>	21st Century Project Manager	\$ 53,342

\*\*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)	\$ 25.00
<b>ISA</b>	Site Activity Coordinator (Para-Professionals)	\$ 12.00
<b>ICT</b>	Certified Teachers & Lead Teachers	\$ 22.00
<b>NAL</b>	Activity Leaders (Para-Professionals)	\$ 12.00
<b>NHA</b>	Health Aides	\$ 10.00
<b>N21</b>	Bus Drivers	\$ 12.00
<b>XSL</b>	Student Leaders	\$ 9.00
	All after School & Summer	

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

Approved June 30, 2020

# Liberty County School Board

## Clerical Personnel Salary Schedule

### Fiscal Year 2020-2021

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	29,529	29,529	29,529	25,746	25,584	25,584	25,584
1	1	30,274	30,274	30,274	26,555	26,294	26,294	26,294
2	2	31,019	31,019	31,019	27,363	27,004	27,004	27,004
3	3	31,763	31,763	31,763	28,171	27,714	27,714	27,714
4	4	32,507	32,507	32,507	28,980	28,424	28,424	28,424
5	5	33,251	33,251	33,251	29,788	29,133	29,133	29,133
6	6	33,996	33,996	33,996	30,597	29,843	29,843	29,843
7	7	34,740	34,740	34,740	31,405	30,553	30,553	30,553
8	8	35,485	35,485	35,485	32,214	31,263	31,263	31,263
9	9	36,229	36,229	36,229	33,022	31,973	31,973	31,973
10	10	36,974	36,974	36,974	33,831	32,682	32,682	32,682
11	11	37,718	37,718	37,718	34,639	33,392	33,392	33,392
12	12	38,463	38,463	38,463	35,448	34,102	34,102	34,102
13	13	39,207	39,207	39,207	36,256	34,812	34,812	34,812
14	14	39,951	39,951	39,951	37,065	35,521	35,521	35,521
15	15	40,696	40,696	40,696	37,874	36,231	36,231	36,231
16	16	41,440	41,440	41,440	38,682	36,941	36,941	36,941
17	17	42,185	42,185	42,185	39,490	37,651	37,651	37,651
18	18	42,929	42,929	42,929	40,299	38,360	38,360	38,360
19	19	43,674	43,674	43,674	41,107	39,070	39,070	39,070
20	20	44,418	44,418	44,418	41,916	39,780	39,780	39,780
21	21	45,163	45,163	45,163	42,725	40,490	40,490	40,490
22	22	45,907	45,907	45,907	43,534	41,200	41,200	41,200
23	23	46,651	46,651	46,651	44,343	41,910	41,910	41,910
24	24	47,395	47,395	47,395	45,152	42,620	42,620	42,620
25	25	48,139	48,139	48,139	45,961	43,330	43,330	43,330
26	26	48,883	48,883	48,883	46,770	44,040	44,040	44,040
27	27	49,627	49,627	49,627	47,579	44,750	44,750	44,750
28	28	50,371	50,371	50,371	48,388	45,460	45,460	45,460
29	29	51,115	51,115	51,115	49,197	46,170	46,170	46,170
30	30	51,859	51,859	51,859	50,006	46,880	46,880	46,880
31	31	52,603	52,603	52,603	50,815	47,590	47,590	47,590
32	32	53,347	53,347	53,347	51,624	48,300	48,300	48,300
33	33	54,091	54,091	54,091	52,433	49,010	49,010	49,010
34	34	54,835	54,835	54,835	53,242	49,720	49,720	49,720
35	35	55,579	55,579	55,579	54,051	50,430	50,430	50,430

*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 2020-2021**

Salary Slot	Years Experience	LCHS SECRETARY	TOLAR SECRETARY	HOSFORD SECRETARY	EARLY LEARNING CENTER SECRETARY
Salary CODE		NSL	NSE	NSE	NSE
0	0	23.354	22.572	22.572	22.572
1	1	23.791	22.967	22.967	22.967
2	2	24.228	23.361	23.361	23.361
3	3	24.664	23.756	23.756	23.756
4	4	25.101	24.151	24.151	24.151
5	5	25.538	24.546	24.546	24.546
6	6	25.975	24.941	24.941	24.941
7	7	26.412	25.335	25.335	25.335
8	8	26.848	25.730	25.730	25.730
9	9	27.285	26.125	26.125	26.125
10	10	27.722	26.520	26.520	26.520
11	11	28.159	26.915	26.915	26.915
12	12	28.596	27.309	27.309	27.309
13	13	29.033	27.704	27.704	27.704
14	14	29.469	28.099	28.099	28.099
15	15	29.906	28.494	28.494	28.494
16	16	30.343	28.889	28.889	28.889
17	17	30.780	29.284	29.284	29.284
18	18	31.217	29.678	29.678	29.678
19	19	31.653	30.073	30.073	30.073
20	20	32.090	30.468	30.468	30.468
21	21	32.527	30.863	30.863	30.863
22	22	32.964	31.257	31.257	31.257
23	23	33.401	31.652	31.652	31.652
24	24	33.838	32.047	32.047	32.047
25	25	34.275	32.442	32.442	32.442
26	26	34.712	32.837	32.837	32.837
27	27	35.149	33.232	33.232	33.232
28	28	35.586	33.627	33.627	33.627
29	29	36.023	34.022	34.022	34.022
30	30	36.460	34.417	34.417	34.417
31	31	36.897	34.812	34.812	34.812
32	32	37.334	35.207	35.207	35.207
33	33	37.771	35.602	35.602	35.602
34	34	38.208	35.997	35.997	35.997
35	35	38.645	36.392	36.392	36.392

*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 2020-2021

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
			NDA	NDB	NDC	NDD	ND0	ND1	ND2	ND3
Salary CODE		NSR								
0	0	25.584	24.533	23.823	23.119	22.413	20.442	19.852	19.265	18.675
1	1	26.294	24.897	24.187	23.483	22.777	20.806	20.216	19.630	19.040
2	2	27.004	25.261	24.551	23.847	23.141	21.170	20.580	19.994	19.404
3	3	27.714	25.625	24.915	24.211	23.505	21.534	20.944	20.358	19.768
4	4	28.424	25.989	25.279	24.575	23.869	21.898	21.308	20.723	20.133
5	5	29.133	26.353	25.643	24.939	24.233	22.262	21.672	21.087	20.497
6	6	29.843	26.717	26.007	25.303	24.597	22.626	22.036	21.451	20.861
7	7	30.553	27.081	26.371	25.667	24.961	22.990	22.400	21.816	21.226
8	8	31.263	27.445	26.735	26.031	25.325	23.354	22.764	22.180	21.590
9	9	31.973	27.809	27.099	26.395	25.689	23.718	23.128	22.545	21.954
10	10	32.682	28.173	27.463	26.759	26.053	24.082	23.492	22.909	22.318
11	11	33.392	28.537	27.827	27.123	26.417	24.446	23.856	23.273	22.683
12	12	34.102	28.901	28.191	27.487	26.781	24.810	24.220	23.638	23.047
13	13	34.812	29.265	28.555	27.851	27.145	25.174	24.584	24.002	23.412
14	14	35.521	29.629	28.919	28.215	27.509	25.538	24.948	24.366	23.776
15	15	36.231	29.993	29.283	28.579	27.873	25.902	25.312	24.731	24.141
16	16	36.941	30.357	29.647	28.943	28.237	26.266	25.676	25.095	24.505
17	17	37.651	30.721	30.011	29.307	28.601	26.630	26.040	25.459	24.869
18	18	38.361	31.085	30.375	29.671	28.965	26.994	26.404	25.824	25.233
19	19	39.070	31.449	30.739	30.035	29.329	27.358	26.768	26.188	25.598
20	20	39.780	31.813	31.103	30.399	29.693	27.722	27.132	26.552	25.962
21	21	40.490	32.177	31.467	30.763	30.057	28.086	27.496	26.916	26.327
22	22	41.200	32.541	31.831	31.127	30.421	28.450	27.860	27.280	26.691
23	23	41.910	32.905	32.195	31.491	30.785	28.814	28.224	27.644	27.055
24	24	42.620	33.269	32.559	31.855	31.149	29.178	28.588	28.008	27.420
25	25	43.330	33.633	32.923	32.219	31.513	29.542	28.952	28.372	27.784
26	26	44.040	33.997	33.287	32.583	31.877	29.906	29.316	28.736	28.148
27	27	44.750	34.361	33.651	32.947	32.241	30.270	29.680	29.100	28.512
28	28	45.460	34.725	34.015	33.311	32.605	30.634	30.044	29.464	28.876
29	29	46.170	35.089	34.379	33.675	32.969	30.998	30.408	29.828	29.240
30	30	46.880	35.453	34.743	34.039	33.333	31.362	30.772	30.192	29.604
31	31	47.590	35.817	35.107	34.403	33.697	31.726	31.136	30.556	29.968
32	32	48.300	36.181	35.471	34.767	34.061	32.090	31.500	30.920	30.332
33	33	49.010	36.545	35.835	35.131	34.425	32.454	31.864	31.284	30.696
34	34	49.720	36.909	36.199	35.495	34.789	32.818	32.228	31.648	31.060
35	35	50.430	37.273	36.563	35.859	35.153	33.182	32.592	32.012	31.424
		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							

APPROVED: June 30, 2020

# Liberty County School Board

## Para-Professional Salary Schedule

### Fiscal Year 2020-2021

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	23,512	22,805	22,097	21,390	19,778	19,180	18,593	18,003
1	1	23,764	23,057	22,349	21,642	19,989	19,391	18,804	18,214
2	2	24,016	23,309	22,601	21,894	20,200	19,602	19,015	18,425
3	3	24,268	23,561	22,853	22,146	20,411	19,813	19,226	18,636
4	4	24,520	23,813	23,105	22,398	20,622	20,024	19,437	18,847
5	5	24,772	24,065	23,357	22,650	20,833	20,235	19,648	19,058
6	6	25,024	24,317	23,609	22,902	21,044	20,446	19,859	19,269
7	7	25,276	24,569	23,861	23,154	21,255	20,657	20,070	19,480
8	8	25,528	24,821	24,113	23,406	21,466	20,868	20,281	19,691
9	9	25,780	25,073	24,365	23,658	21,678	21,079	20,492	19,902
10	10	26,032	25,325	24,617	23,910	21,889	21,290	20,703	20,113
11	11	26,284	25,577	24,869	24,162	22,100	21,501	20,914	20,324
12	12	26,536	25,829	25,121	24,414	22,311	21,712	21,125	20,535
13	13	26,788	26,081	25,373	24,666	22,522	21,923	21,337	20,746
14	14	27,040	26,333	25,625	24,918	22,733	22,134	21,548	20,957
15	15	27,292	26,585	25,877	25,170	22,944	22,345	21,759	21,168
16	16	27,544	26,837	26,129	25,422	23,156	22,556	21,970	21,380
17	17	27,796	27,089	26,381	25,674	23,367	22,767	22,181	21,591
18	18	28,048	27,341	26,633	25,926	23,578	22,978	22,392	21,802
19	19	28,300	27,593	26,885	26,178	23,789	23,189	22,603	22,013
20	20	28,552	27,845	27,137	26,430	24,000	23,400	22,814	22,224
21	21	28,804	28,097	27,389	26,682	24,211	23,611	23,025	22,435
22	22	29,056	28,349	27,641	26,934	24,422	23,822	23,236	22,646
23	23	29,308	28,601	27,893	27,186	24,633	24,033	23,447	22,857
24	24	29,560	28,853	28,145	27,438	24,844	24,244	23,658	23,068
25	25	29,812	29,105	28,397	27,690	25,055	24,455	23,869	23,279
26	26	30,064	29,357	28,649	27,942	25,266	24,666	24,080	23,490
27	27	30,316	29,609	28,901	28,194	25,477	24,877	24,291	23,701
28	28	30,568	29,861	29,153	28,446	25,688	25,088	24,502	23,912
29	29	30,820	30,113	29,405	28,698	25,899	25,299	24,713	24,123
30	30	31,072	30,365	29,657	28,950	26,110	25,510	24,924	24,334
31	31	31,324	30,617	29,909	29,202	26,321	25,721	25,135	24,545
32	32	31,576	30,869	30,161	29,454	26,532	25,932	25,346	24,756
33	33	31,828	31,121	30,413	29,706	26,743	26,143	25,557	24,967
34	34	32,080	31,373	30,665	29,958	26,954	26,354	25,768	25,178
35	35	32,332	31,625	30,917	30,210	27,165	26,565	25,979	25,389

\* 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-Professor	S	8.56	Per Hour	DEGREED	Completion of a BS or BA 4 year Degree.
Long Term Sub -Para Pro	S	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	Based on the hourly rate of			Para Pro II	Completion of 1 year of college (30 semester hours) or 1 year postsecondary Vocational School.
the Para-Professional (no experience) pay scale.				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**  
**Specialist**  
**Salary Schedule**  
**2020-2021**

		Position		
Salary CODE		NSW	Salary	Salary
Salary Slot	Years Experience		12 month	10 month
0	0		28,236	22,589
1	1		28,672	23,026
2	2		29,109	23,463
3	3		29,546	23,900
4	4		29,983	24,337
5	5		30,420	24,774
6	6		30,857	25,211
7	7		31,293	25,648
8	8		31,730	26,085
9	9		32,167	26,522
10	10		32,603	26,959
11	11		33,040	27,396
12	12		33,477	27,833
13	13		33,914	28,270
14	14		34,351	28,707
15	15		34,788	29,144
16	16		35,224	29,581
17	17		35,661	30,018
18	18		36,098	30,455
19	19		36,535	30,892
20	20		36,972	31,329
21	21		37,408	31,766
22	22		37,845	32,203
23	23		38,282	32,640
24	24		38,719	33,077
25	25		39,156	33,514
26	26		39,593	33,951
27	27		40,030	34,388
28	28		40,467	34,825
29	29		40,904	35,262
30	30		41,341	35,699
31	31		41,778	36,136
32	32		42,215	36,573
33	33		42,652	37,010
34	34		43,089	37,447
35	35		43,526	37,884

*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**  
**2020-2021**

		Position	
Salary CODE		NA4	
Salary Slot	Years Experience	Para Professional	Salary
0	0		25,830
1	1		26,082
2	2		26,334
3	3		26,586
4	4		26,838
5	5		27,090
6	6		27,342
7	7		27,594
8	8		27,846
9	9		28,098
10	10		28,350
11	11		28,602
12	12		28,854
13	13		29,106
14	14		29,358
15	15		29,610
16	16		29,862
17	17		30,114
18	18		30,366
19	19		30,618
20	20		30,870
21	21		31,122
22	22		31,374
23	23		31,626
24	24		31,878
25	25		32,130
26	26		32,382
27	27		32,634
28	28		32,886
29	29		33,138
30	30		33,390
31	31		33,642
32	32		33,894
33	33		34,146
34	34		34,398
35	35		34,650

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

APPROVED: June 30, 2020

**Liberty County School Board**  
**Staffing Specialist Assistant**  
**Salary Schedule**  
**2020-2021**

	12 month Non Instr	Position		
Salary CODE	7 hours/day		NA7	DEGREED
Salary Slot	Years Experience	Staffing Specialist Asst	Salary	Salary
0	0		25,699	26,408
1	1		25,910	26,619
2	2		26,121	26,830
3	3		26,332	27,041
4	4		26,543	27,252
5	5		26,754	27,463
6	6		26,965	27,674
7	7		27,176	27,885
8	8		27,387	28,096
9	9		27,598	28,307
10	10		27,809	28,518
11	11		28,020	28,729
12	12		28,231	28,940
13	13		28,442	29,151
14	14		28,653	29,362
15	15		28,864	29,573
16	16		29,075	29,784
17	17		29,286	29,995
18	18		29,497	30,206
19	19		29,708	30,417
20	20		29,919	30,628
21	21		30,130	30,839
22	22		30,341	31,050
23	23		30,552	31,261
24	24		30,763	31,472
25	25		30,974	31,683
26	26		31,185	31,894
27	27		31,396	32,105
28	28		31,607	32,316
29	29		31,818	32,527
30	30		32,029	32,738
31	31		32,240	32,949
32	32		32,451	33,160
33	33		32,662	33,371
34	34		32,873	33,582
35	35		33,084	33,793

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

DEGREED      Completion of a BS or BA 4 year Degree.

**Liberty County School Board  
Special Positions Salary Schedule  
Fiscal Year 2020-2021**

<b>12 MONTHS</b>	<b>Position</b>	<b>Salary</b>
<b>Code</b>		
IMT	Adult Education Teacher	*
IMS	Teacher on Special Assignment, Other Instruction	*
***	Instructional Technical Coach	55,923
NTS	Information Network Specialist	47,791

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

<b>10 MONTHS</b>	<b>Position</b>	<b>Salary</b>
<b>Code</b>		
*	Program Specialist	*
AEVSP	Evaluation Specialist (part time)	23,000
IBS01	*** Behavior Specialist (part time)	21,750
**	Part Time Teacher	**
****	Temporary Clerk (part time--hrly)	\$ 25.00

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.\*\*

\*\*\* Salary paid from Title II

*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 2020-2021

#### 12 MONTHS

Salary Slot	Years Experience	School Maintenance	Mechanic I	Mechanic II	Bus Mechanic Part-Time
Salary CODE		NMF	NBM	NBA	NBP
0	0	31,911	31,911	27,999	15,947
1	1	32,444	32,444	28,337	16,143
2	2	32,977	32,977	28,676	16,339
3	3	33,511	33,511	29,014	16,535
4	4	34,044	34,044	29,352	16,731
5	5	34,577	34,577	29,690	16,927
6	6	35,111	35,111	30,028	17,123
7	7	35,644	35,644	30,366	17,319
8	8	36,178	36,178	30,704	17,515
9	9	36,711	36,711	31,042	17,711
10	10	37,245	37,245	31,380	17,907
11	11	37,778	37,778	31,718	18,103
12	12	38,311	38,311	32,056	18,299
13	13	38,845	38,845	32,394	18,495
14	14	39,378	39,378	32,733	18,691
15	15	39,911	39,911	33,071	18,887
16	16	40,445	40,445	33,409	19,083
17	17	40,978	40,978	33,747	19,279
18	18	41,512	41,512	34,085	19,475
19	19	42,045	42,045	34,423	19,671
20	20	42,578	42,578	34,761	19,867
21	21	43,112	43,112	35,099	20,063
22	22	43,645	43,645	35,437	20,259
23	23	44,179	44,179	35,775	20,455
24	24	44,713	44,713	36,113	20,651
25	25	45,246	45,246	36,451	20,847
26	26	45,778	45,778	36,789	21,043
27	27	46,311	46,311	37,127	21,239
28	28	46,844	46,844	37,465	21,435
29	29	47,377	47,377	37,803	21,631
30	30	47,910	47,910	38,141	21,827
31	31	48,443	48,443	38,479	22,023
32	32	48,976	48,976	38,817	22,219
33	33	49,509	49,509	39,155	22,415
34	34	50,042	50,042	39,493	22,611
35	35	50,575	50,575	39,831	22,807

SUBSTITUTE MECHANIC	
\$8.56	Per Hour

*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 2020-2021

Salary Slot	Years Experience	Custodian/ Groundskeeper	Custodian	School Custodian Part-time
Salary CODE		NMB	NCO	NC3
0	0	23,792	23,585	11,790
1	1	23,939	23,732	11,842
2	2	24,086	23,879	11,894
3	3	24,233	24,026	11,946
4	4	24,380	24,173	11,998
5	5	24,527	24,320	12,050
6	6	24,674	24,467	12,102
7	7	24,821	24,614	12,154
8	8	24,968	24,761	12,206
9	9	25,115	24,908	12,258
10	10	25,262	25,055	12,310
11	11	25,409	25,202	12,362
12	12	25,556	25,349	12,414
13	13	25,703	25,496	12,466
14	14	25,850	25,643	12,518
15	15	25,997	25,790	12,570
16	16	26,144	25,937	12,622
17	17	26,291	26,084	12,674
18	18	26,438	26,231	12,726
19	19	26,585	26,378	12,778
20	20	26,732	26,525	12,830
21	21	26,879	26,672	12,882
22	22	27,026	26,819	12,934
23	23	27,173	26,966	12,986
24	24	27,320	27,113	13,038
25	25	27,467	27,260	13,090
26	26	27,614	27,407	13,142
27	27	27,761	27,554	13,194
28	28	27,908	27,701	13,246
29	29	28,055	27,848	13,298
30	30	28,202	27,995	13,350
31	31	28,349	28,142	13,402
32	32	28,496	28,289	13,454
33	33	28,643	28,436	13,506
34	34	28,790	28,583	13,558
35	35	28,937	28,730	13,610
		Substitute Custodians	\$ 8.56	
		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.*

## 9 Months

[illegible]

Part Time	Lunchroom Worker	
3.5 hr/day	\$8.56	Per Hour

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# Liberty County School Board

## 9 Month Transportation Salary Schedule

### Fiscal Year 2020-2021

#### 9 MONTHS

Salary Slot	Years Experience	BUS DRIVER
Salary CODE		NBD
0	0	14,264
1	1	14,369
2	2	14,474
3	3	14,579
4	4	14,684
5	5	14,789
6	6	14,894
7	7	14,999
8	8	15,104
9	9	15,209
10	10	15,314
11	11	15,419
12	12	15,524
13	13	15,629
14	14	15,734
15	15	15,839
16	16	15,944
17	17	16,049
18	18	16,154
19	19	16,259
20	20	16,364
21	21	16,469
22	22	16,574
23	23	16,679
24	24	16,784
25	25	16,889
26	26	16,994
27	27	17,099
28	28	17,204
29	29	17,309
30	30	17,414
31	31	17,519
32	32	17,624
33	33	17,729
34	34	17,834
35	35	17,939

Codes	DESCRIPTION	AMTS. PER TRIP
	Trips occurring on days other than reg. work days	\$70.00
NATH1	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
STG0A	Bus route of 26-60 miles per day	\$ 360.00
STG0B	Bus route of 61 miles or more per day	\$ 450.00
STG0C	Transporting students to and from district ESE Centers	\$75.00 Per Month
STG0D	Bus Route of 145 miles or over per day	\$ 675.00
STG0E	More than 40 miles (round trip)	\$60.00 per month
STG0F	40 miles or less (round trip)	\$40.00 per month
STG0G	Transport HS students to Early Learning Center	\$2,100.00
STG0H	Transport Supplement for pick up at Vilas	\$5,000.00
STGE1	Transportation Bus Monitor - Sumatra	\$5,000.00
STGE2	Transportation Bus Monitor - Bristol Hosford	\$5,000.00
STGE3	Transportation Bus Monitor - In town route	\$5,000.00
STGE4	Special Needs Morning Bus Route Supplement	\$2,100.00
STGCH	Hosford Van Route	\$3,500.00
STGME	(FREEZE) Transportation Monitor - Long Route	\$2,000.00
STGME	Additional Time on Bus Route (Freeze)	\$ 500.00
STGMT	Tallahassee Van Route (Freeze)	\$ 500.00
STGTD	Transport PK Disabilities Students (A.M. Rte) (Freeze)	\$ 500.00
	Bus Trainer Stipend (4 hrs)	\$ 80.00
	Bus Trainer Stipend (8 hrs)	\$ 160.00
	CDL School Bus Passenger Supplement(Non Route Drivers)	\$ 250.00

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 2020-2021**

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

	<b>Position</b>	<b>Salary</b>
<b>Code</b>		
NBT	Bus Driver---Gretchen Everhart (includes other schools in Tallahassee)	18,900
NA6	Health Aide III --Gretchen Everhart (includes duty of Bus Monitor on Bus)	16,800
STG MG	After Hours Supplement	2,000

	<b>Substitute Tallahassee Driver Schedule</b>	<b>Per Day</b>
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**  
**2020-2021**

		Position	
Salary CODE		NA5	
Salary Slot	Years Experience	Health Aide II	Salary
0	0		13,230
1	1		13,335
2	2		13,440
3	3		13,545
4	4		13,650
5	5		13,755
6	6		13,860
7	7		13,965
8	8		14,070
9	9		14,175
10	10		14,280
11	11		14,385
12	12		14,490
13	13		14,595
14	14		14,700
15	15		14,805
16	16		14,910
17	17		15,015
18	18		15,120
19	19		15,225
20	20		15,330
21	21		15,435
22	22		15,540
23	23		15,645
24	24		15,750
25	25		15,855
26	26		15,960
27	27		16,065
28	28		16,170
29	29		16,275
30	30		16,380
31	31		16,485
32	32		16,590
33	33		16,695
34	34		16,800
35	35		16,905

*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 2020-2021**

**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 2020-2021**

<b>Code</b>	<b>STEM</b>	<b>Rate Per Hour</b>
*****	Stem Lead Teacher	25.00
*****	Stem Teacher	22.00

<b>Compensation for days other than regular work days:</b>		
<b>Sednet-Mental Health</b>		
	<b>Employees</b>	<b>Rate Per Day</b>
	Instructional/Non-Instructional	125.00

**Liberty County School Board**  
**Other Compensation**  
**Fiscal Year 2020-2021**

Code	Interns	Rate Per Day
NINTR	Instructional Interns	73.50

Code	Substitute Teachers	Rate Per Day/Hour
XSBA	Bachelor Degree	73.50/10.50
XSAA	AA Degree	63.00/9.00
XSHS	High School Diploma	59.92/8.56

Compensation for days other than regular work days:		
	Employees	Rate Per Day
	Instructional	\$ 125.00
	Non-Instructional	\$ 65.00
NSATD	Saturday Dentention	\$ 50.00

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

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

Code	District Dean of Athletics		Rate Per Day/Hour
	Paid at the teacher's hourly rate	Up to 5 hrs per week	\$



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**ATHLETIC SUPPLEMENTS**

Codes	Position	Number of employees	Supplement
SUA05	LCHS Head Football Coach (3,700) LCHS Athletic Director (2,000)	1	5,700.00
SUA	LCHS Varsity Assistant Football Coaches(Fall)	5	2,600.00
SUA	LCHS Varsity Assistant Football Coaches(Spring)	5	640.00
SUA07	LCHS Head JV Football Coach	1	2,600.00
SUA08	LCHS Assistant JV Football Coach	1	1,900.00
SUA09	LCHS Boys Varsity Basketball Coach	1	3,500.00
SUA10	LCHS Girls Varsity Basketball Coach	1	3,500.00
SUA11	LCHS Boys Jr. Varsity Basketball Coach	1	2,600.00
SUA12	LCHS Girls Jr. Varsity Basketball Coach	1	2,600.00
SUA13	LCHS Weight Lifting Coaches(1 Boys Coach and 1 Girls Coach)	2	2,600.00
SUA14	LCHS Varsity Volleyball Coach	1	3,500.00
SUA15	LCHS Varsity Softball Coach	1	3,500.00
SUA16	LCHS Jr. Varsity Softball Coach	1	2,600.00
SUA17	LCHS Varsity Baseball Coach	1	3,500.00
SUA18	LCHS Jr. Varsity Baseball Coach	1	2,600.00
SUA19	LCHS Boys Track Coach	1	2,600.00
SUA20	LCHS Girls Track Coach	1	2,600.00
SUA22	LCHS Jr. Varsity Volleyball	1	2,600.00

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**TOLAR & HOSFORD ATHLETIC SUPPLEMENTS**

		Number of employees	Supplement
Codes	Position		
SUAJ1	Athletic Director	2	1,300
SUAJ2	Softball Coach	2	2,100
SUAJ3	Girls Basketball Coach	2	2,100
SUAJ4	Boys Basketball Coach	2	2,100
SUAJ5	Volleyball Coach	2	2,100
SUAJ6	Boys Baseball Coach	2	2,100
SUA	Head Middle Football Coach	1	2,600
SUA	Assistant Middle Football Coach	1	1,900
SUA	Middle School Cheerleading Sponsor	1	2,100

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# OTHER SUPPLEMENTS

		Number of employees	Supplement
Codes	Position		
SUB01	Band Director	1	3,500
SUB	LCHS Curriculum Coordinator		1,900
SUB	Tolar and Hosford Curriculum Coordinator		1,300
SUB24	Dual Enrollment Instructor	2	3,500
SUB05	Early Childhood Supervisor	1	4,500
	Early Childhood Supervisor Supplement paid from PreK Funds		
SUB07	School Technology Coordinator	2	1,600
	WIDA Access Supplement	1	1,000
SUB09	Take Stock in Children	****	****
	90% of allocation from Take Stock in Children Grant.		
SUB21	LCHS Cheerleader Sponsor	1	3,000
SUB22	JV Cheerleader Sponsor	1	FREEZE
SUB23	ROTC Instructors (Freeze)	2	2,000
SUB	Teacher of The Year(District)		1,000
SUB	Teacher of The Year(School)		500
SUB	Employee of The Year (Non-Instructional)(District)		500
SUB	Employee of The Year (Non-Instructional)(School)		250
	Benefits are included in the amount listed above. Reimb from Health Dept.		
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.**		
SUBPK	Pre-K CDA Para-Professional Supplement		450
SUB19	PECO-Construction Accounts Payable Supplement	1	7,500
SUB	PECO-Construction Technology Supplement	1	7,500
	Must hold a valid CDA license and working in a Pre-K Classroom.		

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**ACADEMIC SUPPLEMENTS**

		Number of employees	Cost
Codes	Position		
<b>SUB02</b>	Vocational Agriculture Teacher	1	2,000
<b>SUB06</b>	Department Head		<b>FREEZE</b>
<b>SUB</b>	District Yearbook Sponsor	1	2,100
<b>SUB15</b>	Sr. Beta Club Sponsor	1	900
<b>SUB16</b>	High School Student Council Sponsor	1	900
<b>SUB17</b>	FHA Sponsor(CHANGE TO GARNET & GOLD CLUB)	1	900
<b>SUB18</b>	Brain Bowl	1	900
<b>SUB19</b>	Senior Coordinator	1	1,200
<b>SUB</b>	Junior Sponsor (Lead-Prom Coordinator)	1	500
<b>SUB</b>	HOSA	1	900
<b>SUB27</b>	Middle School Beta Club Sponsor(CHANGE TO ACE PROGRAM)	1	500
<b>SUB28</b>	Middle School Student Council Sponsor		<b>FREEZE</b>
<b>SUB31</b>	Certification for Highly Qualified status		325
<b>SUB38</b>	Pre K Teacher (part time) Pd as a supplement	****	****
<b>SUB40</b>	Reading Endorsement		<b>FREEZE</b>
<b>SUBPT</b>	Degreed Para Professional (12 month)	****	****
	*** Deg Para Pro (12 month) paid 78% of Reg Deg PP at exp level earned ***		
<b>SUB25</b>	Music Instructor	****	****
	Supplement based on years experience @ 40% of instructional salary paid in 12 months.		

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**OTHER SUPPLEMENTS**

		Number of employees	Supplement
Codes	Position		

<b>SUGCS</b>	Choice School Supplement (REPURPOSE FOR ESE TRANSPORTATION)		<b>FREEZE</b>
	Transporting students to and from a Choice School Supplement will be paid by TI Funds		

<b>SUG01</b>	Hosford Duty Teachers	<b>1</b>	<b>1,500</b>
<b>SUGCI</b>	Custodian Supplement-Head	<b>3</b>	<b>1,500</b>
<b>SUGEA</b>	Energy Assistant Custodial Supplement-Head	<b>3</b>	<b>2,000</b>
<b>*****</b>	Non-Instructional Driver Supplement	<b>1</b>	<b>10,000</b>
<b>SUG33</b>	After Hours Testing Supplement	<b>1</b>	<b>5,000</b>
<b>SUGEC</b>	Data Entry Clerk---Hosford	<b>1</b>	<b>2,500</b>
<b>SUGED</b>	County Wide Technology		<b>FREEZE</b>
<b>SUB37</b>	Grant supplement for specific grant		<b>FREEZE</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>

2020/2021

**FROZEN SUPPLEMENTS**

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

SUGAC	Asst. Bus Driver Supplement	250		<b>FREEZE</b>
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SUGIC	Inmate Crew Supervisor	500		<b>FREEZE</b>
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2020/2021

	<b>PROPOSAL</b>
<b>DESCRIPTION</b>	<b>AWARD</b>
<b>Exemplary Rating Bonus</b>	<b>FREEZE</b>

<b>DESCRIPTION</b>	<b>AWARD</b>
<b>Florida School Recognition Bo</b>	Amount set by Advisory Council

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

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**Liberty County School Board  
Other Compensation**

**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**

- 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**

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.