



GADSDEN COUNTY SCHOOL BOARD SALARY SCHEDULE

2015 – 2016

Reginald C. James, Superintendent
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2015 – 2016 ADMINISTRATIVE/ADMINISTRATIVE SUPPORT

	PAY GRADE	MIN. SALARY	MAX. SALARY
Electronics Technician, Instructional Media, Recruiter/Counselor, Single/Displaced Homemaker, System Support Specialist I	1	28,947	34,235
AmeriCorps Program Coordinator, Coordinator of Custodial Services, Data Processing Coordinator, Homeless Liaison Coordinator, Human Resource Specialist, Inventory Control Specialist, Pre-K Resource Coordinator, System Support Specialist II, System Support Specialist III	2	35,182	48,823
AmeriCorps Program Director, Audiologist/Social Services Community Affairs/Public Relations, Coordinating Specialist, Coordinator, Occupational Therapist, Physical Therapist, Program Specialist, Psychologist, *Safety/Investigation Coordinator, Social Worker, Technology Specialist, Technology Training Specialist, Visiting Teacher	3	41,621	63,828
Assistant Principal	4	43,344	57,502
Assistant Comptroller	5	53,374	71,611
School Principal Elementary	5	59,200	72,200
Middle		62,200	75,200
High school		66,200	79,200
Supervisor	6	54,082	71,014
Director	7	59,542	72,521
Assistant Superintendent	8	64,831	77,579
Deputy Superintendent	9	70,118	82,989

*A basic salary incentive payment in the amount of \$95.00 per month shall be paid in accordance with F.S. 943.22.

This salary schedule is based on 245 days of employment per year. Salaries for employees working less than 245 days per year will be pro-rated based on the number of days contracted.

Newly hired administrators in any of the listed positions shall be placed on the salary schedule by the Superintendent based on qualifications, previous experience, and/or job performance, with the maximum of twenty percent above the minimum salary for the pay grade allowable. All Assistant Principals will work 219 days (11 months) per year.

SPECIAL NOTE: A 5% performance pay supplement will be added to this base salary schedule for school based administrators who demonstrate outstanding performance as indicated in the Gadsden County Performance Pay Plan.

**MISCELLANEOUS SALARY SCHEDULE
2015-2016**

<u>SUBSTITUTE TEACHERS</u>	PER DAY	PER HOUR
Master’s Degree or Equivalent	\$72.00	\$9.8362
Bachelor’s Degree or Equivalent	\$ 68.00	\$ 9. 25
Associate Degree or Equivalent	\$ 62.00	\$ 8.50
Less than Two Years of College	\$ 59.00	\$ 8.05

WORKSHOPS: - All daily rates based on 6 hours participation

Instructional: Participants will be paid their normal hourly salary rate for workshops conducted after hours and on weekends.

Conducting Workshop/Consultant \$ 59.00 per hour

*Workshops and Special Duty Funded by Grants:
Participants may be paid up to but not to exceed their normal hourly salary rate, as called for in the specific grant.

Non-Instructional:

School Food Service Managers	\$62.00 per day
All Other Non-Instructional Employees	\$ 59.00 per day
Conducting Workshop/Consultant	\$ 59.00 per day

SUBSTITUTE BUS DRIVERS: \$38.00 per day

NON-INSTRUCTIONAL SUBSTITUTES OTHER THAN BUS DRIVERS: Minimum Wage or paid with grant award guidelines.

HALF TIME EMPLOYEES: Half time employees will be expected to work one-half of the hours normally expected of a full time employee in the same work assignment. Salary will be one-half that of the full time position. Half time employees will earn retirement and social security benefits only. Half time employees are not eligible for annual leave or sick leave pursuant to School Board Policies.

ADULT EDUCATION: All salaries paid at hourly rate according to applicable salary schedule for the current school term.

COMMUNITY EDUCATION/AFTER SCHOOL/EXTENDED DAY: Salary Range: Minimum Wage up to \$12.00 per hour. Participants may be paid up to but not to exceed their normal hourly salary rate, as called for in the specific grant.

SUMMER SCHOOL: All salaries paid at hourly rate according to applicable salary schedule for the preceding school term. Participants may be paid up to but not to exceed their normal hourly salary rate, as called for in the specific grant.

NON-INSTRUCTIONAL SALARY SCHEDULE – CLASSIFIED EMPLOYEES

2015 – 2016

POSITION NO	NO. DAYS	YEARS						
		0	1-3	4-7	8-11	12-15	16-19	20 up
Food Service Manager (1-500 Average Daily Participation)	185	15655	16783	17906	19031	20156	21283	22408
Food Service Manager (551 Up Average Daily Participation)	185	16611	17736	18860	19985	21111	22236	23363
Secretary I								
Elementary School Secretary	245	22896	23621	24345	25072	25793	26518	27240
Secretary II	245	23417	24143	24866	25591	26315	27039	27765
Middle School Secretary								
Computer Operator I								
Secretary III	245	24339	25063	25787	26512	27234	27960	28682
Senor High School Secretary								
Certification Specialist								
Executive Secretary I	245	25486	26212	26933	27661	28385	29106	29833
26933 27661 28385 29106 29833								
Office Manager								
Computer Operator II								
Executive Secretary II	245	26128	26852	27579	28300	29026	29749	30475
Staff Assistant								
Personnel Specialist								
Account Clerk I	245	27712	28434	29160	29884	30607	31333	32054
Computer Operator III								
Account Clerk II	245	28752	29479	30201	30926	31648	32373	33096
Pre-K Program Assistant								
Account Clerk III	245	30823	31547	32271	32994	33717	34443	35167
Executive Secretary to Supt. & Board								
Administrative Assistant	245	35499	36729	37961	39195	40430	41666	42897
Computer Programmer								
Information Service Specialist								
Chief Account Clerk								
Warehouse Foreman								

Part-Time Employees: Salary Range = Minimum Wage to \$12.00 per hour.

Salaries shown are annual amounts based on the number of days indicated. Positions requiring less work days than those shown will be paid based on the daily rate for the classification times the number of days employed during the regular employment period. All salaries are based on eight (8) hours per day of employment.

The Superintendent may recommend that a new employee be credited with a maximum of ten years of previous experience, based upon the individual's job training and/or knowledge of the position for which employed.

The Superintendent may recommend that an employee be placed in a lower step than to which he/she might normally be placed, or held at the salary paid for the previous year, based upon limited experience and/or failure to perform his/her duties in a satisfactory manner. NOTE: Classified employees are those non-instructional employees who are not included in the non-instructional bargaining unit.

INSTRUCTIONAL SALARY SCHEDULE

2015 - 2016

STEP	BACHELORS/VOCATIONAL	MASTERS	SPECIALIST IN EDUCATION	DOCTORAL
00	30910	32178	32729	33391
01	31145	32413	32964	33625
02	31380	32648	33199	33860
03	31615	32883	33434	34095
04	31853	33121	33672	34333
05	32092	33360	33911	34572
06	32335	33602	34153	34814
07	32576	33844	34395	35056
08	32946	34212	34764	35425
09	33312	34579	35130	35791
10	33751	35018	35569	36230
11	34186	35454	36005	36666
12	34623	35891	36442	37104
13	35189	36457	37008	37669
14	35817	37084	37635	38296
15	36447	37713	38265	28926
16	37078	38346	38897	39558
17	37713	38983	39532	40194
18	38349	39616	40167	40828
19	38987	40254	40806	41467
20	39627	40894	41445	42106
21	40260	41528	42079	42740
22	40916	42183	42734	43395
23	41686	42953	43504	44165
24	42464	43732	44283	44944
25	43547	44814	45365	46027
26	46208	47475	48026	48687

All salaries above are based on 196 days of teaching service. Any contract for less than 196 days will be pro-rated at a daily rate.

*Currently undergoing ratification for the 2015-16 fiscal year.

**INSTRUCTIONAL SUPPLEMENTAL SALARY SCHEDULE
2015-2016**

POSITION	ACTIVITY	
Athletic	Senior High	1546
	Middle	1236
Head Coach	Football – Sr. High	3091
	Football-Middle	2782
	Basketball-Sr. High	2782
	Basketball-Middle	1855
	Baseball-Sr. High	1855
	Baseball-Middle	1236
	Softball-Sr. High	1855
	Softball-Middle	1236
	Volleyball-Sr. High	1855
	Volleyball-Middle	1236
	Track & Field-Sr. High	1855
	Cross Country	1855
	Weightlifting-Sr. High	1236
	Wrestling-Sr. High	1236
	Track & Field-Middle	1236
	Golf	1236
Tennis	1236	
Soccer	1855	
Assistant Coach	Football – Sr. High	2164
	Football-Middle	1855
	Basketball-Sr. High	1855
	Volleyball-Sr. High	1236
	Baseball-Sr. High	1236
	Softball-Sr. High	1236
	Track-Sr. High	1236
Other Positions	Band Director-Sr. High	1855
	If Choral, also add	1236
	Choral Director-Sr. High	1546
	Band Director-Middle	1546
	If Choral, also add	927
	Choral Director-Middle	1236
	Band Director-Elementary	927
	Band Assistant	1236
	Majorette Sponsor-Sr. High	1236
	Varsity Cheerleader Sponsor-Sr. High	1546
	Jr. Varsity Cheerleader Sponsor-Sr.	1236
	Cheerleader Sponsor-Middle	1236
	Special Olympics Coordinator	1236
	Newspaper Sponsor-Sr. High/Middle	927
Yearbook Sponsor-Sr. High/Middle	927	
Student Council Sponsor-Sr. High	927	
Student Council Sponsor-Middle	927	

**APPENDIX A
GUIDE TO POSITIONS FOR APPENDIX A:
NON-INSTRUCTIONAL SALARY SCHEDULE,
DISTRICT/SCHOOL LEVEL, 2015-2016**

PAY GRADE 1:	Educational Aide, Clerical Assistant, Media Assistant, Parent Liaison, ESE Self Help Assistant-No College
PAY GRADE 2:	Educational Paraprofessional, Clerical Assistant, Media Assistant-AA Degree or Equiv.
PAY GRADE 3:	Educational Paraprofessional, Clerical Assistant, Media Assistant – Bachelor's Degree
PAY GRADE 4:	Custodial Assistant, Bus Attendant
PAY GRADE 5:	Lead Custodian, Mechanic I, Warehouse Worker, Maintenance Assistant
PAY GRADE 6:	Bus Driver
PAY GRADE 7:	Cafeteria Worker
PAY GRADE 8:	Assistant Cafeteria Worker
PAY GRADE 9:	Receptionist-Xerox, Assistant Secretary
PAY GRADE 10:	Secretary I
PAY GRADE 11:	Secretary II
PAY GRADE 12:	Routing, Parts & Inventory Specialist, Head Custodian, Maintenance Worker
PAY GRADE 13:	Parts Manager, Mechanic II, Carpenter
PAY GRADE 14:	Audio Visual Equip. Technician, Boiler Mechanic, Electrician, Plumber, AC/Refrig.-Mechanic, Fire & Safety Inspector, Lead Mechanic
PAY GRADE 15:	Lead Plumbing/Gas Mechanic, Lead Electrician, Lead HVAC Refrigeration Mechanic, Lead Boiler Mechanic and Lead Carpenter

Salaries are annual amounts based on the number of days indicated. Positions requiring less work days than those shown will be paid based on the salary rate for the classification times the number of days employed during the regular employment period.

Salaries for food service employees are based on 7.5 hours per day. Rates for food service employees who are hired to work less than 7.5 hours per day shall be determined by dividing the applicable annual rate by 183 days and by 7.5 hours per day, then multiplying the hourly rate times the hours and days to be worked. Hours worked by school food service employees shall be at the discretion of the School Food Service Supervisor.

Cafeteria workers and assistant managers who were certified by the Florida School Food Service Association during the prior school year shall be paid \$150.00 bonus in August of the new school year, provided they are reemployed and included on the current membership roster of the Florida School Food Service Association.

*Noninstructional contract still under negotiation for the 2015-16 fiscal year.

One lunch is provided for school food service employees for 180 school days. One breakfast is provided for school food service employees who work in the breakfast program.

The Superintendent may recommend that a new employee be credited with a maximum of five years of previous experience, based upon the individual's job training and/or knowledge of the position for which employed. The Superintendent may recommend that an employee be placed in a lower step than to which he/she might normally be placed, or held at the salary paid for the previous year, based upon limited experience and/or failure to perform his/her duties in a satisfactory manner.

NOTE: APPENDIX A 1 HAS BEEN MERGED INTO THE APPENDIX A SALARY SCHEDULE AT VARIOUS PAY GRADES COMMENSURATE WITH THEIR FORMER SALARIES. ANY EMPLOYEES WHO ARE BEING PAID BEYOND THE MAXIMUM STEP ON THE SALARY SCHEDULE FOR THEIR PAYGRADE, WILL RECEIVE ONLY A 3% INCREASE TO THE SALARY BEING PAID IN 2006-07 AND WILL REMAIN OFF THE SALARY SCHEDULE UNTIL SUCH TIME THAT THEY RETIRE OR SEPARATE FROM SERVICE WITH THE DISTRICT.

**APPENDIX A
NON-INSTRUCTIONAL SALARY SCHEDULE
DISTRICT/SCHOOL-LEVEL
2015-2016**

PAYGRADE Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	TCHRAIDE	TCHRAIDE	TCHRAIDE	OTHRANS	CSTODIAN	DRIVERS	FOODPREP	FOODSUPV	RECEPTION	SECRETARY	SECRETARY	OTHMANT	MECHANIC	TECHNICN	OTHRMAINT
0	15,967	16,762	17,823	16,498	19,521	10,397	13,423	14,537	22,332	23,128	23,658	22,597	26,841	27,902	32,876
1	16,126	16,922	17,983	16,656	19,691	10,582	13,535	14,649	22,555	23,361	23,924	22,958	27,265	28,380	33,905
2	16,285	17,080	18,141	16,816	19,860	10,769	13,647	14,760	22,777	23,594	24,189	23,318	27,689	28,856	34,935
3	16,444	17,240	18,301	16,974	20,029	10,954	13,758	14,872	23,000	23,828	24,454	23,680	28,114	29,334	35,965
4	16,604	17,399	18,460	17,134	20,199	11,139	13,869	14,984	23,223	24,061	24,719	24,040	28,538	29,811	36,993
5	16,762	17,528	18,619	17,293	20,369	11,325	13,981	15,095	23,446	24,295	24,985	24,401	28,963	30,289	38,023
6	16,922	17,717	18,778	17,452	20,539	11,511	14,092	15,206	23,668	24,528	25,249	24,761	29,387	30,766	39,052
7	17,080	17,887	18,938	17,611	20,709	11,697	14,203	15,317	23,892	24,761	25,515	25,122	29,811	31,244	40,082
8	17,240	18,035	19,096	17,771	20,878	11,882	14,315	15,429	24,114	24,995	25,780	25,483	30,236	31,721	41,112
9	17,399	18,195	19,256	17,929	21,048	12,067	14,426	15,550	24,337	25,228	26,046	25,844	30,660	32,199	42,141
10	17,558	18,354	19,414	18,089	21,218	12,254	14,537	15,651	24,560	25,462	26,310	26,204	31,084	32,676	43,171
11	17,717	18,513	19,574	18,247	21,388	12,439	14,649	15,763	24,783	25,695	26,576	26,565	31,509	33,154	44,200
12	17,877	18,672	19,733	18,407	21,558	12,625	14,760	15,874	25,005	25,928	26,841	26,925	31,933	33,631	45,230
13	18,035	18,831	19,892	18,566	21,727	12,810	14,872	15,985	25,228	26,162	27,107	27,287	32,357	34,108	46,260
14	18,195	18,990	20,051	18,725	21,897	12,997	14,984	16,098	25,451	26,395	27,371	27,647	32,782	34,585	47,338
15	18,354	19,150	20,211	18,884	22,067	13,182	15,095	16,209	25,674	26,629	27,637	28,008	33,206	35,063	48,318
16	18,513	19,308	20,369	19,044	22,237	13,367	15,206	16,320	25,896	26,862	27,902	28,368	33,631	35,540	49,348
17	18,672	19,468	20,794	19,414	22,703	13,553	15,317	16,431	26,523	27,095	28,167	29,175	34,055	36,495	50,398

BOARD PAID BENEFITS*

2015 - 2016

Capital Health Plan

	<u>Total Cost</u>	<u>Employee Cost</u>	<u>Board Cost</u>
Employee	\$ 465.59	\$ 116.40	\$349.19
Employee + Spouse	\$ 931.55	\$ 582.36	\$349.19
Employee + Children	\$ 791.58	\$ 442.39	\$349.19
Employee + Family	\$1,350.35	\$ 1,001.16	\$349.19

Florida Combined Life – Dental Insurance

	<u>Employee Cost</u>		<u>Board Cost</u>
	<i>LOW Option</i>	<i>HIGH Option</i>	
Employee	FREE	\$ 7.75	\$17.69
Employee + Spouse	\$26.39	\$35.64	\$17.69
Employee + Children	\$25.86	\$35.09	\$17.69
Employee + Family	\$58.25	\$68.95	\$17.69

Florida Combined Life – Life Insurance

Board pays one times the employee salary at \$.26 per \$1,000 for term life insurance.

Florida Retirement System

Board pays 7.37% for employees in the Pension and Investment plans.

Board pays 12.28% for DROP.

Board pays 3.80% for employees that have previously retired and returned to work.

*Benefits through September 30, 2015 and renegotiated October 1, 2015.