

**Liberty County School Board  
 Superintendent/Board Members  
 Personnel Salary Schedule  
 Fiscal Year 2018-2019**

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

|             | <b>Position</b>       | <b>Salary</b> |
|-------------|-----------------------|---------------|
| <b>Code</b> |                       |               |
| <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 2018-19**

| Salary Slot | Years Admin Exp | Asst Superintendent | 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.*

Revised: January 8, 2019\*\*\*\*Added Director of Transportation/Maintenance

Revised: February 11, 2019

**Liberty County School Board  
Supervisor 12 Month Salary Schedule  
2018-2019**

| 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  
2018-19**

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

**Note:**

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

*In FY 16/17 Instructional staff on Grandfather Schedule received a base salary increase from results on 15/16 evaluations. Highly Effective is \$824.00 and Effective is \$618.00, Needs Improvement and Unsatisfactory received no base salary increase.*

**Liberty County School Board  
Instructional  
11 Months Salary Schedule  
2018-19**

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

**Note:**

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

*In FY 16/17 Instructional staff on Grandfather Schedule received a base salary increase from results on 15/16 evaluations. Highly Effective is \$824.00 and Effective is \$618.00, Needs Improvement and Unsatisfactory received no base salary increase.*

**Liberty County School Board  
Instructional Salary Schedule  
Fiscal Year 2018-19**

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

*In FY 16/17 Instructional staff on Grandfather Schedule received a base salary increase from results on 15/16 evaluations. Highly Effective is \$824.00 and Effective is \$618.00, 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 08,09,10,11,12. 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, \$4314 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 2018-19**

| <b>10 MONTHS<br/>Salary Slot</b> | <b>Position</b>          | <b>Salary</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 16/17 Instructional staff on Performance Pay received a base salary increase from results on 15/16 evaluations. Highly Effective is \$832.00 and Effective is \$622.00, Needs Improvement and Unsatisfactory receive no base salary increase.*

**Liberty County School Board  
 ROTC Positions  
 Personnel Salary Schedule  
 Fiscal Year 2018-2019**

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

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

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



**Liberty County School Board  
Therapists Salary Schedule  
Fiscal Year 2018-19**

| <b>Salary Slot</b> | <b>M.S./Eds<br/>DOE Certified</b> | <b>Ph.D.<br/>DOE Certified</b> | <b>M.S./Eds<br/>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 2018-19  
 10 month**

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

**Liberty County School Board  
District School Safety Specialist Salary Schedule  
Fiscal Year 2018-19**

| <b>12 MONTHS</b> | <b>Position</b>                   | <b>Salary</b> |
|------------------|-----------------------------------|---------------|
| <b>Code</b>      |                                   |               |
| 55501            | District School Safety Specialist | \$ 50,000     |

\*\*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 2018-19**

| 12 MONTHS<br>Code | Position   | Salary    |
|-------------------|--|-----------|
|                   | Mental Health Counselors<br>(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 2018-19**

| <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 September 11, 2018

Revised January 8, 2020 \*\*\*\*21st Century Project Manager

**Liberty County School Board  
DJJ Project Salary Schedule  
Fiscal Year 2018-19**

| <b>12 MONTHS</b> | <b>Position</b>                                | <b>Salary</b>     |
|------------------|--|-------------------|
| <b>Code</b>      |  |                   |
| <b>ADJ</b>       | DJJ Project Manager<br>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>  |
|                  | All after School & Summer             |                 |

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

**Liberty County School Board  
Administrative Assistant  
Fiscal Year 2018-19  
12 month NI**

| <b>Salary Slot</b> | <b>Years of Experience</b> | <b>NFC</b> |
|--------------------|----------------------------|------------|
| 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     |

Oct 11, 2016 Board Approved to delete this position.

*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 2018-19**

| 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 2018-19**

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

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

**Liberty County School Board  
Student Records - Data Processing  
Salary Schedule 2018-19**

| Salary Slot | Years Experience | Student Records | 12 MONTHS                     |                       |                        |                         | 10 MONTHS                     |                       |                        |                         |
|-------------|------------------|-----------------|-------------------------------|-----------------------|------------------------|-------------------------|-------------------------------|-----------------------|------------------------|-------------------------|
|             |                  |                 | 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                     |
| 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                  |

  

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

# Liberty County School Board Para-Professional Salary Schedule Fiscal Year 2018-19

| 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                | NAI          | 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                        | S                           | 8.10  | 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  
2018-19**

|             |                  | Position |          |          |
|-------------|------------------|----------|----------|----------|
| Salary CODE |                  | NSW      | Salary   | Salary   |
| Salary Slot | Years Experience |          | 12 month | 10 month |
| 0           | 0                |          | 26,891   | 21,513   |
| 1           | 1                |          | 27,307   | 21,929   |
| 2           | 2                |          | 27,723   | 22,345   |
| 3           | 3                |          | 28,139   | 22,761   |
| 4           | 4                |          | 28,555   | 23,177   |
| 5           | 5                |          | 28,971   | 23,593   |
| 6           | 6                |          | 29,387   | 24,009   |
| 7           | 7                |          | 29,803   | 24,425   |
| 8           | 8                |          | 30,219   | 24,841   |
| 9           | 9                |          | 30,635   | 25,257   |
| 10          | 10               |          | 31,051   | 25,673   |
| 11          | 11               |          | 31,467   | 26,089   |
| 12          | 12               |          | 31,883   | 26,505   |
| 13          | 13               |          | 32,299   | 26,921   |
| 14          | 14               |          | 32,715   | 27,337   |
| 15          | 15               |          | 33,131   | 27,753   |
| 16          | 16               |          | 33,547   | 28,169   |
| 17          | 17               |          | 33,963   | 28,585   |
| 18          | 18               |          | 34,379   | 29,001   |
| 19          | 19               |          | 34,795   | 29,417   |
| 20          | 20               |          | 35,211   | 29,833   |
| 21          | 21               |          | 35,627   | 30,249   |
| 22          | 22               |          | 36,043   | 30,665   |
| 23          | 23               |          | 36,459   | 31,081   |
| 24          | 24               |          | 36,875   | 31,497   |
| 25          | 25               |          | 37,291   | 31,913   |
| 26          | 26               |          | 37,707   | 32,329   |
| 27          | 27               |          | 38,123   | 32,745   |
| 28          | 28               |          | 38,539   | 33,161   |
| 29          | 29               |          | 38,955   | 33,577   |
| 30          | 30               |          | 39,371   | 33,993   |
| 31          | 31               |          | 39,787   | 34,409   |
| 32          | 32               |          | 40,203   | 34,825   |
| 33          | 33               |          | 40,619   | 35,241   |
| 34          | 34               |          | 41,035   | 35,657   |
| 35          | 35               |          | 41,451   | 36,073   |

*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  
 2018-19**

|             |                  | 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.*

APPROVED: September 11, 2018

**Liberty County School Board  
Staffing Specialist Assistant  
Salary Schedule  
2018-19**

|             | 12 month Non Instr | Position                 |        |         |
|-------------|--------------------|--------------------------|--------|---------|
| Salary CODE | 7 hours/day        |                          | NA7    | DEGREED |
| Salary Slot | Years Experience   | Staffing Specialist Asst | Salary | Salary  |
| 0           | 0                  |                          | 24,475 | 25,150  |
| 1           | 1                  |                          | 24,676 | 25,351  |
| 2           | 2                  |                          | 24,877 | 25,552  |
| 3           | 3                  |                          | 25,078 | 25,753  |
| 4           | 4                  |                          | 25,279 | 25,954  |
| 5           | 5                  |                          | 25,480 | 26,155  |
| 6           | 6                  |                          | 25,681 | 26,356  |
| 7           | 7                  |                          | 25,882 | 26,557  |
| 8           | 8                  |                          | 26,083 | 26,758  |
| 9           | 9                  |                          | 26,284 | 26,959  |
| 10          | 10                 |                          | 26,485 | 27,160  |
| 11          | 11                 |                          | 26,686 | 27,361  |
| 12          | 12                 |                          | 26,887 | 27,562  |
| 13          | 13                 |                          | 27,088 | 27,763  |
| 14          | 14                 |                          | 27,289 | 27,964  |
| 15          | 15                 |                          | 27,490 | 28,165  |
| 16          | 16                 |                          | 27,691 | 28,366  |
| 17          | 17                 |                          | 27,892 | 28,567  |
| 18          | 18                 |                          | 28,093 | 28,768  |
| 19          | 19                 |                          | 28,294 | 28,969  |
| 20          | 20                 |                          | 28,495 | 29,170  |
| 21          | 21                 |                          | 28,696 | 29,371  |
| 22          | 22                 |                          | 28,897 | 29,572  |
| 23          | 23                 |                          | 29,098 | 29,773  |
| 24          | 24                 |                          | 29,299 | 29,974  |
| 25          | 25                 |                          | 29,500 | 30,175  |
| 26          | 26                 |                          | 29,701 | 30,376  |
| 27          | 27                 |                          | 29,902 | 30,577  |
| 28          | 28                 |                          | 30,103 | 30,778  |
| 29          | 29                 |                          | 30,304 | 30,979  |
| 30          | 30                 |                          | 30,505 | 31,180  |
| 31          | 31                 |                          | 30,706 | 31,381  |
| 32          | 32                 |                          | 30,907 | 31,582  |
| 33          | 33                 |                          | 31,108 | 31,783  |
| 34          | 34                 |                          | 31,309 | 31,984  |
| 35          | 35                 |                          | 31,510 | 32,185  |

*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 2018-19**

| 12 MONTHS | Position  | Salary |
|-----------|---|--------|
| Code      |   |        |
| IMT       | Adult Education Teacher                             | *      |
| IMS       | Teacher on Special Assignment,<br>Other Instruction | *      |
| ***       | Instructional Technical Coach                       | 52,000 |
| NTS       | Information Network Specialist                      | 45,515 |

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

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

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

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

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 2018-19

#### 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 |          |
|---------------------|----------|
| \$8.10              | 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 2018-19

| Salary Slot                    | Years Experience | Custodian/<br>Groundskeeper | Custodian       | School Custodian<br>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                        |
| <b>Substitute Custodians</b>   |                  |                             | <b>\$ 8.10</b>  |                               |
| <b>Long Term Sub Custodian</b> |                  |                             | <b>\$ 11.41</b> |                               |

*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

## 9 Month Transportation Salary Schedule

### Fiscal Year 2018-19

#### 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        |
| NATH  | Athletic Trips   | \$55.00        |
| NBCJC | Trips to and from Chipola Jr. College                    | \$25.00        |
| NBD12 | 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              | \$5,000.00        |
| SUG0E1 | Transportation Bus Monitor - Sumatra                   | \$5,000.00        |
| SUG0E2 | Transportation Bus Monitor - Bristol/Hosford           | \$5,000.00        |
| SUG0E3 | Transportation Bus Monitor - In town route             | \$5,000.00        |
| SUG0E4 | Special Needs Morning Bus Route Supplement             | \$2,100.00        |
| SUG0C1 | Hosford Van Route                                      | \$3,500.00        |
| SUG0E1 | FREEZE Transportation Monitor - Long Route             | \$2,000.00        |
| SUG0E1 | Additional Time on Bus Route (Freeze)                  | \$ 500.00         |
| SUG0E1 | Tallahassee Van Route (Freeze)                         | \$ 500.00         |
| SUG0E1 | Transport PK Disabilities Students (A.M. Rte) (Freeze) | \$ 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.*

**APPROVED: September 11, 2018**  
**Approved: July 30, 2018**

**Liberty County School Board  
Transportation  
Gretchen Everhart/Tallahassee  
Fiscal Year 2018-19**

**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<br>(includes other schools in Tallahassee)    | 18,000        |
| NA6         | Health Aide III --Gretchen Everhart<br>(includes duty of Bus Monitor on Bus) | 16,000        |
| SUGMG       | After Hours Supplement   | 2,000         |

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

**Liberty County School Board  
Health Aide II (10 month)  
Salary Schedule  
2018-19**

|             |                  | 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 2018-19**

**SUMMER HOURLY RATES**

| <b>Code</b> | <b>Description</b> | <b>Rate Per Hour</b> |
|-------------|--------------------|----------------------|
| 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 2018-19**

| 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 | 59.22/8.46        |

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

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

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

**Liberty County School Board  
Other Compensation  
Fiscal Year 2017-18**

**ATHLETIC SUPPLEMENTS**

| <b>Codes</b> | <b>Position</b>  | <b>Supplement</b> |
|--------------|--|-------------------|
| SUA05        | LCHS Head Football Coach (3,700)<br>LCHS Athletic Director (2,000) | <b>5,700</b>      |
| SUA06        | LCHS Varsity Assistant Football Coaches                            | <b>2,400</b>      |
| SUA07        | LCHS Head JV Football Coach  | <b>2,000</b>      |
| SUA08        | LCHS Assistant JV Football Coach                                   | <b>1,500</b>      |
| SUA09        | LCHS Boys Varsity Basketball Coach                                 | <b>3,000</b>      |
| SUA10        | LCHS Girls Varsity Basketball Coach                                | <b>3,000</b>      |
| SUA11        | LCHS Boys Jr. Varsity Basketball Coach                             | <b>1,800</b>      |
| SUA12        | LCHS Girls Jr. Varsity Basketball Coach                            | <b>900</b>        |
| SUA13        | LCHS Weight Lifting Coach  | <b>1,800</b>      |
| SUA14        | LCHS Head Volleyball Coach   | <b>3,000</b>      |
| SUA15        | LCHS Head Softball Coach   | <b>3,000</b>      |
| SUA16        | LCHS Assistant Softball Coach                                      | <b>1,650</b>      |
| SUA17        | LCHS Head Baseball Coach   | <b>3,000</b>      |
| SUA18        | LCHS Assistant Baseball Coach                                      | <b>1,650</b>      |
| SUA19        | LCHS Boys Track Coach  | <b>2,000</b>      |
| SUA20        | LCHS Girls Track Coach   | <b>2,000</b>      |
| SUA22        | 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\*\*

\*\*We paid 5 positions for Varsity Asst Football Coach in 16/17 FY\*\*

\*\*We paid 5 positions for Varsity Asst Football Coach in 17/18 FY\*\*



**Liberty County School Board  
Other Compensation  
Fiscal Year 2017-18**

**TOLAR & HOSFORD ATHLETIC SUPPLEMENTS**

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

**Approved: September 11, 2018**

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**APPROVED: June 27, 2017**

**Page 33**

**Liberty County School Board  
Other Compensation  
Fiscal Year 2018-19**

**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>SUB24</b> | Dual Enrollment Instructor   | <b>1,100</b>      |
| <b>SUB05</b> | Early Childhood Supervisor   | <b>4,000</b>      |
|              | Early Childhood Supervisor Supplement paid from PreK Funds   |                   |
| <b>SUB07</b> | School Technology Coordinator  | <b>1,200</b>      |
|              | WIDA Access Supplement   | <b>800</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 (Freeze)  | <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>        |
|              | 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>SUBPK</b> | Pre-K CDA Para-Professional Supplement   | <b>450</b>        |
| <b>SUB19</b> | PECO-Construction Accounts Payable Supplement  | <b>7,500</b>      |
| <b>SUB</b>   | PECO-Construction Technology Supplement  | <b>7,500</b>      |
|              | Must hold a valid CDA license and working in a Pre-K Classroom.  |                   |

Revised: February 11, 2019  
 Revised: December 11, 2018  
 Approved: September 11, 2018  
 Approved: August 14, 2018

**Liberty County School Board  
Other Compensation  
Fiscal Year 2018-19**

**FROZEN ACADEMIC SUPPLEMENTS**

| <b>Codes</b> | <b>Position</b>                     | <b>Supplement</b> |
|--------------|-------------------------------------|-------------------|
| SUB02        | Vocational Agriculture Teacher      | 900               |
| SUB06        | Department Head                     | 500               |
| SUB08        | High School Yearbook Sponsor        | 900               |
| SUBTO        | DJJ Data Entry                      | 1,200             |
| SUB15        | Sr. Beta Club Sponsor               | 900               |
| SUB16        | High School Student Council Sponsor | 750               |
| SUB17        | FHA Sponsor                         | 900               |
| SUB18        | Brain Bowl                          | 900               |
| SUB19        | Senior Coordinator                  | 1,200             |
| SUB20        | Middle School Yearbook Sponsor      | 600               |

|       |  |       |
|-------|--|-------|
| SUB27 | Middle School Beta Club Sponsor  | 700   |
| SUB28 | Middle School School Student Council Sponsor   | 650   |
| SUB31 | Certification for Highly Qualified status  | 325   |
| SUB38 | Pre K Teacher (part time) Pd as a supplement   | ****  |
| SUB38 | IEP's at BYA   | 1,500 |
| SUB40 | Reading Endorsement  | 1,500 |
| SUBPT | Degreed Para Professional (12 month)   | ****  |
|       | *** Deg Para Pro (12 month) paid 78% of Reg Deg PP at exp level earned ***           |       |
| SUB25 | Music Instructor   | ****  |
|       | Supplement based on years experience @ 40% of instructional salary paid in 12 months |       |



**Liberty County School Board  
Other Compensation  
Fiscal Year 2018-19**

**OTHER SUPPLEMENTS**

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

|       |  |       |
|-------|--|-------|
| SUGCS | Choice School Supplement   | 1,620 |
|       | Transporting students to and from a Choice School<br>Supplement will be paid by 11 Funds |       |

|       |   |        |
|-------|---|--------|
| SUG01 | Hosford Duty Teachers                     | 1,500  |
| SUGCI | Custodian Supplement                      | 1,500  |
| SUGEA | Energy Assistant Custodial Supplement     | 2,000  |
| SUG32 | Travel Supplement for Maintenance Manager | 1,200  |
| ***** | Non-Instructional Driver Supplement       | 10,000 |
| SUG33 | After Hours Testing Supplement            | 5,000  |
|       |   |        |
| SUGEC | Data Entry Clerk---Hosford                | 2,500  |
| SUGED | County Wide Technology                    | 3,000  |
| SUB37 | Grant supplement for specific grant       | 1,500  |
|       |   |        |

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

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

**Liberty County School Board  
Other Compensation  
Fiscal Year 2018-19**

**FROZEN SUPPLEMENTS**

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

|              |   |            |
|--------------|---|------------|
| <b>SUGAC</b> | Asst. Bus Driver Supplement for Hosford Custodian | <b>250</b> |
|--------------|---|------------|

|              |                        |            |
|--------------|------------------------|------------|
| <b>SUGIC</b> | Inmate Crew Supervisor | <b>500</b> |
|--------------|------------------------|------------|



**Liberty County School Board  
Other Compensation  
Fiscal Year 2018-19**

| DESCRIPTION                   | AWARD |
|-------------------------------|-------|
| <b>Exemplary Rating Bonus</b> | 100   |

| DESCRIPTION                             | AWARD                                |
|---|--------------------------------------|
| <b>Florida School Recognition Bonus</b> | Amount set<br>by<br>Advisory Council |

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

(Per F.S. 230.23 (5) ☉)

**Liberty County School Board  
Other Compensation  
Fiscal Year 2018-19**

**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 2018-19**

**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 2018-19**

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.

1617 Evaluation

Proposed Performance/Grandfathered Salary  
Schedule for Instructional Personnel

Liberty Co School Board  
2017-2018

NOT FINAL FINAL  
8/22/2018 9/6/2018

| <b>Funding Factors</b>             | <b>Factor (2)</b> | <b># of EE's in this category (1)</b> | <b>EE's X Factor (3)</b> | <b>Funds/ Factor (6)</b> | <b>Fund Factor X Factor (7)</b> | <b># of EE's X pay (8)</b> |
|------------------------------------|-------------------|---------------------------------------|--------------------------|--------------------------|---------------------------------|----------------------------|
| <b>Total Funds Available: (5)</b>  | <b>\$ 65,000</b>  |                                       |                          |                          |                                 |                            |
| Grandfather Schedule (GF EF)       | 0.75              | 7                                     | 5.25                     |                          | \$ 468                          | \$ 3,276                   |
| Grandfather Schedule (GF HE)       | 1.00              | 54                                    | 54                       |                          | \$ 624                          | \$ 33,698                  |
| Effective PP Schedule (PEF)        | 0.755             | 14                                    | 11                       |                          | \$ 471                          | \$ 6,596                   |
| Highly Effective PP Schedule (PHE) | 1.01              | 34                                    | 34                       |                          | \$ 630                          | \$ 21,430                  |
| Needs Improvement (PNI)            | -                 | 1.00                                  | -                        |                          | \$ -                            | \$ -                       |
| Unsatisfactory (PUN)               | -                 | -                                     | -                        |                          | \$ -                            | \$ -                       |
| <b>Totals</b>                      |                   | <b>110</b>                            | <b>104</b>               | <b>\$ 624.04</b>         |                                 | <b>\$ 65,000</b>           |
|                                    |                   |                                       | (4) above total          |                          |                                 |                            |

CALCULATIONS:

- 1) Determine the # of teachers in each category (Grandfather Effective, Grandfather Highly Effective, Performance Pay Effective, Performance Pay Highly Effective, Needs Improvement, Unsatisfactory).
- 2) Determine funding factors for each category.
- 3) Multiply the # of teachers in each category by factor.
- 4) Total Teacher Factor.
- 5) Determine the amount of funds available.
- 6) Divide the total amount of funds available by teacher factor.
- 7) Multiply the funding factor times factor for each category to determine base salary increase.
- 8) # of EE's for each category times base salary increase amount to determine employer cost for each category.

\*\* Needs Improvement and Unsatisfactory on either schedule will not receive any base salary increase.\*\*

Proposed Performance/Grandfathered Salary  
Schedule for Instructional Personnel

Liberty Co School Board  
2018-2019

FINAL

| <b>Funding Factors</b>             | <b>Factor (2)</b> | <b># of EE's in this category (1)</b> | <b>EE's X Factor (3)</b> | <b>Funds/ Factor (6)</b> | <b>Fund Factor X Factor (7)</b> | <b># of EE's X pay (8)</b> |
|------------------------------------|-------------------|---------------------------------------|--------------------------|--------------------------|---------------------------------|----------------------------|
| <b>Total Funds Available: (5)</b>  | <b>\$ 65,000</b>  |                                       |                          |                          |                                 |                            |
| Grandfather Schedule (GF EF)       | 0.75              | 6                                     | 4.5                      |                          | \$ 475                          | \$ 2,848                   |
| Grandfather Schedule (GF HE)       | 1.00              | 50                                    | 50                       |                          | \$ 633                          | \$ 31,641                  |
| Effective PP Schedule (PEF)        | 0.755             | 5                                     | 4                        |                          | \$ 478                          | \$ 2,389                   |
| Highly Effective PP Schedule (PHE) | 1.01              | 44                                    | 44                       |                          | \$ 639                          | \$ 28,122                  |
| Needs Improvement (PNI)            | -                 | 1.00                                  | -                        |                          | \$ -                            | \$ -                       |
| Unsatisfactory (PUN)               | -                 | -                                     | -                        |                          | \$ -                            | \$ -                       |
| <b>Totals</b>                      |                   | <b>106</b>                            | <b>103</b>               | <b>\$ 632.82</b>         |                                 | <b>\$ 65,000</b>           |
|                                    |                   |                                       | (4) above total          |                          |                                 |                            |

CALCULATIONS:

- 1) Determine the # of teachers in each category (Grandfather Effective, Grandfather Highly Effective, Performance Pay Effective, Performance Pay High)
- 2) Determine funding factors for each category.
- 3) Multiply the # of teachers in each category by factor.
- 4) Total Teacher Factor.
- 5) Determine the amount of funds available.
- 6) Divide the total amount of funds available by teacher factor.
- 7) Multiply the funding factor times factor for each category to determine base salary increase.
- 8) # of EE's for each category times base salary increase amount to determine employer cost for each category.

**\*\* Needs Improvement and Unsatisfactory on either schedule will not receive any base salary increase.\*\***

## Performance Schedule Pay

***In FY 16/17 Instructional staff on Performance Pay received a base salary increase from results on 15/16 evaluations. Highly Effective is \$832.00 and Effective is \$622.00, Needs Improvement and Unsatisfactory receive no base salary increase.***

***In FY 18/19 Instructional staff on Performance Pay will receive a base salary increase from results on 16/17 evaluations. Highly Effective is \$630.00 and Effective is \$471.00, Needs Improvement and Unsatisfactory receive no base salary increase.***

***In FY 18/19 Instructional staff on Performance Pay will receive a base salary increase from results on 17/18 evaluations. Highly Effective is \$639 and Effective is \$478, Needs Improvement and Unsatisfactory receive no base salary increase.***

## Grandfather's Schedule Pay

***In FY 16/17 Instructional staff on Grandfather's Pay received a base salary increase from results on 15/16 evaluations. Highly Effective is \$832.00 and Effective is \$622.00, Needs Improvement and Unsatisfactory receive no base salary increase.***

***In FY 18/19 Instructional staff on Grandfather's Pay will receive a base salary increase from results on 16/17 evaluations. Highly Effective is \$624.00 and Effective is \$468.00, Needs Improvement and Unsatisfactory receive no base salary increase.***

***In FY 18/19 Instructional staff on Grandfather's Pay will receive a base salary increase from results on 17/18 evaluations. Highly Effective is \$633 and Effective is \$475, Needs Improvement and Unsatisfactory receive no base salary increase.***

Administrative's Schedule Pay

*In FY 18/19 Administrative staff will receive a bonus pay \$471.00 on 16/17 evaluations.*

*In FY 18/19 Administrative staff will receive a base salary increase from results on 17/18 evaluations. Highly Effective is \$639 and Effective is \$478, Needs Improvement and Unsatisfactory receive no base salary increase. The increase will be based off of Instructional raise.*

## Non-Instructional Employee Pay

In 18/19, Non-Instructional Employee Pay will receive a step increase for 17/18 and 18/19.

\*\*\*\*All Non-Instructional Employees will receive a minimum of \$100.00 pay increase.