

Washington County School District

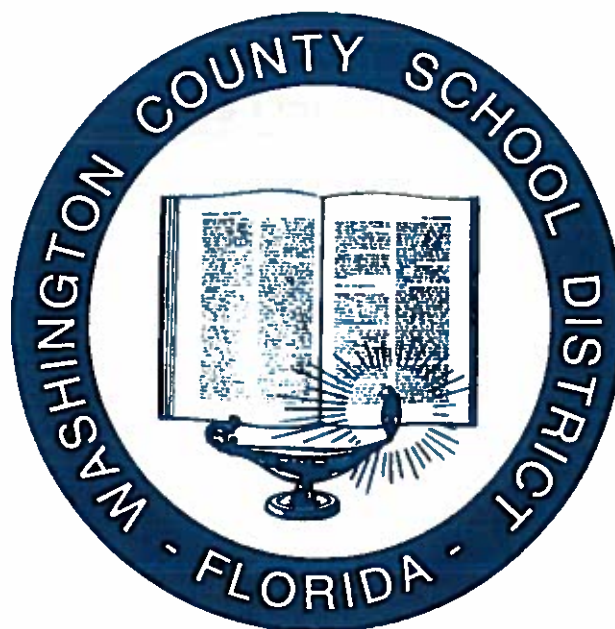
**652 Third Street
Chipley, FL 32428**

BOARD APPROVED

FEB 13 2017

**H. Joseph Taylor
Superintendent of Schools**

2016-2017 Salary Schedule



An Equal Opportunity Agency

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ADMINISTRATIVE PERSONNEL

Based on 250 days

In Position in Washington County	Pay		Title
		ABS0x	Coordinator of Technical Services
Year 1	67,887	ABS01	
Year 2	68,953	ABS02	
Year 3	70,019	ABS03	
		ABS1x	High School Assistant Principal
Year 1	69,261	ABS11	
Year 2	70,327	ABS12	
Year 3	71,393	ABS13	
		ABS2x	Okeechobee Youth Development Center Principal (Inactive - Effective 6/30/12)
Year 1	73,244	ABS21	
Year 2	74,310	ABS22	
Year 3	75,376	ABS23	
		ABS3x	Supervising Principal of Wash-Special (Inactive)
Year 1	77,682	ABS33	
Year 2	78,748	ABS34	
Year 3	79,814	ABS35	
		ABS4x	Elementary Principal Middle School Principal Director of Administrative Services Director of Curriculum & Instruction Director of Exceptional Student Education & Student Services Director of Federal Programs Director of Finance Director of Maintenance / Facilities & Operations/Transportation Director of School Leadership & Management Services Director of Vocational Education Okeechobee Youth Dev. Center Principal (Effective-7/1/12)
Year 1	77,931	ABS41	
Year 2	78,997	ABS42	
Year 3	80,063	ABS43	
		ABS5x	High School Principals
Year 1	81,949	ABS51	
Year 2	83,015	ABS52	
Year 3	84,081	ABS53	
		ABS6x	Deputy Superintendent (Inactive)
Year 1	83,645	ABS61	
Year 2	84,711	ABS62	
Year 3	85,777	ABS63	

Administrator employed on or before 07/01/06 will be placed on Year 3.

Administrator employed after 07/01/06 will begin at Year 1.

Administrative Personnel - Assistant Director - FPTC
Based on 250 / 7½ hour days

In Position in Washington County	Pay		Title
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		ABS7x	Assistant Director - FPTC
Year 1	68,330	ABS71	
Year 2	69,365	ABS72	
Year 3	70,400	ABS73	

SUG26	Assistant Director - FPTC supplement - \$3,540.		
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Administrative Personnel - Elementary / Middle Assistant Principals
Based on 196 / 7½ hour days

Years	Rank III IBW	Rank II IMW	Rank IA ISW	Rank I IDW
0	34,354	35,389	36,424	37,459
1	34,390	36,201	37,236	38,271
2	34,474	37,061	38,096	39,131
3	35,566	38,671	39,706	40,741
4	36,601	39,706	40,741	41,776
5	37,636	40,741	41,776	42,811
6	38,671	41,776	42,811	43,846
7	39,706	42,811	43,846	44,881
8	40,741	43,846	44,881	45,916
9	41,776	44,881	45,916	46,951
10	42,811	45,916	46,951	47,986
11	43,846	46,951	47,986	49,021
12	44,881	47,986	49,021	50,056
13	45,916	49,021	50,056	51,091
14	46,951	50,056	51,091	52,126
15	47,986	51,091	52,126	53,161
16	49,021	52,126	53,161	54,196
17	49,539	52,644	53,679	54,714
18	50,057	53,162	54,197	55,232
19	50,575	53,680	54,715	55,750
20	51,093	54,198	55,233	56,268
21	51,591	54,696	55,731	56,766
22	52,089	55,194	56,229	57,264
23	52,587	55,692	56,727	57,762
24	53,085	56,190	57,225	58,260
25+	53,583	56,688	57,723	58,758

Placement on the salary schedule shall be determined by the number of years of teaching experience.

Up to four (4) years military service will be given for placement upon verification with DD-214.

No credit for experience shall be given for years in which a retirement benefit is being received or for years of participation in DROP.

SUG25	Elementary and Middle School Assistant Principals will be paid according to their appropriate place on the Elementary / Middle Assistant Principal salary schedule plus a supplement of \$2,775 plus 40 days. (Salary + 2,775) x 40 / 196.
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INSTRUCTIONAL PERSONNEL

Based on 250 / 7½ hour days

Years	Rank III IBG	Rank II IMG	Rank IA ISG
0	43,819	45,139	46,459
1	43,865	46,175	47,495
2	43,972	47,272	48,592
3	45,365	49,325	50,645
4	46,685	50,645	51,966
5	48,005	51,966	53,286
6	49,325	53,286	54,606
7	50,645	54,606	55,926
8	51,966	55,926	57,246
9	53,286	57,246	58,566
10	54,606	58,566	59,886
11	55,926	59,886	61,207
12	57,246	61,207	62,527
13	58,566	62,527	63,847
14	59,886	63,847	65,167
15	61,207	65,167	66,487
16	62,527	66,487	67,807
17	63,188	67,148	68,468
18	63,848	67,809	69,129
19	64,509	68,469	69,790
20	65,170	69,130	70,450
21	65,805	69,765	71,085
22	66,440	70,401	71,721
23	67,075	71,036	72,356
24	67,710	71,671	72,991
25+	68,346	72,306	73,626

Placement on the salary schedule shall be determined by the number of years of teaching and work experience as follows:

- A. Valid documented work experience up to five (5) years will be granted to vocational instructors.
- B. Up to four (4) years military service will be given for placement upon verification with DD-214.
- C. Athletic Director (High Schools): Placement on 250 day Instructional Personnel Salary Schedule by number of years experience plus applicable supplement(s).
- D. School Psychologist: Placement on 250 day Instructional Salary Schedule by number of years experience plus supplement

No credit for experience shall be given for years in which a retirement benefit is being received or for years of participation in DROP.

Hired before July 1, 2011

INSTRUCTIONAL PERSONNEL

Based on 196 / 7½ hour days

Years	Rank III IBW	Rank II IMW	Rank IA ISW	Rank I IDW	196 / 6.47 Hour Days	
					Rank III IBA	Rank II IMC
0	34,354	35,389	36,424	37,459	29,636	30,529
1	34,390	36,201	37,236	38,271	29,667	31,229
2	34,474	37,061	38,096	39,131	29,740	31,971
3	35,566	38,671	39,706	40,741	30,682	33,360
4	36,601	39,706	40,741	41,776	31,574	34,253
5	37,636	40,741	41,776	42,811	32,467	35,146
6	38,671	41,776	42,811	43,846	33,360	36,039
7	39,706	42,811	43,846	44,881	34,253	36,932
8	40,741	43,846	44,881	45,916	35,146	37,824
9	41,776	44,881	45,916	46,951	36,039	38,717
10	42,811	45,916	46,951	47,986	36,932	39,610
11	43,846	46,951	47,986	49,021	37,824	40,503
12	44,881	47,986	49,021	50,056	38,717	41,396
13	45,916	49,021	50,056	51,091	39,610	42,289
14	46,951	50,056	51,091	52,126	40,503	43,182
15	47,986	51,091	52,126	53,161	41,396	44,075
16	49,021	52,126	53,161	54,196	42,289	44,967
17	49,539	52,644	53,679	54,714	42,736	45,414
18	50,057	53,162	54,197	55,232	43,183	45,861
19	50,575	53,680	54,715	55,750	43,629	46,308
20	51,093	54,198	55,233	56,268	44,076	46,755
21	51,591	54,696	55,731	56,766	44,506	47,184
22	52,089	55,194	56,229	57,264	44,935	47,614
23	52,587	55,692	56,727	57,762	45,365	48,044
24	53,085	56,190	57,225	58,260	45,795	48,473
25+	53,583	56,688	57,723	58,758	46,224	48,903

Placement on the salary schedule shall be determined by the number of years of teaching and work experience as follows:

- A. Valid documented work experience up to five (5) years will be granted to vocational instructors.
- B. Up to four (4) years military service will be given for placement upon verification with DD-214.

No credit for experience shall be given for years in which a retirement benefit is being received or for years of participation in DROP.

R.O.T.C Instructor

Calculation from Department of the Army or the Washington County School Board Salary Schedule whichever is greater.

Occupational Therapist	Annual Salary - \$50,420	for 196 days
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INSTRUCTIONAL PERSONNEL

Based on 196 / 7½ hour days

Years	Bachelor	Master Supplement	Specialist Supplement	Doctorate Supplement
0	34,354	1,035	2,070	3,105
1	34,390	1,811	2,846	3,881
2	34,474	2,587	3,622	4,657
3	35,566	3,105	4,140	5,175
4	36,601	3,105	4,140	5,175
5	37,636	3,105	4,140	5,175
6	38,671	3,105	4,140	5,175
7	39,706	3,105	4,140	5,175
8	40,741	3,105	4,140	5,175
9	41,776	3,105	4,140	5,175
10	42,811	3,105	4,140	5,175
11	43,846	3,105	4,140	5,175
12	44,881	3,105	4,140	5,175
13	45,916	3,105	4,140	5,175
14	46,951	3,105	4,140	5,175
15	47,986	3,105	4,140	5,175
16	49,021	3,105	4,140	5,175
17	49,539	3,105	4,140	5,175
18	50,057	3,105	4,140	5,175
19	50,575	3,105	4,140	5,175
20	51,093	3,105	4,140	5,175
21	51,591	3,105	4,140	5,175
22	52,089	3,105	4,140	5,175
23	52,587	3,105	4,140	5,175
24	53,085	3,105	4,140	5,175
25+	53,583	3,105	4,140	5,175

Placement on the salary schedule shall be determined by the number of years of teaching and work experience as follows:

A. Valid documented work experience up to five (5) years will be granted to vocational instructors.

B. Up to four (4) years military service will be given for placement upon verification with DD-214.

No credit for experience shall be given for years in which a retirement benefit is being received or for years of participation in DROP.

R.O.T.C Instructor

Calculation from Department of the Army or the Washington County School Board Salary Schedule whichever is greater.

Occupational Therapist	Annual Salary - \$50,420	for 196 days
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Panhandle Area Educational Consortium
2016-17 Performance Pay Salary Schedule
Point Factor Analysis
7 1/2 hours, 250 days



Washington County School Board, District of Record
Salary Schedule
EFFECTIVE July 1, 2016

Point Range	Performance Level	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1300-UP	1	PAEC Executive Director salary is set at \$1,000 less than the salary of the Superintendent of Liberty County School District as published for the current year in the Finalized Salaries of Elected County Constitutional Officers and School District Officials, pursuant to the salary formula in Chapter 145, Florida Statutes. (Approved by the PAEC BOD May 19, 2011)															
1100-1299	2	\$65,981	\$67,424	\$68,865	\$70,307	\$71,751	\$73,192	\$74,634	\$76,075	\$77,520	\$78,960	\$80,402	\$81,846	\$83,286	\$84,730	\$86,170	\$87,614
1040-1099	3	\$59,489	\$60,933	\$62,375	\$63,816	\$65,258	\$66,702	\$68,144	\$69,585	\$71,028	\$72,471	\$73,913	\$75,353	\$76,797	\$78,240	\$79,681	\$81,123
940-1039	4	\$58,246	\$57,989	\$59,130	\$60,574	\$62,015	\$63,457	\$64,900	\$66,342	\$67,783	\$69,226	\$70,668	\$72,111	\$73,554	\$74,995	\$76,438	\$77,880
850-939	5	\$54,082	\$55,526	\$56,967	\$58,409	\$59,852	\$61,294	\$62,737	\$64,177	\$65,621	\$67,063	\$68,505	\$69,948	\$71,390	\$72,831	\$74,274	\$75,717
780-849	6	\$51,379	\$52,640	\$53,903	\$55,165	\$56,426	\$57,689	\$58,951	\$60,213	\$61,474	\$62,737	\$63,997	\$65,259	\$66,522	\$67,783	\$69,046	\$70,307
740-779	7	\$47,051	\$48,313	\$49,576	\$50,838	\$52,099	\$53,362	\$54,623	\$55,886	\$57,147	\$58,409	\$59,671	\$60,934	\$62,195	\$63,457	\$64,720	\$65,981
700-739	8	\$42,725	\$43,988	\$45,248	\$46,512	\$47,773	\$49,034	\$50,296	\$51,559	\$52,820	\$54,082	\$55,345	\$56,606	\$57,869	\$59,130	\$60,392	\$61,654
650-699	9	\$30,286	\$31,368	\$32,448	\$33,531	\$34,613	\$35,694	\$36,776	\$37,857	\$38,939	\$40,022	\$41,103	\$42,185	\$43,265	\$44,348	\$45,429	\$46,512
600-649	10	\$28,122	\$28,989	\$29,854	\$30,719	\$31,585	\$32,449	\$33,316	\$34,180	\$35,045	\$35,912	\$36,777	\$37,642	\$38,507	\$39,371	\$40,236	\$41,103
550-599	11	\$25,961	\$26,825	\$27,691	\$28,555	\$29,420	\$30,287	\$31,152	\$32,018	\$32,883	\$33,747	\$34,614	\$35,479	\$36,345	\$37,208	\$38,073	\$38,939
500-549	12	\$23,798	\$24,662	\$25,528	\$26,392	\$27,258	\$28,122	\$28,989	\$29,854	\$30,719	\$31,585	\$32,449	\$33,316	\$34,180	\$35,044	\$35,911	\$36,776
450-499	13	\$21,634	\$22,500	\$23,364	\$24,228	\$25,095	\$25,960	\$26,825	\$27,691	\$28,555	\$29,420	\$30,287	\$31,152	\$32,018	\$32,883	\$33,746	\$34,613
400-449	14	\$20,010	\$20,769	\$21,525	\$22,284	\$23,039	\$23,798	\$24,554	\$25,311	\$26,069	\$26,826	\$27,582	\$28,340	\$29,098	\$29,854	\$30,611	\$31,369
350-399	15	\$19,472	\$20,119	\$20,768	\$21,416	\$22,065	\$22,715	\$23,364	\$24,013	\$24,662	\$25,310	\$25,960	\$26,607	\$27,258	\$27,907	\$28,555	\$29,205
300-349	16	\$14,712	\$15,144	\$15,576	\$16,010	\$16,442	\$16,875	\$17,306	\$17,740	\$18,173	\$18,604	\$19,039	\$19,472	\$19,902	\$20,335	\$20,768	\$21,200

Part-Time

Part-time Consultant I	daily rate - \$125.00 - \$180.00
Part-time Consultant II	daily rate - \$230.00
Part-time Administrative Consultant	daily rate - \$335.00
Part-time Resource Specialist I paid at Instructional hourly rate WCSB Salary Schedule	
Part-time Resource Specialist II	daily rate \$155.00
Other part-time rates paid according to WCSB Salary Schedule.	
Only retirement and social security benefits are paid on part-time staff.	

Special Projects:

Flow-through Grant Staff	Compensation and work schedule set by grantor
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¹In order to receive a level increase, a PAEC employee must comply with WCSB Policy 6.13(a) for contractual years of service.

²PAEC employees will be eligible for the same employer contribution for group health benefits as approved by WCSB for all employees. The employer contribution will be paid from PAEC generated funds.

³The PAEC Performance-based Pay Schedule was established in compliance with the F.S. Section 1012.22(1)(b), 4 (formerly Section 230.23(5)(b), F.S.) by the PAEC Board of Directors on June 5, 2003 and approved annually thereafter for inclusion in the District of Record's Salary Schedule.

Panhandle Area Educational Consortium
Compensation Plan for 2016-2017
Effective July 1, 2016



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
1300-Up	<u>Pay Grade 1</u> Executive Director	PAEC Executive Director salary is set at \$1,000 less than the salary of the Superintendent of Liberty County School District as published for the current year in the Finalized Salaries of Elected County Constitutional Officers and School District Officials, pursuant to the salary formula in Chapter 145, Florida Statutes. (Approved by the PAEC BOD May 19, 2011)
1100-1299	<u>Pay Grade 2</u> Administrator of Business, Technology & Supplemental Services Administrator of Instructional Services Administrator of Research & Development	\$65,981-\$87,614
1040-1099	<u>Pay Grade 3</u> Program Coordinator	\$59,489-\$81,123
940-1039	<u>Pay Grade 4</u> Migrant Coordinator Gateway Coordinator Gateway Student Coordinator Consultant III	\$56,246-\$77,880
850-939	<u>Pay Grade 5</u> Business Operations & Human Resources Consultant Assistant Migrant Coordinator Risk Manager Consultant II Analyst II	\$54,082-\$75,717
780-849	<u>Pay Grade 6</u> Consultant I Safety and Facilities Specialist FEC Station Manager Resource Specialist III	\$51,379-\$70,307

Panhandle Area Educational Consortium
Compensation Plan for 2016-2017
Effective July 1, 2016



740-779	Pay Grade 7	\$47,051-\$65,981
	Resource Specialist II	
	Research Specialist II	
700-739	Pay Grade 8	\$42,725-\$61,654
	Fiscal Specialist	
	Analyst I	
	Network Manager	
	FEC Host/Producer	
	Television Production Manager	
	Marketing Manager	
	Technology Infrastructure Manager	
650-699	Pay Grade 9	\$30,286-\$46,512
	Resource Specialist I	
	Research Specialist I	
	FEC Producer/Editor	
600-649	Pay Grade 10	\$28,122-\$41,103
	Secretary to Executive Director	
	Copy Center Manager with Clearinghouse Duties	
550-599	Pay Grade 11	\$25,961-\$38,939
	Program Assistant for Special Areas & Testing	
	Program Assistant for Risk Management & Safety	
	Program Assistant for Business, Technology, & Supplemental Services	
	Program Assistant for Research/Development, Evaluation & Accountability	
	Program Assistant for Alternate Assessment	
	Program Assistant for Instructional Services	
	Program Assistant for Supplemental Services	
	Program Assistant for Migrant Education	
	FloridaLearns Clearinghouse Manager	
	Copy Center Manager	
500-549	Pay Grade 12	\$23,789-\$36,776
	Migrant Recruiter III	
	Bookkeeper III	
	Web Resource Technician	
	Graphics Design Technician	

Panhandle Area Educational Consortium
Compensation Plan for 2016-2017
Effective July 1, 2016



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
450-499	<u>Pay Grade 13</u>	\$21,634-\$34,613
	Secretary to Program Coordinator	
	Secretary to Dashboard Director & Gateway Student Coordinator	
	Migrant Recruiter II	
	Bookkeeper II	
	Media Programming Technician	
	Technical Assistant	
	Television Production Technician	
400-449	<u>Pay Grade 14</u>	\$20,010-\$31,369
	Secretary II	
	FloridaLearns Clearinghouse Clerk	
	Data Entry - Clerical	
	Bookkeeper I	
350-399	<u>Pay Grade 15</u>	\$19,472-\$29,205
	Secretary I	
	Migrant Recruiter I	
	Programming Secretary	
300-349	<u>Pay Grade 16</u>	\$14,712-\$21,200

Special Note:

Employees in Pay Grade 10 to 16 are hourly and are therefore subject to the provisions of the Fair Labor Standards Act.

Reference:

Section 1012.22(1)(c), F.S.: [formerly Section 230.23(5)(c), F.S.]

Washington County School Board, District of Record
Panhandle Area Educational Consortium
2016-2017 Performance Pay Salary Schedule
7 ½ hours, 250 days



Effective July 1, 2016

PAEC Performance-Based Pay Incentives 2016-17

1. **Performance Level Increment and Annual Percentage Increases** – Annual increases shall be based on effective performance as measured by the individual employee's Professional Development Plan and annual Performance Appraisal. The PAEC Board of Directors will determine annually at its October Board of Directors' meeting any annual percentage increases for all employees based on the recommendation of the PAEC Executive Director and available funds.
2. **Exemplary Performance Compensation** – Employees who achieve overall exemplary (Outstanding Level Only) performance for the preceding work year may be awarded a one-time salary bonus of \$2,500 that shall not be added to the base salary.
3. **Salary Supplement** – The Board of Directors has the authority to grant any additional supplement to any employee, which the Board deems necessary and appropriate within statutory authority and in conformance with applicable State Board of Education Rules and District of Record Policies.
4. **Additional Duties** – Unique and unusual assignments of significant additional responsibilities may be compensated with a supplement of up to \$1,200 when recommended by the Executive Director and approved by the Board of Directors. Such supplement may not exceed one year without written review and Board of Directors' approval.

Education Requirements and Advanced Degree Supplements

All certified employees shall hold a masters degree from an accredited college or university in their field of employment. This provision may be waived by the Board of Directors when unique circumstances or when other specialized training or experience is deemed to be in the best interest of PAEC. Advanced Degree Supplements shall be compensated as follows:

1. **Specialist** – Employees holding a Specialist Degree from an accredited college or university in their field of employment shall be awarded an annual supplement of \$1,100 after completion of at least one year of service to PAEC.
2. **Doctorate** – Employees holding a Doctorate Degree from an accredited college or university shall be awarded an annual supplement of \$2,200, not in addition to a Specialist supplement.
3. The Executive Director may participate in the Florida Association of District School Superintendents (FADSS), Chief Executive Officer/Leadership Development Program (CEO/LDP) program and receive recommended annual compensation for completion.

Special Note:

Employees in Pay Grade 10 to 16 are hourly and are therefore subject to the provisions of the Fair Labor Standards Act.

Reference:

Section 1012.22(1)(c), F.S.: [formerly Section 230.23(5)(c), F.S.]

INSTRUCTIONAL HOURLY RATE

Instructional Hourly Rate			
Rank	Status	Certified Hourly Rate	
II	T-1 (0-2 years experience)	14.88	IV198
	T-1 (3-15 years experience)	19.12	IV298
III	T-1 (0-2 years experience)	13.96	IV398
	T-1 (3-15 years experience)	16.74	IV498
No Rank	0-15 years experience	12.89	IV598

Valid documented work experience up to five(5) years will be granted to vocational instructors. Board Approved 09/09/02.

Substitute for Hourly Paid Personnel			
	Rank	Hourly Rate	
	IA	12.16	IV698
	III	8.49	IV798
	No Rank	Minimum Wage	NHR30

Special Duty
Special duty curriculum development projects and inservice activities beyond the normal school day or year, are to be paid at the rate of \$17.50 an hour, except where the participation is voluntary as provided by the teacher contract.

SUBSTITUTE TEACHERS

Rank		Rate Per Day
I	NST01	75.00
IA	NSTA1	75.00
II	NST02	75.00
III	NST03	75.00
No Rank	NST00	60.38

PARAPROFESSIONALS

Based on 190 / 7 Hour Days					
Years	Grade 12 NA0	College 1 NA1	College 2 NA2	College 3 NA3	College 4 NA4
0	14,273	15,013	15,413	15,766	16,138
1	14,569	15,310	15,707	16,063	16,436
2	14,866	15,603	16,002	16,359	16,734
3	15,161	15,900	16,300	16,655	17,027
4	15,459	16,196	16,596	16,948	17,324
5	15,753	16,492	16,891	17,248	17,621
6	16,051	16,788	17,188	17,542	17,916
7	16,347	17,083	17,484	17,839	18,209
8	16,781	17,518	17,916	18,269	18,648
9	17,074	17,813	18,211	18,566	18,939
10	17,373	18,111	18,507	18,863	19,234
11	17,667	18,406	18,804	19,163	19,530
12	17,964	18,702	19,101	19,454	19,828
13	18,257	18,995	19,396	19,753	20,125
14	18,553	19,294	19,690	20,049	20,419
15-19	18,849	19,588	19,987	20,340	20,717
20-24	19,021	19,933	20,505	21,032	21,578
25+	19,944	20,906	21,506	22,058	22,634

Based on 190 / 6 Hour Days						180/6 Hr Days
Years	Grade 12 N60	College 1 N61	College 2 N62	College 3 N63	College 4 N64	Grade 12 N6A
0	12,310	12,938	13,281	13,589	13,904	11,685
1	12,560	13,197	13,537	13,842	14,160	11,925
2	12,815	13,447	13,789	14,091	14,416	12,171
3	13,069	13,702	14,042	14,348	14,664	12,409
4	13,322	13,953	14,296	14,602	14,920	12,649
5	13,573	14,206	14,550	14,854	15,172	12,886
6	13,827	14,461	14,805	15,108	15,431	13,129
7	14,078	14,713	15,055	15,363	15,679	13,365
8	14,454	15,089	15,431	15,735	16,053	13,718
9	14,708	15,340	15,684	15,989	16,306	13,959
10	14,962	15,596	15,935	16,240	16,559	14,201
11	15,210	15,848	16,190	16,492	16,812	14,438
12	15,467	16,099	16,441	16,744	17,068	14,681
13	15,724	16,352	16,696	16,998	17,321	14,921
14	15,966	16,608	16,949	17,253	17,579	15,158
15-19	16,229	16,859	17,205	17,507	17,830	15,399
20-24	16,376	17,159	17,647	18,097	18,565	15,539
25+	17,170	17,990	18,503	18,977	19,468	16,291

Computer Lab Specialist	Paid on the 6-hour aide schedule plus multiple of 1.2 (196/190)
Media Lab Specialist	Paid on the 7-hour aide schedule plus multiple of 1.2 (196/190)
OPS Hourly Rate	Prevailing hourly minimum wage.

PARAPROFESSIONALS

Based on 190 / 4 Hour Days					
Years	Grade 12 NA5	College 1 NA6	College 2 NA7	College 3 NA8	College 4 NA9
0	8,369	8,782	9,017	9,223	9,438
1	8,540	8,951	9,185	9,393	9,609
2	8,710	9,123	9,353	9,558	9,778
3	8,878	9,293	9,525	9,730	9,947
4	9,048	9,460	9,695	9,898	10,118
5	9,216	9,631	9,863	10,067	10,285
6	9,389	9,799	10,033	10,237	10,458
7	9,552	9,967	10,202	10,409	10,623
8	9,803	10,214	10,448	10,654	10,869
9	9,969	10,387	10,619	10,823	11,043
10	10,143	10,553	10,790	10,992	11,213
11	10,310	10,724	10,957	11,161	11,380
12	10,482	10,893	11,127	11,331	11,552
13	10,649	11,063	11,292	11,498	11,718
14	10,819	11,231	11,465	11,669	11,889
15-19	10,985	11,398	11,630	11,839	12,056
20-24	11,076	11,575	11,893	12,185	12,487
25+	11,604	12,126	12,464	12,771	13,085

OPS Hourly Rate	Prevailing Hourly Minimum Wage
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SUPPORT PERSONNEL

Based on 250 / 7 hour days

Years	12 Month							190 Days	10 Month / 196 days	
	Level 1 NS1	Level 2 NS2	Level 3 NS3	Level 4 NS4	Level 5 NS5	Level 6 NS6	Level 7 NS7	Level 8 NE8	Level 6 NS8	Level 7 NS9
0	44,676	33,409	30,826	26,384	23,333	21,024	19,317	16,962	16,590	15,253
1	45,159	33,893	31,310	26,870	23,817	21,509	19,802	17,341	16,973	15,633
2	45,644	34,377	31,792	27,351	24,298	21,992	20,294	17,715	17,348	16,016
3	46,126	34,862	32,280	27,833	24,781	22,478	20,779	18,092	17,728	16,396
4	46,614	35,347	32,762	28,317	25,268	22,957	21,267	18,468	18,108	16,783
5	47,096	35,828	33,245	28,804	25,751	23,442	21,754	18,842	18,489	17,153
6	47,577	36,313	33,730	29,287	26,236	23,926	22,243	19,218	18,866	17,544
7	48,062	36,794	34,214	29,767	26,717	24,412	22,728	19,594	19,248	17,926
8	48,768	37,463	34,879	30,477	27,407	25,116	23,439	20,139	19,800	18,485
9	49,253	37,943	35,361	30,959	27,894	25,600	23,926	20,516	20,179	18,866
10	49,741	38,427	35,847	31,443	28,374	26,083	24,417	20,891	20,559	19,251
11	50,220	38,911	36,326	31,931	28,859	26,567	24,902	21,265	20,937	19,632
12	50,705	39,395	36,812	32,411	29,341	27,054	25,423	21,642	21,319	20,037
13	51,186	39,879	37,297	32,897	29,826	27,534	25,877	22,019	21,694	20,398
14	51,672	40,362	37,779	33,379	30,310	28,019	26,364	22,395	22,075	20,779
15-19	52,157	40,847	38,262	33,863	30,794	28,502	26,850	22,770	22,454	21,159
20-24	53,363	41,876	39,296	34,553	31,311	28,847	27,025	23,254	22,724	21,297
25+	57,966	45,629	42,635	37,374	33,694	30,824	28,630	24,394	24,274	22,553

OPS Hourly Rate	Prevailing Hourly Minimum Wage
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Level 1	Data Programmer/Analyst; Computer Network Administrator
Level 2	Payroll Specialist; Computer/Network Technician; Data Programmer/Analyst; Data Systems Analyst
Level 3	Superintendent's Secretary; Finance Specialist; Computer/Network Technician; Data Programmer/Analyst; Data Systems Analyst; Financial Aid Officer; Payroll Specialist (Eff. June 1, 2016)
Level 4	Media Coordinator (FPTC); Secretaries/Bookkeepers-(Depending on Level of Experience); Computer/Network Technician; Data Systems Analyst; Payroll Clerk; Assistant Payroll Specialist
Level 5	Media Center Secretary; Secretaries/Bookkeepers-(Depending on Level of Experience); Finance/Insurance Clerk; Financial Aid Officer
Level 6	Secretaries/Bookkeepers-(Depending on Level of Experience);
Level 7	Secretaries; Typist; File Clerks; Print Production Manager (FPTC)
Level 8	ESE Staffing Specialist

ABS32	Assistant Director of Finance	Annual salary	\$58,973	for 250 days.
ABS31	Coordinator of Finance for P.A.E.C.	Annual salary	\$58,836	for 250 days.

In Position in Washington County	Pay	Title
Year 1	67,518	NV298 Student Affairs Manager - Florida Panhandle Technical College 250 Days/ 7.5 hour days
Year 2	68,553	
Year 3	69,588	

In Position in	Pay	Title
Year 1	69,375	NV299 Business Director - Florida Panhandle Technical College 250 Days/ 7.5 hour days
Year 2	70,410	
Year 3	71,445	

MAINTENANCE PERSONNEL

Based on 250 / 7 hour days

Years	Foreman (Inactive) NMF	Skilled Trades NMS	Craftsman NMC	SFS/ Craftsman NMP
0	40,303	30,530	26,520	23,828
1	40,755	30,985	26,958	24,291
2	41,209	31,437	27,390	24,747
3	41,662	31,889	27,830	25,210
4	42,116	32,340	28,265	25,668
5	42,574	32,795	28,702	26,127
6	43,029	33,248	29,138	26,591
7	43,483	33,702	29,577	27,049
8	44,156	34,353	30,211	27,687
9	44,607	34,808	30,651	28,148
10	45,062	35,260	31,086	28,609
11	45,518	35,711	31,519	29,067
12	45,971	36,165	31,959	29,526
13	46,426	36,619	32,397	29,988
14	46,883	37,073	32,835	30,449
15-19	47,338	37,526	33,270	30,909
20-24	48,002	38,023	33,605	31,286
25+	50,314	39,832	35,192	32,758

Air Condition / Maintenance	NMA98	48,599
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OPS Hourly Rate	Prevailing Minimum Wage - up to \$10.00
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Maintenance Supervisor: Placement on Maintenance Personnel Salary Schedule by number of years experience plus Maintenance Supervisor supplement
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SCHOOL FOOD SERVICE PERSONNEL

185 Days

Years	Managers 7 Hr/Day NFM	7 Hr/Day NFS	6 Hr/Day NFC	5 Hr/Day NFD	4 Hr/Day NFP	3 Hr/Day NFB
0	13,819	13,566	11,701	9,833	7,965	6,099
1	14,202	13,942	12,020	10,105	8,182	6,260
2	14,584	14,315	12,344	10,365	8,395	6,420
3	14,967	14,691	12,663	10,635	8,610	6,582
4	15,355	15,071	12,990	10,910	8,827	6,746
5	15,735	15,444	13,307	11,170	9,040	6,905
6	16,120	15,821	13,633	11,441	9,257	7,064
7	16,502	16,197	13,955	11,714	9,469	7,229
8	16,990	16,676	14,366	12,056	9,743	7,432
9	17,373	17,051	14,687	12,317	9,958	7,594
10	17,756	17,427	15,008	12,587	10,175	7,754
11	18,140	17,803	15,331	12,862	10,390	7,914
12	18,525	18,180	15,656	13,134	10,602	8,079
13	18,905	18,555	15,976	13,393	10,816	8,238
14	19,292	18,934	16,302	13,700	11,034	8,399
15-19	19,677	19,311	16,622	13,938	11,247	8,562
20-24	20,020	19,648	16,910	14,175	11,442	8,705
25+	20,995	20,604	17,733	14,859	11,988	9,114

Managers' Supplement	Based On Av # Student Lunches & Breakfasts Served Previous Yr		
	Average # Lunches	Manager	
	0-499	2,100	SUGF5
	500-599	2,300	SUGF6
	600-699	2,500	SUGF7
	700+	2,700	SUGF8
Supplements for Certification	For All Employees Certified Nationally Through the School Food Service Foundation		
	Managers	490 Per Year	SUGFA
	All Others	367 Per Year	SUGFB
NOTE: In order to continue receiving this supplement, an employee must be recertified every three years			
Substitutes	Prevailing Hourly Minimum Wage		NHR01
Training - Effective: 01/01/2009	Prevailing Hourly Minimum Wage		

TRANSPORTATION PERSONNEL

Years	Head Mechanic 250 Days NBM	Mechanic 250 Days NBA	Driver 181 Days 4 Hours NBD	Bus Aide 180 Days 4 Hours NCC	Bus Aide 180 Days 2 Hours NCD
0	34,834	29,922	10,765	7,812	4,159
1	35,303	30,389	11,021	7,971	4,236
2	35,765	30,854	11,275	8,126	4,312
3	36,233	31,320	11,532	8,287	4,394
4	36,698	31,782	11,790	8,445	4,473
5	37,164	32,248	12,051	8,599	4,550
6	37,629	32,715	12,305	8,758	4,628
7	38,092	33,179	12,560	8,916	4,709
8	38,716	33,785	12,903	9,148	4,824
9	39,177	34,245	13,160	9,301	4,898
10	39,642	34,711	13,417	9,460	4,979
11	40,109	35,120	13,674	9,618	5,061
12	40,574	35,644	13,929	9,775	5,138
13	41,038	36,109	14,187	9,934	5,214
14	41,505	36,572	14,446	10,089	5,296
15-19	41,971	37,038	14,703	10,245	5,375
20-24	42,657	37,552	15,043	10,325	5,412
25+	44,765	39,403	15,772	10,816	5,659

Other Trips - Daily Rate	Handicap	19.00	NSP03
	Vernon - FPTC	19.00	NSP03
	Hope School	19.00	NSP03
	Deaf to Panama City	19.00	NSP03
	Handicapped (Single)	9.00	NSP04
Substitutes - Daily Rate - Regular Route		50.00	NBS01
Courier Service - Daily Rate		26.00	NCS01
Bus Monitor - Daily Rate w/out CDL		35.00	NMB01
Bus Monitor - Daily Rate w/ CDL		50.00	NBW98
Garage Assistant - Hourly Rate		Prevailing Minimum Wage	
Extra Curricular Trip - Hourly Rate		10.00	
Training 8 Hours - Hourly Rate - Effective: 08/28/2006		8.50	
Trainer - Hourly Rate - Effective 2/1/16		10.00	

Differentiated Pay Schedule for Instructional Personnel

For Additional Responsibilities				Base Pay	\$33,356
High School	Factor	Supplement		Title	
	7.90	2,635	SUB21	Agriculture Instructor	
	2.00	667	SUA12	Assistant Athletic Director - Baseball, Softball	
	2.00	667	SUA13	Assistant Athletic Director - Basketball	
	8.00	2,668	SUA06	Assistant Coach-Major Sport	
	3.23	1,077		Assistant Coach-Minor Sport	
	10.00	3,336	SUA03	Assistant Football Coach	
	6.50	2,168	SUA01	Athletic Director	
	10.00	3,336	SUB17	Band Director - Including Marching Band	
	2.58	861	SUB25	Assistant to the Band Director	
	6.50	2,168	SUB14	Cheerleader Sponsor (Varsity)	
	5.50	1,835	SUB15	Cheerleader Sponsor ("B" Team)	
	7.00	2,335	SUB19	Drama Director	
	2.00	667	SUGES	ESE	
	17.10	5,704	SUA02	Head Football Coach	
	10.00	3,336	SUA05	Head Coach-Major Sport	
	6.50	2,168	SUA07	Head Coach-Minor Sport	
	6.04	2,015	SUB22	Future Business Leader Association	
	2.18	727	SUB01	Advanced Placement	
	2.18	727	SUB02	Dual Enrollment	
	2.77	924	SUB03	Journalism Sponsor	
Middle School	4.00	1,334	SUA11	Assistant Football Coach	
	7.50	2,502	SUB18	Band Director - Including Marching Band	
	5.00	1,668	SUB16	Cheerleader Sponsor (Junior Team)	
	6.50	2,168	SUA10	Head Coach-Major Sport	
	6.50	2,168	SUA09	Head Football Coach	
	2.18	727	SUA16	Assistant Coach-Major Sport	
	1.74	580	SUB04	Journalism Sponsor	
Technical College	6.00	2,001	SUG16	Adult Ed Coordinator	
WISE	XXX	500	SUG81	Teacher Assigned - W.I.S.E.	
	XXX	500	SUG82	LEA Supplement - W.I.S.E.	
	XXX	38 / HR	IMA98	Teacher on Special Assignment - Assistant Principal	
One-Time Bonus	XXX	500		ESOL **	
	XXX	500		Reading Endorsement **	
	XXX	500		Mentoring Bonus	
	XXX	1,000		School Demographic Teacher Transfer **	

* Supplement = ((Factor x Base Pay) / 100)

** To Be Implemented FY 2008-2009 as Per Established Criteria

Maximum Number Assistant Football Coaches (High School)	5
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NOTE: In order to draw a supplement, work must actually be performed as verified by the principal.

Major Sport
Baseball
Basketball
Softball
Volleyball

Minor Sport
Golf
Soccer
Tennis
Track
Weight Lifting

Differentiated Pay Schedule for Non-Instructional Personnel

For Additional Responsibilities

2,775	SUG25	Elementary & Middle School Assistant Principals
1,164	SUG36	Assistant Principal - Designee
3,540	SUG26	Assistant Director - FPTC (250 days)
3,100	SUG12	Administrative Secretary
2,100	SUGF5	SFS Manager - Average # Lunches & Breakfast 0-499
2,300	SUGF6	SFS Manager - Average # Lunches & Breakfast 500-599
2,500	SUGF7	SFS Manager - Average # Lunches & Breakfast 600-699
2,700	SUGF8	SFS Manager - Average # Lunches & Breakfast 700+
490	SUGFA	SFS National Certification - Manager
367	SUGFB	SFS National Certification - All Others
20 / REVIEW	NHRPR	Home Education Portfolio Reviews
20 / DAY	NHRBM	Mechanic - Extra Duty
10 / HR	NHRMH	Mechanic - Hourly
19 / DAY	NSP03	Transportation - Handicap
19 / DAY	NSP03	Transportation - Vernon - WHTC
19 / DAY	NSP03	Transportation - Hope School
19 / DAY	NSP03	Transportation - Deaf to Panama City
9 / DAY	NSP04	Transportation - Handicapped (Single)
26 / DAY	NCS01	Transportation - Courier
1,200	SUGBM	Certified Bus Inspector (Approved Feb,2010)

For Level of Technical Skills

4,210	SUG41	Senior Data Programmer/Analyst (1); Senior Computer Network Technician (1)
4,297	SUG28	Administrator / Contracted Programs (Inactive)
3,669	SUG61	District Negotiator (1)

For Other Personnel

6115	SUG44	Speech Pathologist (4)
6115	SUG44	Occupational Therapy
6115		Physical Therapy
500		Instructional Facilitator
5000	SUG15	School Psychologist (2)

Differentiated Pay Schedule for Okeechobee Youth Development Center

Okeechobee Youth Development Center

2,854	SUG70	Teacher on Special Assignment (250 days)
2,300	SUG22	Supervisor - OYDC
3,046	SUG24	Principal Designee / Assistant Principal
2,000	SUG55	Principal Supplement (NFYDC) (Inactive)
2,163	SUG33	Lead Administrator (NFYDC) / Lead Educator (Inactive)
2,500	SUG30	Mentor Level Instructor
1,700	SUG85	Additional Duties - Secretary (3)
1,746	SUGDP	Senior Data Programmer/Analyst (1); Senior Computer Network Technician (1)
1,750	SUG09	Data Systems Analyst
500	SUGPB	Para/Disciplinary 50/50

Differentiated Pay for Economically Disadvantaged Schools

Differentiated pay for economically disadvantaged schools will be at the rate of \$750 for each instructional employee and administrator who is employed at a school where ninety (90%) of the students qualify for free or reduced lunches.

Critical Shortage Area

A one thousand dollar (\$1000) supplement shall be paid to each instructional employee and administrator working in a critical shortage area as designated by the Washington County School Board upon recommendation of the Superintendent. Critical shortage areas will be deemed after (3) advertisements with no applicants or a limited number of applicants meeting minimum qualifications.

INSTRUCTIONAL PERSONNEL

Okeechobee Youth Development Center

Based on 252 / 7 1/2 Hour Days

Years	Rank III - IBS	Rank II - IMS	Rank IA - ISS	Rank I - IDS
0	44,169	45,500	46,831	48,162
1	44,216	46,544	47,875	49,206
2	44,324	47,650	48,981	50,311
3	45,728	49,720	51,051	52,381
4	47,059	51,051	52,381	53,712
5	48,389	52,381	53,712	55,043
6	49,720	53,712	55,043	56,374
7	51,051	55,043	56,374	57,704
8	52,381	56,374	57,704	59,035
9	53,712	57,704	59,035	60,366
10	55,043	59,035	60,366	61,696
11	56,374	60,366	61,696	63,027
12	57,704	61,696	63,027	64,358
13	59,035	63,027	64,358	65,689
14	60,366	64,358	65,689	67,019
15	61,696	65,689	67,019	68,350
16	63,027	67,019	68,350	69,681
17	63,693	67,685	69,016	70,347
18	64,359	68,351	69,682	71,013
19	65,025	69,017	70,348	71,679
20	65,691	69,683	71,014	72,345
21	66,331	70,324	71,654	72,985
22	66,972	70,964	72,295	73,625
23	67,612	71,604	72,935	74,266
24	68,252	72,244	73,575	74,906
25+	68,893	72,885	74,215	75,546

Permanent Substitute - As Approved by the Board

Dean of Student Services	60,652	IBE98	Based on 252 / 7½ hour days
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Substitutes		
Rank I-IDS	80.00	NSE01
Rank IA-ISS	80.00	NSEA1
Rank II-IMS	80.00	NSE02
Rank III-IBS	80.00	NSE03
No Rank	65.00	NSE00

Assistant Principal	Placement on Instructional Salary Schedule by number of years experience plus applicable supplements.
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INSTRUCTIONAL PERSONNEL

Okeechobee Youth Development Center

Based on 252 / 7 1/2 Hour Days

Years	Bachelor	Masters Supplement	Specialist Supplement	Doctorate Supplement
0	44,169	1,331	2,662	3,993
1	44,216	2,328	3,659	4,990
2	44,324	3,326	4,657	5,987
3	45,728	3,992	5,323	6,653
4	47,059	3,992	5,322	6,653
5	48,389	3,992	5,323	6,654
6	49,720	3,992	5,323	6,654
7	51,051	3,992	5,323	6,653
8	52,381	3,993	5,323	6,654
9	53,712	3,992	5,323	6,654
10	55,043	3,992	5,323	6,653
11	56,374	3,992	5,322	6,653
12	57,704	3,992	5,323	6,654
13	59,035	3,992	5,323	6,654
14	60,366	3,992	5,323	6,653
15	61,696	3,993	5,323	6,654
16	63,027	3,992	5,323	6,654
17	63,693	3,992	5,323	6,654
18	64,359	3,992	5,323	6,654
19	65,025	3,992	5,323	6,654
20	65,691	3,992	5,323	6,654
21	66,331	3,993	5,323	6,654
22	66,972	3,992	5,323	6,653
23	67,612	3,992	5,323	6,654
24	68,252	3,992	5,323	6,654
25+	68,893	3,992	5,322	6,653

Permanent Substitute - As Approved by the Board

Dean of Student Services	60,652	IBE98	Based on 252 / 7½ hour days
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Substitutes		
Rank I-IDS	80.00	NSE01
Rank IA-ISS	80.00	NSEA1
Rank II-IMS	80.00	NSE02
Rank III-IBS	80.00	NSE03
No Rank	65.00	NSE00

Assistant Principal	Placement on Instructional Salary Schedule by number of years experience plus applicable supplements.
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PARAPROFESSIONALS
Okeechobee Youth Development Center
Based on 252 / 7 1/2 Hour Days

Years	Grade 12 N0S	College 1 N1S	College 2 N2S	College 3 N3S	College 4 N4S	6½ Hours College 3 N3L	6½ Hours College 4 N4L
0	19,700	20,825	21,965	23,094	24,225	20,080	21,061
1	20,239	21,356	22,487	23,618	24,749	20,535	21,516
2	20,782	21,882	23,016	24,141	25,274	20,989	21,971
3	21,324	22,409	23,541	24,670	25,799	21,447	22,426
4	21,862	22,942	24,071	25,195	26,322	21,903	22,881
5	22,404	23,465	24,594	25,717	26,847	22,356	23,334
6	22,948	23,995	25,119	26,246	27,372	22,814	23,789
7	23,490	24,523	25,648	26,777	27,896	23,272	24,244
8	24,274	25,295	26,412	27,536	28,657	23,933	24,902
9	24,817	25,822	26,937	28,061	29,180	24,386	25,355
10	25,351	26,353	27,463	28,587	29,702	24,840	25,810
11	25,896	26,880	27,986	29,112	30,227	25,297	26,262
12	26,436	27,409	28,513	29,643	30,753	25,757	26,721
13	26,974	27,939	29,039	30,165	31,276	26,210	27,173
14	27,519	28,460	29,565	30,691	31,802	26,665	27,629
15-19	28,061	28,996	30,090	31,221	32,326	27,124	28,081
20-24	28,259	29,384	30,679	32,000	33,304	27,802	28,929
25+	29,644	30,827	32,185	33,578	34,946	29,169	30,351

OPS Hourly Rate:	Prevailing Minimum Wage - Maximun 7 Hours Per Day
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SUPPORT PERSONNEL
Okeechobee Youth Development Center
Based on 252 - 7 1/2 hour days

Years	Level 1 N1E	Level 2 N2E	Level 3 N3E	Level 4 N4E	Level 5 N5E	Level 6 N6E	Level 7 N7E	Level 8 N8E	6½ Hours N5L
0	34,957	33,409	31,343	28,525	25,032	23,894	21,625	20,500	21,762
1	35,476	33,893	31,877	29,060	25,567	24,431	22,161	21,051	22,223
2	35,992	34,377	32,411	29,592	26,103	24,965	22,693	21,599	22,686
3	36,520	34,862	32,944	30,127	26,634	25,499	23,230	22,152	23,151
4	37,042	35,347	33,479	30,660	27,169	26,034	23,764	22,704	23,613
5	37,568	35,828	34,012	31,194	27,703	26,565	24,297	23,251	24,076
6	38,088	36,313	34,549	31,729	28,239	27,100	24,832	23,805	24,539
7	38,606	36,794	35,081	32,264	28,770	27,634	25,366	24,356	25,001
8	39,371	37,463	35,616	32,797	29,306	28,408	26,142	25,148	25,466
9	39,896	37,943	36,149	33,331	29,840	28,944	26,674	25,686	25,928
10	40,418	38,427	36,684	33,865	30,374	29,476	27,207	26,247	26,391
11	40,941	38,911	37,215	34,400	30,907	30,007	27,742	26,802	26,854
12	41,462	39,395	37,751	34,934	31,442	30,544	28,276	27,350	27,317
13	41,982	39,879	38,288	35,466	31,976	31,080	28,810	27,900	27,780
14	42,508	40,362	38,821	36,003	32,514	31,614	29,342	28,449	28,245
15-19	43,030	40,847	39,355	36,537	33,044	32,147	29,881	29,001	28,707
20-24	45,145	41,876	39,887	37,071	33,579	32,835	30,225	29,171	29,170
25+	45,735	43,951	40,424	37,607	35,483	34,454	31,708	30,604	30,818

Level 1	System Support Specialist
Level 2	Data Analyst / Computer Programmer
Level 3	Disciplinary Specialist I / Data Entry / Computer Operator / ESE Support Staff
Level 4	Disciplinary Specialist / Library - Accelerated Reading Coordinator / Library Technology Coordinator/ Data Entry/Computer Network Technician
Level 5	Administrative Secretary / Bookkeeper / Computer Lab Assistant / Data Entry / Student Records Secretary
Level 6	ESE Staffing Specialist / Student Records Secretary / Vocational - Academic Lab Coordinator
Level 7	Student Movement Secretary
Level 8	Records Clerk / Testing Assistant / Clerical Assessment Aide