

FRANKLIN COUNTY SCHOOL BOARD
2019/2020
SALARY SCHEDULE

INSTRUCTIONAL SALARY SCHEDULE

Group Benefits \$7,042

NEW HIRE		
	BACHELOR	BACHELOR
PAY TYPE	20,21,22	20,21,22
MONTHS	10	12
DAYS	196	232
HOURS/DAY	7.5	7.5
Place	IBB	IBB
0	34,838	41,237
1	34,838	41,237
2	34,838	41,237
3	34,838	41,237
4	35,145	41,600
5	35,745	42,310
6	36,345	43,021
7	36,600	43,322
8	36,735	43,482
9	37,394	44,262
10	39,445	46,690
11	40,844	48,346
12	41,364	48,961
13	41,864	49,553
14	42,364	50,145
15	42,864	50,737
16	43,138	51,061
17	45,798	54,210
18	46,567	55,120
19	48,007	56,825
20	49,014	58,017
21	49,514	58,608
22	49,856	59,013
23	50,662	59,967
24	53,398	63,206

ADVANCED DEGREE SUPPLEMENTS ⁽¹⁾			
	Amount	Payroll Code	Place
MASTER	2,700	SUY22	IMB
SPECIALIST	3,900	SUY23	ISB
DOCTORATE	5,200	SUY24	IDB

12 Month Grandfathered	
	BACHELOR
PAY TYPE	"Grandfathered" ⁽²⁾
MONTHS	12
DAYS	232
HOURS/DAY	7.5
Place	IBA18
Amount	63,336

CERTIFIED TEACHER TUTORING AND SUMMER POSITIONS - Paid according to Instructional Hourly Rate of Pay, including advanced degrees.

GRANDFATHERED TEACHERS ADVANCED DEGREE SUPPLEMENT CODE SUPAD

NON-CERTIFIED TEACHER POSITION - Base Rate of \$14.83 per hour (NC100)

SUBSTITUTE TEACHER PAY (PAY TYPE 23):

		PER HOUR	PER 7.5 HOUR DAY
STA00	High School	\$9.67	\$72.53
STA02	AA Degree, or equivalent is a degree or successful completion of not less than 60 credit hours.	\$10.26	\$76.95
STA04	BA or MA Degree	\$11.35	\$85.13
STA05	BA/MA with Certification, or BA/MA with FDOE statement of eligibility	\$11.95	\$89.63

SCHOOL HEALTH AIDE (PAY TYPE 28) - STA08 \$8.86 per hour (hours according to student attendance).

HOSPITALIZATION, MEDICAL*, DENTAL, AND LIFE INSURANCE BENEFITS - Benefits are not applicable to miscellaneous pay types.

*The Affordable Care Act may allow participation in Medical Benefits.

⁽¹⁾ Incremental amounts of each degree level to be added to bachelor base amounts as of the 2013-14 year.

⁽²⁾ Teacher on this schedule were on the Grandfathered Salary Schedule as of July 1, 2019.

Experienced teachers newly hired to the District shall have initial placement on the salary schedule in a salary slot not greater than an effective or highly effective Franklin County teacher with the same years of experience.

NON-INSTRUCTIONAL SALARY SCHEDULE 2019/2020

Group Benefits \$7,502

									Secretary			Specialist				
									(10 month)	(12 month)	(12 month)	Certification/				
					Food Service		Attendance Asst.		Receptionist	Data Entry	Principal's Secretary	Instructional	Paraprofessional			
	Bus Driver	Custodian	Mechanic / Maintenance	Asst. Bus Mechanic	Asst. Manager	Asst./Bookkeeper	Worker		School Bookkeeper	Transportation Secretary	Secretary	Services Secretary	Base	1 Year College	2 Year College	Lead Pre-K
PAY TYPE	45, 57	7	65	65	36	3	37	14	11	11	3	25, 29	25, 29	25, 29	25, 29	
MONTHS	10	12	12	12	10	12	10	10	12	12	12	10	25, 29	10	10	10
DAYS	185	254	254	254	187	254	187	205	254	254	254	195	195	195	195	
HOURS/DAY	4	8	8	8	7	7.25	6.5	7.5	7.5	8	7.25	7	7	7	7	
Place	NBD00	NCU00	NMT00	NMM00	NFA00	NFB00	NFS00	NSC00	NST00	NSU00	COO00	NAD00	NAA00	NAB00	NAC00	
0	18.62	12.11	18.30	15.18	14.60	14.91	13.23	14.31	14.60	14.60	17.18	13.33	13.74	14.21	22.48	
1	18.77	12.21	18.39	15.27	14.75	15.15	13.33	14.42	14.71	14.71	17.44	13.45	13.85	14.31	22.69	
2	18.95	12.31	18.47	15.35	14.88	15.42	13.45	14.55	14.85	14.85	17.73	13.56	13.97	14.43	22.91	
3	19.14	12.43	18.58	15.46	15.03	15.71	13.57	14.68	14.96	14.96	18.04	13.69	14.10	14.56	23.13	
4	19.34	12.54	18.68	15.56	15.17	16.01	13.70	14.82	15.11	15.11	18.37	13.81	14.23	14.68	23.35	
5	19.53	12.64	18.79	15.67	15.32	16.31	13.82	14.95	15.24	15.24	18.68	13.94	14.36	14.82	23.57	
6	19.81	12.75	18.88	15.76	15.47	16.61	13.95	15.10	15.39	15.39	19.00	14.07	14.49	14.95	23.79	
7	20.10	12.87	18.99	15.87	15.62	16.90	14.08	15.24	15.51	15.51	19.32	14.20	14.63	15.09	24.01	
8	20.40	12.99	19.09	15.97	15.77	17.20	14.21	15.38	15.66	15.66	19.64	14.33	14.77	15.23	24.24	
9	20.69	13.11	19.20	16.08	15.93	17.50	14.35	15.52	15.81	15.81	19.95	14.46	14.90	15.36	24.47	
10	20.98	13.22	19.31	16.19	16.09	17.80	14.47	15.66	15.95	15.95	20.28	14.60	15.04	15.50	24.70	
11	21.28	13.35	19.40	16.28	16.23	18.09	14.61	15.80	16.10	16.10	20.59	14.74	15.19	15.64	24.94	
12	21.57	13.46	19.51	16.39	16.40	18.39	14.75	15.94	16.23	16.23	20.91	14.87	15.32	15.78	25.17	
13	21.77	13.58	19.62	16.50	16.56	18.69	14.88	16.09	16.39	16.39	21.23	15.01	15.47	15.93	25.41	
14	21.97	13.70	19.73	16.61	16.71	18.99	15.02	16.23	16.53	16.53	21.55	15.15	15.61	16.06	25.65	
15	22.15	13.83	19.83	16.71	16.88	19.29	15.16	16.38	16.69	16.69	21.88	15.29	15.76	16.21	25.90	
16	22.35	13.95	19.94	16.82	17.04	19.58	15.30	16.52	16.85	16.85	22.19	15.44	15.91	16.37	26.14	
17	22.55	14.08	20.06	16.94	17.20	19.88	15.45	16.67	16.99	16.99	22.51	15.58	16.05	16.51	26.39	
18	22.74	14.21	20.17	17.05	17.37	20.18	15.58	16.82	17.15	17.15	22.83	15.73	16.20	16.66	26.64	
19	22.94	14.34	20.28	17.16	17.54	20.48	15.73	16.97	17.30	17.30	23.15	15.88	16.36	16.82	26.90	
20	23.13	14.47	20.39	17.27	17.72	20.77	15.88	17.12	17.47	17.47	23.46	16.02	16.50	16.96	27.16	
21	23.33	14.60	20.50	17.38	17.89	21.07	16.02	17.28	17.63	17.63	23.79	16.17	16.66	17.12	27.41	
22	23.53	14.73	20.62	17.49	18.06	21.37	16.18	17.44	17.79	17.79	24.10	16.33	16.82	17.28	27.67	
23	23.71	14.86	20.73	17.61	18.24	21.67	16.33	17.59	17.96	17.96	24.42	16.47	16.97	17.42	27.94	
24	23.91	15.00	20.84	17.72	18.42	21.96	16.48	17.76	18.13	18.13	24.74	16.63	17.13	17.57	28.20	
25*	23.97	15.14	20.96	17.72	18.60	22.26	16.63	17.92	18.28	18.28	25.06	16.79	17.29	17.73	28.48	
26*	24.10	15.27	20.96	17.72	18.60	22.56	16.79	18.08	18.45	18.45	25.70	16.94	17.45	17.89	28.75	

	SBD00	SCU00					SFS00	NOP02	NOP01	NOP01		SAI00	SAI00	SAI00	SAI00
Hourly Sub	17.79	11.22	16.95	14.06	13.95	13.81	12.64	13.67	13.23	13.23	15.91	8.59	8.59	8.59	8.59

NBT
Athletic Trips 17.53
NBT01
Extra Trips Hourly Rate

Hourly Rate, non-driving time, extended trips: Current Minimum Wage (NBT00)

*Year 25 and 26+ do not constitute additional steps. These rows show salaries of employees with years of service over 24.

**Non-driving time is defined as any duty performed during normal work hours, or when presence is required at any activity directly related to the purpose of the trip, regardless of the hour.

"Free" time during and after normal work hours will not be compensated.

RETIREMENT AND SOCIAL SECURITY BENEFITS - Retirement benefits are paid for temporary employees who work for more than 6 consecutive months.

Social Security and Medicare benefits are paid for all employees regardless of length of service.

MINIMUM WAGE TEMPORARY EMPLOYEES - Minimum wage is paid at the prevailing rate established by the Federal Government, or the State of Florida, whichever is greater.

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/20

In accordance with Florida Statute 1012.22 (1) (c) (4), the Franklin County School Board adopts the following supplements and pay plan for differentiated pay for instructional personnel, non-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.

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.

B. School Demographics – (SUGSD) Instructional staff working at a school where 90% of the students qualify for free lunches will receive a supplement of \$75. 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. The multiplier rate of 1.6, from the Florida Department of Agriculture and Consumer Services, is used as a guaranteed rate for years 2014/15 – 2017/18. Instructional staff who has worked at the school 196 days during the school year will receive the supplement by June 30 of that year.

C. Critical Shortage Areas (SU251) – A \$2,000 supplement shall be paid to each Instructional employee working in a critical shortage area as designated by the Franklin County School Board upon recommendation of the Superintendent. Local critical shortage areas are defined as (2) 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.

INSTRUCTIONAL EMPLOYEE ADVANCED DEGREES

The bachelor's schedule shall serve as the base pay scale for instructional staff. The incremental amounts below shall be added to the bachelor's schedule for each of the advanced degrees shown:

<u>“Performance Pay” Advanced Degrees</u>			
A)	Masters’ Degree	<u>SUY22</u>	\$2,700
B)	Specialist’s Degree	<u>SUY23</u>	\$3,900
C)	Doctorate’s Degree	<u>SUY24</u>	\$5,200
D)	<u>“Grandfathered” Advanced Degrees*</u>	<u>SUPAD</u>	

*For pay level refer to salary schedule in effect at date of hire

SCHOOL BASED ADMINSTRATORS ADDITIONAL RESPONSIBILITIES

A)	School-based Deans (2)		
	i. With all required certifications met	<u>SUB20</u>	\$2,000
	ii With all required certifications not met	<u>SUB21</u>	\$1,000

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/20

INSTRUCTIONAL ADDITIONAL RESPONSIBILITIES
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A)	Guidance		
	i. K-7 th Grade	<u>SUB25</u>	\$800
	ii. 8 th – 12 th Grade	<u>SUB26</u>	\$1,500
B)	Mentor/Peer Teacher		
	For satisfactorily serving as a peer teacher.		
	Requires approval and documentation of required mentoring hours.		
	i. Semester (for experienced teachers new to Franklin County)	<u>SUB29</u>	\$400
	ii. Full year (for inexperienced teachers)	<u>SUB30</u>	\$800
C)	Reading Supplement	<u>SUB31</u>	\$500
	A one-time supplement for any teacher who attains the Reading Endorsement or certification in reading.		
D)	Instructional Stipends (per day)		\$110
E)	Tutoring -- Base salary hourly rate plus Advanced degree hourly rate		
F)	ESE Staffing Specialist	<u>SUB46</u>	\$2,000
G)	Math Coach	<u>SUB48</u>	\$2,000
H)	Alternative Education Teacher (3)	<u>SUB80</u>	\$ 667

GIFTED INSTRUCTIONAL ACTIVITY

A)	Brain Bowl / Odyssey of the Mind		
	a. HS – Brain Bowl	<u>SUB34</u>	\$1,500
	b. MS – Odyssey of the Mind	<u>SUB50</u>	\$1,500

NON-INSTRUCTIONAL EMPLOYEES ADDITIONAL RESPONSIBILITIES
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A)	CDA (if required for position)	<u>SUB70</u>	\$525
B)	Lead	<u>SUB71</u>	\$4,100
	Any paraprofessional that performs as a full-time classroom teacher		
C)	TEACH Early Childhood Scholarship Program Bonus	<u>SUB76</u>	\$500
	(One-time bonus of \$500 to employees who complete the TEACH Early Childhood Scholarship program toward Associate or Bachelor Degree in Early Childhood. TEACH is a scholarship program to assist Early Childhood employees who are working toward a degree in Early Childhood. In order for the District to participate, a bonus must be provided to an employee who completes the program.)		
D)	Support Staff Employee of the Year	<u>SUPEE</u>	\$250

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/20

E) Substitute Coordinator Supplement SUB57 \$600

ADDITIONAL RESPONSIBILITIES

1) SECONDARY SUPPLEMENTS

(1) Band (MS/HS) SUB33 \$3,626
(Evidentiary documentation must be submitted for 25 completed events)

(2) Class Sponsor

a.	Senior Class (2)	<u>SUB36</u>	\$3,000
b.	Junior Class (2)	<u>SUB35</u>	\$3,000
c.	Sophomore (2)	<u>SUB37</u>	\$1,000
d.	Freshman (2)	<u>SUB38</u>	\$1,000

Class sponsor supplements are to be split equally between two sponsors. In the event there is only one sponsor that individual receives the entire supplement.

(3) Student Government

a.	Elementary	<u>SUB40</u>	\$ 300
b.	High School	<u>SUB42</u>	\$1,200

(Evidentiary documentation must be submitted)

(4) District Teacher of the Year SUB53 \$500

(5) Yearbook (PreK-12) SUB44 \$2,000

(6) Culinary SUB47 \$500

(7) Beta Club SUB49 \$750

(8) National Honor Society SUB52 \$750

(9) Special Olympics Coordinator SUB54 \$500

(10) Car Rider Coordinator SUB56 \$500

(11) Take Stock in Children* SUPTS
*Supplement is paid according to grant allocations

2) ATHLETICS

(1) Athletic Director SUA20 \$4,614

(2) Athletic Event Support Staff SUA21 \$35 per
Ticket Collectors/Clock Operators event

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/20

	FALL	SPRING	TOTAL
(3) Football Coaches			
a. High School Head	<u>SUA33</u> \$3,460.50	<u>SUA35</u> \$1,153.50	\$4,614.00
b. High School Assistant (4)	<u>SUA34</u> \$1,730.40	<u>SUA36</u> \$ 576.80	\$2,307.20
c. Head Middle/Varsity Assistant	<u>SUA31</u> \$1,730.40	<u>SUA32</u> \$ 576.80	\$2,307.20
(4) Volleyball Coaches			
a. High School Head	<u>SUA50</u>	\$3,955.20	
b. High School Asst./JV Head	<u>SUA51</u>	\$1,977.60	
c. HS/JV/MS Assistant	<u>SUA52</u>	\$1,977.60	
d. Middle School Head	<u>SUA48</u>	\$1,977.60	
(5) Soccer Coaches			
a. High School Head Boys	<u>SUA37</u>	\$3,955.20	
b. High School Head Girls	<u>SUA39</u>	\$3,955.20	
c. High School Assistant Boys	<u>SUA38</u>	\$1,977.60	
d. High School Assistant Girls	<u>SUA40</u>	\$1,977.60	
(6) Basketball Coaches			
a. Varsity Head Boys	<u>SUAA3</u>	\$3,955.20	
b. Varsity Head Girls	<u>SUAA5</u>	\$3,955.20	
c. Varsity Boys Asst/JV Head	<u>SUAA2</u>	\$1,977.60	
d. Varsity Girls Asst/JV Head	<u>SUAA4</u>	\$1,977.60	
e. Varsity Asst./MS Head Boys	<u>SUA01</u>	\$1,977.60	
f. Varsity Asst./MS Head Girls	<u>SUA02</u>	\$1,977.60	
g. Statistician (2)	<u>SUA43</u>	\$ 998.70	
(7) Baseball Coaches			
a. High School Head	<u>SUA24</u>	\$3,955.20	
b. High School Assistant/JV Head	<u>SUA25</u>	\$1,977.60	
c. High School Assistant/MS Head	<u>SUA22</u>	\$1,977.60	
d. High School Assistant	<u>SUA23</u>	\$1,977.60	
(8) Girls Golf Head Coach	<u>SUA54</u>	\$2,307.20	
Boys Golf Head Coach	<u>SUA59</u>	\$2,307.20	
(9) Softball Coaches			
a. High School Head	<u>SUA41</u>	\$3,955.20	
b. High School Assistant/JV Head	<u>SUA42</u>	\$1,977.60	
c. High School Assistant/MS Head	<u>SUA44</u>	\$1,977.60	
d. High School Assistant	<u>SUA45</u>	\$1,977.60	
(10) Track & Field Coaches			
a. High / MS School Co-ed Head	<u>SUA47</u>	\$2,307.20	
b. High / MS School Co-ed Assistant	<u>SUA58</u>	\$1,318.40	

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/20

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|------|-------------------------------------|--------------|------------|
| (11) | Weightlifting Coaches | | |
| | a. High School / MS Head Boys | <u>SUA60</u> | \$2,307.20 |
| | b. High School / MS Head Girls | <u>SUA46</u> | \$2,307.20 |
| | | | |
| (12) | Cross Country Coaches | | |
| | a. High / MS School Co-ed Head | <u>SUA57</u> | \$2,307.20 |
| | b. High / MS School Co-ed Assistant | <u>SUA56</u> | \$1,318.40 |
| | | | |
| (13) | Cheer Coaches | | |
| | a. Varsity | <u>SUA28</u> | \$1,978 |
| | b. Middle School/JV Head | <u>SUA26</u> | \$ 989 |
| | | | |
| (14) | Off Season Conditioning | <u>SUA70</u> | \$ 600 |
- Effective March 1, 2020 Varsity Head Coaches shall be paid for Off-Season Conditioning as follows:
- Head Coaches shall create a plan for off season conditioning and submit to the Athletic Director for approval
 - No more than 12 head coaches shall be compensated for off season conditioning each year
 - A one-time payment will be made upon the completion of the approved off season conditioning on August 15 or December 15.

3) LENGTH OF CONTRACT

- A) Supplement payment plan shall adhere to the following: Beginning with the 2019-20 school year, unless otherwise provided herein, all supplements shall be paid out over the entire school year and divided equally among the total number of checks during the year . Exception: Athletic and Mentor/Peer Teacher supplements will be paid out in a lump sum at the completion of duties. This ensures that if a coach leaves after the fall season, sufficient funds will remain to cover supplements during spring practice.
- B) In the event that a sponsor or coach fails to complete the entire season or assignment, the District will pay a prorated portion of the supplement to the employee. Supplements may be shared or split by mutual agreement of the principal and coaches or sponsors.
- C) Coaches and/or sponsors shall, in recognition of achievement, be given an increase in the amount of differentiated pay for participation in competition beyond regularly-scheduled events and beyond district-level competition, if the duration of the supplement is extended. Such increases shall be 10% of the base supplements for each level of advanced participation, except where advancement is on a basis other than total team advancement a 5% increase shall be earned if less than 50% of eligible categories advance. SUA00

ADDITIONAL SUPPLEMENTS

FRANKLIN COUNTY SCHOOL DISTRICT
DIFFERENTIATED PAY PLAN
FYE 6/30/20

- A) Health Insurance Waiver SUU06 \$2,500
 Full-Time active employee supplement to eligible employees whom have proof of other qualifying health coverage may opt out of the school board’s group health plan and receive \$2,500.00 annually in 24 semi-monthly payments on a pro-rata basis for the period of waived coverage.

School Demographics Example:

March 2015 – Survey 3

School	# of DC students	Enrollment	DC% of Enrollment	Multiplier	Total School %
FCS (0091)	700	989	70.78%	1.6	113.6%

So, all Instructional staff whom worked 196 days would receive a \$75 supplement.