

**WAKULLA COUNTY SCHOOL
BOARD**

ADMINISTRATIVE/SUPERVISORY

AND

NON-INSTRUCTIONAL

SALARY SCHEDULES

2023 - 2024

WAKULLA COUNTY SCHOOL BOARD
ADMINISTRATORS AND NON-INSTRUCTIONAL SALARY SCHEDULES
2023 - 24
PREAMBLE

Based upon standards established in the WCSB Personnel Handbook, newly hired employees will be granted creditable years of service by the Chief Human Capital Officer and placed upon the applicable salary of the applicable schedule. Returning employees who apply for a similar position within 12 months of their previous employment shall be placed at their former salary.

2023 - 24

PARA-PROFESSIONAL PLACEMENT SCHEDULE

SALARY MATRIX LANE P(1,2,3)

Years of Credible Experience	A.A. Degree or Equivalent	Para-Professional Certificate	High School Diploma or Equivalent
0-20	19,950	19,750	19,425
21-25	21,250	20,600	20,275
26+	21,575	20,925	20,300

* - Para-professionals assigned to a classroom where a teacher receives the supplement provided under Article 12.X. of the Master Contract shall receive an annual \$2,000 supplement.

CONTRACTUAL PERIOD: 185 DAYS/7 HOURS PER DAY, 1295 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

BUS DRIVERS PLACEMENT SCHEDULE

SALARY MATRIX LANE BU

Years of Credible Experience	ANNUAL SALARY
0-10	21,180.00
11-15	23,542.50
16-20	25,905.00
26+	28,740.00

CONTRACTUAL PERIOD: 175 DAYS/7 HOURS PER DAY, 1225 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

CUSTODIAL PLACEMENT SCHEDULE

SALARY MATRIX LANE CU

Years of Credible Experience	12 MONTH	9 1/2 MONTH
0-25	29,250	19,950
26+	29,670	20,236.46

12-MONTH: CONTRACTUAL PERIOD: 260 DAYS/7.5 HOURS PER DAY, 1950 TOTAL HOURS

9.5-MONTH: CONTRACTUAL PERIOD: 185 DAYS/7 HOURS PER DAY, 1295 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

2023 - 24

ADMINISTRATIVE/SUPERVISORY PLACEMENT SCHEDULE

SALARY MATRIX LANE S(1-5)

Years of Credible Experience	LEVEL				
	I	II	III	IV	V
0-10	87,150 - 88,500	84,650 - 86,000	82,150 - 83,500	79,650 - 81,000	77,150 - 78,500
11-20	88,950 - 93,000	86,450 - 90,500	83,950 - 88,000	81,450 - 85,500	78,950 - 83,000
21-25	93,450 - 95,250	90,950 - 92,750	88,450 - 90,250	85,950 - 88,200	83,450 - 85,700
26+	95,700 - 102,000	93,200 - 99,500	90,700 - 97,000	88,650 - 94,500	86,150 - 92,000

Compensation Method for District Administrators

FOR LEVELS I & II
<p>(1) District administrators listed below shall be initially placed on a recommended Level as follows: Levels I - II: Administrator of: Academics, Finance, Human Resources, Facilities & Maintenance,</p> <p>(2) Above administrators shall be initially designated as one of the following: Director, Executive Director, or Chief. (NOTE: the order of titles is from lowest to highest)</p>

FOR LEVELS III, IV, & V
<p>(1) District administrators listed below shall be initially placed on a recommended Level as follows: Levels III - V: Administrator of: Mental Health, Discipline, Curriculum, Special Programs & Assessment, Food Services, Information Technology, ESE and Student Services, Instructional Data</p> <p>(2) Above administrators shall be initially designated as one of the following: Coordinator, Director, Executive Director, or Chief. (NOTE: the order of titles is from lowest to highest)</p>

FOR ALL LEVELS
(3) A \$2,500 increase will be given to district administrators assigned an advanced title by Superintendent
(4) A \$2,500 increase will be given to any district administrators designated as Assistant Superintendent

CONTRACTUAL PERIOD: 260 DAYS/7.5 HOURS PER DAY, 1950 TOTAL HOURS

2023 - 24

SCHOOL ADMINISTRATIVE PLACEMENT SCHEDULE
SALARY MATRIX LANE SBA

Years of Credible Experience	LEVEL				
	I	II	III	IV	V
0-10	85,750 - 87,100	83,250 - 84,600	80,750 - 82,100	78,250 - 79,600	75,750 - 77,100
11-20	87,550 - 91,600	85,050 - 89,100	82,550 - 86,600	80,050 - 84,100	77,550 - 81,600
21-25	92,050 - 93,850	89,550 - 91,350	87,050 - 88,850	84,550 - 86,350	82,050 - 83,850
26+	94,300 - 100,600	91,800 - 98,100	89,300 - 95,600	86,800 - 93,100	84,300 - 90,600

SCHOOL LEVEL: High School Principal (Level I), Middle School Principal (II), Elementary School Principal (III), Adult/Community Education Program Principal (IV), Pre-K Program Principal (IV), High School Assistant Principal (IV), Elementary/Pre-K Assistance Principal (V), Middle School Assistant Principal (V plus \$1,250)

Note: (1) Effective July 1, 2013, no increment of steps shall occur for school-based administrators. Further, any adjustment to the compensation for school-based administrators shall be based upon their level of performance as determined by the performance evaluation system process.

CONTRACTUAL PERIOD: 260 DAYS/7.5 HOURS PER DAY, 1950 TOTAL HOURS

2023 - 24

DISTRICT MAINTENANCE PLACEMENT SCHEDULE
SALARY MATRIX LANE TS

Years of Credible Experience	LEVEL		
	Trade Specialist I*	Trade Specialist II*	Trade Specialist III
0-10	36,760 - 38,020	34,620 - 35,520	29,260 - 29,680
11-15	38,440 - 40,120	35,940 - 37,620	30,100 - 31,780
16-20	40,450 - 42,220	38,040 - 39,720	32,200 - 33,880
21-25	42,640 - 44,320	40,140 - 41,820	34,300 - 35,560
26+	44,740 - 50,620	42,240 - 48,120	35,980 - 42,280

CONTRACTUAL PERIOD: 260 DAYS/7.5 HOURS PER DAY, 1950 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

*-Certified Master Mechanic Supplement \$500

** - One-time bonus for obtaining the following certifications (employee responsible for cost of exam):

- \$500 - 1. CompTIA A+ Computer Build 2. CompTA A+ Technical Hardware
- \$750 - 1. Network Essentials/CompTIA Network+ 2. CompTIA Security+ 3. Cisco CCENT

OPERATIONS FOREMAN PLACEMENT SCHEDULE
SALARY MATRIX LANE OF

Years of Credible Experience	Operations Foreman
0-10	33,720 - 34,980
11-15	35,400 - 37,080
16-20	40,450 - 42,220
21-25	42,640 - 44,320
26+	44,740 - 50,620

CONTRACTUAL PERIOD: 260 DAYS/7.5 HOURS PER DAY, 1950 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

NOTE: Operations Foreman at Wakulla High is compensated at the Trade Specialist I level

2023 - 24

**CDA/DATA ENTRY/SPEECH PARA PLACEMENT
SCHEDULE
SALARY MATRIX LANE CD, DE**

Years of Credible Experience	CHILD DEVELOPMENT* /SPEECH PARA	DATA ENTRY OPERATOR
0-15	19,950	19,950
16-20	20,370 - 22,050	20,370 - 22,050
21-25	22,470 - 24,150	22,470 - 24,150
26+	24,570 - 30,450	24,570 - 30,450

CONTRACTUAL PERIOD: 185 DAYS/7 HOURS PER DAY, 1295 TOTAL HOURS

*- Add \$300.00 Annually for National CDA Certification

INTERPRETER PLACEMENT SCHEDULE

SALARY MATRIX LANE INT

Years of Credible Experience	LEVEL		
	I	II	III
0-10	19,950	19,950	22,560 - 23,820
11-20		20,370 - 24,150	24,240 - 28,020
21+	20,370 - 22,470	24,570 - 25,830	28,020 - 29,700

CONTRACTUAL PERIOD: 185 DAYS/7 HOURS PER DAY, 1295 TOTAL HOURS

2023 - 24

DISTRICT MANAGERS PLACEMENT SCHEDULE

SALARY MATRIX LANE S(6-8)

Years of Credible Experience	LEVEL		
	VI	VII	VIII
0-10	59,800 - 61,150	42,195 - 43,500	39,895 - 41,200
11-15	61,600 - 63,400	43,935 - 45,675	41,635 - 43,375
16-20	63,850 - 65,650	46,110 - 47,850	43,810 - 45,550
21-25	66,100 - 67,900	48,285 - 50,025	45,985 - 47,725
26+	68,350 - 74,650	50,460 - 56,550	48,160 - 54,250

CONTRACTUAL PERIOD: 260 DAYS/7.5 HOURS PER DAY, 1950 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

LEVEL VI: Coordinator of Safety and Risk Management; Coordinator of Transportation; Maintenance Supervisor; Website, Software and Database Manager; Food & Nutrition Supervisor

LEVEL VII: District Office Support Liason, Finance Assistant (VII - VIII), MIS FTE Data Operator

LEVEL VIII: Mechanic Supervisor, Distributed Systems/Electronic Technical Supervisor

CONTRACTUAL PERIOD: 260 DAYS/7.5 HOURS PER DAY, 1950 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

LICENSED MENTAL HEALTH PROFESSIONAL

SALARY MATRIX LANE MHP

\$55,000

CONTRACTUAL PERIOD: 183 DAYS/7.5 HOURS PER DAY, 1372.5 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

2023 - 24

RECEPTIONIST/SECRETARY PLACEMENT SCHEDULE

SALARY MATRIX LANE REC, SC, AS(1-2)

Years of Credible Experience	12 Month Receptionist	12 Month Secretary	Administrative Secretary	Administrative Secretary II
0-10	29,250			33,050 - 34,550
11-15		29,350 - 29,850	30,550 - 31,050	35,050 - 37,050
16-20		30,350 - 32,350	31,550 - 33,550	37,550 - 39,550
21-25		32,850 - 34,850	34,050 - 36,050	40,050 - 42,050
26+		35,350 - 42,350	36,550 - 43,550	42,550 - 49,550

CONTRACTUAL PERIOD: 260 DAYS/7.5 HOURS PER DAY, 1950 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

ENERGY EDUCATION SPECIALIST PLACEMENT SCHEDULE

SALARY MATRIX LANE EGY

\$55,000 - \$75,000

NOTE: Starting salary and adjustments hereto to be established by Superintendent based upon review of recommended level of compensation from District staff and consultants from Cynergistic, Inc.

CONTRACTUAL PERIOD: 260 DAYS/7.5 HOURS PER DAY, 1950 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

FOOD SERVICE MANAGER PLACEMENT SCHEDULE*

SALARY MATRIX LANE FSM

Years of Credible Experience	FOOD SERVICE MANAGER
0-10	20,450
11-15	20,800 - 21,500
16-20	21,850 - 23,250
21-25	23,600 - 25,000
26+	25,350 - 30,250

Add \$1,800 to salary of WCHS Food Service Manager

*- This schedule is presented solely for the purpose of an existing school district food service worker who, upon mutual agreement between the district and the food service management company (FSMC), is recommended for a vacant manager position and desires to remain a district employee.

CONTRACTUAL PERIOD: 175 DAYS/7.5 HOURS PER DAY, 1312.50 TOTAL HOURS

Any Board-approved contractual period that differs from above shall be compensated accordingly

**WAKULLA COUNTY SCHOOL BOARD
OTHER PERSONNEL SERVICES SALARY SCHEDULE
2023-2024**

SUBSTITUTE TEACHERS:		
Certified Teacher		\$25.00 per hour
Advanced Degree		\$15.00 per hour
Bachelor Degree		15.00 per hour
A.A. Degree		15.00 per hour
Emergency		15.00 per hour
SUBSTITUTE TEACHER ASSISTANTS/CHILD DEVELOPMENT ASSOCIATE (effective 1/1/2019)		15.00 per hour
SUBSTITUTE INTERPRETERS		15.00 per hour
SUBSTITUTE BUS DRIVERS		CDL Licensed: 15.00 per hour NON-CDL: 15.00 per hour
FIELD TRIP DRIVERS:	15.00 per hour in excess of normal driving time. Drivers will be paid a minimum of 3 hours for each field trip. 20.00 per hour for teachers possessing a CDL and a Florida Teaching Certificate	
VAN DRIVER (PLACEMENT SCHEDULE)		15.00 per hour
OPS/PART-TIME HOURLY:		15.00 per hour
PART-TIME INSTRUCTION PROVIDED DURING REGULAR SCHOOL DAY AND SUMMER SCHOOL.		
INSTRUCTIONAL SALARY SCHEDULE:		
Base salary determined by Salary Item #1 divided by 1470 hours = Hourly Rate		
CIS Non-Degreed Activity Leaders		15.00 per hour
Inservice Workshops, Curriculum Development Workshops, and IEP's – Instructional, ESE Behavioral Specialist, COVID Risk Management Specialist, Public Information Specialist		20.00 per hour
School Safety and Security Guard*		22.00 per hour
Inservice Workshops – Non-Instructional (effective 10/1/2022) /2021 – hour		15.00 per
Part-time Adult & Community educational and other part-time instruction provided after the regular school day by teachers that are also employed full time.		20.00 per hour
Temporary Adult & Community educational instructors (appointed by semester)		22.50 per hour
Student AVID Tutors		15.00 per session
K-3 Tutors (Grant Funded)		16.00 per hour
Certified Athletic Trainer		\$20,200/Annually
Certified Occupational Therapy Assistant		25.00 per hour
Sopchoppy Educational Center Liaison and Facility Coordinator Stipend		\$5,000/Annually
Certified Part-time hourly Food Service Supplement		\$26.50/month
Food Service Certification Coordinator Supplement		\$500
Food Service workers that are certified by the School Food Service Foundation shall continue to receive an additional \$600 in annual salary.		

Compensation stipulated in any Federal, State, or local grant approved by the Board shall remain in effect for the budget period of the specific grant. Such amounts may include an hourly rate or a one-time stipend as awarded by the grantor.

**WAKULLA COUNTY SCHOOL BOARD
OTHER PERSONNEL SERVICES SALARY SCHEDULE
2023-2024**

The annual salary of employees of 12-month contracts paid for 10-month Salary Schedules shall be 120% of the annual salary indicated on the salary schedule.

Non-instructional 9 and 9 ½ month employees employed beyond their regular contract period will be paid at their regular hourly base salary.

Incentive Awards shall be paid in accordance with plans adopted by the School Board.

WORK HOURS/DAY – FULL-TIME EMPLOYEES

Pay class 01 (9 months) –	Food Service Managers	7 ½ hours
	Food Service Workers	6 hours
	Bus Drivers	7 hours (computation purposes)
Pay Class 02 (9 ½ months)		7 hours
Pay Class 03 (10 months)		7 ½ hours (includes lunch break)
Pay Class 04 (12 months)		7 ½ hours

Work hours do not include lunch breaks except as noted for PAY CLASS 03.