

**WAKULLA COUNTY SCHOOL
BOARD**

ADMINISTRATIVE/SUPERVISORY

AND

NON-INSTRUCTIONAL

SALARY SCHEDULES

2024 - 2025

**WAKULLA COUNTY SCHOOL BOARD
ADMINISTRATORS AND NON-INSTRUCTIONAL SALARY SCHEDULES**

2024-25

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.

For fiscal year 2024-2025, a percentage increment to existing contracted (annual and hourly) salaries shall occur for all employees hired by August 19, 2024 and employed under the following salary matrices at the specified rate: 6% (P1, P2, P3, BU, CU, CS, TS1, TS2, TS3, OF, CD, DE, INT, REC, SC, AS1, AS2, S{VII}, S{VIII}, FSM, van drivers, bus attendants, school safety guards, and food service workers), 4.67% (MHP), 4% (S{I},S{II}, S{III}, S{IV}, S{V}, S{VI}, and EGY). School-based administrators (SBA I-V), in addition to receiving \$2 for Highly Effective and \$1 for Effective, are provided a 4% cost of living adjustment (COLA).

2024-25

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	20,250	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
21-25	28,267.50
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 Cx (U,S)

Years of Credible Experience	12 MONTH	9 1/2 MONTH
0-25	30,040	19,950
26+	30,472	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

2024-25

ADMINISTRATIVE/SUPERVISORY PLACEMENT SCHEDULE

SALARY MATRIX LANE S(1-5)

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

Compensation Method for District Administrators

FOR LEVELS I & II
(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, (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)

FOR LEVELS III, IV, & V
(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 (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)

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

2024-25

SCHOOL ADMINISTRATIVE PLACEMENT SCHEDULE

SALARY MATRIX LANE SBA

Years of Credible Experience	LEVEL				
	I	II	III	IV	V
0-10	87,100	84,600	82,100	79,600	77,100
11-20	91,600	89,100	86,600	84,100	81,600
21-25	93,850	91,350	88,850	86,350	83,850
26+	100,600	98,100	95,600	93,100	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)

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

2024-25

DISTRICT MAINTENANCE PLACEMENT SCHEDULE

SALARY MATRIX LANE TSx (1,2,3)

Years of Credible Experience	LEVEL		
	Trade Specialist I*	Trade Specialist II*	Trade Specialist III
0-10	38,020	35,520	29,680
11-15	40,120	37,620	31,780
16-20	42,220	39,720	33,880
21-25	44,320	41,820	35,560
26+	50,620	48,120	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

NOTE: Operations Foreman at Wakulla High is compensated at the Trade Specialist I level plus \$5,000

*-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	34,980
11-15	37,080
16-20	42,220
21-25	44,320
26+	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

2024-25

**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	20,250	20,250
16-20	22,050	22,050
21-25	24,150	24,150
26+	30,450	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	23,820
11-20		24,150	28,020
21+	22,470	25,830	29,700

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

2024-25

DISTRICT MANAGERS PLACEMENT SCHEDULE

SALARY MATRIX LANE S(6-8)

Years of Credible Experience	LEVEL		
	VI	VII	VIII
0-10	61,150	43,500	41,200
11-15	63,400	45,675	43,375
16-20	65,650	47,850	45,550
21-25	67,900	50,025	47,725
26+	74,650	56,550	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

2024-25

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			34,550
11-15		29,850	31,050	37,050
16-20		32,350	33,550	39,550
21-25		34,850	36,050	42,050
26+		42,350	43,550	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	21,500
16-20	23,250
21-25	25,000
26+	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 Revised January 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.	
	25.00 per hour for teachers possessing a CDL for driving time outside regular contracted hours.	
VAN DRIVER/ BUS ATTENDANT (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		23.00 per hour
Inservice Workshops – Non-Instructional (effective 10/1/2022)		15.00 per hour
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 Revised January 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.