

Bradford County School District



Salary Schedules 2024-2025

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Section I

Instructional

2024-2025 PERFORMANCE PAY INSTRUCTIONAL PLACEMENT SCHEDULE

Placement Level	Base Salary
0	46,500
1	46,525
2	46,575
3	46,625
4	46,675
5	46,725
6	46,775
7	46,825
8	46,875
9	46,925
10	46,975
11	47,025
12	47,075
13	47,125
14	47,214
15	47,915
16	48,665
17	49,565
18	50,465
19	51,415
20	52,415
21	53,415
22	54,415
23	55,415
24	56,415
25	57,415
26	58,415
27	59,415

Salary adjustment for additional training will be made in accordance with Article XXV (L) of the negotiated collective bargaining agreement.

Advanced Degree Supplements

Masters and Advanced Career Technical Specialist	Rank II	\$2500
Doctorate	Rank IA	\$3200
	Rank I	\$4000

Performance Pay based on the 2023-2024 complete and final BCSD evaluation will be \$100 for Highly Effective and \$75 for Effective and will be added to the base salary.

Appendix G – Salary Schedule

2024-2025 GRANDFATHERED INSTRUCTIONAL SALARY SCHEDULE

Step	Grandfathered	Longevity Supplement	Total
0	33,999		
1	34,099		
2	34,399		
3	34,749		
4	35,599		
5	35,949		
6	36,249		
7	36,699		
8	36,949		
9	37,399		
10	37,849		
11	47,025		
12	47,075		
13	47,125		
14	47,175		
15	47,213		
16	47,664		
17	48,564		
18	49,464		
19	50,414		
20	51,414	551	51,965
21	52,414	1051	53,465
22	53,414	2501	55,915
23	54,411	2604	57,015
24	55,410	2705	58,115
25	56,409	2856	59,265
26	57,408	2407	59,815
27	58,407	2808	61,215
28	59,406	3309	62,715
29	60,405	3910	64,315

Salary adjustment for additional training will be made in accordance with Article XXV (L) of the negotiated collective bargaining agreement.

Performance Pay based on the 2023-2024 complete and final BCSD evaluation will be \$75 Highly Effective and \$75 for Effective and will be added to the base salary.

Advanced Degree Supplements

Masters and Advanced Career Technical	Rank II \$2500
Specialist	Rank IA \$3200
Doctorate	Rank I \$4000

Section II

Educational Staff Personnel

	24-25 ESP RATES				Bus Dr				Fleet Mgr			Food Mgr		SEC	Accountant	
STEP	LAN 1-0	LAN 2-0	LAN 3-0	LAN 4-0	LAN 5-0	LAN 6-0	LAN 7-0	LAN 8-0	LAN 8-A	LAN 9-0	LAN10-0	LAN11-0	LAN12-0	LAN14-0	STEP	
0	\$15.05	\$15.05	\$15.05	\$15.05	\$16.80	\$15.05	\$15.05	\$15.05	\$16.05	\$19.18	\$26.46	\$17.30	\$15.05	\$31.71	0	
1	\$15.10	\$15.10	\$15.10	\$15.10	\$16.80	\$15.10	\$15.10	\$15.10	\$16.10	\$19.24	\$26.53	\$17.56	\$15.10	\$32.03	1	
2	\$15.15	\$15.15	\$15.15	\$15.15	\$16.80	\$15.15	\$15.15	\$15.15	\$16.15	\$19.66	\$27.14	\$17.81	\$15.15	\$32.34	2	
3	\$15.20	\$15.20	\$15.20	\$15.20	\$16.80	\$15.20	\$15.20	\$15.67	\$16.44	\$20.11	\$27.77	\$18.08	\$15.20	\$32.66	3	
4	\$15.25	\$15.25	\$15.25	\$15.25	\$16.80	\$15.25	\$15.37	\$16.00	\$16.79	\$20.55	\$28.40	\$18.34	\$15.25	\$32.98	4	
5	\$15.30	\$15.30	\$15.30	\$15.30	\$16.80	\$15.30	\$15.77	\$16.33	\$17.13	\$21.01	\$29.05	\$18.61	\$15.30	\$33.31	5	
6	\$15.35	\$15.35	\$15.35	\$15.35	\$16.80	\$15.42	\$16.17	\$16.71	\$17.53	\$21.52	\$29.72	\$18.89	\$15.35	\$33.63	6	
7	\$15.40	\$15.40	\$15.40	\$15.40	\$16.80	\$15.83	\$16.59	\$17.06	\$17.90	\$22.06	\$30.55	\$19.17	\$15.40	\$33.96	7	
8	\$15.45	\$15.45	\$15.45	\$15.45	\$16.80	\$16.22	\$17.03	\$17.42	\$18.28	\$22.60	\$31.33	\$19.45	\$15.45	\$34.29	8	
9	\$15.50	\$15.50	\$15.50	\$15.50	\$16.80	\$16.66	\$17.47	\$17.81	\$18.69	\$23.17	\$32.12	\$19.74	\$15.51	\$34.63	9	
10	\$15.55	\$15.55	\$15.55	\$15.55	\$17.15	\$17.08	\$17.94	\$18.20	\$19.10	\$23.73	\$32.96	\$20.03	\$15.97	\$34.97	10	
11	\$15.60	\$15.60	\$15.60	\$16.05	\$17.51	\$17.52	\$18.40	\$18.59	\$19.50	\$24.33	\$33.89	\$20.33	\$16.51	\$35.31	11	
12	\$15.65	\$15.65	\$15.65	\$16.59	\$17.91	\$17.99	\$18.89	\$19.02	\$19.96	\$24.93	\$34.82	\$20.63	\$17.06	\$35.66	12	
13	\$15.70	\$15.70	\$15.70	\$17.17	\$18.29	\$18.45	\$19.40	\$19.43	\$20.39	\$25.57	\$35.80	\$20.93	\$17.64	\$36.01	13	
14	\$15.75	\$15.75	\$15.75	\$17.78	\$18.69	\$18.97	\$19.92	\$19.88	\$20.86	\$26.21	\$36.82	\$21.24	\$18.24	\$36.37	14	
15	\$15.80	\$15.80	\$15.80	\$18.39	\$19.11	\$19.45	\$20.44	\$20.31	\$21.31	\$26.87	\$37.86	\$21.55	\$18.85	\$36.73	15	
16	\$15.85	\$15.85	\$15.85	\$18.85	\$19.52	\$19.97	\$21.00	\$20.76	\$21.78	\$27.62	\$38.93	\$21.87	\$19.32	\$37.09	16	
17	\$15.90	\$15.90	\$15.90	\$19.29	\$19.97	\$20.50	\$21.55	\$21.22	\$22.27	\$28.37	\$40.03	\$22.20	\$19.76	\$37.45	17	
18	\$15.95	\$15.95	\$15.95	\$19.76	\$20.42	\$21.07	\$22.15	\$21.90	\$22.98	\$29.15	\$41.15	\$22.52	\$20.23	\$37.82	18	
19	\$16.00	\$16.00	\$16.06	\$20.25	\$20.87	\$21.61	\$22.73	\$22.58	\$23.69	\$29.97	\$42.32	\$22.86	\$20.71	\$38.19	19	
20	\$16.05	\$16.05	\$16.38	\$20.75	\$21.34	\$22.21	\$23.36	\$23.29	\$24.44	\$30.80	\$43.54	\$23.20	\$21.22	\$38.56	20	
21	\$16.10	\$16.22	\$16.86	\$21.27	\$21.81	\$22.80	\$23.99	\$24.03	\$25.22	\$31.67	\$44.78	\$23.54	\$21.73	\$38.94	21	
22	\$16.15	\$16.69	\$17.32	\$21.77	\$22.31	\$23.42	\$24.64	\$24.79	\$26.01	\$32.54	\$46.05	\$23.89	\$22.23	\$39.32	22	
23	\$16.35	\$17.15	\$17.83	\$22.33	\$22.81	\$24.06	\$25.32	\$25.58	\$26.84	\$33.45	\$48.16	\$24.24	\$22.79	\$39.71	23	
24	\$16.82	\$17.64	\$18.33	\$22.88	\$23.32	\$24.71	\$26.00	\$26.41	\$27.72	\$34.39	\$48.87	\$24.60	\$23.35	\$40.11	24	
25	\$17.29	\$18.14	\$18.86	\$23.45	\$23.84	\$25.39	\$26.72	\$27.24	\$28.59	\$35.37	\$49.23	\$24.97	\$23.91	\$40.51	25	
26	\$17.94	\$18.83	\$19.55	\$24.03	\$24.45	\$26.09	\$27.59	\$28.11	\$29.50	\$36.35		\$25.34	\$24.49	\$41.29	26	
27	\$18.59	\$19.51	\$20.31	\$24.64	\$25.07	\$26.80	\$28.48	\$29.03	\$30.47	\$37.37		\$25.71	\$25.10	\$42.12	27	
28	\$19.30	\$20.26	\$21.08	\$25.27	\$25.96	\$27.56	\$29.38	\$29.98	\$31.43	\$39.22		\$26.09	\$25.73	\$42.95	28	
29	\$20.03	\$21.82	\$22.66	\$26.67	\$27.13	\$29.09	\$31.13	\$31.73	\$33.30	\$39.94		\$26.48	\$27.14	\$43.80	29	
30	\$21.58	\$22.89	\$23.73	\$27.74	\$27.56	\$30.16	\$32.20	\$32.81	\$34.44	\$40.29			\$31.43	\$44.67	30	

DEGREE SUPPLEMENTS	AA/AS \$1,000	BA/BS \$1,500			
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ESP Titles and Lanes

ESP Titles and Lanes

TITLE BY PAY LANE	Pay Lane	Days	HRS
Assistant I, Food and Nutrition Services	1	189*	VAR 2-7.5
Custodian	1	256	8
Porter	1	196	8
Assistant II, Food and Nutrition Services	2	189*	VAR 2-7.5
General Grounds Keeper	2	256	8
General Maintenance Worker	2	256	8
Head Custodian	2	256	8
Activity Leader-After School Program	3	177	3.75
Assistant Manager, Food and Nutrition Services	3	189*	VAR 2-7.5
Bus Paraprofessional	3	186	6
Clinic Assistant	3	187**	7.5
ESE General/Behavioral Health Assistant	3	183**	VAR
General Clerical	3	196	8
General Clerical Digital Copy Systems	3	256	8
General Clerical I	3	256	8
General Maintenance Worker I	3	256	8
Mechanic Assistant	3	256	8
Paraprofessional	3	187**	7.5
Paraprofessional, Behavior	3	187**	7.5
Paraprofessional, ESE	3	187**	7.5
Paraprofessional, Safety	3	187**	7.5
Parent Educator	3	187**	7.5
Print Shop Technician	3	256	8
School Health Aide	3	187	VAR
Shuttle Bus Driver	3	186	5
Site Coordinator-After School Program	3	187	4.75
Administrative Secretary	4	256	8
Administrative Secretary for IT	4	256	8
Bookkeeper	4	256	8
Data Entry Operator	4	256	8
Financial Aid Coordinator	4	216	8
Parent Education Specialist	4	187**	7.5

ESP Titles and Lanes

Pre-Kindergarten Specialist	4	196	7.5
Registrar/Records Clerk	4	256	8
Warehouse/Property Agent	4	256	8
Bus Driver	5	186	6
Transportation Assistant	5	256	8
Administrative Secretary for HR	6	256	8
Finance Assistant	6	256	8
Maintenance Specialist	6	256	8
Mechanic	6	256	8
Property Warehouse Inventory Clerk	6	256	8
Secretary to the Deputy Superintendent	6	256	8
Vehicle and Equipment Technician	6	256	8
Application Support I	7	256	8
Carpenter	7	256	8
Carpenter/Mason	7	256	8
Computer Technician I	7	256	8
Electrician	7	256	8
Executive Secretary to Superintendent & Board	7	256	8
Payroll Officer	7	256	8
Plumber	7	256	8
Computer Technician II	8	256	8
HVAC Technician	8	256	8
Mechanic I	8	256	8
Fleet Manager	8A	256	8
Application Support Associate	9	256	8
Data Base Specialist	9	256	8
Lead Computer Technician	9	256	8
HR Personnel Specialist	9	256	8
Maintenance Facilitator	9	256	8
Network Associate	9	256	8
Foreman	10	256	8
Instructional Technology Specialist	10	256	8
Lead HVAC Specialist	10	256	8
Technology Specialist	10	256	8

ESP Titles and Lanes

Manager, Food and Nutrition Services	11	195*	8
Specialist - Food and Nutrition Services	11	256	8
School Secretary	12	256	8
Accountant	14	256	8

* Food and Nutrition Services: Hired on or after July 1, 2023. 192 days if hired before July 1, 2023. (Article XV Section 2)**

Paraprofessional: Hired on or after July 1, 2023. 196 days if hired before July 1, 2023. (Article XV Section 3)

Lane SA renamed to Lane 10

Lane SEC 01 renamed to Lane 12

Lane 11 = New Lane for Food Svc. Manager Board

Approved 05/28/2024

ESP Titles and Lanes

TITLE BY ALPHABET	Pay Lane	Days	HRS
Activity Leader-After School Program	3	177	3.75
Accountant	14	256	8
Administrative Secretary	4	256	8
Administrative Secretary for IT	4	256	8
Administrative Secretary for HR	6	256	8
Application Support Associate	9	256	8
Application Support I	7	256	8
Assistant I, Food and Nutrition Services	1	189*	VAR 2-7.5
Assistant II, Food and Nutrition Services	2	189*	VAR 2-7.5
Assistant Manager, Food and Nutrition Services	3	189*	VAR 2-7.5
Bookkeeper	4	256	8
Bus Driver	5	186	6
Bus Paraprofessional	3	186	6
Carpenter	7	256	8
Carpenter/Mason	7	256	8
Clinic Assistant	3	196	7.5
Computer Technician I	7	256	8
Computer Technician II	8	256	8
Custodian	1	256	8
Data Base Specialist	9	256	8
Data Entry Operator	4	256	8
Electrician	7	256	8
Executive Secretary to Superintendent & Board	7	256	8
Finance Assistant	6	256	8
Financial Aid Coordinator	4	216	8
Fleet Manager	8A	256	8
Foreman	10	256	8
ESE General/Behavioral Health Assistant (PCA)	3	183	VAR
General Clerical Digital Copy Systems	3	256	8
General Clerical I	3	256	8
General Grounds Keeper	2	256	8
General Maintenance Worker I	3	256	8
General Clerical	3	196	8

ESP Titles and Lanes

General Maintenance Worker	2	256	8
HVAC Technician	8	256	8
Head Custodian	2	256	8
HR Personnel Specialist	9	256	8
Instructional Technology Specialist	10	256	8
Lead Computer Technician	9	256	8
Lead HVAC Specialist	10	256	8
Maintenance Facilitator	9	256	8
Maintenance Specialist	6	256	8
Manager, Food and Nutrition Services	11	195*	8
Mechanic	6	256	8
Mechanic I	8	256	8
Mechanic Assistant	3	256	8
Network Associate	9	256	8
Paraprofessional	3	187**	7.5
Paraprofessional, Behavior	3	187**	7.5
Paraprofessional, ESE	3	187**	7.5
Paraprofessional, Safety	3	187**	7.5
Parent Education Specialist	4	187**	7.5
Payroll Officer	7	256	8
Pre-Kindergarten Specialist	4	196	7.5
Plumber	7	256	8
Porter	1	187**	VAR
Print Shop Technician	3	256	8
Property Warehouse Inventory Clerk	6	256	8
Registrar/Records Clerk	4	256	8
School Health Aide (Clinic)	3	187	VAR
School Secretary	12	256	8
Secretary to the Deputy Superintendent	6	256	8
Shuttle Bus Driver	3	186	5
Site Coordinator-After School Program	3	187	4.75
Specialist - Food and Nutrition Services	11	256	8

ESP Titles and Lanes

Technology Specialist	10	256	8
Transportation Assistant	5	256	8
Vehicle and Equipment Technician	6	256	8
Warehouse/Property Agent	4	256	8

* Food and Nutrition Services: Hired on or after July 1, 2023. 192 days if hired before July 1, 2023. (Article XV Section 2)**

Paraprofessional: Hired on or after July 1, 2023. 196 days if hired before July 1, 2023. (Article XV Section 3)

Lane SA renamed to Lane 10

Lane SEC 01 renamed to Lane 12

Lane 11 = New Lane for Food Svc. Manager Board

Approved 05/28/2024

Section III

Supplements & Differential Pay

Appendix G – Supplements and Differentiated Pay

Supplement	Bradford	
Athletic Director, county	6500	3% bonus supplement for a district title, 5% for a regional title, and 10% for a state title. For coaches and sponsors of competitive teams for the first win. Each coach/sponsor can receive one bonus per year per level (district, regional, state).
ATHLETICS BHS		
Head Football Coach	7000	fall and spring
Assistant Head Football Coach	4300	fall and spring (off season training responsibility)
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Assistant Football (Varsity and JV)	3300	fall and spring
Head Basketball Girls	3500	must field a team of 7 for full supplement, 2/3rd for 5-6, no supplement otherwise
JV/Assistant Basketball	2500	must field a team of 7 for full supplement, 2/3rd for 5-6, no supplement otherwise
Head Basketball Boys	3500	must field a team of 7 for full supplement, 2/3rd for 5-6, no supplement otherwise
JV/Assistant Basketball	2500	must field a team of 7 for full supplement, 2/3rd for 5-6, no supplement otherwise
Head Baseball	3500	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum
Assistant Baseball	2500	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum
JV Baseball	2000	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum
Head Track- boys	3000	must field a team of minimum 7 for full supplement, 2/3rd otherwise
BMS/Assistant Track	2250	must field a team of minimum 7 for full supplement, 2/3rd otherwise
Head Track- girls	3000	must field a team of minimum 7 for full supplement, 2/3rd otherwise
BMS/Assistant Track	2250	must field a team of minimum 7 for full supplement, 2/3rd otherwise
Head Wrestling	2500	must field a team of minimum 10 for full supplement, 2/3rd otherwise
Assistant Wrestling	1200	must field a team of minimum 10 for full supplement, 2/3rd otherwise

Head Volleyball	3500	must field a team of 8 for full supplement, 2/3rd otherwise
JV Volleyball/Assistant	2000	must field a team of 8 for full supplement, 2/3rd otherwise
Head Tennis - Boys and Girls	3500	must field a team of 5 per team for full supplement, 2/3rd otherwise
Head Softball	3500	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum (9)
Assistant Softball	2500	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum (9)
JV Softball	2000	must field a team of 11 for full supplement, 2/3rd if over 9; Supplement will end if the numbers fall below the team minimum (9)
Head Weightlifting Boys	3000	must field a team of minimum of 10 for full supplement, 2/3rd otherwise
Head Weightlifting Girls	3000	must field a team of minimum of 10 for full supplement, 2/3rd otherwise
Assistant Weightlifting	2250	must field a team of minimum of 10 for full supplement, 2/3rd otherwise
Golf Boys and girls	3500	must field a team of 5 per team for full supplement, 2/3rd otherwise
Head Cross Country - Boys and Girls	3000	must field 10 per team for full supplement, 2/3rd otherwise
Flag Football	3000	must field a team of 9 for full supplement,
MUSIC		
Band Director BHS	5500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances, and perform at all home and away football games
Assistant Band Director- BHS	2500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
Band Director BMS	4000	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
Assistant Band Director- BMS	2500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
Band discretionary - Must be in by July 16	4000	to be used for hired assistants for sectionals, rehearsals, etc..
Drama/Choral Music - BHS	2500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances (to include one drama performance)
Choral Music-BMS	1250	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances (to include one drama performance)
ACTIVITIES- BHS		
JROTC Rifle and Color Guard	1200	must attend/host 2+ outside performances
Student Council	1200	must hold afterschool meetings, prepare for homecoming, hold elections, and one community service project
Academic High-Q Team Coach	1500	must hold afterschool practices, schedule 5+ meets, attend regional and state contests as invited

Assistant Academic High-Q Team	1000	must hold afterschool practices, schedule 5+ meets, attend regional and state contests as invited
Varsity Cheerleader Sponsor	2500	must hold afterschool practices of a minimum of 4.5 hours per week, attend all football games as requested, attend home basketball games
JV cheerleader sponsor	1500	must hold afterschool practices of a minimum of 4.5 hours per week, attend all football games as requested, attend home basketball games
Majorette Sponsor	1500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
Color Guard Sponsor	1500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
FFA Chapter Advisor - BHS	4000	must adhere to the chapter program of activities.
Yearbook (as a class)	1250	
NHS BHS	250	
Media Production Specialist	1250	
BMS		
Head Football Coach	3500	
Assistant Football Coach	1500	
Cross country - boys and girls	1000	
Volleyball	1800	
Boys Basketball	1800	
Girls Basketball	1800	
Girls' Softball	1800	
Boys Baseball	1800	
Cheer	1800	
Majorette Sponsor	1500	
Student Council	800	
NHS BMS	250	
FFA Chapter Advisor - BMS	3000	must adhere to the chapter program of activities
EXTRA DUTIES		
Title 1 Lead Liaison	750	One per Title 1 school
BHS Chair ELA	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair ELA	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BHS Chair Math	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair Math	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BHS Chair SS	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair SS	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BHS Chair Science	500	must attend afterschool planning meetings with admin or guided

		planning/data mining/mentoring with admi/coach/teachers
BMS Chair Science	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with admi/coach/teachers
BHS Chair ESE	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with admi/coach/teachers
BMS Chair ESE	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with admi/coach/teachers
BHS Chair Electives	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with admi/coach/teachers
BMS Chair Electives	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with admi/coach/teachers
BRT	5000	
On the Job Training (OJT)	3000	Eligibility for supplement is only when the OJT program is not assigned as a class period teaching assignment and is responsibilities are completed outside the normal work day.
ADDITIONS:		
Freshmen Class Sponsor	500	
Sophomore Class Sponsor	500	
Junior Class Sponsor	1000	
Senior Class Sponsor	1000	
Student Council Elementary	200	
Yearbook Elementary	200	
Chorus Program Elementary	200	must hold 2 performances or more per year
Elementary discretionary supplements Must be submitted to HR by July 16	200	principals decide
HOSA NFTC	500	must hold afterschool meetings, attend regional and state contests
Skills USA	500	must attend skill contests
FBLA	500	Must hold afterschool meetings, attend regional and state
STEM Club	500	Must hold afterschool meetings
SPECIAL COMPENSATION:		
Lead Teacher- CVD	5400	
Lead Teacher - Practical Nursing	5400	
After-School Site Coordinator	500	After School Program
Paraprofessional-Literacy Micro-credential	500	Must have Literacy Micro-credentials and must be assigned to Tier 3 students for intervention and complete associated paperwork
Paraprofessional- ESE Self-Contained	1500	Must complete annual specialized training as required by ESE Administration
CRITICAL SHORTAGE:		
Speech Pathologist 8 hours/day	6100	
OT/PT 8 hours/day	7800	
Psychologist x 216 days x 8 hrs/day	8500	
Diagnostician x 216 days x 8	7500	

hrs/day		
Speech Language Assoc.	1000	In master's programs
Lead for Psychological Svcs.	5400	
Lead for Therapy Services	5400	
Teacher, ESE Self-Contained	3000	Must have in-field certifications for ALL assigned course codes. Applies to ESE Self-contained classroom teachers.
Instructional Staff assigned to Title I School	No more than \$50	Not to exceed \$50.00, amounts depends on available Title I funds
FOOD SERVICE MANAGER		
Bradford High School	2000	
Bradford Middle School	1600	
Bradford Elementary	1400	
Starke Elementary	1400	
Lawtey Elementary	800	
Food Service Satellite Site	1000	for keeping food service records as a result of serving students that are off their campus site
ESP Degree Supplements		
AA/AS Degree	1000	
BA/BS Degree	1500	

INSTRUCTIONAL Longevity Supplement – Performance pay	
Was given to those employed at the beginning of the 2018-2019 school year at level 20-29. No longer given to new hires after 2018-2019.	
Level 20	550
Level 21	1050
Level 22	2500
Level 23	2600
Level 24	2700
Level 25	2850
Level 26	2400
Level 27	2800
Level 28	3300
Level 29	3400

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Gate Keepers and Ticket Sellers/Takers- (Paid from General Athletics MOU 9/15/23)

\$40 per event-

- BHS Volleyball, BHS Basketball, BHS Flag Football
- BMS Football, BMS Volleyball, BMS Basketball
- (JV/Varsity, Girls/Boys)

\$60 per event-

- BHS Basketball (3 or more games), BHS Baseball/Softball
- BHS Football, Cross Country/ Track and Field
- BMS Baseball/Softball

Related work experience for career technical teachers (maximum 10 years) will be recognized by added payment of \$100 per year. Minimum certification requirements are not counted for work related experience credit in the salary schedule.

Retired teachers who are re-employed will be placed at their verified years of teaching experience, up to a maximum of twenty (20) years on the Instructional Performance Placement Salary Schedule and will be paid according to their appropriate degree level.

All military veterans who are Honorably discharged shall be granted the greater of \$400 or three (3) years of experience, in addition to other prior experience in recognition of their military service. The member will provide proof of Honorable discharge to HR.

Regular Full-time teachers will be paid their daily hourly rate for part-time work of an instructional nature, or teaching responsibilities that is an extension of the school day.

Section IV

**Administrative, Management,
Supervisory, Confidential**

Administrative Salary Schedule

- 1. Administrators will be paid on the following base salary based on 256 days. All will work at 8 hours per day.**

Less than a Master's Degree	\$45,909
Expert in the Field (No degree requirement; 10+ years of industry-related experience. Applies only to the following positions: - Transportation Manager - Director, Food Service - Director, Operations and Safety)	\$55,241
Master's Degree - CPA - Bachelor's degree w/10+ years of industry related experience	\$64,573
Specialist Degree	\$66,322
Doctorate Degree	\$68,348

- 2. An experience index system recognizing completed administrative experience will result in placement on one of the following steps:**

0:	0-2 years	1.02
1:	3-6 years	1.08
2:	7-10 years	1.11
3:	11-14 years	1.16
4:	15-19 years	1.19
5:	20 years	1.22

Eligible Administrators will be moved to the next step on July 1 of each year. After Step 5, a 1% longevity multiplier will be applied for each year of administrative service.

- 3. A responsibility index is designated as follows:**

- 1.06 Athletic Director
Network Specialist
- 1.07 Assistant Principal at Starke Elementary School
Assistant Principal at Bradford Elementary School
Transportation Manager
- 1.09 Assistant Principal at Bradford Middle School
- 1.10 Coordinator, Adult and Career Education
Coordinator of Elementary Curriculum

- Coordinator of Secondary Curriculum
- Coordinator, Mental Health Services
- Coordinator of Attendance, Compliance, and Student Recovery
- Supervisor of Food and Nutrition Services
- Assistant Principal at Bradford High School
- Principal at Lawtey
- Data Scientist
- 1.12 Director of Human Resources
- Director of Information Technology
- Director of ESE and Student Services
- Director of Food and Nutrition Services
- Director of Grants and Resource Development
- Principal at Starke Elementary School
- Principal at Bradford Elementary School
- 1.13 Director of Career Technical Education and Adult Community Education
- 1.14 Director of Operations and Safety
- 1.15 Principal at Bradford Middle School
- 1.22 Principal at Bradford High School
- Executive Director of Human Resources
- 1.25 Assistant Superintendent for Curriculum, Instruction, Assessment, and Accountability.
- Director of Finance
- 1.34 Chief Financial Officer
- 1.48 Superintendent, Deputy

Performance Pay for School-Based Administrators

Principals and Assistant Principals who receive an overall Highly Effective evaluation will receive a \$200 salary add-on, dependent upon available funding.

Principals and Assistant Principals who receive an overall Effective evaluation will receive a \$100 salary add-on, dependent upon available funding.

24-25 Daycare Supervisor Salary Schedule			
Step	Base	Experience Index	Total
1	39,600	740	40,340
2	39,600	740	40,340
3	39,600	2960	42,560
4	39,600	2960	42,560
5	39,600	2960	42,560
6	39,600	2960	42,560
7	39,600	4070	43,670
8	39,600	4070	43,670
9	39,600	4070	43,670
10	39,600	4070	43,670
11	39,600	5920	45,520
12	39,600	5920	45,520
13	39,600	5920	45,520
14	39,600	5920	45,520
15	39,600	7030	46,630
16	39,600	7030	46,630
17	39,600	7030	46,630
18	39,600	7030	46,630
19	39,600	7030	46,630
20	39,600	7400	47,000
21	39,600	7400	47,000
22	39,600	7400	47,000
23	39,600	7400	47,000
24	39,600	7400	47,000
25	39,600	7400	47,000
26	39,600	7400	47,000
256 days / 8 hours per day			
Not eligible for any other professional supplements (e.g. masters)			

Section V
Miscellaneous
OT/PT Schedule
Substitute Schedule
Adjunct Schedule

**Bradford County School District
Pay Scale for Occupational Therapists and Physical Therapists
Updated May 21, 2024**

Step	Base	Critical Shortage	Total
1	41,700	7,800	49,500
2	42,200	7,800	50,000
3	42,700	7,800	50,500
4	44,200	7,800	52,000
5	44,700	7,800	52,500
6	44,200	7,800	52,000
7	44,700	7,800	52,500
8	45,200	7,800	53,000
9	45,700	7,800	53,500
10	46,200	7,800	54,000
11	47,375	7,800	55,175
12	48,550	7,800	56,350
13	49,725	7,800	57,525
14	50,900	7,800	58,700
15	52,075	7,800	59,875
16	53,250	7,800	61,050
17	54,425	7,800	62,225
18	55,600	7,800	63,400
19	58,010	7,800	65,810
20	57,950	7,800	65,750
21	61,360	7,800	69,160
22	62,300	7,800	70,100
23	64,475	7,800	72,275
24	66,650	7,800	74,450
25	68,825	7,800	76,625
26	70,700	7,800	78,500
27	71,700	7,800	79,500
28	72,700	7,800	80,500
29	73,700	7,800	81,500

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Effective Date: June 10, 2024

Regular Substitute- \$15/hr for up to 7 hours per day. Lunch is not included.

High School/Or Equivalent	Minimum Wage/Hr
Associate's Degree	Minimum Wage + \$1/Hr
Bachelor's Degree	Minimum Wage + \$2/Hr
Retired Teacher	\$20/Hr

**Up to 7 hrs per day. Lunch is not included in the pay.

Long-Term Substitute-

Certified Teacher	Current Beginning Teacher Pay, No credit for experience
Non-certified with bachelor's degree	Current Beginning Teacher minus 15%, no credit for experience

*Eligible for health insurance benefits if full-time status. Not eligible for other benefits.

*Once certified, the teacher will be eligible for retro teacher pay of the deducted 15% until the teacher's last day of work for the current school year.

School Psychologist-DOE Certification	\$47/Hr
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Adjunct and Part-time for CTE and Adult Education

Part-time and adjunct teacher for Career and Technical and Adult Education programs:

A. Persons who are certified to teach part-time Career Technical classes but are not regular full-time Bradford District teachers.

\$29.50 per hour

As of 2021-2022

