

**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.**

<b>Less than a Master's Degree</b>	<b>\$45,309</b>
<b>Expert in the Field</b> (No degree requirement; 10+ years of industry-related experience. Applies only to the following positions: - Transportation Manager - Director, Food Service - Director, Operations and Safety)	<b>\$54,641</b>
<b>Master's Degree</b> - CPA - Bachelor's degree w/10+ years of industry related experience	<b>\$63,973</b>
<b>Specialist Degree</b>	<b>\$65,722</b>
<b>Doctorate Degree</b>	<b>\$67,748</b>

**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.