

# BRADFORD COUNTY SCHOOL DISTRICT



# Salary Schedule 2022-2023

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Section I

**2022-2023 PERFORMANCE PAY INSTRUCTIONAL SALARY SCHEDULE**

<b>Placement Level</b>	<b>Base Salary</b>
0	41,265
1	41,265
2	41,265
3	41,265
4	41,265
5	41,265
6	41,265
7	41,265
8	41,265
9	41,265
10	41,265
11	41,265
12	41,875
13	42,964
14	43,714
15	44,415
16	45,165
17	46,065
18	46,965
19	47,915
20	48,915
21	49,915
22	50,915
23	51,915
24	52,915
25	53,915
26	54,915
27	55,915
28	56,915
29	57,915

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
	Rank IA \$3200
Doctorate	Rank I \$4000

## Appendix G – Salary Schedule

### 2022-2023 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	41,265		
12	41,265		
13	41,765		
14	42,713		
15	43,713		
16	44,164		
17	45,064		
18	45,964		
19	46,914		
20	47,914	551	48,465
21	48,914	1051	49,965
22	49,914	2501	52,415
23	50,911	2604	53,515
24	51,910	2705	54,615
25	52,909	2856	55,765
26	53,908	2407	56,315
27	54,907	2808	57,715
28	55,906	3309	59,215
29	56,905	3910	60,815

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	Rank II	\$2500
Specialist	Rank IA	\$3200
Doctorate	Rank I	\$4000

	23-24 ESP RATES				Bus Dr						Food Mgr	SEC	
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 9-0	LAN10-0	LAN11-0	LAN12-0	STEP
0	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.00	\$15.00	\$15.00	\$17.88	\$25.16	\$17.00	\$15.00	0
1	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.00	\$15.00	\$15.00	\$17.94	\$25.23	\$17.26	\$15.00	1
2	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.00	\$15.00	\$15.00	\$18.36	\$25.84	\$17.51	\$15.00	2
3	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.00	\$15.00	\$15.00	\$18.81	\$26.47	\$17.78	\$15.00	3
4	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.00	\$15.00	\$15.00	\$19.25	\$27.10	\$18.04	\$15.00	4
5	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.00	\$15.00	\$15.03	\$19.71	\$27.75	\$18.31	\$15.00	5
6	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.00	\$15.00	\$15.41	\$20.22	\$28.42	\$18.59	\$15.00	6
7	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.00	\$15.29	\$15.76	\$20.76	\$29.25	\$18.87	\$15.00	7
8	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.00	\$15.73	\$16.12	\$21.30	\$30.03	\$19.15	\$15.00	8
9	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.36	\$16.17	\$16.51	\$21.87	\$30.82	\$19.44	\$15.00	9
10	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$15.78	\$16.64	\$16.90	\$22.43	\$31.66	\$19.73	\$15.00	10
11	\$15.00	\$15.00	\$15.00	\$15.00	\$16.50	\$16.22	\$17.10	\$17.29	\$23.03	\$32.59	\$20.03	\$15.21	11
12	\$15.00	\$15.00	\$15.00	\$15.29	\$16.61	\$16.69	\$17.59	\$17.72	\$23.63	\$33.52	\$20.33	\$15.76	12
13	\$15.00	\$15.00	\$15.00	\$15.87	\$16.99	\$17.15	\$18.10	\$18.13	\$24.27	\$34.50	\$20.63	\$16.34	13
14	\$15.00	\$15.00	\$15.00	\$16.48	\$17.39	\$17.67	\$18.62	\$18.58	\$24.91	\$35.52	\$20.94	\$16.94	14
15	\$15.00	\$15.00	\$15.00	\$17.09	\$17.81	\$18.15	\$19.14	\$19.01	\$25.57	\$36.56	\$21.25	\$17.55	15
16	\$15.00	\$15.00	\$15.00	\$17.55	\$18.22	\$18.67	\$19.70	\$19.46	\$26.32	\$37.63	\$21.57	\$18.02	16
17	\$15.00	\$15.00	\$15.00	\$17.99	\$18.67	\$19.20	\$20.25	\$19.92	\$27.07	\$38.73	\$21.90	\$18.46	17
18	\$15.00	\$15.00	\$15.00	\$18.46	\$19.12	\$19.77	\$20.85	\$20.60	\$27.85	\$39.85	\$22.22	\$18.93	18
19	\$15.00	\$15.00	\$15.00	\$18.95	\$19.57	\$20.31	\$21.43	\$21.28	\$28.67	\$41.02	\$22.56	\$19.41	19
20	\$15.00	\$15.00	\$15.08	\$19.45	\$20.04	\$20.91	\$22.06	\$21.99	\$29.50	\$42.24	\$22.90	\$19.92	20
21	\$15.00	\$15.00	\$15.56	\$19.97	\$20.51	\$21.50	\$22.69	\$22.73	\$30.37	\$43.48	\$23.24	\$20.43	21
22	\$15.00	\$15.39	\$16.02	\$20.47	\$21.01	\$22.12	\$23.34	\$23.49	\$31.24	\$44.75	\$23.59	\$20.93	22
23	\$15.05	\$15.85	\$16.53	\$21.03	\$21.51	\$22.76	\$24.02	\$24.28	\$32.15	\$46.86	\$23.94	\$21.49	23
24	\$15.52	\$16.34	\$17.03	\$21.58	\$22.02	\$23.41	\$24.70	\$25.11	\$33.09	\$47.57	\$24.30	\$22.05	24
25	\$15.99	\$16.84	\$17.56	\$22.15	\$22.54	\$24.09	\$25.42	\$25.94	\$34.07	\$47.93	\$24.67	\$22.61	25
26	\$16.64	\$17.53	\$18.25	\$22.73	\$23.15	\$24.79	\$26.29	\$26.81	\$35.05	\$0.00	\$25.04	\$23.19	26
27	\$17.29	\$18.21	\$19.01	\$23.34	\$23.77	\$25.50	\$27.18	\$27.73	\$36.07	\$0.00	\$25.41	\$23.80	27
28	\$18.00	\$18.96	\$19.78	\$23.97	\$24.66	\$26.26	\$28.08	\$28.68	\$37.92	\$0.00	\$25.79	\$24.43	28
29	\$18.73	\$20.52	\$21.36	\$25.37	\$25.83	\$27.79	\$29.83	\$30.43	\$38.64	\$0.00	\$26.18	\$25.84	29
30	\$20.28	\$21.59	\$22.43	\$26.44	\$26.26	\$28.86	\$30.90	\$31.51	\$38.99	\$0.00	\$0.00	\$30.13	30

DEGREE SUPPLEMENTS	AA/AS \$1,000	BA/BS \$1,500		
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Section II- Support

**Appendix F – Title by Pay Lane and Pay Lane by Alphabet**

As of 7/1/2023 Support Personnel

<b>TITLE BY PAY LANE</b>	<b>Pay Lane</b>	<b>Days</b>	<b>HRS</b>
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 Maintenance Worker	2	256	8
Head Custodian	2	256	8
Assistant Manager, Food and Nutrition Services	3	189*	Var 2-7.5
Bus Paraprofessional	3	186	6
Clinic Assistant	3	187**	7.5
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
Paraprofessional	3	187**	7.5
Parent Educator	3	187**	7.5
Physical Care Aid	3	187**	7.5
Print Shop Technician	3	256	8
Shuttle Bus Driver	3	186	5
Mechanic Assistant	3	256	8
Administrative Secretary	4	256	8
Administrative Secretary for IT	4	256	8
Data Entry Operator	4	256	8
Financial Aid Coordinator	4	216	8
Parent Education Specialist	4	187**	7.5
Per-Kindergarten Specialist	4	196	7.5
Registrar/Records Clerk	4	256	8
School Bookkeeper	4	256	8
Warehouse/Property Agent	4	256	8
Bus Driver	5	186	6
Specialist - Food and Nutrition Services	5	256	8
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
Carpenter	7	256	8
Carpenter/Mason	7	256	8
Computer Technician I	7	256	8
Electrician	7	256	8
Executive Secretary to Superintendent and 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
Lead Computer Technician	9	256	8
Application Support Associate	9	256	8
Data Base Specialist	9	256	8
Fleet Manager	9	256	8
HR Personnel Specialist	9	256	8
Network Associate	9	256	8
Instructional Technology Specialist	10	256	8
Lead HVAC Specialist	10	256	8
Technology Specialist	10	256	8
Foreman	10	256	8
Manager, Food and Nutrition Services	11	195*	8
School Secretary	12	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 03/13/2023

TITLE BY ALPHABET	Pay Lane	Days	HRS
Administrative Secretary	4	256	8
Administrative Secretary for Information and Technology	4	256	8
Administrative Secretary for HR	6	256	8
Application Support Associate	9	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
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 and Board	7	256	8
Finance Assistant	6	256	8
Financial Aid Coordinator	4	216	8
Fleet Manager	9	256	8
Foreman	SA	256	8

General Clerical Digital Copy Systems	3	256	8
General Clerical I	3	256	8
General Maintenance Worker I	3	256	8
General Clerical	3	196	8



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 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
Parent Education Specialist	4	187**	7.5
Payroll Officer	7	256	8
Per-Kindergarten Specialist	4	196	7.5
Physical Care Aid	3	187**	var
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 Bookkeeper	4	256	8
School Secretary	12	256	8
Secretary to the Deputy Superintendent	6	256	8
Shuttle Bus Driver	3	186	5
Specialist - Food and Nutrition Services	5	256	8
Technology Specialist	10	256	8
Transportation Assistant	5	256	8

Vehicle and Equipment Technician	6	256	8
Warehouse/Property Agent	4	256	8
Maintenance Facilitator	9	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 03/13/2023

**Administrative Salary Schedule**

**1. Administrators will be paid on the following base salary based on 216 days, 227 days, and 256 days. All will work at 8 hours per day.**

	<b>216 days</b>	<b>227 days</b>	<b>256 days</b>
<b>Less than a Masters</b>	\$36,542	\$38,403	\$43,309
<b>Masters Degree</b> <i>(CPA/Bachelor's (10+ years related experience))</i>	\$52,290	\$54,953	\$61,973
<b>Specialist Degree</b>	\$53,765	\$56,503	\$63,722
<b>Doctorate Degree</b>	\$55,475	\$58,300	\$65,748

**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 Southside 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 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 Southside 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

Board Approved 03/13/2023

**Bradford County School District**  
**Daycare Supervisor**  
**2020- 2021**  
**256 days @ 8 hr/day\***

Step	Base	Experience Index	Total
1	\$37,000	\$740	\$37,740
2	\$37,000	\$740	\$37,740
3	\$37,000	\$2960	\$39,960
4	\$37,000	\$2960	\$39,960
5	\$37,000	\$2960	\$39,960
6	\$37,000	\$2960	\$39,960
7	\$37,000	\$4070	\$41,070
8	\$37,000	\$4070	\$41,070
9	\$37,000	\$4070	\$41,070
10	\$37,000	\$4070	\$41,070
11	\$37,000	\$5920	\$42,920
12	\$37,000	\$5920	\$42,920
13	\$37,000	\$5920	\$42,920
14	\$37,000	\$5920	\$42,920
15	\$37,000	\$7030	\$44,030
16	\$37,000	\$7030	\$44,030
17	\$37,000	\$7030	\$44,030
18	\$37,000	\$7030	\$44,030
19	\$37,000	\$7030	\$44,030
20	\$37,000	\$7400	\$44,400
21	\$37,000	\$7400	\$44,400
22	\$37,000	\$7400	\$44,400
23	\$37,000	\$7400	\$44,400
24	\$37,000	\$7400	\$44,400

*MM*

25	\$37,000	\$7400	\$44,400
26	\$37,000	\$7400	\$44,400
27	\$37,000	\$7400	\$44,400
28	\$37,000	\$7400	\$44,400
29	\$37,000	\$7400	\$44,400

\* Not eligible for any other professional supplements (masters, etc.)

## Section IV



Effective Date: Updated 10/01/22

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

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

## Appendix G – Supplements and Differentiated Pay

Supplement	Bradford	
<b>Athletic Director, county</b>	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).
<b>ATHLETICS BHS</b>		
<b>Head Football Coach</b>	7000	fall and spring
Assistant Head Football Coach (off season training responsibility)	4300	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
Assistant Football (Varsity and JV)	3300	fall and spring
<b>Head Basketball Girls</b>	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
<b>Head Basketball Boys</b>	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
<b>Head Baseball</b>	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
<b>Head Track- boys</b>	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
<b>Head Track- girls</b>	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
<b>Head Wrestling</b>	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
<b>Head Volleyball</b>	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
<b>Head Tennis - Boys and Girls</b>	3500	must field a team of 5 per team for full supplement, 2/3rd otherwise
<b>Head Softball</b>	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)
<b>Head Weightlifting Boys</b>	3000	must field a team of minimum of 10 for full supplement, 2/3rd otherwise
<b>Head Weightlifting Girls</b>	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
<b>Golf Boys and girls</b>	3500	must field a team of 5 per team for full supplement, 2/3rd otherwise
<b>Head Cross Country - Boys and Girls</b>	3000	must field 10 per team for full supplement, 2/3rd otherwise
<b>Flag Football</b>	3000	must field a team of 9 for full supplement,
<b>MUSIC</b>		
<b>Band Director BHS</b>	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
<b>Band Director BMS</b>	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..
<b>Drama/Choral Music - BHS</b>	2500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances (to include one drama performance)
<b>Choral Music-BMS</b>	1250	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances (to include one drama performance)
<b>ACTIVITIES- BHS</b>		
<b>JROTC Rifle and Color Guard</b>	1200	must attend/host 2+ outside performances
<b>Student Council</b>	1200	must hold afterschool meetings, prepare for homecoming, hold elections, and one community service project
<b>Academic High-Q Team</b>	1500	must hold afterschool practices, schedule 5+ meets, attend

BHS Chair Science	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair Science	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BHS Chair ESE	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/coach/teachers
BMS Chair ESE	500	must attend afterschool planning meetings with admin or guided planning/data mining/mentoring with adm/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.
<b>ADDITIONS:</b>		
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
Lead Teacher- CVD	5400	
Lead Teacher - Practical Nursing	5400	
<b>CRITICAL SHORTAGE:</b>		
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 hrs/day	7500	
Speech Language Assoc.	1000	In master's programs
Lead for Psychological Svcs.	5400	
Lead for Therapy Services	5400	
Instructional Staff assigned to Title I School	No more than \$50	Not to exceed \$50.00, amounts depends on available Title I funds
<b>FOOD SERVICE MANAGER</b>		
Bradford High School	2000	
Bradford Middle School	1600	
Southside Elementary	1400	
Starke Elementary	1400	
Lawtey Elementary	800	

<b>Coach</b>		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
<b>Varsity Cheerleader Sponsor</b>	2500	must hold afterschool practices of a minimum of 4.5 hours per week, attend all football games as requested, attend home basketball games
<b>JV cheerleader sponsor</b>	1500	must hold afterschool practices of a minimum of 4.5 hours per week, attend all football games as requested, attend home basketball games
<b>Majorette Sponsor</b>	1500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
<b>Color Guard Sponsor</b>	1500	must hold afterschool rehearsals, must attend all MPA contests and hold 3+ public performances
<b>FFA Chapter Advisor - BHS</b>	3000	must adhere to the chapter program of activities
<b>Yearbook (as a class)</b>	1250	
<b>NHS BHS</b>	250	
<b>Media Production Specialist</b>	1250	
<b>BMS</b>		
<b>Head Football Coach</b>	3500	
Assistant Football Coach	1500	
<b>Cross country - boys and girls</b>	1000	
<b>Volleyball</b>	1800	
<b>Boys Basketball</b>	1800	
<b>Girls Basketball</b>	1800	
<b>Girls' Softball</b>	1800	
<b>Boys Baseball</b>	1800	
<b>Cheer</b>	1800	
<b>Majorette Sponsor</b>	1500	
<b>Student Council</b>	800	
<b>NHS BMS</b>	250	
<b>FFA Chapter Advisor - BMS</b>	3000	must adhere to the chapter program of activities
<b>EXTRA DUTIES</b>		
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

Food Service Satellite Site	1000	for keeping food service records as a result of serving students that are off their campus site
<b>ESP Degree Supplements</b>		
AA/AS Degree	1000	
BA/BS Degree	1500	

<b>Longevity Supplement – Performance pay</b>	
For those employed at the beginning of the 2018-2019 school year at level 20-29	
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

**Gate Keepers, Ticket Sellers, Ticket Takers-**

**BCSB and BEA agree that employees who serve as ticket sellers, ticket takers, and gate keepers will be paid \$30.00 supplement per event. Employees will be paid out of general athletics account every two weeks and verified by sign-in sheets submitted by the District Athletic Director.**

**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.**