

**DISTRICT SCHOOL BOARD OF PUTNAM COUNTY**  
**SUPPORT PERSONNEL SALARY SCHEDULE**  
**2018 – 2019**

	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>MINIMUM</b>	18,746	22,978	29,516	38,243	43,897	51,838
	to	to	to	to	to	to
<b>MAXIMUM</b>	55,000	65,000	75,000	95,000	105,000	115,000

The Superintendent will assign each employee a salary within the range specified above.

**Advanced Degrees/Professional Certification**

- Specialist Degree – add \$1,500 to salary
- Doctorate Degree – add \$3,000 to salary
- Certified Public Accountant – add \$2,000 to salary

**Administrative Differentiated Pay Plan**

In addition to base salary, the District will utilize with the approval of the Superintendent, criteria listed below to provide an **Administrative “Differentiated Pay Plan”** for salary enhancements where appropriate:

- 1- Additional Responsibilities or Duties assigned – eligible and approved administrative personnel may be awarded an annual supplement of up to \$3,465.00 for **additional duties and responsibilities** as assigned;
- 2 – School Demographics – eligible and approved administrative personnel may be awarded an annual supplement of up to \$3,465.00 to relocate/serve at schools that have been identified by the District as **“hard to staff”** due to the demographic profile of the school;
- 3 – Level of Job Difficulty – eligible and approved administrative personnel may be awarded an annual supplement of up to \$3,465.00 for the **level of job difficulty** or challenge inherent in the school or job assignment;
- 4 – District or State Defined Critical Shortage – eligible and approved administrative personnel may be awarded an annual supplement of up to \$3,465.00 for school assignments where there is a **District or State defined critical administrative shortage** for the particular grade levels covered by the school, due to the unique structure of the school, or where unique credentials, trainings, experiences, or unique expertise is required;
- 5 – Pay for Performance – eligible and approved administrative personnel may be awarded an annual supplement of up to \$3,465.00 for **exceptional performance** as evidenced through annual evaluation or student performance improvement.

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A Principal/Assistant Principal on the Performance Pay Schedule will be awarded the following increases as an adjustment to base salary:

<u>Evaluation Rating</u>	<u>Salary Adjustment</u>
<u>Highly Effective</u>	<u>\$300.00</u>
<u>Effective</u>	<u>\$225.00</u>

The benefits listed below are available to full-time employees:

1. Life Insurance – 1 times annual salary (maximum \$50,000.00).
2. Retirement – Board paid retirement (as set by the Florida Legislature)
3. FICA/Medicare – Board portion currently 7.65% of salary.
4. Section 125 Cafeteria Plan – enrollment fees paid by The Board.
5. Group Health Insurance

Board Approved  
June 19, 2018  
Amended July 17, 2018