

**District School Board of Putnam County
Instructional Salary Schedule
2016 - 2017**

LEVEL	BACHELOR DEGREE	MASTER DEGREE
0	\$ 36,251	\$ 38,397
1	\$ 37,120	\$ 39,266
2	\$ 37,989	\$ 40,135
3	\$ 38,858	\$ 41,181
4	\$ 39,727	\$ 42,050
5	\$ 40,596	\$ 42,869
6	\$ 41,465	\$ 43,738
7	\$ 42,334	\$ 44,607
8	\$ 43,203	\$ 45,920
9	\$ 44,072	\$ 46,789
10	\$ 44,941	\$ 47,655
11	\$ 45,810	\$ 48,524
12	\$ 46,679	\$ 49,393
13	\$ 47,548	\$ 50,964
14	\$ 48,417	\$ 51,833
15	\$ 49,286	\$ 53,625
16	\$ 50,155	\$ 54,494
17	\$ 51,024	\$ 55,363
18	\$ 51,893	\$ 56,226
19	\$ 52,762	\$ 57,095
20	\$ 53,631	\$ 58,277
21	\$ 54,500	\$ 59,146
22	\$ 55,369	\$ 60,015

Employees who work one (1) day over half the year will automatically advance to the next level on July 1st.

**Advanced Degree Supplement Schedule
Master's Degree**

Years of Experience	Supplement
0-2	\$2,146
3-4	\$2,323
5-7	\$2,273
8-9	\$2,717
10-12	\$2,714
13-14	\$3,416
15-17	\$4,339
18-19	\$4,333
20+	\$4,646

These supplement amounts are already included in the Grandfathered Salary Schedule Master's Degree column. They are not in addition to the Master's Degree column.
 Specialist Degree - add \$1,500 to the Master's Degree Salary
 Doctor's Degree - add \$3,000 to the Master's Degree Salary
 Physical and Occupational Therapist salary: \$65,619 (12 Months)
 School Psychologist salary: \$65,619 (12 Months)
 Speech/Language Pathologist salary: \$55,000 per year with Certification of Clinical Competence (3-C's) (10 Months)
 Program and Resource Specialist/Migrant Education/Title I Basic salary: \$63,967 (12 Months)
 JROTC Instructors and Senior Army Instructors hired after 2/29/00 will be paid the minimum salary required by our contract with The Army. New hires as of 1/2015 will be a 10 month position.
 Teacher - Title I/Migrant Ed. Salary: \$53,013 (12 months)
 12 month instructional personnel will be paid at a factor of 1.2 of the 10 month salary (20% more) unless specifically addressed above.

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

Evaluation Rating	Salary Adjustment
Highly Effective	\$870.00
Effective	\$869.75

The Superintendent may award \$250 to each school's nominee for Putnam County Teacher of the Year

Upon recommendation of the Principal or supervisor, and with approval of the Superintendent, instructional personnel may receive a supplement not to exceed \$3,000.00 annually for other duties assigned not currently covered by existing supplements.

The hourly rate of compensation for additional grant funded employment opportunities will be negotiated with PFT/U prior to the submission of the grant application if compensation will be at less than the employee's hourly rate of pay.

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

1. Life Insurance - 1 times annual salary (maximum \$50,000).
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.

Differentiated Pay: Beginning with the 2007-2008 school year, the District will offer eligible and approved instructional personnel differentiated compensation in one or more of the qualifying areas that follow:

- 1-Additional Responsibilities---eligible and approved personnel may receive additional supplements for other duties assigned by their site supervisor as listed on the attached Supplement Salary Schedule (Appendix "C").
- 2-School Demographics---eligible and approved personnel may receive up to \$2500 as a one time supplement to relocate to schools which have been identified by the District as "hard to staff" schools.
- 3-Level of Job Difficulty---eligible and approved personnel may receive up to \$2500 as a supplement for difficult duties or challenging instructional assignments not normally associated with their job description. This includes Exceptional Education teachers who have been assigned as full-time teachers in a standard classroom but are additionally responsible for the writing of individual Education Plans for students at their work site.
- 4-District or State Defined Critical Shortage Areas---the District may award up to \$2500 as a one time supplement to attract teaching personnel for instructional assignments determined by the District or State to be critical teacher shortage areas.

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