

**District School Board of Putnam County
Instructional Salary Schedule
2007-2008**

5.5%

STEP	YEARS OF EXPERIENCE	BACHELOR DEGREE	MASTER DEGREE
1	0 - 2	\$ 36,251	\$ 38,397
2	3 - 4	\$ 38,937	\$ 41,260
3	5 - 7	\$ 40,084	\$ 42,357
4	8 - 9	\$ 41,501	\$ 44,218
5	10 - 12	\$ 42,842	\$ 45,556
6	13 - 14	\$ 44,331	\$ 47,747
7	15 - 17	\$ 46,058	\$ 50,397
8	18 - 19	\$ 47,747	\$ 52,080
9	20 & OVER	\$ 55,365	\$ 60,011

Specialist Degree - add \$1,000 to the Master's Degree Salary.
 Doctor's Degree - add \$1,900 to the Master's Degree Salary
 Physical and Occupational Therapists' salary: \$65,619 (12 months)
 School Psychologists salary: \$65,619 (12 months)
 JROTC Instructors salary: \$55,194 (12 months)
 Program and Resource Specialist/Migrant Education/Title I
 Basic salary: \$63,967 (12 months)
 JROTC Instructors and Senior Army Instructors hired after 02/29/00 will be
 paid the minimum salary required by our contract with The Army.
 Teacher - Title I/Migrant Ed. Salary: \$53,013 (12 months)

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

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 (current contribution 9.85% of salary).
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.

Longevity Bonus: Instructional employees with twenty-five years experience, twenty of which must have been with Putnam District Schools, will receive a \$1,000.00 longevity bonus check for three consecutive years beginning with the final check of their twenty-fifth year. Said bonus is subject to benefits and continued employment. Should an employee cross contract lines, i.e., move from classified to instructional or instructional to classified, the bonus will be paid based on the contract under which the employee has accrued the most experience.

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 one time supplement for difficult duties or challenging instructional assignments not normally associated with their job description.
- 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 .