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2021-2022

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**Liberty County School Board
 Superintendent/Board Members
 Personnel Salary Schedule
 Fiscal Year 2021-2022**

	Position	Salary
Code		
ASUP	Superintendent	*

	Position	Salary
Code		
BD0	Elected Board Members	*

NOTE: The salary on the above positions are based on legislative mandates.

**Liberty County School Board
Administrative Personnel Salary Schedule
Fiscal Year 2021-2022**

Salary Slot	Years Admin Exp	Asst Superintendent	LCHS PRINCIPAL & DISTRICT LEVEL STAFF	W.R. TOLAR PRINCIPAL	HOSFORD PRINCIPAL	LCHS ASSISTANT PRINCIPAL	TOLAR ASSISTANT PRINCIPAL	HOSFORD ASSISTANT PRINCIPAL
Salary CODE		ADL	ADL	ATP	APH	AAP	AAT	AAH
Salary CODE		ADLL	ADLL	ATPP	APHH	AAPP	AATT	AAHH
0	0	67,986	67,986	66,006	64,084	62,218	60,238	58,316
0	1	67,986	67,986	66,006	64,084	62,218	60,238	58,316
1	2	69,042	69,042	66,966	65,045	62,889	60,909	58,987
2	3	70,098	70,098	67,926	66,006	63,560	61,580	59,658
3	4	71,154	71,154	68,886	66,967	64,231	62,251	60,329
4	5	72,210	72,210	69,846	67,928	64,902	62,922	61,000
5	6	73,266	73,266	70,806	68,889	65,573	63,593	61,671
6	7	74,322	74,322	71,766	69,850	66,244	64,264	62,342
7	8	75,378	75,378	72,726	70,811	66,915	64,935	63,013
8	9	76,434	76,434	73,686	71,772	67,586	65,606	63,684
9	10	77,490	77,490	74,646	72,733	68,257	66,277	64,355
10	11	78,546	78,546	75,606	73,694	68,928	66,948	65,026
11	12	79,602	79,602	76,566	74,655	69,599	67,619	65,697
12	13	80,658	80,658	77,526	75,616	70,270	68,290	66,368

ADL (HIRED BEFORE 7/1/19) See increases below

ADLL (HIRED AFTER 7/1/19)

No step given for experience earned in 12/13. In FY 14/15, only 1 step was given for experience earned in 13/14.

In FY 15/16, only 1 step was given for experience earned in 14/15.

October 11, 2016 Bd Approved Creation of Asst Superintendent position and salary schedule.

In FY 18/19, 17/18 Bonus \$471.00 for all Administrators

In FY 18/19, All Administrators are on Performance Pay beginning in 18/19 based on Teacher Performance Pay Raises.

In FY 19/20, All Administrators received a 4% increase.

In FY 20/21, All Administrators received no increase.

**Liberty County School Board
FOOD SERVICE DISTRICT MANAGER SALARY SCHEDULE
2021-2022**

Salary Slot	Years Administrative Experience	DISTRICT MANAGER
Salary CODE	Salary CODE	
0	0	35,409
0	1	35,409
1	2	36,114
2	3	36,819
3	4	37,524
4	5	38,229
5	6	38,934
6	7	39,639
7	8	40,344
8	9	41,049
9	10	41,754
10	11	42,459
11	12	43,164
12	13	43,869
13	14	44,574
14	15	45,279
15	16	45,984
16	17	46,689
17	18	47,394
18	19	48,099
19	20	48,804
20	21	49,509

Anyone beyond 20th step will receive a longevity increment equivalent to the step increase of their job title.

**Liberty County School Board
Supervisor 12 Month Salary Schedule
2021-2022**

Salary Slot	Years Administrative Experience	SUPERVISORS
Salary CODE	Salary CODE	ASP
0	0	47,250
0	1	47,250
1	2	47,955
2	3	48,660
3	4	49,365
4	5	50,070
5	6	50,775
6	7	51,480
7	8	52,185
8	9	52,890
9	10	53,595
10	11	54,300
11	12	55,005
12	13	55,710
13	14	56,415
14	15	57,120
15	16	57,825
16	17	58,530
17	18	59,235
18	19	59,940
19	20	60,645
20	21	61,350

Anyone beyond 20th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Instructional
12 Months Salary Schedule
2021-2022

Salary Slot	10 Months BS Degree	20%	SALARY CODE IBD	10 Months MA Degree	20%	SALARY CODE IMD	10 Months SP Degree	20%	SALARY CODE ISD
0	32,237	6,447	38,684	35,171	7,034	42,205	36,671	7,334	44,005
1	33,953	6,791	40,744	36,887	7,377	44,264	38,387	7,677	46,064
2	34,569	6,914	41,483	37,503	7,501	45,004	39,103	7,821	46,924
3	35,185	7,037	42,222	38,119	7,624	45,743	39,819	7,964	47,783
4	35,801	7,160	42,961	38,735	7,747	46,482	40,535	8,107	48,642
5	36,417	7,283	43,700	39,351	7,870	47,221	41,251	8,250	49,501
6	37,033	7,407	44,440	39,967	7,993	47,960	41,967	8,393	50,360
7	37,649	7,530	45,179	40,583	8,117	48,700	42,683	8,537	51,220
8	38,265	7,653	45,918	41,199	8,240	49,439	43,399	8,680	52,079
9	38,881	7,776	46,657	41,815	8,363	50,178	44,115	8,823	52,938
10	39,497	7,899	47,396	42,431	8,486	50,917	44,831	8,966	53,797
11	40,113	8,023	48,136	43,047	8,609	51,656	45,547	9,109	54,656
12	40,729	8,146	48,875	43,663	8,733	52,396	46,263	9,253	55,516
13	41,345	8,269	49,614	44,279	8,856	53,135	46,979	9,396	56,375
14	41,961	8,392	50,353	44,895	8,979	53,874	47,695	9,539	57,234
15	42,577	8,515	51,092	45,511	9,102	54,613	48,411	9,682	58,093
16	43,193	8,639	51,832	46,127	9,225	55,352	49,127	9,825	58,952
17	43,809	8,762	52,571	46,743	9,349	56,092	49,843	9,969	59,812
18	44,425	8,885	53,310	47,359	9,472	56,831	50,559	10,112	60,671
19	45,041	9,008	54,049	47,975	9,595	57,570	51,275	10,255	61,530
20	45,657	9,131	54,788	48,591	9,718	58,309	51,991	10,398	62,389
21	46,273	9,255	55,528	49,207	9,841	59,048	52,707	10,541	63,248
22	46,889	9,378	56,267	49,823	9,965	59,788	53,423	10,685	64,108
23	47,505	9,501	57,006	50,439	10,088	60,527	54,139	10,828	64,967
24	48,121	9,624	57,745	51,055	10,211	61,266	54,855	10,971	65,826
25	48,737	9,747	58,484	51,671	10,334	62,005	55,571	11,114	66,685

Note:

1. Twelve month instructional employees shall receive 20% of the basic scale for the 11th. and 12th. month.
2. All Instructional Personnel must hold a valid Florida Teacher Certificate.
3. All full time Instruction Personnel hired after July 1, 2011 shall received a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS,\$4534 for SP, and \$4935 for PH.

Liberty County School Board
Instructional
11 Months Salary Schedule
2021-2022

Salary Slot	10 Months BS Degree	10%	SALARY CODE IBE	10 Months MA Degree	10%	SALARY CODE IME	10 Months SP Degree	10%	SALARY CODE ISE
0	32,237	3,224	35,461	35,171	3,517	38,688	36,671	3,667	40,338
1	33,953	3,395	37,348	36,887	3,689	40,576	38,387	3,839	42,226
2	34,569	3,457	38,026	37,503	3,750	41,253	39,103	3,910	43,013
3	35,185	3,519	38,704	38,119	3,812	41,931	39,819	3,982	43,801
4	35,801	3,580	39,381	38,735	3,874	42,609	40,535	4,054	44,589
5	36,417	3,642	40,059	39,351	3,935	43,286	41,251	4,125	45,376
6	37,033	3,703	40,736	39,967	3,997	43,964	41,967	4,197	46,164
7	37,649	3,765	41,414	40,583	4,058	44,641	42,683	4,268	46,951
8	38,265	3,827	42,092	41,199	4,120	45,319	43,399	4,340	47,739
9	38,881	3,888	42,769	41,815	4,182	45,997	44,115	4,412	48,527
10	39,497	3,950	43,447	42,431	4,243	46,674	44,831	4,483	49,314
11	40,113	4,011	44,124	43,047	4,305	47,352	45,547	4,555	50,102
12	40,729	4,073	44,802	43,663	4,366	48,029	46,263	4,626	50,889
13	41,345	4,135	45,480	44,279	4,428	48,707	46,979	4,698	51,677
14	41,961	4,196	46,157	44,895	4,490	49,385	47,695	4,770	52,465
15	42,577	4,258	46,835	45,511	4,551	50,062	48,411	4,841	53,252
16	43,193	4,319	47,512	46,127	4,613	50,740	49,127	4,913	54,040
17	43,809	4,381	48,190	46,743	4,674	51,417	49,843	4,984	54,827
18	44,425	4,443	48,868	47,359	4,736	52,095	50,559	5,056	55,615
19	45,041	4,504	49,545	47,975	4,798	52,773	51,275	5,128	56,403
20	45,657	4,566	50,223	48,591	4,859	53,450	51,991	5,199	57,190
21	46,273	4,627	50,900	49,207	4,921	54,128	52,707	5,271	57,978
22	46,889	4,689	51,578	49,823	4,982	54,805	53,423	5,342	58,765
23	47,505	4,751	52,256	50,439	5,044	55,483	54,139	5,414	59,553
24	48,121	4,812	52,933	51,055	5,106	56,161	54,855	5,486	60,341
25	48,737	4,874	53,611	51,671	5,167	56,838	55,571	5,557	61,128

Note:

1. Eleven month instructional employees shall receive 10% of the basic scale for the 11th month.
2. All Instructional Personnel must hold a valid Florida Teacher Certificate.
3. All full time Instruction Personnel hired after July 1, 2011 shall received a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS, \$4534 for SP, and \$4935 for PH.

**Liberty County School Board
Instructional Salary Schedule
Fiscal Year 2021-2022**

Salary Slot	BS Degree IBA	MS Degree IMA	SP Degree ISP	PH Degree IDR
0	32,237	35,171	36,671	37,072
1	33,953	36,887	38,387	38,788
2	34,569	37,503	39,103	39,504
3	35,185	38,119	39,819	40,220
4	35,801	38,735	40,535	40,936
5	36,417	39,351	41,251	41,652
6	37,033	39,967	41,967	42,368
7	37,649	40,583	42,683	43,084
8	38,265	41,199	43,399	43,800
9	38,881	41,815	44,115	44,516
10	39,497	42,431	44,831	45,232
11	40,113	43,047	45,547	45,948
12	40,729	43,663	46,263	46,664
13	41,345	44,279	46,979	47,380
14	41,961	44,895	47,695	48,096
15	42,577	45,511	48,411	48,812
16	43,193	46,127	49,127	49,528
17	43,809	46,743	49,843	50,244
18	44,425	47,359	50,559	50,960
19	45,041	47,975	51,275	51,676
20	45,657	48,591	51,991	52,392
21	46,273	49,207	52,707	53,108
22	46,889	49,823	53,423	53,824
23	47,505	50,439	54,139	54,540
24	48,121	51,055	54,855	55,256
25	48,737	51,671	55,571	55,972

1. All Instructional Personnel must hold a valid Florida Teacher Certificate.
2. The difference in pay after the 25th step is due to longevity increments given in 08/09,10/11,11/12.
There was no step given in 09/10.
3. All full time Instructional Personnel hired after July 1, 2011 shall receive a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS, \$4534 for SP, \$4935 for PH.

A supplement shall be paid to each instructional employee and administrator working in a critical shortage as designated by the School Board. The amount of the supplement will be \$1,000.00. Critical shortage areas will be deemed after three (3) advertisements with no applicants or a limited number of applicants meeting minimum qualifications.
For more detail information regarding differentiated pay see page 36 of this salary schedule.

**Liberty County School Board
Instructional Performance Pay
Salary Schedule
Fiscal Year 2021-2022**

10 MONTHS Salary Slot	Position	Salary
P0***	Teacher, 0 years	32,237
P1***	Teacher, 1 years	32,853
P2***	Teacher, 2 years	33,469
P3***	Teacher, 3 years	34,085
P4***	Teacher, 4 years	34,701
P5***	Teacher, 5 years	35,317
P6***	Teacher, 6 years	35,933
P7***	Teacher, 7 years	36,549
P8***	Teacher, 8 years	37,165
P9***	Teacher, 9 years	37,781
P10***	Teacher, 10 years	38,397
P11***	Teacher, 11 years	39,013
P12***	Teacher, 12 years	39,629
P13***	Teacher, 13 years	40,245
P14***	Teacher, 14 years	40,861
P15***	Teacher, 15 years	41,477
P16***	Teacher, 16 years	42,093
P17***	Teacher, 17 years	42,709
P18***	Teacher, 18 years	43,325
P19***	Teacher, 19 years	43,941
P20***	Teacher, 20 years	44,557
P21***	Teacher, 21 years	45,173
P22***	Teacher, 22 years	45,789
P23***	Teacher, 23 years	46,405
P24***	Teacher, 24 years	47,021
P25***	Teacher, 25 years	47,637

Note:

1. All Instructional Personnel must hold a valid Florida Teacher Certificate.
2. All full time Instructional Personnel hired after July 1, 2011 shall receive a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS, \$4534 for SP, \$4935 for PH.

Liberty County School Board
Instructional
12 Months Salary Schedule
TSIA Salary Schedule Beginning 7/1/2020
2021-2022

Salary Slot	10 Months BS Degree	20%	SALARY CODE IBD	10 Months MA Degree	20%	SALARY CODE IMD	10 Months SP Degree	20%	SALARY CODE ISD
0	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
1	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
2	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
3	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
4	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
5	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
6	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
7	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
8	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
9	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
10	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
11	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
12	39,950	7,990	47,940	42,884	8,577	51,461	44,484	8,897	53,381
13	40,793	8,159	48,952	43,727	8,745	52,472	45,327	9,065	54,392
14	41,409	8,282	49,691	44,343	8,869	53,212	45,943	9,189	55,132
15	42,025	8,405	50,430	44,959	8,992	53,951	46,559	9,312	55,871
16	42,641	8,528	51,169	45,575	9,115	54,690	47,175	9,435	56,610
17	43,257	8,651	51,908	46,191	9,238	55,429	47,791	9,558	57,349
18	43,873	8,775	52,648	46,807	9,361	56,168	48,407	9,681	58,088
19	44,489	8,898	53,387	47,423	9,485	56,908	49,023	9,805	58,828
20	45,105	9,021	54,126	48,039	9,608	57,647	49,639	9,928	59,567
21	45,721	9,144	54,865	48,655	9,731	58,386	50,255	10,051	60,306
22	46,337	9,267	55,604	49,271	9,854	59,125	50,871	10,174	61,045
23	46,953	9,391	56,344	49,887	9,977	59,864	51,487	10,297	61,784
24	47,569	9,514	57,083	50,503	10,101	60,604	52,103	10,421	62,524
25	48,185	9,637	57,822	51,119	10,224	61,343	52,719	10,544	63,263

Note:

1. Twelve month instructional employees shall receive 20% of the basic scale for the 11th. and 12th. month.
2. All Instructional Personnel must hold a valid Florida Teacher Certificate.
3. All full time Instruction Personnel hired after July 1, 2011 shall received a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS,\$4534 for SP, and \$4935 for PH.

FUNDED BY TEACHER SALARY INCREASE ALLOCATION

Liberty County School Board
Instructional
11 Months Salary Schedule
TSIA Salary Schedule Beginning 7/1/2020
2021-2022

Salary Slot	10 Months BS Degree	10%	SALARY CODE IBE	10 Months MA Degree	10%	SALARY CODE IME	10 Months SP Degree	10%	SALARY CODE ISE
0	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
1	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
2	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
3	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
4	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
5	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
6	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
7	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
8	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
9	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
10	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
11	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
12	39,950	3,995	43,945	42,884	4,288	47,172	44,484	4,448	48,932
13	40,793	4,079	44,872	43,727	4,373	48,100	45,327	4,533	49,860
14	41,409	4,141	45,550	44,343	4,434	48,777	45,943	4,594	50,537
15	42,025	4,203	46,228	44,959	4,496	49,455	46,559	4,656	51,215
16	42,641	4,264	46,905	45,575	4,558	50,133	47,175	4,718	51,893
17	43,257	4,326	47,583	46,191	4,619	50,810	47,791	4,779	52,570
18	43,873	4,387	48,260	46,807	4,681	51,488	48,407	4,841	53,248
19	44,489	4,449	48,938	47,423	4,742	52,165	49,023	4,902	53,925
20	45,105	4,511	49,616	48,039	4,804	52,843	49,639	4,964	54,603
21	45,721	4,572	50,293	48,655	4,866	53,521	50,255	5,026	55,281
22	46,337	4,634	50,971	49,271	4,927	54,198	50,871	5,087	55,958
23	46,953	4,695	51,648	49,887	4,989	54,876	51,487	5,149	56,636
24	47,569	4,757	52,326	50,503	5,050	55,553	52,103	5,210	57,313
25	48,185	4,819	53,004	51,119	5,112	56,231	52,719	5,272	57,991

Note:

1. Eleven month instructional employees shall receive 10% of the basic scale for the 11th month.
2. All Instructional Personnel must hold a valid Florida Teacher Certificate.
3. All full time Instruction Personnel hired after July 1, 2011 shall received a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS,\$4534 for SP, and \$4935 for PH.

**Liberty County School Board
Salary Schedule
Fiscal Year 2021-2022
TSIA Salary Schedule Beginning 7/1/2020**

10 MONTHS	Position	Performance Salary	TSIA Salary
Salary Slot			
T0***	Teacher, 0 years	32,237	39,950
T1***	Teacher, 1 years	32,853	39,950
T2***	Teacher, 2 years	33,469	39,950
T3***	Teacher, 3 years	34,085	39,950
T4***	Teacher, 4 years	34,701	39,950
T5***	Teacher, 5 years	35,317	39,950
T6***	Teacher, 6 years	35,933	39,950
T7***	Teacher, 7 years	36,549	39,950
T8***	Teacher, 8 years	37,165	39,950
T9***	Teacher, 9 years	37,781	39,950
T10***	Teacher, 10 years	38,397	39,950
T11***	Teacher, 11 years	39,013	39,950
T12***	Teacher, 12 years	39,629	39,950
T13***	Teacher, 13 years	40,245	40,793
T14***	Teacher, 14 years	40,861	41,409
T15***	Teacher, 15 years	41,477	42,025
T16***	Teacher, 16 years	42,093	42,641
T17***	Teacher, 17 years	42,709	43,257
T18***	Teacher, 18 years	43,325	43,873
T19***	Teacher, 19 years	43,941	44,489
T20***	Teacher, 20 years	44,557	45,105
T21***	Teacher, 21 years	45,173	45,721
T22***	Teacher, 22 years	45,789	46,337
T23***	Teacher, 23 years	46,405	46,953
T24***	Teacher, 24 years	47,021	47,569
T25***	Teacher, 25 years	47,637	48,185

Note:

1. All Instructional Personnel must hold a valid Florida Teacher Certificate.
2. All full time Instructional Personnel hired after July 1, 2011 shall receive a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS, \$4534 for SP, \$4935 for PH.

FUNDED BY TEACHER SALARY INCREASE ALLOCATION

**Liberty County School Board
 ROTC Positions
 Personnel Salary Schedule
 Fiscal Year 2021-2022**

11 MONTHS	Position	Salary
Code		
IROT2	ROTC Senior Army Instructor	*

11 MONTHS	Position	Salary
Code		
IROT1	ROTC Army Instructor	*

*NOTE: The salary on the above positions are based on minimum instructor pay per ROTC Cadet Command current contract which is on file in the Finance Department.

**Liberty County School Board
Therapists Salary Schedule
Fiscal Year 2021-2022**

Salary Slot	M.S./Eds DOE Certified	Ph.D. DOE Certified	M.S./Eds DOH Licensed
0	54,892	58,941	62,392

Employees are to work 180 days, 7.5 hrs per day.
All employees will be paid according to the Board approved payroll dates.

*****MEDICAID BILLING IS REQUIRED FOR THIS POSITION*****

**Liberty County School Board
 Psychologist (part time)
 Fiscal Year 2021-2022
 10 month**

Salary Slot	Ph.D. (ILP) Licensed Psychologist
0	27,625
0	27,625
1	27,933
2	28,241
3	28,549
4	28,857
5	29,165
6	29,473
7	29,781
8	30,089
9	30,397
10	30,705
11	31,013
12	31,321
13	31,629
14	31,937
15	32,245
16	32,553
17	32,861
18	33,169
19	33,477
20	33,785
21	34,093
22	34,401
23	34,709
24	35,017
25	35,325

**Liberty County School Board
District School Safety Specialist Salary Schedule
Fiscal Year 2021-2022**

12 MONTHS	Position	Salary
Code		
55501	District School Safety Specialist	\$ 52,500

Amount determined by Safe School Funding

Note: The above to be paid from Safe School Funding.

**Liberty County School Board
Mental Health Counselors Salary Schedule
Fiscal Year 2021-2022**

12 MONTHS Code	Position	Salary
	1 - Licensed Clinical Social Worker	\$ 50,000
	1 - Clinical Social Worker	\$ 45,000

Note: The above to be paid from Mental Health Funding.

**Liberty County School Board
21st Century Project Salary Schedule
Fiscal Year 2021-2022**

12 MONTHS	Position	Salary
Code		
ACD	21st Century Project Manager	\$ 62,005

Amount determined by 21st Century Grant

10 MONTHS	Position	Salary
Code		
ISC	Site Coordinators (Instructional)	\$ 25.00
ISA	Site Activity Coordinator (Para-Professionals)	\$ 12.00
ICT	Certified Teachers & Lead Teachers	\$ 22.00
NAL	Activity Leaders (Para-Professionals)	\$ 12.00
NHA	Health Aides	\$ 10.00
N21	Bus Drivers	\$ 12.00
XSL	Student Leaders	\$ 9.00
	All after School & Summer	

Note: All of the above to be paid from 21st Century Grant.

Approved June 29, 2021

Liberty County School Board
Clerical Personnel / School Level
Salary Schedule
Fiscal Year 2021-2022

Salary Slot	Years Experience	LCHS SECRETARY	TOLAR SECRETARY	HOSFORD SECRETARY	EARLY LEARNING CENTER SECRETARY
Salary CODE		NSL	NSE	NSE	NSE
0	0	23,354	22,572	22,572	22,572
0	1	23,354	22,572	22,572	22,572
1	2	23,791	22,967	22,967	22,967
2	3	24,228	23,361	23,361	23,361
3	4	24,664	23,756	23,756	23,756
4	5	25,101	24,151	24,151	24,151
5	6	25,538	24,546	24,546	24,546
6	7	25,975	24,941	24,941	24,941
7	8	26,412	25,335	25,335	25,335
8	9	26,848	25,730	25,730	25,730
9	10	27,285	26,125	26,125	26,125
10	11	27,722	26,520	26,520	26,520
11	12	28,159	26,915	26,915	26,915
12	13	28,596	27,309	27,309	27,309
13	14	29,033	27,704	27,704	27,704
14	15	29,469	28,099	28,099	28,099
15	16	29,906	28,494	28,494	28,494
16	17	30,343	28,889	28,889	28,889
17	18	30,780	29,284	29,284	29,284
18	19	31,217	29,678	29,678	29,678
19	20	31,653	30,073	30,073	30,073
20	21	32,090	30,468	30,468	30,468
21	22	32,527	30,863	30,863	30,863
22	23	32,964	31,257	31,257	31,257
23	24	33,401	31,652	31,652	31,652
24	25	33,838	32,047	32,047	32,047
25	26	34,275	32,442	32,442	32,442
26	27	34,712	32,837	32,837	32,837
27	28	35,149	33,232	33,232	33,232
28	29	35,586	33,627	33,627	33,627
29	30	36,023	34,022	34,022	34,022
30	31	36,460	34,417	34,417	34,417
31	32	36,897	34,812	34,812	34,812
32	33	37,334	35,207	35,207	35,207
33	34	37,771	35,602	35,602	35,602
34	35	38,208	35,997	35,997	35,997
35	36	38,645	36,392	36,392	36,392

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

**Liberty County School Board
Clerical Personnel Salary Schedule
Fiscal Year 2021-2022**

Salary Slot	Years Experience	Fiscal Asst./Payroll	Fiscal Assistant	Fiscal Asst./ Property Mgr.	Executive Secretary	Secretary Dir. of Inst.	Secretary Dir. of Admin.	Secretary of Maint & Transportation
Salary CODE		NPC	NPC	NPC	NSF	NSC	NSC	NSC
0	0	29,529	29,529	29,529	25,746	25,584	25,584	25,584
0	1	29,529	29,529	29,529	25,746	25,584	25,584	25,584
1	2	30,274	30,274	30,274	26,555	26,294	26,294	26,294
2	3	31,019	31,019	31,019	27,363	27,004	27,004	27,004
3	4	31,763	31,763	31,763	28,171	27,714	27,714	27,714
4	5	32,507	32,507	32,507	28,980	28,424	28,424	28,424
5	6	33,251	33,251	33,251	29,788	29,133	29,133	29,133
6	7	33,996	33,996	33,996	30,597	29,843	29,843	29,843
7	8	34,740	34,740	34,740	31,405	30,553	30,553	30,553
8	9	35,485	35,485	35,485	32,214	31,263	31,263	31,263
9	10	36,229	36,229	36,229	33,022	31,973	31,973	31,973
10	11	36,974	36,974	36,974	33,831	32,682	32,682	32,682
11	12	37,718	37,718	37,718	34,639	33,392	33,392	33,392
12	13	38,463	38,463	38,463	35,448	34,102	34,102	34,102
13	14	39,207	39,207	39,207	36,256	34,812	34,812	34,812
14	15	39,951	39,951	39,951	37,065	35,521	35,521	35,521
15	16	40,696	40,696	40,696	37,874	36,231	36,231	36,231
16	17	41,440	41,440	41,440	38,682	36,941	36,941	36,941
17	18	42,185	42,185	42,185	39,490	37,651	37,651	37,651
18	19	42,929	42,929	42,929	40,299	38,360	38,360	38,360
19	20	43,674	43,674	43,674	41,107	39,070	39,070	39,070
20	21	44,418	44,418	44,418	41,916	39,780	39,780	39,780
21	22	45,163	45,163	45,163	42,725	40,490	40,490	40,490
22	23	45,907	45,907	45,907	43,534	41,200	41,200	41,200
23	24	46,651	46,651	46,651	44,343	41,910	41,910	41,910
24	25	47,395	47,395	47,395	45,152	42,620	42,620	42,620
25	26	48,139	48,139	48,139	45,961	43,330	43,330	43,330
26	27	48,883	48,883	48,883	46,770	44,040	44,040	44,040
27	28	49,627	49,627	49,627	47,579	44,750	44,750	44,750
28	29	50,371	50,371	50,371	48,388	45,460	45,460	45,460
29	30	51,115	51,115	51,115	49,197	46,170	46,170	46,170
30	31	51,859	51,859	51,859	50,006	46,880	46,880	46,880
31	32	52,603	52,603	52,603	50,815	47,590	47,590	47,590
32	33	53,347	53,347	53,347	51,624	48,300	48,300	48,300
33	34	54,091	54,091	54,091	52,433	49,010	49,010	49,010
34	35	54,835	54,835	54,835	53,242	49,720	49,720	49,720
35	36	55,579	55,579	55,579	54,051	50,430	50,430	50,430

Liberty County School Board
Student Records - Data Processing
Salary Schedule 2021-2022

Salary Slot	Years Experience	12 MONTHS					10 MONTHS			
		Student Records	Data Entry Operator - Degreed	Data Entry Operator I	Data Entry Operator II	Data Entry Operator III	Data Entry Operator - Degreed	Data Entry Operator I	Data Entry Operator II	Data Entry Operator III
		NSR	NDA	NDB	NDC	NDD	ND0	ND1	ND2	ND3
0	0	25,584	24,533	23,823	23,119	22,413	20,442	19,852	19,265	18,675
0	1	25,584	24,533	23,823	23,119	22,413	20,442	19,852	19,265	18,675
1	2	26,294	24,897	24,187	23,483	22,777	20,806	20,216	19,630	19,040
2	3	27,004	25,261	24,551	23,847	23,141	21,170	20,580	19,994	19,404
3	4	27,714	25,625	24,915	24,211	23,505	21,534	20,944	20,358	19,768
4	5	28,424	25,989	25,279	24,575	23,869	21,898	21,308	20,723	20,133
5	6	29,133	26,353	25,643	24,939	24,233	22,262	21,672	21,087	20,497
6	7	29,843	26,717	26,007	25,303	24,597	22,626	22,036	21,451	20,861
7	8	30,553	27,081	26,371	25,667	24,961	22,990	22,400	21,816	21,226
8	9	31,263	27,445	26,735	26,031	25,325	23,354	22,764	22,180	21,590
9	10	31,973	27,809	27,099	26,395	25,689	23,718	23,128	22,545	21,954
10	11	32,682	28,173	27,463	26,759	26,053	24,082	23,492	22,909	22,318
11	12	33,392	28,537	27,827	27,123	26,417	24,446	23,856	23,273	22,683
12	13	34,102	28,901	28,191	27,487	26,781	24,810	24,220	23,638	23,047
13	14	34,812	29,265	28,555	27,851	27,145	25,174	24,584	24,002	23,412
14	15	35,521	29,629	28,919	28,215	27,509	25,538	24,948	24,366	23,776
15	16	36,231	29,993	29,283	28,579	27,873	25,902	25,312	24,731	24,141
16	17	36,941	30,357	29,647	28,943	28,237	26,266	25,676	25,095	24,505
17	18	37,651	30,721	30,011	29,307	28,601	26,630	26,040	25,459	24,869
18	19	38,361	31,085	30,375	29,671	28,965	26,994	26,404	25,824	25,233
19	20	39,070	31,449	30,739	30,035	29,329	27,358	26,768	26,188	25,598
20	21	39,780	31,813	31,103	30,399	29,693	27,722	27,132	26,552	25,962
21	22	40,490	32,177	31,467	30,763	30,057	28,086	27,496	26,916	26,327
22	23	41,200	32,541	31,831	31,127	30,421	28,450	27,860	27,280	26,691
23	24	41,910	32,905	32,195	31,491	30,785	28,814	28,224	27,644	27,055
24	25	42,620	33,269	32,559	31,855	31,149	29,178	28,588	28,008	27,420
25	26	43,330	33,633	32,923	32,219	31,513	29,542	28,952	28,372	27,784
26	27	44,040	33,997	33,287	32,583	31,877	29,906	29,316	28,736	28,148
27	28	44,750	34,361	33,651	32,947	32,241	30,270	29,680	29,100	28,512
28	29	45,460	34,725	34,015	33,311	32,605	30,634	30,044	29,464	28,876
29	30	46,170	35,089	34,379	33,675	32,969	30,998	30,408	29,828	29,240
30	31	46,880	35,453	34,743	34,039	33,333	31,362	30,772	30,192	29,604
31	32	47,590	35,817	35,107	34,403	33,697	31,726	31,136	30,556	29,968
32	33	48,300	36,181	35,471	34,767	34,061	32,090	31,500	30,920	30,332
33	34	49,010	36,545	35,835	35,131	34,425	32,454	31,864	31,284	30,696
34	35	49,720	36,909	36,199	35,495	34,789	32,818	32,228	31,648	31,060
35	36	50,430	37,273	36,563	35,859	35,153	33,182	32,592	32,012	31,424

DEGREED	Completion of a BS or BA 4 year Degree.
Data Entry I	Completion of 2 years of college (Aa Degree) or 2 years postsecondary Vocational School.
Data Entry II	Completion of 1 year of college (30 semester hours) or 1 year postsecondary Vocational School.
Data Entry III	Completion of High School

Liberty County School Board Para-Professional Salary Schedule Fiscal Year 2021-2022

12 MONTHS						10 MONTHS			
Salary Slot	Years Experience	Para Prof. Degreed	Para Prof. I	Para-Prof. II	Para-Prof. III	Para Prof. Degreed	Para Prof. I	Para-Prof. II	Para-Prof. III
Salary CODE		NAW	NAX	NAY	NAZ	NAD	NAI	NA2	NA3
0	0	23,512	22,805	22,097	21,390	19,778	19,180	18,593	18,003
0	1	23,512	22,805	22,097	21,390	19,778	19,180	18,593	18,003
1	2	23,764	23,057	22,349	21,642	19,989	19,391	18,804	18,214
2	3	24,016	23,309	22,601	21,894	20,200	19,602	19,015	18,425
3	4	24,268	23,561	22,853	22,146	20,411	19,813	19,226	18,636
4	5	24,520	23,813	23,105	22,398	20,622	20,024	19,437	18,847
5	6	24,772	24,065	23,357	22,650	20,833	20,235	19,648	19,058
6	7	25,024	24,317	23,609	22,902	21,044	20,446	19,859	19,269
7	8	25,276	24,569	23,861	23,154	21,255	20,657	20,070	19,480
8	9	25,528	24,821	24,113	23,406	21,466	20,868	20,281	19,691
9	10	25,780	25,073	24,365	23,658	21,678	21,079	20,492	19,902
10	11	26,032	25,325	24,617	23,910	21,889	21,290	20,703	20,113
11	12	26,284	25,577	24,869	24,162	22,100	21,501	20,914	20,324
12	13	26,536	25,829	25,121	24,414	22,311	21,712	21,125	20,535
13	14	26,788	26,081	25,373	24,666	22,522	21,923	21,337	20,746
14	15	27,040	26,333	25,625	24,918	22,733	22,134	21,548	20,957
15	16	27,292	26,585	25,877	25,170	22,944	22,345	21,759	21,168
16	17	27,544	26,837	26,129	25,422	23,156	22,556	21,970	21,380
17	18	27,796	27,089	26,381	25,674	23,367	22,767	22,181	21,591
18	19	28,048	27,341	26,633	25,926	23,578	22,978	22,392	21,802
19	20	28,300	27,593	26,885	26,178	23,789	23,189	22,603	22,013
20	21	28,552	27,845	27,137	26,430	24,000	23,400	22,814	22,224
21	22	28,804	28,097	27,389	26,682	24,211	23,611	23,025	22,435
22	23	29,056	28,349	27,641	26,934	24,422	23,822	23,236	22,646
23	24	29,308	28,601	27,893	27,186	24,633	24,033	23,447	22,857
24	25	29,560	28,853	28,145	27,438	24,844	24,244	23,658	23,068
25	26	29,812	29,105	28,397	27,690	25,055	24,455	23,869	23,279
26	27	30,064	29,357	28,649	27,942	25,266	24,666	24,080	23,490
27	28	30,316	29,609	28,901	28,194	25,477	24,877	24,291	23,701
28	29	30,568	29,861	29,153	28,446	25,688	25,088	24,502	23,912
29	30	30,820	30,113	29,405	28,698	25,899	25,299	24,713	24,123
30	31	31,072	30,365	29,657	28,950	26,110	25,510	24,924	24,334
31	32	31,324	30,617	29,909	29,202	26,321	25,721	25,135	24,545
32	33	31,576	30,869	30,161	29,454	26,532	25,932	25,346	24,756
33	34	31,828	31,121	30,413	29,706	26,743	26,143	25,557	24,967
34	35	32,080	31,373	30,665	29,958	26,954	26,354	25,768	25,178
35	36	32,332	31,625	30,917	30,210	27,165	26,565	25,979	25,389

** Para Pro Pre-K employees must acquire the required 40 hours of training mandated by the Department of Children and Families and then the CDA credential within 1 year of employment. Two years will be given for special circumstances, such as th classes are not offered within the required deadlines*

Substitute Para-Professor	\$ 8.56	Per Hour	DEGREED	Completion of a BS or BA 4 year Degree.
Long Term Sub -Para Pro	\$ 10.00	Per Hour	Para Pro I	Completion of 2 years of college (AA Degree) or 2 years postsecondary Vocational School.
Part-Time Para-Professional	Based on the hourly rate of		Para Pro II	Completion of 1 year of college (30 semester hours) or 1 year postsecondary Vocational School.
the Para-Professional (no experience) pay scale.			Para Pro III	Completion of High School

**Liberty County School Board
Specialist
Salary Schedule
2021-2022**

		Position		
Salary CODE		NSW	Salary	Salary
Salary Slot	Years Experience		12 month	10 month
0	0		28,236	22,589
0	1		28,236	22,589
1	2		28,672	23,026
2	3		29,109	23,463
3	4		29,546	23,900
4	5		29,983	24,337
5	6		30,420	24,774
6	7		30,857	25,211
7	8		31,293	25,648
8	9		31,730	26,085
9	10		32,167	26,522
10	11		32,603	26,959
11	12		33,040	27,396
12	13		33,477	27,833
13	14		33,914	28,270
14	15		34,351	28,707
15	16		34,788	29,144
16	17		35,224	29,581
17	18		35,661	30,018
18	19		36,098	30,455
19	20		36,535	30,892
20	21		36,972	31,329
21	22		37,408	31,766
22	23		37,845	32,203
23	24		38,282	32,640
24	25		38,719	33,077
25	26		39,156	33,514
26	27		39,593	33,951
27	28		40,030	34,388
28	29		40,467	34,825
29	30		40,904	35,262
30	31		41,341	35,699
31	32		41,778	36,136
32	33		42,215	36,573
33	34		42,652	37,010
34	35		43,089	37,447
35	36		43,526	37,884

**Liberty County School Board
 Para Professional, (12 month, 8 hours)
 Salary Schedule
 2021-2022**

		Position	
Salary CODE		NA4	
Salary Slot	Years Experience	Para Professional	Salary
0	0		25,830
0	1		25,830
1	2		26,082
2	3		26,334
3	4		26,586
4	5		26,838
5	6		27,090
6	7		27,342
7	8		27,594
8	9		27,846
9	10		28,098
10	11		28,350
11	12		28,602
12	13		28,854
13	14		29,106
14	15		29,358
15	16		29,610
16	17		29,862
17	18		30,114
18	19		30,366
19	20		30,618
20	21		30,870
21	22		31,122
22	23		31,374
23	24		31,626
24	25		31,878
25	26		32,130
26	27		32,382
27	28		32,634
28	29		32,886
29	30		33,138
30	31		33,390
31	32		33,642
32	33		33,894
33	34		34,146
34	35		34,398
35	36		34,650

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

APPROVED: June 29, 2021

**Liberty County School Board
Staffing Specialist Assistant
Salary Schedule
2021-2022**

	12 month Non Instr	Position		
Salary CODE	7 hours/day		NA7	DEGREED
Salary Slot	Years Experience	Staffing Specialist Asst	Salary	Salary
0	0		25,699	26,408
0	1		25,699	26,408
1	2		25,910	26,619
2	3		26,121	26,830
3	4		26,332	27,041
4	5		26,543	27,252
5	6		26,754	27,463
6	7		26,965	27,674
7	8		27,176	27,885
8	9		27,387	28,096
9	10		27,598	28,307
10	11		27,809	28,518
11	12		28,020	28,729
12	13		28,231	28,940
13	14		28,442	29,151
14	15		28,653	29,362
15	16		28,864	29,573
16	17		29,075	29,784
17	18		29,286	29,995
18	19		29,497	30,206
19	20		29,708	30,417
20	21		29,919	30,628
21	22		30,130	30,839
22	23		30,341	31,050
23	24		30,552	31,261
24	25		30,763	31,472
25	26		30,974	31,683
26	27		31,185	31,894
27	28		31,396	32,105
28	29		31,607	32,316
29	30		31,818	32,527
30	31		32,029	32,738
31	32		32,240	32,949
32	33		32,451	33,160
33	34		32,662	33,371
34	35		32,873	33,582
35	36		33,084	33,793

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

DEGREED Completion of a BS or BA 4 year Degree.

**Liberty County School Board
Special Positions Salary Schedule
Fiscal Year 2021-2022**

12 MONTHS	Position	Salary
Code		
IMT	Adult Education Teacher	*
IMS	Teacher on Special Assignment, Other Instruction	*
***	Instructional Technical Coach	55,923
NTS	Information Network Specialist	47,791

*Salary to be based on the regular teacher's salary at the experience level of the person that is employed in the positions above plus 20% for the 11th and 12th months.

***	System Specialist IT	***
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***Salary to be paid based on the 12 month, 8 HRS para professional scale at the experience level of the person employed.

10 MONTHS	Position	Salary
Code		
*	Program Specialist	*
AEVSP	Evaluation Specialist (part time)	23,000
IBS01	*** Behavior Specialist (part time)	21,750
**	Part Time Teacher	**
****	Temporary Clerk (part time--hrly)	\$ 25.00

Energy Spec. paid as supplement --- 12 month

*Salary to be based on the regular teacher's salary at the experience level of the person that is employed in the 12 month position.

** Part time teacher is based on beginning teacher salary times portion of periods working in a day divided by 12 pays will give you the salary.**

*** Salary paid from Title II

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Maintenance/Mechanic Personnel Salary Schedule

Fiscal Year 2021-2022

12 MONTHS

Salary Slot	Years Experience	School Maintenance	Mechanic I	Mechanic II	Bus Mechanic Part-Time
Salary CODE		NMF	NBM	NBA	NBP
0	0	31,911	31,911	27,999	15,947
0	1	31,911	31,911	27,999	15,947
1	2	32,444	32,444	28,337	16,143
2	3	32,977	32,977	28,676	16,339
3	4	33,511	33,511	29,014	16,535
4	5	34,044	34,044	29,352	16,731
5	6	34,577	34,577	29,690	16,927
6	7	35,111	35,111	30,028	17,123
7	8	35,644	35,644	30,366	17,319
8	9	36,178	36,178	30,704	17,515
9	10	36,711	36,711	31,042	17,711
10	11	37,245	37,245	31,380	17,907
11	12	37,778	37,778	31,718	18,103
12	13	38,311	38,311	32,056	18,299
13	14	38,845	38,845	32,394	18,495
14	15	39,378	39,378	32,733	18,691
15	16	39,911	39,911	33,071	18,887
16	17	40,445	40,445	33,409	19,083
17	18	40,978	40,978	33,747	19,279
18	19	41,512	41,512	34,085	19,475
19	20	42,045	42,045	34,423	19,671
20	21	42,578	42,578	34,761	19,867
21	22	43,112	43,112	35,099	20,063
22	23	43,645	43,645	35,437	20,259
23	24	44,179	44,179	35,775	20,455
24	25	44,713	44,713	36,113	20,651
25	26	45,246	45,246	36,451	20,847
26	27	45,778	45,778	36,789	21,043
27	28	46,311	46,311	37,127	21,239
28	29	46,844	46,844	37,465	21,435
29	30	47,377	47,377	37,803	21,631
30	31	47,910	47,910	38,141	21,827
31	32	48,443	48,443	38,479	22,023
32	33	48,976	48,976	38,817	22,219
33	34	49,509	49,509	39,155	22,415
34	35	50,042	50,042	39,493	22,611
35	36	50,575	50,575	39,831	22,807

SUBSTITUTE MECHANIC	
\$8.56	Per Hour

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

Groundskeeper - Custodial Personnel Salary Schedule

Fiscal Year 2021-2022

Salary Slot	Years Experience	Custodian/ Groundskeeper	Custodian	School Custodian Part-time
Salary CODE		NMB	NCO	NC3
0	0	23,792	23,585	11,790
0	1	23,792	23,585	11,790
1	2	23,939	23,732	11,842
2	3	24,086	23,879	11,894
3	4	24,233	24,026	11,946
4	5	24,380	24,173	11,998
5	6	24,527	24,320	12,050
6	7	24,674	24,467	12,102
7	8	24,821	24,614	12,154
8	9	24,968	24,761	12,206
9	10	25,115	24,908	12,258
10	11	25,262	25,055	12,310
11	12	25,409	25,202	12,362
12	13	25,556	25,349	12,414
13	14	25,703	25,496	12,466
14	15	25,850	25,643	12,518
15	16	25,997	25,790	12,570
16	17	26,144	25,937	12,622
17	18	26,291	26,084	12,674
18	19	26,438	26,231	12,726
19	20	26,585	26,378	12,778
20	21	26,732	26,525	12,830
21	22	26,879	26,672	12,882
22	23	27,026	26,819	12,934
23	24	27,173	26,966	12,986
24	25	27,320	27,113	13,038
25	26	27,467	27,260	13,090
26	27	27,614	27,407	13,142
27	28	27,761	27,554	13,194
28	29	27,908	27,701	13,246
29	30	28,055	27,848	13,298
30	31	28,202	27,995	13,350
31	32	28,349	28,142	13,402
32	33	28,496	28,289	13,454
33	34	28,643	28,436	13,506
34	35	28,790	28,583	13,558
35	36	28,937	28,730	13,610
Substitute Custodians			\$ 8.56	
Long Term Sub Custodian			\$ 11.41	

*Long term sub custodial pay is effective only if the sub work extends beyond 8 weeks of subbing.
Then from that point forward sub custodian will receive the long term pay.*

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board

9 Month Transportation Salary Schedule

Fiscal Year 2021-2022

9 MONTHS

Salary Slot	Years Experience	BUS DRIVER
Salary CODE		NBD
0	0	14,264
0	1	14,264
1	2	14,369
2	3	14,474
3	4	14,579
4	5	14,684
5	6	14,789
6	7	14,894
7	8	14,999
8	9	15,104
9	10	15,209
10	11	15,314
11	12	15,419
12	13	15,524
13	14	15,629
14	15	15,734
15	16	15,839
16	17	15,944
17	18	16,049
18	19	16,154
19	20	16,259
20	21	16,364
21	22	16,469
22	23	16,574
23	24	16,679
24	25	16,784
25	26	16,889
26	27	16,994
27	28	17,099
28	29	17,204
29	30	17,309
30	31	17,414
31	32	17,519
32	33	17,624
33	34	17,729
34	35	17,834
35	36	17,939

Codes	DESCRIPTION	AMTS. PER TRIP
	Trips occurring on days other than reg. work days	\$70.00
NATHT	Athletic Trips	\$55.00
NBCJC	Trips to and from Chipola Jr. College	\$25.00
NBDT2	Bus Driver Training (to be paid at per hour)	\$19.70
	ESE Transportation in District to be paid from Title VIB	\$15.00

SUPPLEMENTS

Codes	DESCRIPTION	AMOUNTS
	Bus route of 25 miles or less per day	No Supplement
SUG0A	Bus route of 26-60 miles per day	\$ 360.00
SUG0B	Bus route of 61 miles or more per day	\$ 450.00
SUG0C	Transporting students to and from district ESE Centers	\$75.00 Per Month
SUG0D	Bus Route of 145 miles or over per day	\$ 675.00
SUG0E	More than 40 miles (round trip)	\$60.00 per month
SUG0F	40 miles or less (round trip)	\$40.00 per month
SUG0G	Transport HS students to Early Learning Center	\$2,100.00
SUG0H	Transport Supplement for pick up at Vilas	\$5,000.00
SUGE1	Transportation Bus Monitor -Sumatra	\$5,000.00
SUGE2	Transportation Bus Monitor - Bristol/Hosford	\$5,000.00
SUGE3	Transportation Bus Monitor - In town route	\$5,000.00
SUGE4	Special Needs Morning Bus Route Supplement	\$2,100.00
SUGCH	Hosford Van Route	\$3,500.00
SUGME	FREEZE Transportation Monitor - Long Route	\$2,000.00
SUGMF	Additional Time on Bus Route (Freeze)	\$ 500.00
SUGMT	Tallahassee Van Route (Freeze)	\$ 500.00
SUGTD	Transport PK Disabilities Students (A.M. Rte) (Freeze)	\$ 500.00
	Bus Trainer Stipend (4 hrs)	\$ 80.00
	Bus Trainer Stipend (8 hrs)	\$ 160.00
	CDI /School Bus Passenger Supplement(Non Route Drivers)	\$ 250.00

Substitute Bus Driver Schedule		Per Day
XSB00	Morning Bus Route	\$ 35.00
XSB01	Afternoon Bus Route	\$ 30.00
XSB02	Sub Bus Monitor	\$ 25.00

****Note: 9 month and 12 month salary will be divided into 12 pay checks.****

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

**Liberty County School Board
Transportation
Gretchen Everhart/Tallahassee
Fiscal Year 2021-2022**

9 MONTHS (8 hrs a day and Includes Summer Work Days)

	Position	Salary
Code		
NBT	Bus Driver--Gretchen Everhart (includes other schools in Tallahassee)	18,900
NA6	Health Aide III --Gretchen Everhart (includes duty of Bus Monitor on Bus)	16,800
SUGMG	After Hours Supplement	2,000

	Substitute Tallahassee Driver Schedule	Per Day
XSB00	Morning Route SUB- Health Aide III	\$ 35.00
XSB01	Afternoon Route SUB- Health Aide III	\$ 30.00
XSB04	Sub Bus Driver (Tallahassee Morning Route)	\$ 45.00
XSB05	Sub Bus Driver (Tallahassee Afternoon Route)	\$ 40.00

**Liberty County School Board
Health Aide II (10 month)
Salary Schedule
2021-2022**

		Position	
Salary CODE		NA5	
Salary Slot	Years Experience	Health Aide II	Salary
0	0		13,230
0	1		13,230
1	2		13,335
2	3		13,440
3	4		13,545
4	5		13,650
5	6		13,755
6	7		13,860
7	8		13,965
8	9		14,070
9	10		14,175
10	11		14,280
11	12		14,385
12	13		14,490
13	14		14,595
14	15		14,700
15	16		14,805
16	17		14,910
17	18		15,015
18	19		15,120
19	20		15,225
20	21		15,330
21	22		15,435
22	23		15,540
23	24		15,645
24	25		15,750
25	26		15,855
26	27		15,960
27	28		16,065
28	29		16,170
29	30		16,275
30	31		16,380
31	32		16,485
32	33		16,590
33	34		16,695
34	35		16,800
35	36		16,905

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

SUMMER HOURLY RATES

Code	Description	Rate Per Hour
IS00	Instructional	\$ 22.00
NSHR	Non- Instructional	\$ 12.00
XSHA	Health Aide	\$ 10.00

Teacher Exhibitor and/or Presenter Workshops

All workshops are subject to prior district administrative approval. Teachers will be paid at their regular hourly rate of pay in accordance with the instructional salary schedule, excluding supplements, for preparation and participation in workshops where the teacher(s) serves as an **exhibitor** and/or **presenter** on days other than their scheduled work days.

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

Code	STEM	Rate Per Hour
*****	Stem Lead Teacher	25.00
*****	Stem Teacher	22.00

Compensation for days other than regular work days:		
Sednet-Mental Health		
	Employees	Rate Per Day
	Instructional/Non-Instructional	125.00
COVID RELATED FEDERAL GRANT		
	Instructional/Non-Instructional Hourly Rate	*

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

Code	Interns	Rate Per Day
NINTR	Instructional Interns	73.50

Code	Substitute Teachers	Rate Per Day/Hour
XSBA	Bachelor Degree	73.50/10.50
XSAA	AA Degree	63.00/9.00
XSHS	High School Diploma	59.92/8.56

Compensation for days other than regular work days:		
	Employees	Rate Per Day
	Instructional	\$ 125.00
	Non-Instructional	\$ 65.00
NSATD	Saturday Detention	\$ 50.00

Code	Long Term Substitutes	Rate Per Day
IBA00	Sub paid at beginning teacher hourly rate <i>*Must have a BA degree & Teacher Certification</i>	\$ 23.50

Code	Medicaid Health Aides	Rate Per Hour
XSHA	Medicaid Health Aides (considered subs/part time)	\$ 10.00

Code	District Dean of Athletics		Rate Per Day/Hour
	Paid at the teacher's hourly rate	Up to 5 hrs per	\$

Code	Mental Health and Telehealth Student Services	Rate Per Day/Hour
	Paid at the employee's hourly rate	\$

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

ATHLETIC SUPPLEMENTS

Codes	Position	Number of Employees	Supplement
SUA05	LCHS Head Football Coach (3,700) LCHS Athletic Director (2,000)	1	\$ 5,700.00
SUA	LCHS Varsity Assistant Football Coaches(Fall)	5	\$ 2,600.00
SUA	LCHS Varsity Assistant Football Coaches(Sp	5	\$ 640.00
SUA07	LCHS Head JV Football Coach	1	\$ 2,600.00
SUA08	LCHS Assistant JV Football Coach	1	\$ 1,900.00
SUA09	LCHS Boys Varsity Basketball Coach	1	\$ 3,500.00
SUA10	LCHS Girls Varsity Basketball Coach	1	\$ 3,500.00
SUA11	LCHS Boys Jr. Varsity Basketball Coach	1	\$ 2,600.00
SUA12	LCHS Girls Jr. Varsity Basketball Coach	1	\$ 2,600.00
SUA13	LCHS Weight Lifting Coach(1 Boy's coach and 1 Girl's Coach)	2	\$ 2,600.00
SUA14	LCHS Varsity Volleyball Coach	1	\$ 3,500.00
SUA15	LCHS Varsity Softball Coach	1	\$ 3,500.00
SUA16	LCHS Jr. Varsity Softball Coach	1	\$ 2,600.00
SUA17	LCHS Varsity Baseball Coach	1	\$ 3,500.00
SUA18	LCHS Jr. Varsity Baseball Coach	1	\$ 2,600.00
SUA19	LCHS Boy's Track Coach	1	\$ 2,600.00
SUA20	LCHS Girl's Track Coach	1	\$ 2,600.00
SUA22	LCHS Jr. Varsity Volleyball	1	\$ 2,600.00

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

TOLAR & HOSFORD ATHLETIC SUPPLEMENTS

Codes	Position	Number of employees	Supplement
SUAJ1	Athletic Director	2	\$ 1,300.00
SUAJ2	Softball Coach	2	\$ 2,100.00
SUAJ3	Girls Basketball Coach	2	\$ 2,100.00
SUAJ4	Boys Basketball Coach	2	\$ 2,100.00
SUAJ5	Volleyball Coach	2	\$ 2,100.00
SUAJ6	Boys Baseball Coach	2	\$ 2,100.00
SUA	Head Middle Football Coach	1	\$ 2,600.00
SUA	Assistant Middle Football Coach	1	\$ 1,900.00
SUA	Middle School Cheerleading Sponsor	1	\$ 2,100.00

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

SUPPLEMENTS

Codes	Position	Number of employees	Supplement
SUB01	Band Director	1	\$ 3,500.00
SUB03	LCHS Curriculum Coordinator		\$ 1,900.00
SUB	Tolar and Hosford Curriculum Coordinator		\$ 1,300.00
SUB24	Dual Enrollment Instructor	2	\$ 3,500.00
SUB05	Early Childhood Supervisor	1	\$ 450.00
	Early Childhood Supervisor Supplement paid from PreK Funds		
SUB07	School Technology Coordinator	2	\$ 1,600.00
	WIDA Access Supplement	1	\$ 1,000.00
SUB09	Take Stock in Children	****	****
	90% of allocation from Take Stock in Children Grant.		
SUB21	LCHS Cheerleader Sponsor	1	\$ 3,000.00
SUB22	JV Cheerleader Sponsor	1	FREEZE
SUB23	ROTC Instructors (Freeze)	2	\$ 2,000.00
SUB	Teacher of The Year(District)		\$ 1,000.00
SUB	Teacher of The Year(School)		\$ 500.00
SUB	Employee of The Year (Non-Instructional)(District)		\$ 500.00
SUB	Employee of The Year (Non-Instructional)(School)		\$ 250.00
	Benefits are included in the amount listed above. Reimb from Health Dept.		
SUB39	Art Instructor (part time) **	****	****
	** Part time teacher is based on beginning teacher salary times portion of periods		
	working in a day divided by 12 pays will give you the salary.**		
SUBPK	Pre-K CDA Para-Professional Supplement		\$ 450.00
SUB19	PECO-Construction Accounts Payable Supplement	1	\$ 7,500.00
SUB	PECO-Construction Technology Supplement	1	\$ 7,500.00
	Must hold a valid CDA license and working in a Pre-K Classroom.		

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

ACADEMIC SUPPLEMENTS

Codes	Position	Supplement	
SUB02	Vocational Agriculture Teacher	1	2,000
SUB06	Department Head		FREEZE
SUB08	District Yearbook Sponsor	1	2,100
SUB15	Sr. Beta Club Sponsor	1	900
SUB16	High School Student Council Sponsor	1	900
SUB17	FHA Sponsor(CHANGE TO GARNET & GOLD CLU	1	900
SUB18	Brain Bowl	1	900
SUB19	Senior Coordinator	1	1,200
SUB	Junior Sponsor (Lead-Prom Coordinator)	1	500
SUB	HOSA	1	900
SUB27	Middle School Beta Club Sponsor(CHANGE TO ACE PROGRAM	1	500
SUB28	Middle School School Student Council Sponsor		FREEZE
SUB31	Certification for Highly Qualified status		325
SUB38	Pre K Teacher (part time) Pd as a supplement	****	****
SUB40	Reading Endorsement		FREEZE
SUBPT	Degreed Para Professional (12 month)	****	****
	*** Deg Para Pro (12 month) paid 78% of Reg Deg PP at exp level earned ***		
SUB25	Music Instructor	****	****
	Supplement based on years experience @ 40% of instructional salary paid in 12 months.		



**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

OTHER SUPPLEMENTS

Codes	Position	Number of employees	Supplement
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SUGCS	Choice School Supplement		FREEZE
	Transporting students to and from a Choice School Supplement will be paid by TI Funds		

SUG01	Hosford Duty Teachers	1	1,500
SUGCI	Custodian Supplement	3	1,500
SUGEA	Energy Assistant Custodial Supplement	3	2,000
*****	Non-Instructional Driver Supplement	1	10,000
SUG33	GED Testing Supplement-Assistant Superintendent	1	2,500
SUG33	GED Testing Supplement-School Lunch Manager	1	2,500
SUGEC	Data Entry Clerk---Hosford	1	2,500
SUGED	County Wide Technology		FREEZE
SUB37	Grant supplement for specific grant		FREEZE

SUYMS	Master Degree Pay Supplement		2,934
SUYSP	Specialist Degree Pay Supplement		4,534
SUYPH	Doctorate Degree Pay Supplement		4,934

All full time Instructional Personnel hired after July 1, 2011 shall receive supplement for having an advanced degree in their area of certification.

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

FROZEN SUPPLEMENTS

Codes	Position	Supplement
SUG02	LCHS Duty Teacher(FREEZE)	1,500
SUG03	Tolar Duty Teachers(FREEZE)	3,000
NOTE: The above Duty Supplement will be divided between 2 employees		

SUGAC	Asst. Bus Driver Supplement for Hosford Custodian(FREEZE)	250
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SUGIC	Inmate Crew Supervisor(FREEZE)	500
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**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

DESCRIPTION	AWARD
Exemplary Rating Bonus	100

DESCRIPTION	AWARD
Florida School Recognition Bonus	Amount set by Advisory Council

DESCRIPTION	AWARD
Performance Based Pay Plan Supplement For: Teachers & Administrators Requirements: Must be a National Board Certified Teacher and received an 'outstanding' evaluation from Supervisor.	5% of employees base pay.
NOTE: \$10,000 is budgeted for this purpose.	

(Per F.S. 230.23 (5) ©)

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

A retirement incentive of 10% of an employee's annual salary, excluding supplements will be provided to an employee eligible to retire with full benefits under the existing state retirement plan, in accordance with School Board Policy #1420,3420,4420.

The retirement incentive will also include widows/widower's age 60 entitled to Social Security Benefits.

Termination of employment upon entering the Drop Program does not qualify for the retirement incentive pay.

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

1. Nine month, Ten month, and Twelve month personnel will be paid on the last day of each pay period.

2. Twelve month personnel will be paid as above except for the month of December which will allow for an early pay day.

NOTE: Ten month personnel will be paid on the 13th of each month, unless it is on a weekend or holiday, wherein the check will be issued the last working day prior to the 13th. For eligible personnel, two payoff checks given in the summer will be paid on the 12th and 13th of June, unless it falls on a weekend or holiday wherein the check will be issued the last working day prior to the 12th and 13th.

Nine and Twelve month personnel will be paid on the last working day of the month, except for the month of December, as indicated in Section 2 above.

Nine month personnel's summer payoff checks will be paid on the last working day in June.

**Liberty County School Board
Other Compensation
Fiscal Year 2021-2022**

In accordance with Florida Statute 1012.22 (1) (c) (4), the Liberty County School Board adopts the following supplements and pay plan for differentiated pay for both instructional personnel and school-based administrators. The differentiated pay is based on district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

1. *Instructional and School Based Administrative Employees*

A. *Additional Responsibilities* – Each School Principal will determine the staff needed to perform additional responsibilities and will provide the list to the Superintendent’s Office. The instructional staff will be paid an approved supplement for carrying out the additional responsibilities as determined on the Academic and Athletic Supplement Schedules.

B. *School Demographics* – Principals and instructional staff working at a school where ninety percent of the students qualify for free lunches will receive a supplement of \$500. The free rate for each school will be determined on date certain during FTE Survey 3 by the Food Service coordinator and will be based on the percentage of students who qualify via direct certification and/or completed free/reduced lunch applications. This rate does not include the status of the school based on community eligibility, but the specific number of students who would qualify for free lunch outside the community eligibility calculations. Instructional staff and principals who have worked at the school 196 days during the school year will receive the supplement by June 30 of that year.

C. *Critical Shortage Areas* – A \$1,000 supplement shall be paid to each instructional employee working in a critical shortage area as designated by Liberty County School Board upon recommendation of the Superintendent. Local critical shortage areas are defined as (3) consecutive job postings with no applicants. The job postings will be monitored by the Human Resource Department and findings reported to the Superintendent.

D. *Level of Job Performance Difficulties* – Principals and assistant principals’ salary is differentiated based on student enrollment, grade level of students, and number of extracurricular activities.

Instructional (TSIA) Schedule Pay

In FY 20/21 Instructional staff receive Teacher Allocation Pay and no increase for 19/20 experience.

Performance Schedule Pay

In FY 16/17 Instructional staff on Performance Pay received a base salary increase from results on 15/16 evaluations. Highly Effective is \$832.00 and Effective is \$622.00, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 18/19 Instructional staff on Performance Pay will receive a base salary increase from results on 16/17 evaluations. Highly Effective is \$630.00 and Effective is \$471.00, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 18/19 Instructional staff on Performance Pay will receive a base salary increase from results on 17/18 evaluations. Highly Effective is \$639 and Effective is \$478, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 19/20 Instructional staff on Performance Pay will receive a 3% increase for 18/19 experience.

Grandfather's Schedule Pay

In FY 16/17 Instructional staff on Grandfather's Pay received a base salary increase from results on 15/16 evaluations. Highly Effective is \$832.00 and Effective is \$622.00, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 18/19 Instructional staff on Grandfather's Pay will receive a base salary increase from results on 16/17 evaluations. Highly Effective is \$624.00 and Effective is \$468.00, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 18/19 Instructional staff on Grandfather's Pay will receive a base salary increase from results on 17/18 evaluations. Highly Effective is \$633 and Effective is \$475, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 19/20 Instructional staff on Grandfather's Pay will receive a 3% increase for 18/19 experience.

In FY 20/21 Instructional staff received Teacher Allocation Pay and no increase for 19/20 experience.

Administrative's Schedule Pay

In FY 18/19 Administrative staff will receive a bonus pay \$471.00 on 16/17 evaluations.

In FY 18/19 Administrative staff will receive a base salary increase from results on 17/18 evaluations. Highly Effective is \$639 and Effective is \$478, Needs Improvement and Unsatisfactory receive no base salary increase. The increase will be based off of Instructional raise.

In FY 19/20 Administrative staff will receive an increase of 4% raise for 18/19.

In FY 20/21 Administrative staff did not receive a raise for 19/20.

Non-Instructional Employee Pay

In 18/19, Non-Instructional Employee Pay will receive a step increase for 16/17 and 17/18.

In FY 19/20, Non-Instructional Employee will receive an increase of 5% raise for 18/19

****All Non-Instructional Employees will receive a minimum of \$100.00 pay (Step/Bonus)

In 20/21, Non-Instructional Employee did not receive a step.