

The background of the page features a large, faded seal of the Liberty County School District. The seal is circular with the words "LIBERTY COUNTY" at the top and "SCHOOL DISTRICT" at the bottom. In the center is a shield with a yellow and orange design, and a banner below it with the motto "Live. Learn. Lead.".

Liberty County School Board

Salary Schedule 2024-2025

Board Approved: June 28, 2024
March 11, 2025
May 27, 2025

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**Superintendent/Board Members/
District Administration
Fiscal Year 2024-2025**

ASUP	Superintendent	*
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* Florida Superintendent Special Certification Program Supplement of \$2,000 per State Bd of Education Rule 6A-1.551, FAC/ section 1001.47(4) FL Statutes

BD0	Elected Board Members	*
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*NOTE: The salary for the above positions is based on legislative mandates.

Years of Experience	0-5 years	6 years & up
Assistant Superintendent	\$80,000	\$90,000
Director of Finance	\$75,000	\$80,000
Director of Curriculum & Instruction	\$72,000	\$77,000
Director of ESE	\$72,000	\$77,000
Director of Transportation/Maintenance	\$72,000	\$77,000

NOTE:

All Administrators who have an advanced degree of Specialist or higher shall receive an annual supplement of \$4,534 for Specialist degree, and \$4,935 for PhD.

Bd Approved 5/27/25

School Administration
Fiscal Year 2024-2025

Years of Experience	0-5 years	6 years & up
Assistant Principal -Hosford	\$58,500	\$63,500
Assistant Principal -W.R. Tolar	\$60,500	\$65,500
Assistant Principal – Liberty Co High School	\$62,500	\$67,500
Principal -Hosford	\$64,500	\$69,500
Principal -W.R. Tolar	\$66,500	\$71,500
Principal -Liberty Co High School	\$68,500	\$73,500

NOTE:

All Administrators who hold an advanced degree of Specialist or higher shall receive a supplement of \$4,534 for a Specialist degree, and \$4,935 for a PhD.

Bd Approved 5/27/25

Supervisor
Fiscal Year 2024-2025

Supervisor of Food Service	\$45,200
Supervisor of Early Learning/Pre-K	\$50,000
Supervisor of District School Safety Specialist	\$54,000

Bd Approved 5/27/25

Instructional - 10 Month
Fiscal Year 2024-2025

Teacher, 0 years	44,155
Teacher, 1 years	44,155
Teacher, 2 years	44,155
Teacher, 3 years	44,155
Teacher, 4 years	44,155
Teacher, 5 years	44,155
Teacher, 6 years	44,155
Teacher, 7 years	44,155
Teacher, 8 years	44,155
Teacher, 9 years	44,155
Teacher, 10 years	44,155
Teacher, 11 years	44,155
Teacher, 12 years	44,155
Teacher, 13 years	44,155
Teacher, 14 years	44,155
Teacher, 15 years	44,771
Teacher, 16 years	45,387
Teacher, 17 years	46,003
Teacher, 18 years	46,619
Teacher, 19 years	47,235
Teacher, 20 years	47,851
Teacher, 21 years	48,467
Teacher, 22 years	49,083
Teacher, 23 years	49,699
Teacher, 24 years	50,315
Teacher, 25 years+	50,931

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 \$2,934 for Masters, \$4,534 for Specialist, and \$4,935 for PhD.

Bd Approved 3/11/25

Instructional - 11 Month

Salary Slot	10 Months BS Degree	10%	SALARY
0	44,155	4,416	48,571
1	44,155	4,416	48,571
2	44,155	4,416	48,571
3	44,155	4,416	48,571
4	44,155	4,416	48,571
5	44,155	4,416	48,571
6	44,155	4,416	48,571
7	44,155	4,416	48,571
8	44,155	4,416	48,571
9	44,155	4,416	48,571
10	44,155	4,416	48,571
11	44,155	4,416	48,571
12	44,155	4,416	48,571
13	44,155	4,416	48,571
14	44,155	4,416	48,571
15	44,771	4,477	49,248
16	45,387	4,539	49,926
17	46,003	4,600	50,603
18	46,619	4,662	51,281
19	47,235	4,724	51,959
20	47,851	4,785	52,636
21	48,467	4,847	53,314
22	49,083	4,908	53,991
23	49,699	4,970	54,669
24	50,315	4,988	55,303
25+	50,931	5,049	55,980

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 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 \$2,934 for a Masters, \$4,534 for a Specialist, and \$4,935 for a PhD.

Instructional - 12 Month

Salary Slot	10 Months BS Degree	20%	SALARY
0	44,155	8,831	52,986
1	44,155	8,831	52,986
2	44,155	8,831	52,986
3	44,155	8,831	52,986
4	44,155	8,831	52,986
5	44,155	8,831	52,986
6	44,155	8,831	52,986
7	44,155	8,831	52,986
8	44,155	8,831	52,986
9	44,155	8,831	52,986
10	44,155	8,831	52,986
11	44,155	8,831	52,986
12	44,155	8,831	52,986
13	44,155	8,831	52,986
14	44,155	8,831	52,986
15	44,771	8,955	53,725
16	45,387	9,078	54,464
17	46,003	9,201	55,204
18	46,619	9,324	55,943
19	47,235	9,447	56,682
20	47,851	9,570	57,421
21	48,467	9,693	58,160
22	49,083	9,817	58,900
23	49,699	9,940	59,639
24	50,315	10,063	60,378
25+	50,931	10,186	61,117

NOTE:

1. Twelve-month instructional employees shall receive 20% of the basic scale for the 11th & 12th month.
2. All Instructional Personnel must hold a valid Florida Teacher Certificate.
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 \$2,934 for a Masters, \$4,534 for a Specialist, and \$4,935 for a PhD.

ROTC Positions - 11 Months
Fiscal Year 2024-2025

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

Bd Approved 5/27/25

Special Instructional Positions (12 Months)
Fiscal Year 2024-2025

Adult Education Teacher	*
Teacher on Special Assignment, Other Instruction	*

*Salary to be based on the regular teacher's current salary (including add-ons) of the person that is employed in the positions above plus 10% for the 11th month and 20% for 12th month.

Bd Approved 5/27/25

Other Compensation
Fiscal Year 2024-2025

SUMMER HOURLY RATE

Instructional	\$22.00/ hour
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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, 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 may be paid an approved supplement for carrying out the additional responsibilities as determined on the Academic and Athletic Supplement Schedules.

B. *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.

C. *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.

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Finance Staff (12 Month)
Fiscal Year 2024-2025

POSITION	Salary
Fiscal Assistant (Payroll/Accts Payable)	\$ 34,519

POSITION	Salary
Assistant Finance Director	\$ 36,029

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Secretary All (12 Months)
Fiscal Year 2024-2025

POSITION	Salary
School Secretary	\$29,400

POSITION	Salary
Executive Secretary to Superintendent	\$29,400

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**Para Professional
10 months/12 months
Fiscal Year 2024-2025**

10 months/ 7 hours	
POSITION	Salary
Para Professional	\$20,580

12 months/ 7 hours	
POSITION	Salary
Para Professional	\$25,725

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**Para Professional
12 month-8 hours
Fiscal Year 2024-2025**

12 month/ 8 hours	
POSITION	Salary
Para Professional	\$29,400

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Student Records - Data Entry
Salary Schedule 2024-2025

10 months/ 7 hours	
POSITION	Salary
Data Entry-Para Professional	\$20,580

12 months/ 8 hours	
POSITION	Salary
Student Records Data Entry	\$29,400

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Staffing Specialist Assistant
Fiscal Year 2024-2025

12 months/ 7 hours		
POSITION		Salary
Staffing Specialist Asst		\$25,725

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Custodian
Fiscal Year 2024-2025

12 months/ 8 hours	
POSITION	Salary
Custodian	\$29,400
Sub Custodian	\$15/hr
Long Term Sub Custodian	\$15/hr

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Mechanic I/II & School Maintenance
Fiscal year 2024-2025

Mechanic I	Mechanic II
\$36,000	\$29,400

12 month/8 hours/day
School Maintenance
\$31,911

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**Therapist/Social Worker
Fiscal Year 2024-2025**

10-month Therapist -M.S./Eds DOE Certified	\$54,892
10-month Therapist -Ph.D. DOE Certified	\$58,941
10-month Therapist -M.S./Eds DOH Licensed	\$62,392
Licensed Clinical Social Worker	\$50,000
Clinical Social Worker	\$45,000

Employees are to work 7.5 hours per day/ 180 days per school year.
Paid according to the Board-approved payroll dates for each position.

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21st Century Positions Fiscal Year 2024-2025

Position	Salary
21st Century Project Manager	\$62,005
<i>**Amount determined by 21st Century Grant**</i>	

Position	Salary
Site Coordinators (Instructional)	\$25.00
Site Activity Coordinator (Para-Professionals)	\$15.00
Certified Teachers & Lead Teachers	\$22.00
Activity Leaders (Para-Professionals)	\$15.00
Health Aides	\$15.00
Bus Drivers	\$15.00
Student Leaders	\$15.00
All after School & Summer	

All positions above are paid by a federal grant.

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Special Positions in the District Fiscal Year 2024-2025

12 MONTHS	Information Network Specialist (District Wide)	\$47,500
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10 MONTHS AEVSP	Evaluation Specialist (part-time)	\$23,000
	Principal Coach Supplement	\$5,000

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Food Service Workers
Fiscal Year 2024-2025

Lunchroom Manager	Lunchroom Worker 7 hrs	Lunchroom Worker 6 hrs	Lunchroom Worker 4 hrs
\$19,400	\$18,900	\$16,200	\$10,800

Lunchroom Worker Part Time: \$15.00 per hour

****Note: 9 months salary will be divided into 12 paychecks.****

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**Transportation Supplements/Athletic Trips
Fiscal Year 2024-2025**

Codes	DESCRIPTION	AMT PER TRIP
	Trips occurring on non-workdays	\$70.00
NATHT	Athletic Trips	\$55.00
NBCJC	Trips to and from Chipola Jr. College	\$25.00
NBDT2	Bus Driver Training (to be paid per hour)	\$19.70

	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
SUG0D	Bus route of 145 miles or more 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
SUGEJ	CDL Non-Instructional Bus Driver Supplement	\$15,000
SUG0H	Transport Supplement for pick up at Vilas	\$5,000.00
SUGE1	Transportation Bus Monitor -Sumatra	\$7,500.00
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
SUGE5	Special Needs Bristol Van Route Supplement	\$2,700.00
SUGCH	Special Needs Hosford Van Route Supplement	\$3,500.00
SUGME	FREEZE Transportation Monitor-Long Route	\$2,000.00
SUGMF	FREEZE Additional Time on Bus Route	\$500.00
SUGMT	FREEZE Tallahassee Van Route	\$500.00
SUGTD	FREEZE PK Disabilities Students (A.M. Route)	\$500.00
SUGBS	Bus Safety Inspector/Reporting	\$5000.00
SUGBD	Substitute Bus Driver Supplement	\$10,000
	CDL/School Bus Passenger Supplement (Non-Route Drivers)	\$250.00

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Transportation Bus Drivers/ Sub Drivers Fiscal Year 2024-2025

9 months/ 7 hours	
POSITION	Salary
Bus Driver	\$18,900

Substitute Bus Drivers	Per Day
Morning Bus Route/ Sumatra Bus Route	\$35.00/\$60.00
Afternoon Bus Route/ Sumatra Bus Route	\$30.00/\$50.00
Sub Bus Monitor	\$25.00

9 MONTHS (8 hrs a day and Includes Summer Workdays)

	Position	Salary
Van Driver	Gretchen Everhart (Includes other schools in Tallahassee)	\$24,240
Health Aide III	Gretchen Everhart (Includes duty of Bus Monitor on van)	\$24,240
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

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Other Compensation Fiscal Year 2024-2025

Substitute Teachers	Rate Per Day/Hour
Bachelor's degree	\$105.00/15.00
AA Degree	\$105.00/15.00
High School Diploma	\$105.00/15.00

Long Term Substitutes	Rate Per Day
Sub paid at the beginning teacher hourly rate	\$ 32.18
<i>*Must have a BA degree & Teacher Certification</i>	

Medicaid Behavioral Specialist Aide	Rate Per Hour
Medicaid Health Aide (considered sub/part-time)	\$ 15.00
Behavioral Support Aide (considered subs)	\$ 15.00

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

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LCHS ATHLETIC SUPPLEMENTS

Fiscal Year 2024-2025

Codes	Position	Number of Employees	Supplement
SUA05	LCHS Head Football Coach (3,700) LCHS Athletic Director (2,000)	1	\$ 5,700.00
SUA06	LCHS Varsity Assistant Football Coaches (Fall)	5	\$ 2,600.00
SUA 04	LCHS Varsity Assistant Football Coaches (Spring)	5	\$ 650.00
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 Weightlifting 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
SUA23	LCHS Co-Ed Cross Country Coach	1	\$ 2,600.00
SUA24	LCHS Co-Ed Wrestling Coach	1	\$ 2,600.00
SUA25	LCHS Beach Volleyball Coach	1	\$ 2,600.00

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K-8 ATHLETIC SUPPLEMENTS
Fiscal Year 2024-2025

Codes	Position	Number of employees	Supplement
SUAJ1	Athletic Director (1at each K-8 School)	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
SUAJ7	Head Middle School Football Coach	1	\$ 2,600.00
SUAJ8	Assistant Middle Football Coach	1	\$ 1,900.00
SUAJ9	Middle School Cheerleading Sponsor	1	\$ 2,100.00
SUAJ0	Middle School Wrestling Coach	1	\$ 2,100.00

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Other School/District Supplements Fiscal Year 2024-2025

Codes	Position	Number of employees	Supplement
SUB01	LCHS Band Director	1	\$ 3,500
SUB02	Vocational Agriculture Teacher	1	\$ 2,000
SUB03	LCHS Curriculum Coordinator	1	\$ 1,900
SUB04	Tolar and Hosford Curriculum Coordinator	2	\$ 1,300
SUB24	Dual Enrollment Instructor	2	\$ 3,500
SUB05	Early Childhood Supervisor	1	\$ 4,500
SUB07	School Technology Coordinator	2	\$ 1,600
SUB08	District Yearbook Sponsor	1	\$ 2,100
SUB10	School Technology Coordinator (Hosford)	1	\$ 10,000
SUB15	Sr. Beta Club Sponsor	1	\$ 900
SUB16	High School Student Council Sponsor	1	\$ 900
SUB17	Garnet & Gold Club Sponsor	1	\$ 900
SUB18	Brain Bowl	1	\$ 900
SUB19	Senior Coordinator	1	\$ 1,200
SUB20	Junior Sponsor (Lead-Prom Coordinator)	1	\$ 500
SUB21	LCHS Cheerleader Sponsor	1	\$ 3,000
SUB22	HOSA	1	\$ 900
SUB23	ROTC Instructors	2	\$ 2,000
SUB24	Teacher of The Year (District)		\$ 1,000
SUB25	Teacher of The Year (School)		\$ 500
SUB26	Employee of The Year (Non-Instructional) (District)		\$ 500
SUB27	Employee of The Year (Non-Instructional) (School)		\$ 250
SUB28	WIDA Coordinator Supplement	1	\$ 3,500
SUB29	Jr Beta Club Sponsor (1 at @ K-8 school)	2	\$ 500
SUBPK	Pre-K CDA Para-Professional Supplement	1	\$ 450
SUG01	Hosford Duty Teachers	1	\$ 1,500
SUGCI	Custodian Supplement	3	\$ 1,500
SUGSA	Staffing Specialist Assistant Supplement	1	\$ 4,000
SUGMH	Mental Health Coordinator Supplement	1	\$ 10,000
SUGEC	Process Payroll @ K-12 School Supplement	1	\$ 3,500

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Other School/District Supplements Fiscal Year 2024-2025

Codes	Position	Number of employees	Supplement
SUGCC	Care Coordinator Medicaid Liaison	1	\$ 6,000
SUG30	McKinney Vento-Guidance Supplement	3	\$ 1,600
SUG31	McKinney Vento -Data Entry Supplement	3	\$ 1,500
SUG32	McKinney Vento Liaison Supplement	1	\$ 5,000
SUG33	Adult Ed Testing Supplement	1	\$ 6,500
SUG34	Adult Ed Asst Testing Supplement	1	\$ 4,500
SUG35	Adult Ed Focus/MTSS Support Supplement	1	\$ 4,500
SUG36	Adult Ed Program Assistant Supplement	2	\$ 4,500
SUG37	Adult Ed IT Support Supplement	1	\$ 4,500
SUG38	Adult Ed Safety/Security Supplement	1	\$ 4,500

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