

## Calhoun County School District Instructional Salary Schedules

Senate Bill 736 passed in 2011 and was incorporated into Florida Statute **1012.22**. As a result of this legislation and beginning with the 2014-2015 school year, school districts will be required to develop two instructional salary schedules: Grandfathered and Performance.

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### Grandfathered Salary Schedule

The following guidelines shall govern the administration of the Grandfathered Salary Schedule:

1. The Grandfathered Salary Schedule includes those employees who currently hold a Continuing Contract or Professional Services Contract. **F.S. 1012.22(4)(a)** An Annual Contract classroom teacher will remain on the Grandfathered Salary Schedule until the subject(s) they teach are assessed through either a state assessment exam, end of course exam, or other District selected assessments. **F.S. 1012.22(5)**
2. Instructional personnel hired before July 1, 2011, will receive a salary increase of: \$2425 for a Masters Degree; \$3695 for a Specialist Degree; and \$4910 for a Doctorate Degree. Adjustments to higher salary levels shall be made upon submission of an official college transcript reflecting a degree level change. The adjustment shall be included in the paycheck in the month following submission of the appropriate college transcript to the Board.
3. Instructional personnel employed prior to July 1, 2011 shall remain on the grandfathered schedule for as long as employed with the school district, but may choose to opt in to the performance salary schedule if s/he relinquishes their continuing or professional service contract and agrees to be employed on an annual contract under s.1012.335. This decision is irrevocable. **F.S. 1012.22(4)(a)**. Employees opting into the Performance Salary Schedule may do so in writing by July 1 of each year. The employee will be eligible for performance pay based on the previous year's student learning growth measures.
4. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34 and shall provide differentiated pay for both instructional personnel and school administrators based on district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level or job-performance difficulties. **F.S. 1012.22(4)(b)**
5. An employee who receives an unsatisfactory rating on his or her evaluation shall receive an improvement plan and have their salary frozen at the rate from the previous year. Once the employee satisfactorily fulfills the terms of the improvement plan their salary will be paid retroactive to the salary schedule.

## **Performance Salary Schedule**

The following guidelines shall govern the administration of the Performance Salary Schedule:

1. The Performance Salary Schedule will be used as the basis for paying all instructional personnel hired on or after July 1, 2011 who are on annual contract or employees who choose to move from the grandfathered salary schedule. Instructional personnel on annual contract as of July 1, 2014, shall be placed on the performance salary schedule. Instructional personnel employed prior to July 1, 2011 shall remain on the grandfathered schedule for as long as employed, but may choose to opt in to the performance salary schedule if s/he relinquishes their continuing or professional service contract and agrees to be employed on an annual contract under s.1012.335. This decision is irrevocable. **F.S. 1012.22(4)(a)**
2. For newly hired teachers in the District, the Grandfathered Salary Schedule will serve as a placement schedule. The Board shall recognize and accept each year of full-time public school teaching service earned in Florida or outside the state and for which the employee received a satisfactory evaluation. One year of service, however will not be granted unless the Association and Board agree to provide salary level movement in that year. Verified years of service and teacher evaluation ratings will only be accepted from a school district's human resource department.
3. As provided for in F.S. 1012.22, employees may receive a Cost of Living Adjustment (COLA). The COLA adjustment must not discriminate across comparable classes of employees based on the schedule. The COLA adjustment must not exceed 50% of the adjustment provided to instructional personnel with a performance rating of Effective.
4. For employees hired on or after July 1, 2011, advanced degrees are considered a permanent salary supplement. For instructional personnel or school administrators hired on or after July 1, 2011, the advanced degree must be held in the individual's area of certification to be eligible for the supplement. The supplement amounts are: Masters: \$2425; Specialist: \$3695; Doctorate: \$4910. Supplement adjustments shall be made upon submission of an official college transcript reflecting a degree level change. The supplement shall be included in the paycheck in the month following submission of the appropriate college transcript to the Board.
5. The Performance Salary Schedule shall provide differentiated pay for both instructional and school administrative personnel for activities that must include, but are not limited to: assignment to a Title I eligible school; assignment to a school in the bottom two categories of the school improvement system under s.1008.33 such that the supplement remains force for at least 1 year following improved performance in that school; certification and teaching in critical teaching shortage areas; assignment of additional academic responsibilities. **F.S. 1012.22(5)(c)**
6. The salary adjustment under the Performance Salary Schedule for an evaluation rating of Highly Effective must be greater than the highest salary adjustment available for an employee of the same classification through any other salary schedule adopted by the district. The salary for an evaluation rating of Effective must be equal to at least 50% and no more than 75% of the adjustment provided for the Highly Effective in the same classification.

7. The School Board will determine the available amount for salary adjustments for evaluation ratings of Effective or Highly Effective each year.
8. No salary adjustment will be paid to instructional personnel and school administrators with an evaluation rating of needs improvement, developing, or unsatisfactory. **F.S. 1012.22(5)(b)(III)**
9. Teachers will not receive a reduction in salary as a result of a less than effective evaluation rating.

**Calhoun County School District**  
**2018-2019 Grandfathered Salary Schedule Effective July 1, 2018\***

Pay Grade	Years Exp.	Bachelor Degree IBA	Masters Degree IMA	Specialist Degree ISP	Doctorate Degree IDR
	0-1	34,657	37,082	38,352	39,567
0-1	2	34,947	37,372	38,642	39,857
2	3	35,615	38,040	39,310	40,525
3	4	36,265	38,690	39,960	41,175
4	5	36,265	38,690	39,960	41,175
5	6	36,265	38,690	39,960	41,175
6	7	36,390	38,815	40,085	41,300
7	8	36,515	38,940	40,210	41,425
8	9	36,640	39,065	40,335	41,550
9	10	37,025	39,450	40,720	41,935
10	11	37,440	39,865	41,135	42,350
11	12	37,975	40,400	41,670	42,885
12	13	38,515	40,940	42,210	43,425
13	14	39,060	41,485	42,755	43,970
14	15	39,620	42,045	43,315	44,530
15	16	40,190	42,615	43,885	45,100
16	17	40,760	43,185	44,455	45,670
17	18	41,350	43,775	45,045	46,260
18	19	41,945	44,370	45,640	46,855
19	20	42,550	44,975	46,245	47,460
20	21	43,170	45,595	46,865	48,080
21	22	43,795	46,220	47,490	48,705
22	23	44,425	46,850	48,120	49,335
23	24	45,075	47,500	48,770	49,985
24	25	45,735	48,160	49,430	50,645
25	26	46,400	48,825	50,095	51,310
26	27	47,080	49,505	50,775	51,990
27	28	47,765	50,190	51,460	52,675
28	29	48,465	50,890	52,160	53,375
29	30	49,175	51,600	52,870	54,085
30	31	49,895	52,320	53,590	54,805
31	32	50,640	53,065	54,335	55,550
32	33	52,165	54,590	55,860	57,075
33	34	53,205	55,630	56,900	58,115
34	35	54,245	56,670	57,940	59,155
35	36	55,285	57,710	58,980	60,195
36	37	56,325	58,750	60,020	61,235
37	38	57,365	59,790	61,060	62,275
38	39	58,405	60,830	62,100	63,315
39	40	59,445	61,870	63,140	64,355
40	41	60,485	62,910	64,180	65,395

\*Salaries for the 2018-19 year remain unchanged from 2017-18.

**Calhoun County School District  
2018-2019 Performance Salary Schedule Effective July 1, 2018\***

SLOT	18-19 SALARY		SLOT	18-19 SALARY		SLOT	18-19 SALARY
P0001	\$37,440.00		P0061	\$35,738.00		P00121	\$36,640.00
P0002	\$37,440.00		P0063	\$39,843.00		P00122	\$36,265.00
P0003	\$36,265.00		P0064	\$35,615.00		P00123	\$34,657.00
P0004	\$36,265.00		P0065	\$36,265.00		P00124	\$34,657.00
P0005	\$39,650.00		P0076	\$34,947.00		P00125	\$34,657.00
P0006	\$36,855.00		P0077	\$40,190.00		P00126	\$34,657.00
P0008	\$36,265.00		P0078	\$34,947.00		P00127	\$34,657.00
P0010	\$36,390.00		P0079	\$36,265.00		P00128	\$34,947.00
P0012	\$36,691.00		P0083	\$41,350.00		P00129	\$37,975.00
P0013	\$21,984.00		P0085	\$34,947.00		P00130	\$35,615.00
P0019	\$36,390.00		P0086	\$34,947.00		P00131	\$34,657.00
P0020	\$36,390.00		P0089	\$34,947.00		P00132	\$34,657.00
P0021	\$37,281.00		P0090	\$34,947.00		P00133	\$34,657.00
P0023	\$39,116.00		P0093	\$36,515.00		P00134	\$34,657.00
P0024	\$38,518.00		P0094	\$34,657.00		P00135	\$36,265.00
P0025	\$36,515.00		P0098	\$34,657.00		P00136	\$36,265.00
P0027	\$36,515.00		P0099	\$34,657.00		P00137	\$36,265.00
P0028	\$36,390.00		P00100	\$34,657.00		P00138	\$36,265.00
P0029	\$36,390.00		P00101	\$36,265.00		P00139	\$34,657.00
P0032	\$36,390.00		P00103	\$36,515.00		P00140	\$34,657.00
P0033	\$36,265.00		P00104	\$36,265.00			
P0034	\$36,265.00		P00106	\$34,657.00			
P0036	\$36,265.00		P00107	\$39,060.00			
P0037	\$36,265.00		P00108	\$35,615.00			
P0039	\$36,390.00		P00109	\$15,945.26			
P0040	\$36,265.00		P00110	\$34,657.00			
P0041	\$36,265.00		P00111	\$36,265.00			
P0044	\$40,190.00		P00112	\$34,657.00			
P0045	\$36,488.00		P00114	\$34,657.00			
P0054	\$43,843.00		P00115	\$34,657.00			
P0055	\$36,265.00		P00116	\$34,657.00			
P0056	\$43,795.00		P00117	\$34,657.00			
P0057	\$39,065.00		P00118	\$34,657.00			
P0058	\$36,265.00		P00119	\$36,640.00			
P0059	\$35,615.00		P00120	\$40,190.00			

**\*Salaries for the 2018-19 year remain unchanged from 2017-18.**

**CALHOUN COUNTY SCHOOL BOARD**  
**DIFFERENTIATED PAY 2018-2019**  
**APPENDIX A**  
**Effective July 1, 2018**

In accordance with Florida Statute 1012.22 (1) (c) (4), the Calhoun County School Board adopts the following supplements and pay plan for differentiated pay for instructional personnel . 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.

- I. Instructional 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 – Instructional staff working at a school where ninety percent of the students qualify for free or reduced lunches will receive a supplement of \$50. The free or reduced rate for each school will be determined on date certain during FTE Survey 3 by the Title I Director. Instructional staff 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 Calhoun County School Board upon recommendation of the Superintendent. Local critical shortage areas are defined as (3) consecutive job postings with no applicants or a limited number of applicants meeting the minimum qualifications. The job postings will be monitored by the Human Resource Department and findings reported to the Superintendent.
  - D. Level of Job Performance Difficulties – The lead teacher(s) at Adult/CARE/TMH have a high risk of personal injury and will be paid a supplement. The Director of Alternative Education and/or the Assistant Superintendent will determine the lead teacher(s) at Adult/CARE/TMH and will provide the list to the Superintendent’s Office. The teachers will be paid an approved supplement as determined on the Academic Supplement Schedule.

## APPENDIX A

### 2018-2019 DIFFERENTIATED PAY SCHEDULE FOR INSTRUCTIONAL PERSONNEL

#### ADDITIONAL RESONSIBILITIES

#### ATHLETIC SUPPLEMENTS

Supplement  
2018-2019

#### *High School Athletics*

Athletic Director		
BHS		3,462.25
Altha		3,462.25
Head Coach	Football	4,721.25
Head Coach	Baseball/Softball	3,147.50
Head Coach	Basketball	3,462.25
Head Coach	Volleyball/Weightlifting	2,750.00
Head Coach	Cross Country	1,888.50
Head Coach	Golf	1,573.75
Head Coach	Track	2,518.00
Assistant Coach	Football	2,518.00
Assistant Coach	Major Sports*	2,203.25
Assistant Coach	Minor Sports**	1,255.00

#### *Middle School Athletics*

Athletic Director		1,500.00
Head Coach	Football	1,985.00
Head Coach	Major Sports*	1,573.75
Assistant Coach	Football	1,215.00
Assistant Coach	Major Sports*	1,215.00
Assistant Coach	Minor Sports**	830.00

#### *Cheerleader Sponsors*

High School Cheerleader Coach		2,518.00
Assistant Cheerleader Coach		1,888.50
Middle School Cheerleader Coach		1,259.00

\*Major Sports-Baseball/Basketball/Softball/Volleyball/Weightlifting

\*\*Minor Sports-Cross Country/Golf/Track

## APPENDIX A

### 2018-2019 DIFFERENTIATED PAY SCHEDULE FOR INSTRUCTIONAL PERSONNEL

#### ADDITIONAL RESPONSIBILITIES

##### ACADEMIC SUPPLEMENTS

Supplement  
2018-2019

Agriculture Teacher	2,329.15
Band Director	2,535.00
Choral Director, BHS/BMS	1,636.70
Choral Director, Altha	1,215.00
Distance Learning Teacher	2,000.00
Dual Enrollment	3,700.00
Dual Enrollment (out of county)	4,000.00 per semester
Duty Teachers	
BHS (1.5), Carr(1), BES (3)	3,147.50
BMS (1), Altha (3)	3,147.50
FBLA/FCCLA Advisor/Beta	944.00
FFA-Middle School	1,259.00
Gifted	
Consultation Only      BHS/Carr	1,000.00
Elementary/Middle/High	1,573.75
Lead Teacher      Adult/Care/TMH	2,000.00
Other Clubs/Organizations and/or Duties or Activities	280.00
Peer Teacher	944.00
School Related Employee of the Year	300.00
Senior/Junior Class Sponsor, Lead Teacher	944.00
Senior/Junior Class Co-Sponsors	280.00
Student Council Advisor	1,573.75
Teacher of the Year	500.00
Yearbook Advisor	1,573.75

##### OTHER SUPPLEMENTS

Homeless/After School Tutoring	3,307.50	paid by Title I
School Based Teen Age Parent	1,000.00	
District Wide Teen Age Parent	1,500.00	

Teachers employed as Adjunct Online Instructors for Calhoun Virtual School that involves online student facilitation for grades 6-12 will be paid \$170 per one half credit course per student based on successful completion with a passing grade.

Teachers employed as Adjunct Online Instructors for PAEC Florida Virtual Franchise that involves online student facilitation for grades 6-12 will be paid \$130 per one half credit course per student based on successful completion with a passing grade.

## APPENDIX A

### 2018-2019 DIFFERENTIATED PAY SCHEDULE FOR INSTRUCTIONAL PERSONNEL

#### ADDITIONAL RESPONSIBILITIES

#### ATHLETIC SUPPLEMENTS

##### ***Summer Ball***

Coaches of each sport (basketball, baseball, cheerleading, volleyball, softball, cross country, track and weightlifting) at Altha and BHS should be paid for summer athletic activity, including practicing or playing games (limited to one coach per sport). A copy of the practice schedule and/or game schedule will be required to turn into the finance office. The maximum supplement earned is \$600. The amount per game/practice is \$30 for a maximum of 20 games/practices. Funds to pay for tournaments will come out of the sport's internal account. Coaches may take the bus or the Calhoun County van, if it is available, for the summer games, but the cost will be charged to the school as normal. Twelve-month employees are only eligible for the supplement if the activity is done during non-working hours.

##### ***Post Season***

Coaches will be paid up to ten percent (10%) of their coaching supplement (not to include athletic director supplement) for participation in post season athletic competition in the following manner: two percent (2%) will be paid for participating in each level of competition - Regional semifinals (2%), Regional finals (2%), State semifinals (2%), State champion game (2%), State Champions (2%). For example, if a coach received a supplement of \$2,000, he/she would receive \$40 for progressing to each postseason play level. If the coach progressed all the way to the state championship and won the state championship, the coach would receive \$200. The amount that coaches will receive will vary according to the amount of the supplement they receive. The Principal must write a memo to the Director of Finance stating that the coach participated in post season athletic competition.