

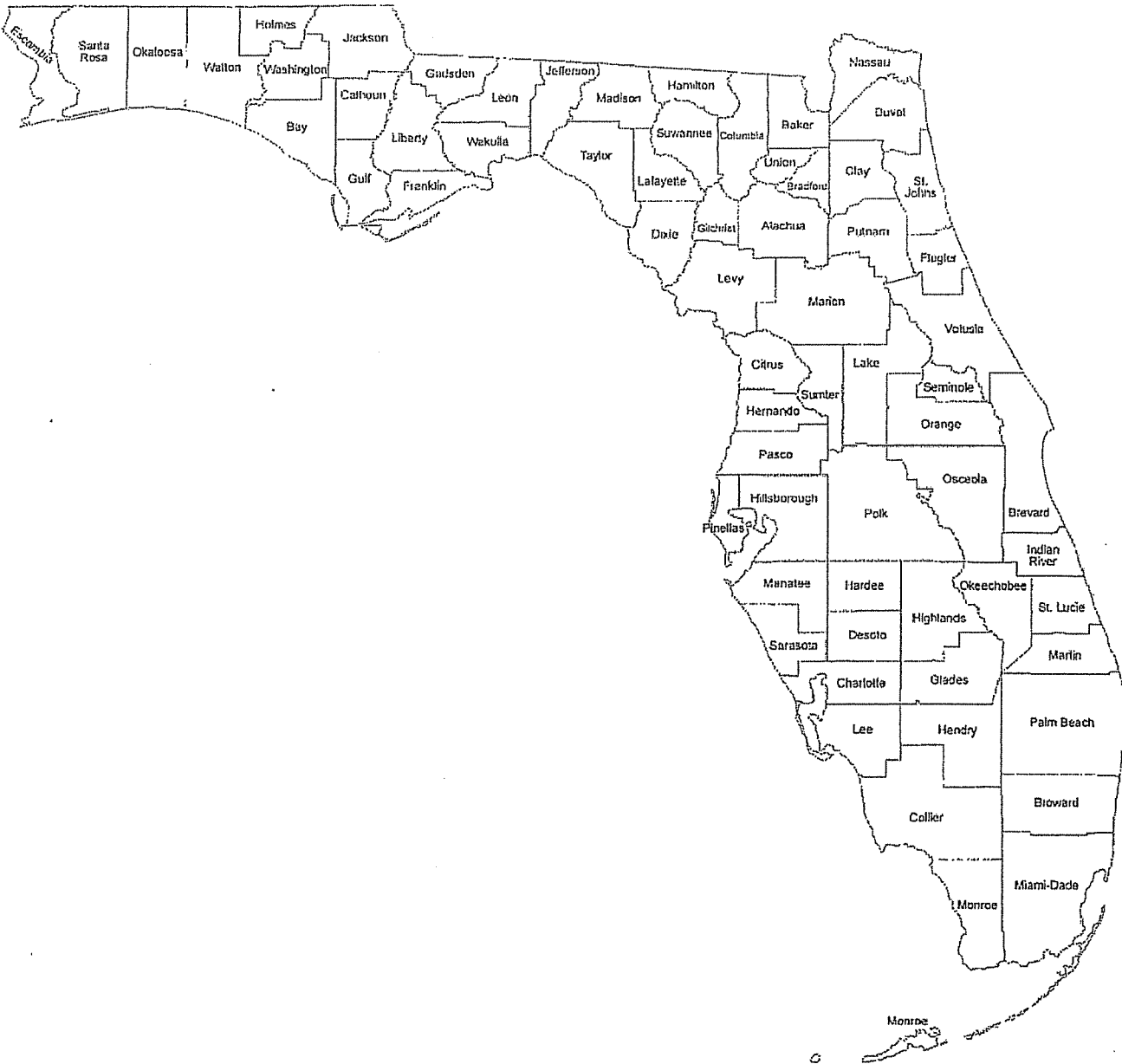
**FLORIDA SCHOOL DISTRICTS
SUPERINTENDENTS' SALARIES**

Source: Data Report, Education Information and Accountability Services, Florida Department of Education (December 2012: 2011-12 Salaries)

DISTRICT	SALARY
01 Alachua**	\$ 159,063
02 Baker	\$ 101,463
03 Bay	\$ 117,836
04 Bradford	\$ 96,173
05 Brevard**	\$ 202,000
06 Broward**	\$ 274,999
07 Calhoun	\$ 94,226
08 Charlotte**	\$ 145,000
09 Citrus	\$ 117,198
10 Clay	\$ 122,530
11 Collier**	\$ 200,000
12 Columbia	\$ 109,525
13 Dade**	\$ 275,002
14 DeSoto	\$ 96,237
15 Dixie	\$ 92,274
16 Duval**	\$ 274,999
17 Escambia	\$ 129,804
18 Flagler**	\$ 142,777
19 Franklin	\$ 90,702
20 Gadsden	\$ 101,933
21 Gilchrist	\$ 114,030
22 Glades	\$ 93,132
23 Gulf	\$ 92,093
24 Hamilton	\$ 91,745
25 Hardee	\$ 98,112
26 Hendry	\$ 103,560
27 Hernando**	\$ 130,000
28 Highlands	\$ 112,453
29 Hillsborough**	\$ 263,120
30 Holmes	\$ 93,402
31 Indian River**	\$ 154,999
32 Jackson	\$ 103,014
33 Jefferson	\$ 91,737
34 Lafayette	\$ 64,241

DISTRICT	SALARY
35 Lake**	\$ 165,000
36 Lee**	\$ 187,999
37 Leon	\$ 128,378
38 Levy	\$ 71,571
39 Liberty	\$ 89,676
40 Madison	\$ 90,728
41 Manatee**	\$ 171,100
42 Marion	\$ 131,414
43 Martin	\$ 117,800
44 Monroe**	\$ 136,308
45 Nassau	\$ 143,636
46 Okaloosa	\$ 123,108
47 Okeechobee**	\$ 100,000
48 Orange**	\$ 280,699
49 Osceola**	\$ 150,528
50 Palm Beach**	\$ 224,999
51 Pasco	\$ 134,399
52 Pinellas**	\$ 142,413
53 Polk**	\$ 180,000
54 Putnam	\$ 106,155
55 St. Johns**	\$ 143,663
56 St. Lucie**	\$ 180,453
57 Santa Rosa	\$ 118,287
58 Sarasota**	\$ 172,333
59 Seminole**	\$ 184,320
60 Sumter	\$ 130,735
61 Suwannee	\$ 100,374
62 Taylor	\$ 94,446
63 Union	\$ 92,001
64 Volusia**	\$ 171,665
65 Wakulla	\$ 121,829
66 Walton	\$ 103,173
67 Washington	\$ 97,098

** Indicates districts in which the superintendent is appointed



SURROUNDING COUNTIES

COUNTY	SCHOOLS	STUDENTS	EMPLOYEES	SALARY
Alachua**	53	29,994	4,850	\$ 159,063
Baker	7	4,900	624	\$ 101,463
Bradford	10	3,379	552	\$ 96,173
Clay	41	36,000	4,805	\$ 151,471
Duval**	183	125,000	13,603	\$ 274,999
Flagler**	20	12,880	1,787	\$ 142,777
Nassau	16	11,137	1,444	\$ 143,636
Putnam	23	11,339	1,586	\$ 106,155
St. Johns**	43	31,072	3,598	\$ 143,663

** Indicates districts in which the superintendent is appointed

	SALARY	EMPLOYEES
School District of Clay County – School Board Attorney	\$ 149,350	
Clay County Attorney - Board of Commissioners	\$ 176,384	
Clay County Manager	\$ 177,000	584
Clay County Sheriff	\$ 131,156	529
Clerk of Court	\$ 122,560	71
Property Appraiser	\$ 122,560	31
Supervisor of Elections	\$ 104,403	10
Tax Collector	\$ 122,560	68

SCHOOL DISTRICT OF CLAY COUNTY
Superintendent of Schools

	2006-2007 Salary	Increase
State Base Minimum	\$ 120,116.00	
Supplement Training 1	2,000.00	9%
Supplement Training 2	4,875.00	
School Board Supplement	<u>17,596.55</u>	
**Total	\$ 144,587.55	

	2007-2008 Salary	
State Base Minimum	\$ 120,896.00	
Supplement Training 1	2,000.00	6%
Supplement Training 2	4,875.00	
School Board Supplement	<u>25,199.30</u>	
**Total	\$ 152,970.30	

	2008-2009 Salary	
State Base Minimum	\$ 121,861.00	
Supplement Training 1	2,000.00	3%
Supplement Training 2	4,875.00	
School Board Supplement	<u>29,501.00</u>	
**Total	\$ 158,237.00	

	2008-2009 Salary	
State Base Minimum	\$ 121,861.00	Status Quo
*Supplement	2,000.00	
Supplement Training 2	4,875.00	
School Board Supplement	<u>29,501.00</u>	
**Total	\$ 151,362.00	

	2009-2010 Salary	
State Base Minimum	\$ 119,424.00	Mandatory state cut-Superintendent's salary
Supplement Training 1	1,960.00	
School Board Supplement	<u>28,911.00</u>	
**Total	\$ 150,295.00	

	2010-2011 Salary	
State Base Minimum	\$ 121,923.00	Voluntary cut-Superintendent's salary
Supplement Training 1	2,000.00	
School Board Supplement	<u>25,854.00</u>	
**Total	\$ 149,777.00	

	2011-2012 Salary	Increase
State Base Minimum	\$ 122,530.00	
Supplement Training 1	2,000.00	2%
School Board Supplement	<u>28,911.00</u>	
Total	\$ 153,441.00	

	2012-2013 Salary	
State Base Minimum	\$ 122,530.00	
Supplement Training 1	2,000.00	Status quo
School Board Supplement	<u>28,911.00</u>	
Total	\$ 153,441.00	

	2012-2013 Salary	
State Base Minimum	\$ 122,560.00	Status quo
Supplement Training 1	2,000.00	
School Board Supplement	<u>28,911.00</u>	
Total	\$ 151,471.00	

Note: 2012-2013 salary of School District of Clay County Deputy Superintendent - \$126,205



(SAMPLE)

Agenda

Regular Meeting

Category

Discussion Agenda

Sub-Category

Human Resources

Item Title:

1. Request approval of Board's contribution to Superintendent's 2013-14 salary, retroactive to July 1, 2013
OR
2. Request approval of Board's contribution to Superintendent's 2013-14 salary to begin on _____
(date)
OR
3. Request approval to freeze the Board's contribution to the Superintendent's salary.

(Alternatives: increase/decrease/freeze)

Issue/Rationale:

The Superintendent's official base salary is calculated and certified by the Florida Legislature's Office of Economic and Demographic Research. School Board policy 6GX-10-1.03 C (Salary of the Superintendent) requires that the School Board annually, by majority vote, authorize the Board's salary supplement contribution to the Superintendent's salary.

Recommended Action:

Financial Impact:

If approved, the School Board's 2013 – 2014 contribution to the Superintendent's salary will be \$ _____.
(an increase/decrease of \$ _____)

	2012-2013	2013-2014
State Base Minimum	\$122,530.00	\$122,560.00
(Amount Contributed by School Board)	28,911.00	

Submitted by:

Toni A. McCabe, Assistant Superintendent for Human Resources

1.03 THE SUPERINTENDENT OF SCHOOLS

C. Salary of the Superintendent

The base salary of the School Superintendent is set in an amount indicated pursuant to Florida Statute 1001.47. However, the School Board may, by majority vote, approve a supplemental amount (hereinafter referred to as "salary supplement") in addition to, and in excess of the amount specified by the statute. In accordance with the following the following provisions:

1. ~~If the School Board chooses to provide a salary supplement in excess of the statutory base salary amount, said~~ The supplement must be approved annually by majority vote of the School Board at a regular School Board meeting. ~~The proposal to grant a salary supplement must be brought to through the Board as a separate item on the School Board meeting discussion agenda.~~
2. The agenda item shall set forth the proposed amount of the salary supplement for the fiscal year and shall also set forth the annual amount of the Superintendent's base salary which is set by statute and the amount of the salary supplement approved by the School Board in the preceding year. ~~The School Board is not bound by any proposed amount and may change said supplement amount at its discretion.~~
3. ~~Approval of a salary supplement pursuant to this policy made at any time during the fiscal year shall, if specified by the Board, be retroactive to an earlier date in the same fiscal year and shall terminate on the last day of the same fiscal year, after which no further salary supplement payments shall be made without further action by the Board. A salary supplement initiated pursuant to this policy shall not be subject to increase in the event other administrative salaries are increased.~~
4. ~~Upon adoption of this policy all existing salary supplements shall terminate effective June 30, 2013 and no further salary supplements shall be paid until further action of the Board.~~
5. ~~Any salary supplement initiated pursuant to this policy section is independent of any other supplement to which the Superintendent may be entitled for certification, special qualification or leadership and performance compensation as provided by F.S. 1001.47(4) and (5).~~