

**SUPPORT SALARY SCHEDULE  
(NON-BARGAINING UNIT POSITIONS)**

**1. SUBSTITUTES:**

Category:	
Secretarial/Clerical	\$7.16 <u>7.21</u> per hour
Noon Day Shuttle Bus Runs	\$7.16 <u>7.21</u> per hour
Cafeteria Assistant/Cafeteria Van Driver	\$7.16 <u>7.21</u> per hour
Substitute Bus Drivers for Field Trips/Extra Trips	\$8.39 -per hour
Bus Driver Interns for Field Trips/Extra Trips	\$8.39 per hour
Bus Driver Intern	\$ .25 per hour less than Step 1 hourly rate for regular bus drivers.
Bus Drivers	\$.50 per hour less than Step 1 hourly rate for regular bus drivers.
Substitute Licensed Practical Nurse	\$.50 per hour less than Step 1 hourly rate for regular Licensed Practical Nurse.
Substitute ESE Interpreter	\$.50 per hour less than Step 1 hourly rate for regular ESE Interpreter I.
Substitute Custodian	\$.50 per hour less than Step 1 hourly rate for regular Custodian.
Cafeteria Assistant Trainee	\$1.00 per hour less than Step 1 hourly rate for regular Cafeteria Assistant.
Cafeteria Van Driver Trainee	\$1.00 per hour less than Step 1 hourly rate for regular Cafeteria Van Driver.
Substitute Aide*	\$1.00 per hour less than Step 1 hourly rate for regular Classroom Aides.
Substitute Bus Monitor	\$1.00 per hour less than Step 1 hourly rate for regular Bus Monitor.
Substitute Clinic Assistant	\$.50 per hour less than Step 1 hourly rate for regular Health Assistant

\* In the absence of an aide, the supervisor is authorized to use either an approved support substitute aide, at the rate of pay stipulated above, or an approved substitute teacher at the rate of pay stipulated for substitute teachers under "Miscellaneous Salaries," Section IV.

**A. Minimum Guaranteed Work Hours**

- 1) Bus Driver Interns shall be guaranteed a minimum of 5.5 hours per day, for each day of reporting, during the 180 student days in the regular school calendar
- 2) Bus Driver substitutes shall be guaranteed a minimum of 4.5 hours per day, for each day of reporting, during the 180 student days in the regular school calendar

**B. Benefits**

Effective 9/20/02, Bus Driver Interns and Bus Driver substitutes are eligible to enroll in the District's comprehensive hospital-surgical-major medical and group life insurance policy at group rates equivalent to those of regular employees.

**2. OTHER:**

Temporary Adult Labor ~~\$6.79 per hour~~  
(when authorized by the Superintendent) ~~\$7.14~~ \$7.21 per hour  
\$7.64 per hour

**3. SPECIAL GRANT PERSONNEL:**

Part-time labor employed by the Superintendent under special grant or through inter-governmental agreements will be paid an amount to be determined by the School Board.

**4. STUDENT LABOR (High School):**

When used as part-time help, and authorized by the Superintendent, students shall be paid at the following rate:

~~\$6.79~~ — ~~\$7.14~~ \$7.21 \$7.64

**5. OTHER PROGRAMS (Other than 310 Agreements)**

Individuals employed as supervisors of student workers or to complete special temporary assignments, shall be paid as follows at the discretion of the Superintendent or his/her designee:

1. An hourly rate of pay equivalent to their normal rate of pay in effect, or
2. The rate of pay for the position employed in, based on Grade and Step of the Support Salary Schedule (not to exceed step 5), as determined by the Superintendent or his/her designee, or
3. A rate of pay selected from the rate determined for Temporary Adult Labor.

**6. TRAINING BONUS - BUS DRIVERS**

Following successful completion of all required pre-service training and screenings, bus drivers shall be paid a one-time bonus of \$500.

In order to enroll in the training program, applicants must complete the following:

1. Fingerprinting
2. Background check
3. Drug Screening
4. DMV license check which meet requirements for hire
5. Physical Exam

**ADVANCED PLACEMENT, ADVANCED INTERNATIONAL CERTIFICATE OF  
EDUCATION, AND INTERNATIONAL BACCALAUREATE  
TEACHER BONUSES**

1. During the 2008-2009 school year, a bonus of \$50 for each student taught by an Advanced Placement teacher in each Advanced Placement course who receives a score of 3 or higher on the College Board Advanced Placement Examination, shall be paid to the Advanced Placement teacher.
2. During the 2008-2009 school year, a bonus of \$50 for each student taught by the International Baccalaureate teacher in each International Baccalaureate course who received a score of 4 or higher on the International Baccalaureate examination shall be paid to the International Baccalaureate teacher.
3. During the 2008-2009 school year, a bonus of \$50 for each student taught by the Advanced International Certificate of Education teacher in each full-credit AICE course who receives a score of 2 or higher on the AICE examination shall be paid to the AICE teacher. A bonus in the amount of \$25 for each student taught by the AICE teacher in each half-credit AICE course who receives a score of 1 or higher on the AICE examination shall be paid to the AICE teacher.
4. Bonuses awarded to a teacher according to this section shall not exceed \$2,000 **per teacher for each program**, in any given school year and shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive during 2008-2009.
5. This bonus is in addition to the applicable tax and social security withholdings and will not result in distributions to the Florida Retirement System.
6. ~~Only teachers still employed by or retired from the Clay County School Board at the time the 2008-2009 bonuses are awarded shall be eligible for possible receipt of the bonus.~~
7. The principal of each school in which the 2007-2008 administration of the AP and/or IB and/ or AICE-Examination took place shall be responsible for certifying the number of students who meet the examination criteria noted above and the applicable AP, IB, or AICE teacher(s) of these students during 2008-2009.