

ADMINISTRATIVE

MANAGERIAL

SUPERVISORY

CONFIDENTIAL

2006-2007

**TABLE I
TITLE OF POSITION FOR ADMINISTRATIVE/MANAGEMENT
AND SUPERVISORY PERSONNEL SALARY SCHEDULE**

| <u>SALARY SCHEDULE TITLE</u> | <u>POSITION TITLE</u> |
|------------------------------|---|
| Coordinator IV | Food Service Specialist Shared Services Network Facilitator Area Manager |
| Coordinator III | Transportation Specialist |
| Coordinator II | Fleet Maintenance Supervisor Coordinator of Purchasing/Warehouse Public Relations Officer Coordinator of Accounting and Internal Accounts Transportation Services Supervisor Coordinator of Property Control Coordinator of Health Benefits Web Developer I-Series Operations Coordinator |
| Coordinator I | Coordinator of Operations Coordinator of Planning & Intergovernmental Relations Project Manager Maintenance Supervisor (Technical) Maintenance Supervisor (General) Coordinator of Payroll Activities Coordinator of School Food Service Chief Building Inspector Design Architect |
| Director III | Building Official |
| Director II | Director of Maintenance & Operations Director of Food and Nutrition Services Director of Purchasing/Accounts Payable and Material Management Director on Assignment Director of Facility Planning and Construction Director of Finance Director of School Improvement/Professional Development and Assessment |

Approved: 7/31/06

| | |
|-----------------------------|---|
| Director I | Chief Information Officer Director of Career & Technical Education Director of Student Services Director of Exceptional Student Education Director of Support Personnel Services Director on Assignment Director of Instructional Personnel Services Director of Secondary Education Director of Elementary Education Director of Transportation (effective 7/01/06) |
| Supervisor III | Supervisor of Student Services Supervisor of Instructional Support Services Supervisor of Exceptional Student Education Computer Operations Manager Reading/Language Arts Supervisor Supervisor of Title I Supervisor of Information Services |
| Supervisor II | Supervisor of Adult/Community Education Supervisor of Instructional Personnel Services Supervisor of Curriculum Pre-K-12 |
| Supervisor I | None |
| Assistant Principal | Assistant Principal Assistant Principal on Assignment |
| Vice Principal | Vice Principal |
| Principal | Principal Principal on Assignment |
| Administrator on Assignment | Administrator on Assignment |
| Assistant Superintendent | Assistant Superintendent for Human Resources Assistant Superintendent for Business Affairs Assistant Superintendent for Support Services Assistant Superintendent for Instruction |
| Deputy Superintendent | Deputy Superintendent |

Approved: 7/31/06

**CONTROL FACTORS FOR
ADMINISTRATIVE/MANAGEMENT AND SUPERVISORY
PERSONNEL SALARY SCHEDULE**

Unless otherwise recommended by the Superintendent, all persons being placed on the schedule for the first time will be assigned to step 0 for the pay grade appropriate to their position. The Superintendent may assign placement above step 0 subject to School Board approval to (a) insure that one who is a teacher in the district will not receive a "pay cut" when compared to their teaching salary projected for twelve months, or (b) provide an added incentive to a person with critically needed skills. Under no circumstances will a person being placed on the schedule for the first time be placed above step 20.

When a person already on the administrative salary schedule is assigned a new district level position on the schedule, the person will be placed on the salary schedule (pay grade/step) for the new position closest to their current salary, including supplements, if applicable. The person would not maintain the same step status for the new district level position, unless a decrease in overall salary would result. This paragraph shall apply only to an administrator whose move is to a district level administrative position.

A district level administrator who accepts a school based administrative position shall maintain his/her step on the schedule when assigned to the new pay grade.

Unless the Superintendent takes overt action to withhold an increment, each person will advance one step on the schedule up through step 20 for each year of administrative/management experience within the Clay County Schools except as follows:

1. If an administrator (including a Cafeteria Manager) receives an unsatisfactory rating on his/her annual performance evaluation and the Superintendent recommends reappointment to an administrative position for the following year, the administrator will receive the same salary in the next school year as he/she received during the unsatisfactory year of service. Such administrator will be ineligible for any step, supplement or base salary pay increase. This freeze will apply for, at least, the school year following the administrator's receipt of an unsatisfactory evaluation.
2. If, during the frozen salary year, the administrator earns a satisfactory evaluation, he/she will be placed back on the salary schedule for the following year and, if otherwise eligible, receive any step increase approved by the Board.
3. If the administrator referenced in 1. above receives satisfactory ratings on the final performance evaluations for each of the two (2) years following the receipt of an unsatisfactory rating, the administrator will be eligible, the third year, for any salary step and/or step amount that would have applied had the administrator never earned an unsatisfactory evaluation.

If the situation arises where the chief officer of a school makes less money than another person in that school, the situation shall be brought to the attention of the School Board to be considered on a case by case basis.

Administrative positions are 12-month positions unless otherwise approved in the allocation document. The salary and applicable supplement of a-less-than-12-month administrator shall be prorated based on the number of contract days times the daily rate of pay established in the Administrative Salary Tables contained herein.

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The 10 or 11-month calendar for an administrator shall be the same as that established for other 10 (196 days) or 11 (216 days) - month employees.

~~School based administrative personnel who have earned the status of "exemplary" on their evaluations for 2005-2006 school year will be awarded the appropriate compensation as designated by the legislature. This compensation will be prorated based on the length and type of the contract held by the respective administrator.~~

Board Approved: 7/31/06

**TABLE II
 PAY GRADE FOR ADMINISTRATIVE/MANAGEMENT AND
 SUPERVISORY PERSONNEL
 SALARY SCHEDULE TITLES**

| PAY GRADE | SALARY SCHEDULE TITLE |
|-----------|---------------------------------|
| 112 | Coordinator IV |
| 125 | Coordinator III |
| 140 | Coordinator II |
| 155 | Coordinator I |
| 168 | Assistant Principal (Base) |
| 168 | Vice Principal (Base) |
| 173 | Supervisor III |
| 173 | Director III |
| 193 | Supervisor II |
| 193 | Director II |
| 200 | Principal Special School (Base) |
| 200 | Principal (Base) |
| 200 | Supervisor I |
| 215 | Director I |
| See Below | Administrator on Assignment |
| 238 | Assistant Superintendent |
| 250 | Deputy Superintendent |

* An administrator will maintain his/her contracted salary earned immediately prior to the transfer/redesignation as an Administrator on Assignment for the balance of the school year during which the transfer/redesignation takes place.

Approved: 7/31/06

**TABLE III - INDICES FOR EACH PAY GRADE/STEP FOR
ADMINISTRATIVE/MANAGEMENT AND SUPERVISORY
PERSONNEL SALARY SCHEDULE**

| Pay Grades | STEPS | | | | | | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 100 | 1.000 | 1.030 | 1.060 | 1.090 | 1.120 | 1.150 | 1.180 | 1.210 | 1.240 | 1.270 | 1.300 | 1.330 | 1.360 | 1.390 | 1.420 | 1.450 |
| 110 | 1.100 | 1.130 | 1.160 | 1.190 | 1.220 | 1.250 | 1.280 | 1.310 | 1.340 | 1.370 | 1.400 | 1.430 | 1.460 | 1.490 | 1.520 | 1.550 |
| 112 | 1.120 | 1.150 | 1.180 | 1.210 | 1.240 | 1.270 | 1.300 | 1.330 | 1.360 | 1.390 | 1.420 | 1.450 | 1.480 | 1.510 | 1.540 | 1.570 |
| 115 | 1.150 | 1.180 | 1.210 | 1.240 | 1.270 | 1.300 | 1.330 | 1.360 | 1.390 | 1.420 | 1.450 | 1.480 | 1.510 | 1.540 | 1.570 | 1.600 |
| 125 | 1.250 | 1.280 | 1.310 | 1.340 | 1.370 | 1.400 | 1.430 | 1.460 | 1.490 | 1.520 | 1.550 | 1.580 | 1.610 | 1.640 | 1.670 | 1.700 |
| 128 | 1.280 | 1.310 | 1.340 | 1.370 | 1.400 | 1.430 | 1.460 | 1.490 | 1.520 | 1.550 | 1.580 | 1.610 | 1.640 | 1.670 | 1.700 | 1.730 |
| 133 | 1.330 | 1.360 | 1.390 | 1.420 | 1.450 | 1.480 | 1.510 | 1.540 | 1.570 | 1.600 | 1.630 | 1.660 | 1.690 | 1.720 | 1.750 | 1.780 |
| 135 | 1.350 | 1.380 | 1.410 | 1.440 | 1.470 | 1.500 | 1.530 | 1.560 | 1.590 | 1.620 | 1.650 | 1.680 | 1.710 | 1.740 | 1.770 | 1.800 |
| 140 | 1.400 | 1.430 | 1.460 | 1.490 | 1.520 | 1.550 | 1.580 | 1.610 | 1.640 | 1.670 | 1.700 | 1.730 | 1.760 | 1.790 | 1.820 | 1.850 |
| 143 | 1.430 | 1.460 | 1.490 | 1.520 | 1.550 | 1.580 | 1.610 | 1.640 | 1.670 | 1.700 | 1.730 | 1.760 | 1.790 | 1.820 | 1.850 | 1.880 |
| 145 | 1.450 | 1.480 | 1.510 | 1.540 | 1.570 | 1.600 | 1.630 | 1.660 | 1.690 | 1.720 | 1.750 | 1.780 | 1.810 | 1.840 | 1.870 | 1.900 |
| 150 | 1.500 | 1.530 | 1.560 | 1.590 | 1.620 | 1.650 | 1.680 | 1.710 | 1.740 | 1.770 | 1.800 | 1.830 | 1.860 | 1.890 | 1.920 | 1.950 |
| 155 | 1.550 | 1.580 | 1.610 | 1.640 | 1.670 | 1.700 | 1.730 | 1.760 | 1.790 | 1.820 | 1.850 | 1.880 | 1.910 | 1.940 | 1.970 | 2.000 |
| 158 | 1.580 | 1.610 | 1.640 | 1.670 | 1.700 | 1.730 | 1.760 | 1.790 | 1.820 | 1.850 | 1.880 | 1.910 | 1.940 | 1.970 | 2.000 | 2.030 |
| 163 | 1.630 | 1.660 | 1.690 | 1.720 | 1.750 | 1.780 | 1.810 | 1.840 | 1.870 | 1.900 | 1.930 | 1.960 | 1.990 | 2.020 | 2.050 | 2.080 |
| 168 | 1.680 | 1.710 | 1.740 | 1.770 | 1.800 | 1.830 | 1.860 | 1.890 | 1.920 | 1.950 | 1.980 | 2.010 | 2.040 | 2.070 | 2.100 | 2.130 |
| 173 | 1.730 | 1.760 | 1.790 | 1.820 | 1.850 | 1.880 | 1.910 | 1.940 | 1.970 | 2.000 | 2.030 | 2.060 | 2.090 | 2.120 | 2.150 | 2.180 |
| 175 | 1.750 | 1.780 | 1.810 | 1.840 | 1.870 | 1.900 | 1.930 | 1.960 | 1.990 | 2.020 | 2.050 | 2.080 | 2.110 | 2.140 | 2.170 | 2.200 |
| 180 | 1.800 | 1.830 | 1.860 | 1.890 | 1.920 | 1.950 | 1.980 | 2.010 | 2.040 | 2.070 | 2.100 | 2.130 | 2.160 | 2.190 | 2.220 | 2.250 |
| 183 | 1.830 | 1.860 | 1.890 | 1.920 | 1.950 | 1.980 | 2.010 | 2.040 | 2.070 | 2.100 | 2.130 | 2.160 | 2.190 | 2.220 | 2.250 | 2.280 |
| 188 | 1.880 | 1.910 | 1.940 | 1.970 | 2.000 | 2.030 | 2.060 | 2.090 | 2.120 | 2.150 | 2.180 | 2.210 | 2.240 | 2.270 | 2.300 | 2.330 |
| 193 | 1.930 | 1.960 | 1.990 | 2.020 | 2.050 | 2.080 | 2.110 | 2.140 | 2.170 | 2.200 | 2.230 | 2.260 | 2.290 | 2.320 | 2.350 | 2.380 |
| 195 | 1.950 | 1.980 | 2.010 | 2.040 | 2.070 | 2.100 | 2.130 | 2.160 | 2.190 | 2.220 | 2.250 | 2.280 | 2.310 | 2.340 | 2.370 | 2.400 |
| 200 | 2.000 | 2.030 | 2.060 | 2.090 | 2.120 | 2.150 | 2.180 | 2.210 | 2.240 | 2.270 | 2.300 | 2.330 | 2.360 | 2.390 | 2.420 | 2.450 |
| 208 | 2.080 | 2.110 | 2.140 | 2.170 | 2.200 | 2.230 | 2.260 | 2.290 | 2.320 | 2.350 | 2.380 | 2.410 | 2.440 | 2.470 | 2.500 | 2.530 |
| 215 | 2.150 | 2.180 | 2.210 | 2.240 | 2.270 | 2.300 | 2.330 | 2.360 | 2.390 | 2.420 | 2.450 | 2.480 | 2.510 | 2.540 | 2.570 | 2.600 |
| 225 | 2.250 | 2.280 | 2.310 | 2.340 | 2.370 | 2.400 | 2.430 | 2.460 | 2.490 | 2.520 | 2.550 | 2.580 | 2.610 | 2.640 | 2.670 | 2.700 |
| 238 | 2.380 | 2.410 | 2.440 | 2.470 | 2.500 | 2.530 | 2.560 | 2.590 | 2.620 | 2.650 | 2.680 | 2.710 | 2.740 | 2.770 | 2.800 | 2.830 |
| 250 | 2.500 | 2.530 | 2.560 | 2.590 | 2.620 | 2.650 | 2.680 | 2.710 | 2.740 | 2.770 | 2.800 | 2.830 | 2.860 | 2.890 | 2.920 | 2.950 |
| 280 | 2.800 | 2.830 | 2.860 | 2.890 | 2.920 | 2.950 | 2.980 | 3.010 | 3.040 | 3.070 | 3.100 | 3.130 | 3.160 | 3.190 | 3.220 | 3.250 |

Approved: 6/13/05

| Pay Grades | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |
|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 100 | 1.480 | 1.510 | 1.540 | 1.570 | 1.600 | 1.630 | 1.660 | 1.690 | 1.720 | 1.750 | 1.780 | 1.810 | 1.840 | 1.870 | 1.900 |
| 110 | 1.580 | 1.610 | 1.640 | 1.670 | 1.700 | 1.730 | 1.760 | 1.790 | 1.820 | 1.850 | 1.880 | 1.910 | 1.940 | 1.970 | 2.000 |
| 112 | 1.600 | 1.630 | 1.660 | 1.690 | 1.720 | 1.750 | 1.780 | 1.810 | 1.840 | 1.870 | 1.900 | 1.930 | 1.960 | 1.990 | 2.020 |
| 115 | 1.630 | 1.660 | 1.690 | 1.720 | 1.750 | 1.780 | 1.810 | 1.840 | 1.870 | 1.900 | 1.930 | 1.960 | 1.990 | 2.020 | 2.050 |
| 125 | 1.730 | 1.760 | 1.790 | 1.820 | 1.850 | 1.880 | 1.910 | 1.940 | 1.970 | 2.000 | 2.030 | 2.060 | 2.090 | 2.120 | 2.150 |
| 128 | 1.760 | 1.790 | 1.820 | 1.850 | 1.880 | 1.910 | 1.940 | 1.970 | 2.000 | 2.030 | 2.060 | 2.090 | 2.120 | 2.150 | 2.180 |
| 133 | 1.810 | 1.840 | 1.870 | 1.900 | 1.930 | 1.960 | 1.990 | 2.020 | 2.050 | 2.080 | 2.110 | 2.140 | 2.170 | 2.200 | 2.230 |
| 135 | 1.830 | 1.860 | 1.890 | 1.920 | 1.950 | 1.980 | 2.010 | 2.040 | 2.070 | 2.100 | 2.130 | 2.160 | 2.190 | 2.220 | 2.250 |
| 140 | 1.880 | 1.910 | 1.940 | 1.970 | 2.000 | 2.030 | 2.060 | 2.090 | 2.120 | 2.150 | 2.180 | 2.210 | 2.240 | 2.270 | 2.300 |
| 143 | 1.910 | 1.940 | 1.970 | 2.000 | 2.030 | 2.060 | 2.090 | 2.120 | 2.150 | 2.180 | 2.210 | 2.240 | 2.270 | 2.300 | 2.330 |
| 145 | 1.930 | 1.960 | 1.990 | 2.020 | 2.050 | 2.080 | 2.110 | 2.140 | 2.170 | 2.200 | 2.230 | 2.260 | 2.290 | 2.320 | 2.350 |
| 150 | 1.980 | 2.010 | 2.040 | 2.070 | 2.100 | 2.130 | 2.160 | 2.190 | 2.220 | 2.250 | 2.280 | 2.310 | 2.340 | 2.370 | 2.400 |
| 155 | 2.030 | 2.060 | 2.090 | 2.120 | 2.150 | 2.180 | 2.210 | 2.240 | 2.270 | 2.300 | 2.330 | 2.360 | 2.390 | 2.420 | 2.450 |
| 158 | 2.060 | 2.090 | 2.120 | 2.150 | 2.180 | 2.210 | 2.240 | 2.270 | 2.300 | 2.330 | 2.360 | 2.390 | 2.420 | 2.450 | 2.480 |
| 163 | 2.110 | 2.140 | 2.170 | 2.200 | 2.230 | 2.260 | 2.290 | 2.320 | 2.350 | 2.380 | 2.410 | 2.440 | 2.470 | 2.500 | 2.530 |
| 168 | 2.160 | 2.190 | 2.220 | 2.250 | 2.280 | 2.310 | 2.340 | 2.370 | 2.400 | 2.430 | 2.460 | 2.490 | 2.520 | 2.550 | 2.580 |
| 173 | 2.210 | 2.240 | 2.270 | 2.300 | 2.330 | 2.360 | 2.390 | 2.420 | 2.450 | 2.480 | 2.510 | 2.540 | 2.570 | 2.600 | 2.630 |
| 175 | 2.230 | 2.260 | 2.290 | 2.320 | 2.350 | 2.380 | 2.410 | 2.440 | 2.470 | 2.500 | 2.530 | 2.560 | 2.590 | 2.620 | 2.650 |
| 180 | 2.280 | 2.310 | 2.340 | 2.370 | 2.400 | 2.430 | 2.460 | 2.490 | 2.520 | 2.550 | 2.580 | 2.610 | 2.640 | 2.670 | 2.700 |
| 183 | 2.310 | 2.340 | 2.370 | 2.400 | 2.430 | 2.460 | 2.490 | 2.520 | 2.550 | 2.580 | 2.610 | 2.640 | 2.670 | 2.700 | 2.730 |
| 188 | 2.360 | 2.390 | 2.420 | 2.450 | 2.480 | 2.510 | 2.540 | 2.570 | 2.600 | 2.630 | 2.660 | 2.690 | 2.720 | 2.750 | 2.780 |
| 193 | 2.410 | 2.440 | 2.470 | 2.500 | 2.530 | 2.560 | 2.590 | 2.620 | 2.650 | 2.680 | 2.710 | 2.740 | 2.770 | 2.800 | 2.830 |
| 195 | 2.430 | 2.460 | 2.490 | 2.520 | 2.550 | 2.580 | 2.610 | 2.640 | 2.670 | 2.700 | 2.730 | 2.760 | 2.790 | 2.820 | 2.850 |
| 200 | 2.480 | 2.510 | 2.540 | 2.570 | 2.600 | 2.630 | 2.660 | 2.690 | 2.720 | 2.750 | 2.780 | 2.810 | 2.840 | 2.870 | 2.900 |
| 208 | 2.560 | 2.590 | 2.620 | 2.650 | 2.680 | 2.710 | 2.740 | 2.770 | 2.800 | 2.830 | 2.860 | 2.890 | 2.920 | 2.950 | 2.980 |
| 215 | 2.630 | 2.660 | 2.690 | 2.720 | 2.750 | 2.780 | 2.810 | 2.840 | 2.870 | 2.900 | 2.930 | 2.960 | 2.990 | 3.020 | 3.050 |
| 225 | 2.730 | 2.760 | 2.790 | 2.820 | 2.850 | 2.880 | 2.910 | 2.940 | 2.970 | 3.000 | 3.030 | 3.060 | 3.090 | 3.120 | 3.150 |
| 238 | 2.860 | 2.890 | 2.920 | 2.950 | 2.980 | 3.010 | 3.040 | 3.070 | 3.100 | 3.130 | 3.160 | 3.190 | 3.220 | 3.250 | 3.280 |
| 250 | 2.980 | 3.010 | 3.040 | 3.070 | 3.100 | 3.130 | 3.160 | 3.190 | 3.220 | 3.250 | 3.280 | 3.310 | 3.340 | 3.370 | 3.400 |
| 280 | 3.280 | 3.310 | 3.340 | 3.370 | 3.400 | 3.430 | 3.460 | 3.490 | 3.520 | 3.550 | 3.580 | 3.610 | 3.640 | 3.670 | 3.700 |

Approved: 7/31/06

**SALARY SCHEDULE
TABLE IV-A
TABLE OF FACTORS - SCHOOL BASED ADMINISTRATORS**

Add the following supplements to the base salary for school administrators (principal, assistant principal, and vice principal). Supplements are stated in terms of indices of the base.* (Base for 2005-2006 = \$34,150. 2006-2007 = \$36,400)*

BASE SALARY: (Index X \$ ~~34,150~~ 36,400) :

| <u>Administrator</u> | <u>Pay Grade</u> | <u>Range (Steps 0 -20)</u> |
|--------------------------|------------------|---|
| Assistant/Vice Principal | 168 | 55,372 - 77,862 <u>61,152 - 82,992</u> |
| Principal | 200 | 68,300 - 88,790 <u>72,800 - 94,640</u> |

SUPPLEMENTS:

| A. <u>School level</u> | <u>Principal</u> | <u>Vice Principal</u> | <u>Assistant Principal</u> |
|------------------------|------------------|-----------------------|----------------------------|
| Special School | .12 | ----- | .07 |
| Elementary | 0 | ----- | 0 |
| Middle/Junior High | .12 | .10 | .07 |
| High School | .15 | .12 | .07 |

B. Population of School

| <u>Category</u> | <u>Weighted FTE**</u> | <u>Amount</u> |
|-----------------|--------------------------------------|---|
| I | Less than 750 | 0 |
| II | Greater than 749 & Less than 1800 | .07 (Principal Only) .05 (Assistant/Vice Principal only) |
| III | Greater than 1799 | .12 (Principal Only) .06 (Assistant/Vice Principal only) |

* An administrator who is involuntarily transferred to a Principal on Assignment position will maintain his/her contracted salary and related supplement(s) for the balance of the school year during which the transfer takes place.

** See Table IV-B

Approved: 7/31/06

**TABLE IVB
WEIGHTED FTE FACTORS FOR 2006-2007**

| SCHOOL | UNWEIGHTED | WEIGHTED |
|-------------------------------|-------------------|-----------------|
| Argyle Elementary | 1001 | 1301.80 |
| Charles E. Bennett Elementary | 718 | 735.16 |
| Clay Hill Elementary | 518 | 528.36 |
| Doctors Inlet Elementary | 992 | 1014.59 |
| Fleming Island Elementary | 1135 | 1182.26 |
| Grove Park Elementary | 687 | 713.24 |
| Keystone Heights Elementary | 822 | 841.04 |
| Lake Asbury Elementary | 1193 | 1218.10 |
| Lakeside Elementary | 597 | 614.40 |
| Montclair Elementary | 684 | 697.55 |
| Middleburg Elementary | 533 | 543.22 |
| McRae Elementary | 571 | 584.13 |
| Orange Park Elementary | 552 | 562.08 |
| Paterson Elementary | 1124 | 1176.92 |
| RideOut Elementary | 1055 | 1090.27 |
| Ridgeview Elementary | 749 | 846.92 |
| S. Bryan Jennings Elementary | 625 | 640.97 |
| Swimming Pen Creek Elementary | 696 | 737.90 |
| Thunderbolt Elementary | 1165 | 1256.11 |
| Tynes Elementary | 854 | 975.30 |
| W. E. Cherry Elementary | 568 | 580.08 |
| Wilkinson Elementary | 914 | 966.08 |
| Green Cove Springs Jr. High | 869 | 888.14 |
| Lake Asbury Jr. High | 1053 | 1118.61 |
| Lakeside Jr. High | 966 | 1017.65 |
| Oakleaf School | 1212 | 1226.03 |
| Orange Park Jr. High | 950 | 970.18 |
| Wilkinson Jr. High | 841 | 841.74 |
| Clay High | 1203 | 1320.17 |
| Fleming Island High | 2400 | 2669.98 |
| Keystone Heights Jr/Sr High | 1421 | 1510.18 |
| Middleburg High | 2200 | 2469.78 |
| Orange Park High | 2680 | 2935.46 |
| Ridgeview High | 1783 | 2057.57 |
| Bannerman Learning Center | 190 | 306.57 |

TABLE V
SALARY RANGES FOR
ADMINISTRATIVE/MANAGEMENT AND SUPERVISORY PERSONNEL
STEPS 0 - 20/ INDEX OF 1.000 = \$~~34,150~~ 36,400 (Base)

Example of Application of Pay Grades/Indices

Pay Grade 193 = Range of Indices 1.930 - 2.53 (Table III) For Steps 0- 20

Step 0 = 1.930 X 36,400 = 70,252 ~~34,150 = 65,910~~

Step 20 = 2.53 X 36,400 = 92,092 ~~34,150 = 86,400~~

Increment = .03 X 36,400 = 1092 ~~34,150 = 1025~~

| <u>PAY GRADE</u> | <u>SALARY SCHEDULE TITLE</u> | <u>RANGE (Steps 0 -20)</u> |
|------------------|------------------------------|---|
| 112 | Coordinator IV | <u>40,768 - 62,608</u> 38,248 - 58,738 |
| 125 | Coordinator III | <u>45,500 - 67,340</u> 42,688 - 63,178 |
| 140 | Coordinator II | <u>50,960 - 72,800</u> 47,810 - 68,300 |
| 155 | Coordinator I | <u>56,420 - 78,260</u> 52,933 - 73,423 |
| 168 | Assistant Principal (Base) | <u>61,152 - 82,992</u> 57,372 - 77,862 |
| | Assistant Principal (Max) | <u>65,884 - 87,724</u> 61,812 - 82,302 |
| 168 | Vice Principal (Base) | <u>61,152 - 82,992</u> 57,372 - 77,862 |
| | Vice Principal (Max) | <u>67,704 - 89,544</u> 63,519 - 84,009 |
| 173 | Supervisor III | <u>62,972 - 84,812</u> 59,080 - 79,570 |
| 173 | Director III | <u>62,972 - 84,812</u> 59,080 - 79,570 |
| 193 | Director II | <u>70,252 - 92,092</u> 65,910 - 86,400 |
| 193 | Supervisor II | <u>70,252 - 92,092</u> 65,910 - 86,400 |
| 200 | Principal (Base) | <u>72,800 - 94,640</u> 68,300 - 88,790 |
| | Principal (Max) | <u>82,628 - 104,468</u> 77,521 - 98,011 |
| 200 | Supervisor I | <u>72,800 - 94,640</u> 68,300 - 88,790 |
| 215 | Director I | <u>78,260 - 100,100</u> 73,423 - 93,913 |
| 238 | Assistant Superintendent | <u>86,632 - 108,472</u> 81,277 - 101,767 |
| 250 | Deputy Superintendent | <u>91,000 - 112,840</u> 85,375 - 105,865 |

NOTE: For 2006-2007 ~~2005-2006~~, all administrators who worked as Clay County administrators for more than one-half of the ~~2004-2005~~ 2005-2006 fiscal year shall be granted one step on the salary schedule.

Approved: 7/31/06

TABLE VI
TITLE OF POSITION FOR CAFETERIA MANAGEMENT
2006-2007 DATA

| <u>Salary Schedule Title</u> | <u>Position Definition</u> |
|------------------------------|--|
| Manager Intern | Will be assigned to schools based on scheduled training activities. |
| Manager in Training | May be assigned to any school based on projected average daily number of meals of less than 901. |
| Manager SAT III | Cafeteria Manager of a satellite school serving a projected average daily number of meals of less than 500; based on 2006-2007 projected data this includes Orange Park Elementary, Lakeside Elementary, and Montclair Elementary. |
| Manager SAT II | Cafeteria Manager of a satellite school serving a projected average daily number of meals of more than 499 but less than 700 meals; based on 2006-2007 projected data this includes Ridgeview Elementary, Middleburg Elementary, Keystone Heights Elementary, W. E. Cherry Elementary, and Swimming Pen Creek Elementary. |
| Manager SAT I | Cafeteria Manager of a satellite school serving a projected average daily number of meals of more than 699; based on 2006-2007 projected data this includes Doctors Inlet Elementary, Green Cove Springs Jr. High and Wilkinson Elementary. |
| Manager SC V | Cafeteria Manager of a self contained food service program serving a projected average daily number of meals of less than 600; based on 2006-2007 projected data this includes Clay Hill Elementary, and McRae Elementary. |
| Manager SC IV | Cafeteria Manager of a self contained food service program serving a projected average daily number of meals of more than 599 but less than 900; based on 2006-2007 projected data this includes Paterson Elementary, Charles E. Bennett Elementary, Fleming Island Elementary, Thunderbolt Elementary and Lake Asbury Jr. High. |
| Manager SC III | Cafeteria Manager of a self contained food service program serving a projected average daily number of meals of more than 899 but less than 1100; based on 2006-2007 projected data, this includes Argyle Elementary, Lake Asbury Elementary and Oakleaf School. |
| Manager SC II | Cafeteria Manager of a self-contained food service program serving a projected average daily number of meals of more than 1099 but less than 1300; based on 2006-2007 projected data this includes Orange Park High. |
| Manager SC I | Cafeteria Manager of a self contained food service program serving a projected average daily number of meals of more than 1299 but less than 1500; based on 2006-2007 projected data this includes Middleburg High. |
| Manager SC IA | Cafeteria Manager of a self contained food service program serving a projected average daily number of meals of more than 1499 but less than 1700 based on 2006-2007 projected data. No schools were in this category. |

- Manager SC IB Cafeteria Manager of self-contained food service program serving a projected average daily number of meals of more than 1699 based on 2006-2007 projected data. No schools were included in this category.
- Manager SB V Cafeteria Manager of a Satellite Base school serving a projected average daily number of meals of less than 900; based on 2006-2007 projected data this includes Grove Park Elementary.
- Manager SB IV Cafeteria Manager of a Satellite Base school serving a projected average daily number of meals of more than 899 but less than 1100; based on 2006-2007 projected data. This includes and S. Bryan Jennings Elementary.
- Manager SB III Cafeteria Manager of a Satellite Base school serving a projected average daily number of meals of more than 1099; but less than 1300; based on 2006-2007 projected data. This includes Lakeside Jr. High, and Tynes Elementary
- Manager SB II Cafeteria Manager of a Satellite Base school serving a projected average daily number of meals of more than 1299 but less than 1500; based on 2006-2007 projected data. This includes Orange Park Junior High, Clay High and Wilkinson Jr. High.
- Manager SB I Cafeteria Manager of a Satellite Base school serving a projected average daily number of meals of more than 1499 but less than 1800; based on 2006-2007 projected data. This includes RideOut Elementary, Ridgeview High, and Keystone Jr./Sr. High.
- Manager SB IA Cafeteria Manager of a Satellite Base school serving a projected average daily number of meals of more than 1799; based on 2006-2007 projected data. This includes Fleming Island High.

NOTE: This salary schedule reflects a la carte sales, adult a la carte and adult meal sales at all schools. Total a la carte dollar amounts are divided by the average cost to produce a meal. Breakfast meals served are equated to lunch meals on a 2:1 basis and are added to the projected data for each affected school.

Projected average daily number of meals will be re-evaluated based on actual meal participation at the end of the February month, each school year, and pay grades will be readjusted either up or down for the following school year.

Approved: 7/31/06

**TABLE VIIA
CAFETERIA MANAGER SUBSTITUTE**

- I. Substitute Cafeteria Managers shall have had experience as a Cafeteria Manager in a School Food Service Program. A letter from the last Principal and/or School Food Service Director recommending the person as a substitute shall be required. In addition, to qualify as a Substitute Cafeteria Manager, a drug screening will be required if the request to be a substitute is received more than ninety (90) days after separation from employment from a qualified agency, per Florida Statute. The cost of initial drug screening and fingerprinting will be borne by the district. However, the person may serve as a substitute in a probationary status until the fingerprints are cleared. Fingerprinting shall be required with one-day break in service, the cost to be borne by the employee.
- II. The rate of pay shall be \$90.00 per day for the Substitute Cafeteria Manager.

SCHOOL FOOD SERVICES SUBSTITUTE

- III. School Food Services Substitutes shall have a minimum of three years experience in a School Food Services operation performing all of the following duties:
 - 1. Food preparation tasks in the areas of main dishes, baked products, salads, fruits and vegetables, and condiments following state, local and federal guidelines.
 - 2. Set up serving line and serve food to students and adults.
 - 3. Perform cashier duties, including accepting and posting prepayments, accounting for meals served, counting and verifying cash receipts.
 - 4. Perform cleaning and sanitation tasks.

A letter from the School Food Services Director recommending the person as a School Food Services Substitute shall be required. In addition, to qualify as a School Food Services Substitute, fingerprinting and drug screening will be required if the request to be a substitute is received more than ninety (90) days after separation from employment from a qualified agency, per Florida Statute. The cost of initial drug screening and fingerprinting will be borne by the district. However, the person may serve as a substitute in a probationary status until the fingerprints are cleared.

- IV. The rate of pay shall be \$10.00 per hour for the School Food Service Substitute.

Approved: 7/31/06

TABLE VII
CAFETERIA MANAGEMENT
SALARY RANGES (Based on 200 days - 7 ½ hours per day)
(Index of 1.000 = \$ 15,290.68 ~~14,398~~)

| SALARY SCHEDULE TITLE | PAY GRADES | RANGE (0-20 Years of Approved Experience) | |
|--|------------|---|------------------------|
| <u>Cafeteria Manager/Satellite</u> | | | |
| School Food Service Manager Intern | 128 | 18,429 - 27,068 | <u>19,572 - 28,746</u> |
| School Food Service Manager in Training | 128 | 18,429 - 27,068 | <u>19,572 - 28,746</u> |
| Manager SAT III | 133 | 19,149 - 27,788 | <u>20,336 - 29,511</u> |
| Manager SAT II | 135 | 19,437 - 28,076 | <u>20,642 - 29,817</u> |
| Manager SAT I | 140 | 20,157 - 28,796 | <u>21,407 - 30,581</u> |
| <u>School Food Service Manager/Self Contained</u> | | | |
| Manager SC V | 150 | 21,597 - 30,236 | <u>22,936 - 32,111</u> |
| Manager SC IV | 158 | 22,749 - 31,388 | <u>24,159 - 33,334</u> |
| Manager SC III | 163 | 23,468 - 32,108 | <u>24,923 - 34,099</u> |
| Manager SC II | 168 | 24,189 - 32,827 | <u>25,689 - 34,862</u> |
| Manager SC I | 173 | 24,909 - 33,547 | <u>26,453 - 35,627</u> |
| Manager SC IA | 183 | 26,348 - 34,987 | <u>27,982 - 37,156</u> |
| Manager SC IB | 188 | 27,068 - 35,707 | <u>28,746 - 37,921</u> |
| <u>Cafeteria Manager/Satellite Base</u> | | | |
| Manager SB V | 163 | 23,469 - 32,108 | <u>24,924 - 34,099</u> |
| Manager SB IV | 173 | 24,909 - 33,547 | <u>26,453 - 35,627</u> |
| Manager SB III | 183 | 26,348 - 34,987 | <u>27,982 - 37,156</u> |
| Manager SBII | 188 | 27,068 - 35,707 | <u>28,746 - 37,921</u> |
| Manager SB I | 193 | 27,788 - 36,427 | <u>29,511 - 38,685</u> |
| Manager SB IA | 195 | 28,076 - 36,715 | <u>29,817 - 38,991</u> |

EDUCATION:

Add \$1,030.00 to salary for Associate Degree in Food Service Technology and/or Restaurant Management, Dietetics or related field from a university or college accredited by one of the Regional Accrediting Agencies, or, a certificate or diploma in Culinary Arts or related field from a technical school accredited by the Council on Occupational Education (COE).

- NOTES: (1) Effective October 30, 1995, employees placed on this schedule for the first time may be credited with up to 4 years of approved, non-administrative food service experience and may be credited with approved experience in administration in a quantity food service operation.
2. See Control Factors for Administrative/Management and Supervisory Personnel, regarding consequences of unsatisfactory evaluation on salary for following year(s).
3. Cafeteria Management personnel holding current, valid certification from the American School Food Service Association will receive an ~~one-time~~ annual payment of \$100, contingent upon Human Resources Division's receipt of proof of current, valid certification no later than December 1 of each year.
4. For ~~2005-2006~~ 2006-2007, all Cafeteria Managers who worked as Clay County administrators for more than one-half of the 2004-2005 fiscal year shall be granted one step on the salary schedule.

**TABLE IX
MISCELLANEOUS ADMINISTRATIVE/MANAGERIAL/
CONFIDENTIAL EMPLOYEE SALARIES**

| | |
|--|---|
| School Board Attorney (Approved by the Board 10/20/2005) | \$132,000. Annual Salary (To be paid in equal installments) |
| School Board Bargaining Team Members: | |
| Clay County Education Association Negotiations: | \$1500 (to be paid when ratified) |
| Clay Educational Support Personnel Association Negotiations: | \$1500 (to be paid when ratified) |
| Intergovernmental Coordination | \$1800 (to be paid in equal installments) |
| Degree Differentials for Administrators (reflected on official transcripts from college or university recognized as accredited by the State Department of Education at the time the degree was granted) | |
| Specialist Degree | \$2400 <u>2700</u> |
| Doctorate Degree | \$3000 <u>3300</u> |
| Executive Secretary to Superintendent | Pay Grade B32, and all applicable Salary Tables of Support Salary Schedule |
| Human Resources - Administrative Secretary, Sr. | Pay Grade B24, and all applicable Salary Tables of Support Salary Schedule |
| Human Resources - Clerical Support Assistant | Pay Grade A12 and all applicable Salary Tables of Support Salary Schedule |
| Personnel Assistant | Pay Grade B23, and all applicable Salary Tables of Support Salary Schedule |
| Principal's Secretary | Pay Grade B23, and all applicable Salary Tables of Support Salary Schedule |
| Data Entry/Records Technician | Pay Grade B21, and all applicable Salary Tables of Support Salary Schedule |
| Saturday School Administrator | Hourly rate based on regular salary (beyond work hours) |

OTHER PROGRAMS (OTHER THAN 310 AGREEMENTS)

Employees employed in other programs beyond their scheduled day or during the summer 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 either on the Administrative, Teacher or Support Salary Schedule, or

OTHER PROGRAMS (OTHER THAN 310 AGREEMENTS), Continued

3. A rate of pay selected from the rates determined for Temporary Adult Labor.

A former Clay County administrator who has retired or resigned from the School System with a satisfactory evaluation shall receive an hourly rate of pay for teaching Adult Education that is derived from the application of the administrator's years of previously-approved experience to the adopted salary schedule for teachers in effect at the time the administrator retired. However, for such retirees employed effective July 1, 1999, such hourly pay shall not exceed \$24 ~~24~~ **26**/hr. Teachers of these Adult Education FTE courses in 1998-99 whose pay was greater than \$24 ~~24~~ **26**/hr. in 1998-99 shall be frozen at the 1998-99 hourly rate as long as they continuously teach Adult Education FTE classes.

EMERGENCY SHELTER OPENINGS

(NOT as part of emergency closing of schools or district facilities. See policy 6GX-10-2.31 for salaries paid to employees assigned to work in shelters during emergency closings of school or district facilities.)

When an administrator is called by the Superintendent or his designee to assist in the opening of an emergency shelter during hours outside of the administrator's normal work day, the administrator will be paid at his/her normal hourly rate of pay. This additional pay shall apply to all work required in addition to the administrator's normal duties and responsibilities as a result of the emergency shelter opening and as authorized by the Superintendent or his designee.

Approved: 7/31/06

**MISCELLANEOUS SALARIES
SUBSTITUTE TEACHERS
2006-2007**

MISCELLANEOUS SALARIES

Compensation for substitute teachers shall be: (all daily rates are rounded to the nearest dollar based on a 7.83 hour work day. The following rates became effective ~~8/01/05~~ 7/31/06).

I. Substitute Teachers

Substitute teachers shall be paid in accordance with the degree earned, as noted below, from a university or college that has been accredited from one of the five regional accrediting agencies. Substitute teachers will be paid for the hours that they work during the day only, and on the following schedule:

1. Substitute teachers holding at least a Bachelor's degree will earn 60% of the daily rate of a beginning salary for classroom teachers. For 2006-2007 ~~2005-2006~~, the hourly rate is \$13.68 ~~12.32~~. Note: This rate is also appropriate for Clay County vocational teachers who held a valid Florida Educator's certificate or a Clay County Vocational certificate.
2. Substitute teachers holding an Associate's degree (or the 60 semester-hour equivalent) will earn 55% of the daily rate of a beginning salary for classroom teachers. For 2006-2007 ~~2005-2006~~, the hourly rate is \$12.54 ~~11.29~~.
3. Substitute teachers holding only a high school degree will earn 45% of the daily rate of a beginning salary for classroom teachers. For 2006-2007 ~~2005-2006~~, the hourly rate is \$10.26 ~~9.24~~.
4. Substitute teachers who have earned six semester hours toward the Associate or Bachelor degree in a given school year will earn an additional \$.50 per hour for the next school year.
5. Teachers who hold a valid Florida Educator's Certificate or who hold a Clay County School System Vocational Certificate will be paid an additional \$1.00 per hour to their hourly rate.

II. Long Term Substitute Teachers

A substitute teacher who holds at least a Bachelor's degree may be asked to do a long-term assignment (eleven to sixty days for the same teacher). The long-term substitute teacher is paid by the hour at the following rates:

1. Long-term substitute teachers holding a Bachelor's degree or Clay County School System Vocational Certificate will earn 96% of the daily rate of a beginning classroom teacher at the Bachelor's degree level. For 2006-2007 ~~2005-2006~~, the hourly rate is \$ 21.89 ~~19.70~~.
2. Long-term substitute teachers holding a Master's degree will earn 96% of the daily rate of a beginning classroom teacher at the Master's degree level. For 2006-2007 ~~2005-2006~~, the hourly rate is \$ 23.14 ~~20.96~~.
3. Long-term substitute teachers holding a Specialist's degree will earn 96% of the daily rate of a beginning classroom teacher at the Specialist's degree level. For 2006-2007 ~~2005-2006~~, the hourly rate was \$23.58 ~~21.39~~.
4. Long-term substitute teachers holding a Doctorate degree will earn 96% of the daily rate of a beginning classroom teacher at the Doctorate level. For 2006-2007 ~~2005-2006~~, the hourly rate is \$23.96 ~~21.77~~.

Board Approved: 7/31/06