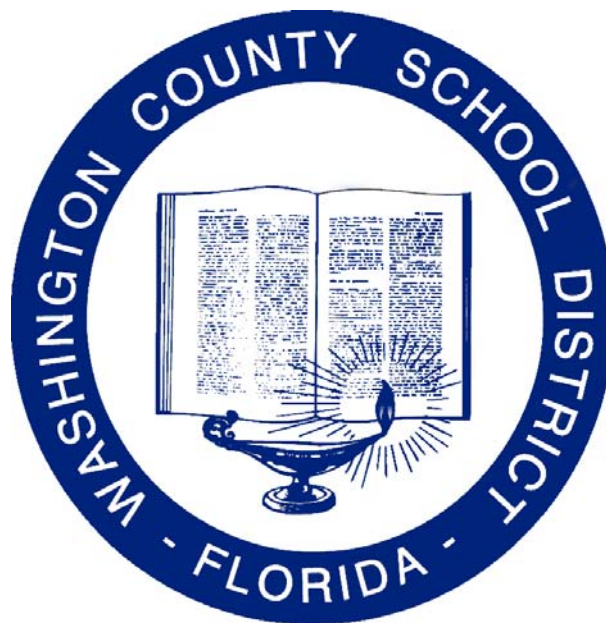


Washington County School District

652 Third Street
Chipley, FL 32428

Dr. Sandra M. Cook
Superintendent of Schools

2008-2009 Salary Schedule



An Equal Opportunity Agency

ADMINISTRATIVE PERSONNEL Based on 250 days

In Position in Washington County	Pay		Title
		ABS0x	Coordinator of Technical Services
Year 1	65,424	ABS01	
Year 2	66,459	ABS02	
Year 3	67,494	ABS03	
		ABS1x	High School Assistant Principal
Year 1	66,758	ABS11	
Year 2	67,793	ABS12	
Year 3	68,828	ABS13	
		ABS2x	Dozier I, Dozier II, Okeechobee Principal
Year 1	70,625	ABS21	
Year 2	71,660	ABS22	
Year 3	72,695	ABS23	
		ABS3x	Supervising Principal of Wash-Special
Year 1	74,934	ABS33	
Year 2	75,969	ABS34	
Year 3	77,004	ABS35	
		ABS4x	Elementary Principal Middle School Principal Director of Administrative Services (Inactive) Director of Curriculum & Instruction Director of Exceptional Student Education & Student Services Director of Federal Programs Director of Finance Director of Grants, Public Relations & Student Support Services Director of Maintenance / Facilities & Operations Director of Transportation/Sch Leadership & Management Svcs Director of Vocational Education
Year 1	75,176	ABS41	
Year 2	76,211	ABS42	
Year 3	77,246	ABS43	
		ABS5x	High School Principals
Year 1	79,077	ABS51	
Year 2	80,112	ABS52	
Year 3	81,147	ABS53	
		ABS6x	Deputy Superintendent
Year 1	80,723	ABS61	
Year 2	81,758	ABS62	
Year 3	82,793	ABS63	

Administrator employed on or before 07/01/06 will be placed on Year 3.

Administrator employed after 07/01/06 will begin at Year 1.

Performance Pay

Instructional and school level administrative personnel, who demonstrate outstanding performance as measured under F.S. 1012.34 and meet the requirements outlined in F.S. 1012.225, will receive a 5% supplement, which will be based on their individual negotiated salary.

**Administrative Personnel - Assistant Voc Director
Based on 250 / 7½ hour days**

Years	Rank III IBG	Rank II IMG	Rank IA ISG
0	40,925	42,245	43,565
1	41,255	43,568	44,888
2	41,585	44,886	46,207
3	42,245	46,205	47,526
4	43,565	47,526	48,846
5	44,885	48,846	50,166
6	46,205	50,166	51,486
7	47,526	51,486	52,806
8	48,846	52,806	54,126
9	50,166	54,126	55,446
10	51,486	55,446	56,767
11	52,806	56,767	58,087
12	54,126	58,087	59,407
13	55,446	59,407	60,727
14	56,767	60,727	62,047
15	58,087	62,047	63,367
16-19	59,407	63,367	64,688
20-24	62,047	66,008	67,328
25+	64,688	68,648	69,968

Placement on the salary schedule shall be determined by the number of years of teaching and work experience as follows:

- A. Valid documented work experience up to five (5) years will be granted to vocational instructors.
- B. Up to four (4) years military service will be given for placement upon verification with DD-214.

SUG26	Vocational Assistant Directors will be paid according to their appropriate place on the Assistant Voc Director salary schedule plus a supplement of \$3,540.
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Performance Pay
Instructional and school level administrative personnel, who demonstrate outstanding performance as measured under F.S. 1012.34 and meet the requirements outlined in F.S. 1012.225, will receive a 5% supplement, which will be based on their individual negotiated salary.

**Administrative Personnel - Elementary / Middle Assistant Principals
Based on 196 / 7½ hour days**

Years	Rank III IBW	Rank II IMW	Rank IA ISW	Rank I IDW
0	32,085	33,120	34,155	35,190
1	32,344	34,157	35,192	36,227
2	32,603	35,191	36,226	37,261
3	33,120	36,225	37,260	38,295
4	34,155	37,260	38,295	39,330
5	35,190	38,295	39,330	40,365
6	36,225	39,330	40,365	41,400
7	37,260	40,365	41,400	42,435
8	38,295	41,400	42,435	43,470
9	39,330	42,435	43,470	44,505
10	40,365	43,470	44,505	45,540
11	41,400	44,505	45,540	46,575
12	42,435	45,540	46,575	47,610
13	43,470	46,575	47,610	48,645
14	44,505	47,610	48,645	49,680
15	45,540	48,645	49,680	50,715
16-19	46,575	49,680	50,715	51,750
20-24	48,645	51,750	52,785	53,820
25+	50,715	53,820	54,855	55,890

Placement on the salary schedule shall be determined by the number of years of teaching as follows:

- A. Up to four (4) years military service will be given for placement upon verification with DD-214.

SUG25

Elementary and Middle School Assistant Principals will be paid according to their appropriate place on the Elementary / Middle Assistant Principal salary schedule plus a supplement of \$2,775 plus 40 days.
(Salary + 2,775) x 40 / 196.

Performance Pay

Instructional and school level administrative personnel, who demonstrate outstanding performance as measured under F.S. 1012.34 and meet the requirements outlined in F.S. 1012.225, will receive a 5% supplement, which will be based on their individual negotiated salary.

INSTRUCTIONAL PERSONNEL
Based on 250 / 7½ hour days

Years	Rank III IBG	Rank II IMG	Rank IA ISG
0	40,925	42,245	43,565
1	41,255	43,568	44,888
2	41,585	44,886	46,207
3	42,245	46,205	47,526
4	43,565	47,526	48,846
5	44,885	48,846	50,166
6	46,205	50,166	51,486
7	47,526	51,486	52,806
8	48,846	52,806	54,126
9	50,166	54,126	55,446
10	51,486	55,446	56,767
11	52,806	56,767	58,087
12	54,126	58,087	59,407
13	55,446	59,407	60,727
14	56,767	60,727	62,047
15	58,087	62,047	63,367
16-19	59,407	63,367	64,688
20-24	62,047	66,008	67,328
25+	64,688	68,648	69,968

Performance Pay

Instructional and school level administrative personnel, who demonstrate outstanding performance as measured under F.S. 1012.34 and meet the requirements outlined in F.S. 1012.225, will receive a 5% supplement, which will be based on their individual negotiated salary.

INSTRUCTIONAL PERSONNEL Based on 196 / 7½ hour days

Years	Rank III IBW	Rank II IMW	Rank IA ISW	Rank I IDW	196 / 6.47 Hour Days	
					Rank III IBA	Rank II IMC
0	32,085	33,120	34,155	35,190	27,679	28,572
1	32,344	34,157	35,192	36,227	27,902	29,466
2	32,603	35,191	36,226	37,261	28,126	30,358
3	33,120	36,225	37,260	38,295	28,572	31,250
4	34,155	37,260	38,295	39,330	29,464	32,143
5	35,190	38,295	39,330	40,365	30,357	33,036
6	36,225	39,330	40,365	41,400	31,250	33,929
7	37,260	40,365	41,400	42,435	32,143	34,822
8	38,295	41,400	42,435	43,470	33,036	35,714
9	39,330	42,435	43,470	44,505	33,929	36,607
10	40,365	43,470	44,505	45,540	34,822	37,500
11	41,400	44,505	45,540	46,575	35,714	38,393
12	42,435	45,540	46,575	47,610	36,607	39,286
13	43,470	46,575	47,610	48,645	37,500	40,179
14	44,505	47,610	48,645	49,680	38,393	41,072
15	45,540	48,645	49,680	50,715	39,286	41,964
16-19	46,575	49,680	50,715	51,750	40,179	42,857
20-24	48,645	51,750	52,785	53,820	41,964	44,643
25+	50,715	53,820	54,855	55,890	43,750	46,429

Placement on the salary schedule shall be determined by the number of years of teaching and work experience as follows:

- A. Valid documented work experience up to five (5) years will be granted to vocational instructors.
- B. Up to four (4) years military service will be given for placement upon verification with DD-214.
- C. School Psychologist: Placement of Instructional Salary Schedule by number of years experience for 250 / 7 hour days.

Performance Pay

Instructional and school level administrative personnel, who demonstrate outstanding performance as measured under F.S. 1012.34 and meet the requirements outlined in F.S. 1012.225, will receive a 5% supplement, which will be based on their individual negotiated salary.

INSTRUCTIONAL HOURLY RATE

Instructional Hourly Rate			
Rank	Status	Certified Hourly Rate	
II	T-1 (0-2 years experience)	14.88	IV198
	T-1 (3-15 years experience)	19.12	IV298
III	T-1 (0-2 years experience)	13.96	IV398
	T-1 (3-15 years experience)	16.74	IV498
No Rank	0-15 years experience	12.89	IV598

Valid documented work experience up to five(5) years will be granted to vocational instructors. Board Approved 09/09/02.

Substitute for Hourly Paid Personnel		
Rank	Hourly Rate	
IA	12.16	IV698
III	8.49	IV798
No Rank	7.21	NHR30

Special Duty
Special duty curriculum development projects and inservice activities beyond the normal school day or year, are to be paid at the rate of \$15.00 an hour, except where the participation is voluntary as provided by the teacher contract.

SUBSTITUTE TEACHERS

Rank		Rate Per Day
I	NST01	75.00
IA	NSTA1	75.00
II	NST02	75.00
III	NST03	75.00
No Rank	NST00	60.00

PARAPROFESSIONALS

Based on 190 / 7 Hour Days					
Years	Grade 12 NA0	College 1 NA1	College 2 NA2	College 3 NA3	College 4 NA4
0	13,372	14,090	14,479	14,821	15,183
1	13,659	14,379	14,764	15,110	15,472
2	13,948	14,663	15,050	15,397	15,761
3	14,234	14,951	15,340	15,684	16,046
4	14,523	15,239	15,627	15,969	16,334
5	14,809	15,526	15,914	16,260	16,622
6	15,098	15,814	16,202	16,546	16,909
7	15,385	16,100	16,489	16,834	17,193
8	15,807	16,522	16,909	17,251	17,619
9	16,091	16,809	17,195	17,540	17,902
10	16,382	17,098	17,483	17,828	18,188
11	16,667	17,384	17,771	18,119	18,476
12	16,955	17,672	18,059	18,402	18,765
13	17,240	17,956	18,346	18,692	19,053
14	17,527	18,247	18,631	18,980	19,339
15-19	17,815	18,532	18,919	19,262	19,628
20-24	17,982	18,867	19,422	19,934	20,464
25+	18,878	19,812	20,394	20,930	21,489

Based on 190 / 6 Hour Days						180/6 Hr Days
Years	Grade 12 N60	College 1 N61	College 2 N62	College 3 N63	College 4 N64	Grade 12 N6A
0	11,466	12,076	12,409	12,708	13,014	10,859
1	11,709	12,327	12,657	12,953	13,262	11,092
2	11,956	12,570	12,902	13,195	13,511	11,331
3	12,203	12,817	13,148	13,445	13,751	11,562
4	12,449	13,061	13,394	13,691	14,000	11,795
5	12,692	13,307	13,641	13,936	14,245	12,025
6	12,939	13,554	13,888	14,183	14,496	12,261
7	13,183	13,799	14,131	14,430	14,737	12,490
8	13,548	14,164	14,496	14,791	15,100	12,833
9	13,794	14,408	14,742	15,038	15,346	13,067
10	14,041	14,656	14,985	15,282	15,591	13,302
11	14,282	14,901	15,233	15,526	15,837	13,532
12	14,531	15,145	15,477	15,771	16,085	13,768
13	14,781	15,390	15,724	16,017	16,331	14,001
14	15,025	15,639	15,970	16,265	16,582	14,231
15-19	15,271	15,883	16,218	16,512	16,825	14,465
20-24	15,414	16,174	16,648	17,084	17,539	14,601
25+	16,184	16,981	17,479	17,939	18,416	15,331

Computer Lab Specialist	Paid on the 6-hour aide schedule plus multiple of 1.2 (196/190)
Media Lab Specialist	Paid on the 7-hour aide schedule plus multiple of 1.2 (196/190)
OPS Hourly Rate	Prevailing hourly minimum wage.

PARAPROFESSIONALS

Based on 190 / 4 Hour Days					
Years	Grade 12 NA5	College 1 NA6	College 2 NA7	College 3 NA8	College 4 NA9
0	7,640	8,041	8,269	8,469	8,678
1	7,806	8,205	8,432	8,634	8,844
2	7,971	8,372	8,595	8,794	9,008
3	8,134	8,537	8,762	8,961	9,172
4	8,299	8,699	8,927	9,124	9,338
5	8,462	8,865	9,090	9,288	9,500
6	8,630	9,028	9,255	9,453	9,668
7	8,788	9,191	9,419	9,620	9,828
8	9,032	9,431	9,658	9,858	10,067
9	9,193	9,599	9,824	10,022	10,236
10	9,362	9,760	9,990	10,186	10,401
11	9,524	9,926	10,152	10,350	10,563
12	9,691	10,090	10,317	10,516	10,730
13	9,853	10,255	10,478	10,678	10,891
14	10,018	10,418	10,646	10,844	11,057
15-19	10,180	10,581	10,806	11,009	11,219
20-24	10,268	10,752	11,061	11,345	11,638
25+	10,781	11,287	11,616	11,914	12,218

OPS Hourly Rate	Prevailing Hourly Minimum Wage
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SUPPORT PERSONNEL Based on 250 / 7 hour days

Years	12 Month							10 Month / 196 days	
	Level 1 NS1	Level 2 NS2	Level 3 NS3	Level 4 NS4	Level 5 NS5	Level 6 NS6	Level 7 NS7	Level 6 NS8	Level 7 NS9
0	42,889	31,950	29,443	25,130	22,168	19,926	18,269	15,621	14,323
1	43,358	32,420	29,913	25,602	22,638	20,397	18,740	15,993	14,692
2	43,829	32,890	30,381	26,069	23,105	20,866	19,217	16,357	15,064
3	44,297	33,361	30,854	26,537	23,574	21,338	19,688	16,726	15,433
4	44,771	33,832	31,322	27,007	24,047	21,803	20,162	17,095	15,809
5	45,239	34,299	31,791	27,480	24,516	22,274	20,635	17,465	16,168
6	45,706	34,770	32,262	27,949	24,986	22,744	21,110	17,831	16,548
7	46,177	35,237	32,732	28,415	25,453	23,216	21,581	18,202	16,918
8	46,662	35,886	33,378	29,104	26,123	23,899	22,271	18,738	17,461
9	47,333	36,352	33,846	29,572	26,596	24,369	22,744	19,106	17,831
10	47,807	36,822	34,317	30,042	27,062	24,838	23,220	19,475	18,205
11	48,272	37,292	34,783	30,516	27,533	25,308	23,691	19,842	18,575
12	48,743	37,762	35,254	30,982	28,001	25,781	24,197	20,213	18,968
13	49,210	38,232	35,725	31,453	28,472	26,247	24,638	20,577	19,318
14	49,682	38,701	36,193	31,921	28,942	26,717	25,111	20,947	19,688
15-19	50,152	39,172	36,662	32,391	29,412	27,186	25,583	21,315	20,057
20-24	51,323	40,171	37,666	33,061	29,914	27,521	25,752	21,577	20,191
25+	55,792	43,815	40,908	35,800	32,227	29,441	27,311	23,082	21,411

OPS Hourly Rate	Prevailing Hourly Minimum Wage - up to \$7.21
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Level 1	Data Programmer / Analyst
Level 2	Finance Specialist; Payroll Specialist; Computer / Network Technician
Level 3	Superintendent's Secretary; Data Systems Analyst
Level 4	Data Entry / Computer Operator; Media Coordinator (WHTC); Secretary to the Deputy Superintendent; Secretary to the Director of Transportation; Tech Center Bookkeeper
Level 5	Secretary to the Director of Transportation & Facilities; Media Secretary; Data Center Clerk; Finance / Insurance Clerk; Secretaries; Bookkeepers
Level 6	Secretaries; Bookkeepers; Secretary to the Director of Transportation & Facilities
Level 7	Secretaries; Typist; File Clerks

ABS32	Assistant Director of Finance	Annual salary	56,770	for 250 days.
ABS31	Coordinator of Finance for P.A.E.C.	Annual salary	56,637	for 250 days.

**MAINTENANCE PERSONNEL
Based on 250 / 7 hour days**

Years	Foreman / Transportation Specialist NMF	Skilled Trades NMS	Craftsman NMC	SFS/ Craftsman NMP
0	38,644	29,155	25,262	22,649
1	39,083	29,597	25,687	23,098
2	39,523	30,036	26,107	23,541
3	39,963	30,475	26,534	23,990
4	40,404	30,913	26,956	24,435
5	40,849	31,354	27,381	24,881
6	41,290	31,794	27,804	25,331
7	41,731	32,235	28,230	25,776
8	42,384	32,867	28,846	26,395
9	42,822	33,309	29,273	26,843
10	43,264	33,748	29,695	27,290
11	43,707	34,185	30,116	27,735
12	44,147	34,626	30,543	28,181
13	44,588	35,067	30,968	28,629
14	45,032	35,508	31,393	29,077
15-19	45,474	35,948	31,816	29,523
20-24	46,118	36,430	32,141	29,889
25+	48,363	38,186	33,682	31,318

Air Condition / Maintenance	NMA98	46,698
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OPS Hourly Rate	Prevailing Minimum Wage - up to \$10.00
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SCHOOL FOOD SERVICE PERSONNEL

185 Days

Managers

Years	7 Hr/Day NFM	7 Hr/Day NFS	6 Hr/Day NFC	5 Hr/Day NFD	4 Hr/Day NFP	3 Hr/Day NFB
0	12,931	12,685	10,875	9,061	7,248	5,436
1	13,303	13,050	11,184	9,325	7,458	5,592
2	13,674	13,413	11,499	9,578	7,665	5,748
3	14,046	13,778	11,809	9,840	7,874	5,905
4	14,422	14,147	12,126	10,107	8,084	6,064
5	14,791	14,509	12,434	10,359	8,291	6,218
6	15,165	14,875	12,750	10,622	8,502	6,373
7	15,536	15,240	13,063	10,887	8,708	6,533
8	16,010	15,705	13,462	11,219	8,974	6,730
9	16,382	16,069	13,774	11,473	9,183	6,887
10	16,753	16,434	14,085	11,735	9,393	7,043
11	17,126	16,799	14,399	12,002	9,602	7,198
12	17,500	17,165	14,715	12,266	9,808	7,358
13	17,869	17,529	15,025	12,517	10,016	7,513
14	18,245	17,897	15,342	12,816	10,227	7,669
15-19	18,618	18,263	15,652	13,047	10,434	7,827
20-24	18,951	18,590	15,932	13,277	10,623	7,966
25+	19,898	19,518	16,731	13,941	11,153	8,363

Managers' Supplement	Based On Av # Student Lunches & Breakfasts Served Previous Yr		
	Average # Lunches	Manager	
	0-499	2,100	SUGF5
	500-599	2,300	SUGF6
	600-699	2,500	SUGF7
	700+	2,700	SUGF8

Supplements for Certification	For All Employees Certified Nationally Through the School Food Service Foundation		
	Managers	490 Per Year	SUGFA
	All Others	367 Per Year	SUGFB
	NOTE: In order to continue receiving this supplement, an employee must be recertified every three years		

Substitutes	Prevailing Hourly Minimum Wage	NHR01
Training - Effective: 08/28/2006	7.00 / Hour	
Training - Effective: 01/01/2009	7.21 / Hour	

Attendance Incentive - Bus Drivers and Food Service Workers
For the 2008-2009 school year the incentive is established at \$250.00 for perfect attendance. Perfect attendance is defined as no absences for any reason. Approved absences not impacting the incentive program to include assigned temporary duty elsewhere and required legal appearances for which the employee is not a party. Employees who hold dual employment will be eligible for such incentive in the primary position only. (Head Mechanic and Mechanic - Not Eligible)

TRANSPORTATION PERSONNEL

Years	Head Mechanic 250 Days NBM	Mechanic 250 Days NBA	Driver 181 Days 4 Hours NBD	Bus Aide 180 Days 4 Hours NCC	Bus Aide 180 Days 2 Hours NCD
0	33,334	28,565	9,966	7,099	3,552
1	33,789	29,018	10,215	7,253	3,627
2	34,238	29,470	10,461	7,404	3,701
3	34,692	29,922	10,711	7,560	3,781
4	35,144	30,371	10,961	7,714	3,857
5	35,596	30,823	11,215	7,863	3,932
6	36,048	31,277	11,461	8,017	4,008
7	36,497	31,727	11,709	8,171	4,086
8	37,103	32,316	12,042	8,396	4,198
9	37,550	32,762	12,291	8,545	4,270
10	38,002	33,215	12,541	8,699	4,349
11	38,455	33,612	12,790	8,852	4,428
12	38,907	34,120	13,038	9,005	4,503
13	39,357	34,572	13,288	9,159	4,577
14	39,811	35,021	13,540	9,310	4,656
15-19	40,263	35,474	13,789	9,461	4,733
20-24	40,929	35,973	14,119	9,539	4,769
25+	42,976	37,770	14,827	10,016	5,009

Other Trips - Daily Rate	Handicap	19.00	NSP03
	Vernon - WHTC	19.00	NSP03
	Hope School	19.00	NSP03
	Deaf to Panama City	19.00	NSP03
	Handicapped (Single)	9.00	NSP04
Substitutes - Daily Rate - Regular Route		40.00	NBS01
Courier Service - Daily Rate		26.00	NCS01
Bus Monitor - Daily Rate		33.00	NMB01
Bus Monitor - Daily Rate		40.00	NBW98
Garage Assistant - Hourly Rate		Prevailing Minimum Wage - up to \$7.21	
Extra Curricular Trip - Hourly Rate		Prevailing Minimum Wage	
Training 8 Hours - Hourly Rate - Effective: 08/28/2006		8.50	
Trainer - Hourly Rate		9.00	

*** See Attendance Incentive on Page 13.**

**INSTRUCTIONAL PERSONNEL
DOZIER / OKEECHOBEE
Based on 252 / 7 1/2 Hour Days**

Years	Rank III - IBS	Rank II - IMS	Rank IA - ISS	Rank I - IDS
0	41,252	42,583	43,915	45,244
1	41,585	43,916	45,247	46,578
2	41,918	45,246	46,576	47,907
3	42,583	46,575	47,906	49,236
4	43,914	47,906	49,236	50,567
5	45,244	49,236	50,567	51,898
6	46,575	50,567	51,898	53,229
7	47,906	51,898	53,229	54,559
8	49,236	53,229	54,559	55,890
9	50,567	54,559	55,890	57,221
10	51,898	55,890	57,221	58,551
11	53,229	57,221	58,551	59,882
12	54,559	58,551	59,882	61,213
13	55,890	59,882	61,213	62,544
14	57,221	61,213	62,544	63,874
15	58,551	62,544	63,874	65,205
16-19	59,882	63,874	65,205	66,536
20-24	62,544	66,536	67,866	69,197
25+	65,205	69,197	70,528	71,859

Permanent Substitute - As Approved by the Board

Dean of Student Services	57,507	IBE98	Based on 252 / 7½ hour days
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Substitutes				
	Dozier		Okeechobee	
Rank I	75.00	NST01	80.00	NSE01
Rank IA	75.00	NSTA1	80.00	NSEA1
Rank II	75.00	NST02	80.00	NSE02
Rank III	75.00	NST03	80.00	NSE03
No Rank	60.00	NST00	65.00	NSE00
Assistant Principal	Placement on Instructional Salary Schedule by number of years experience plus applicable supplements.			

Performance Pay:

Instructional and school level administrative personnel, who demonstrate outstanding performance as measured under F.S. 1012.34 and meet the requirements outlined in F.S. 1012.225, will receive a 5% supplement, which will be based on their individual negotiated salary.

**PARAPROFESSIONALS
DOZIER / OKEECHOBEE
Based on 252 / 7 1/2 Hour Days**

Years	Grade 12 N0S	College 1 N1S	College 2 N2S	College 3 N3S	College 4 N4S	6½ Hours College 3 N3L	6½ Hours College 4 N4L
0	18,641	19,733	20,840	21,936	23,034	19,010	19,962
1	19,164	20,249	21,347	22,445	23,543	19,451	20,404
2	19,691	20,759	21,860	22,952	24,052	19,892	20,846
3	20,217	21,271	22,370	23,466	24,562	20,337	21,287
4	20,740	21,788	22,884	23,976	25,070	20,780	21,729
5	21,266	22,296	23,392	24,483	25,580	21,219	22,169
6	21,794	22,811	23,902	24,996	26,089	21,664	22,611
7	22,320	23,323	24,416	25,512	26,598	22,109	23,052
8	23,082	24,073	25,157	26,249	27,337	22,750	23,691
9	23,609	24,584	25,667	26,758	27,845	23,190	24,131
10	24,127	25,100	26,178	27,269	28,351	23,631	24,573
11	24,656	25,612	26,685	27,779	28,861	24,075	25,012
12	25,181	26,125	27,197	28,294	29,372	24,521	25,457
13	25,703	26,640	27,708	28,801	29,880	24,961	25,896
14	26,232	27,146	28,218	29,312	30,390	25,403	26,339
15-19	26,758	27,666	28,728	29,826	30,899	25,849	26,778
20-24	26,950	28,043	29,300	30,583	31,849	26,507	27,601
25+	28,295	29,444	30,762	32,115	33,443	27,834	28,982

OPS Hourly Rate:	Prevailing Minimum Wage
	Maximum 7 Hours Per Day

Substitute Aide:	40.00 / Day
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**SUPPORT PERSONNEL
DOZIER / OKEECHOBEE
Based on 252 - 7 1/2 hour days**

Years	Level 1 N1E	Level 2 N2E	Level 3 N3E	Level 4 N4E	Level 5 N5E	Level 6 N6E	Level 7 N7E	Level 8 N8E	6 ½ Hours N5L
0	33,453	31,950	29,945	27,209	23,817	22,713	20,510	19,417	20,643
1	33,957	32,420	30,463	27,728	24,337	23,234	21,030	19,952	21,090
2	34,458	32,890	30,982	28,245	24,857	23,752	21,547	20,484	21,540
3	34,971	33,361	31,499	28,764	25,373	24,271	22,068	21,021	21,991
4	35,478	33,832	32,018	29,282	25,892	24,790	22,586	21,557	22,440
5	35,988	34,299	32,536	29,800	26,411	25,306	23,104	22,088	22,889
6	36,493	34,770	33,057	30,319	26,931	25,825	23,623	22,626	23,339
7	36,996	35,237	33,574	30,839	27,447	26,344	24,142	23,161	23,787
8	37,739	35,886	34,093	31,356	27,967	27,095	24,895	23,930	24,239
9	38,249	36,352	34,611	31,875	28,485	27,616	25,412	24,452	24,687
10	38,755	36,822	35,130	32,393	29,004	28,132	25,929	24,997	25,137
11	39,263	37,292	35,646	32,913	29,521	28,648	26,449	25,536	25,586
12	39,769	37,762	36,166	33,431	30,041	29,169	26,967	26,068	26,036
13	40,274	38,232	36,687	33,948	30,559	29,689	27,485	26,602	26,485
14	40,784	38,701	37,205	34,469	31,082	30,208	28,002	27,135	26,937
15-19	41,291	39,172	37,723	34,987	31,596	30,725	28,525	27,671	27,385
20-24	43,345	40,171	38,240	35,506	32,116	31,393	28,859	27,836	27,835
25+	43,917	42,185	38,761	36,026	33,964	32,965	30,299	29,227	29,435

Level 1	System Support Specialist
Level 2	Data Analyst / Computer Programmer
Level 3	Disciplinary Specialist I / Data Entry / Computer Operator / ESE Support Staff
Level 4	Disciplinary Specialist / Library - Accelerated Reading Coordinator / Library Technology Coordinator
Level 5	Administrative Secretary / Bookkeeper / Computer Lab Assistant / Data Entry / Student Records Secretary
Level 6	ESE Staffing Specialist / Student Records Secretary / Vocational - Academic Lab Coordinator
Level 7	Student Movement Secretary
Level 8	Records Clerk / Testing Assistant / Clerical Assessment Aide