

## Appendix A

### School Board of Gilchrist County 2006-07 Instructional Salary Schedule

Base:                      \$30,413                      \$2,109                      \$2,564                      \$3,197

STEP	INDEX	BACHELOR'S	MASTER'S	SPECIALIST	DOCTOR'S
0	1.00	\$30,413	\$32,522	\$32,977	\$33,610
1	1.01	\$30,717	\$32,826	\$33,281	\$33,914
2	1.02	\$31,021	\$33,130	\$33,585	\$34,218
3	1.05	\$31,934	\$34,043	\$34,498	\$35,131
4	1.08	\$32,846	\$34,955	\$35,410	\$36,043
5	1.11	\$33,758	\$35,867	\$36,322	\$36,955
6	1.14	\$34,671	\$36,780	\$37,235	\$37,868
7	1.17	\$35,583	\$37,692	\$38,147	\$38,780
8	1.20	\$36,496	\$38,605	\$39,060	\$39,693
9	1.23	\$37,408	\$39,517	\$39,972	\$40,605
10	1.26	\$38,320	\$40,429	\$40,884	\$41,517
11	1.29	\$39,233	\$41,342	\$41,797	\$42,430
12	1.31	\$39,841	\$41,950	\$42,405	\$43,038
13	1.34	\$40,753	\$42,862	\$43,317	\$43,950
14	1.37	\$41,666	\$43,775	\$44,230	\$44,863
15	1.40	\$42,578	\$44,687	\$45,142	\$45,775
16	1.43	\$43,491	\$45,600	\$46,055	\$46,688
17	1.46	\$44,403	\$46,512	\$46,967	\$47,600
18	1.49	\$45,315	\$47,424	\$47,879	\$48,512
19	1.52	\$46,228	\$48,337	\$48,792	\$49,425
20	1.54	\$46,836	\$48,945	\$49,400	\$50,033
21	1.56	\$47,444	\$49,553	\$50,008	\$50,641
22	1.58	\$48,053	\$50,162	\$50,617	\$51,250

#### *EXPERIENCE CREDIT*

- (A) All creditable teaching experience in U. S. Public Schools shall be credited on the salary schedule. Private school experience shall be credited provided the school was listed in the Florida Educational Directory for the year(s) claimed.
- (B) Out of State accredited private school experience shall be limited to five (5) years upon initial employment. For each year the employee works as a teacher for the School Board of Gilchrist County he/she may earn an additional year up to a maximum of 10 years total out of state accredited private experience.
- (C) All non-degree vocational teachers hired after July 1, 1982 shall receive credit on the salary schedule for the number of years necessary to get proper vocational certification.
- (D) Effective July 1, 2002, credit on the salary schedule shall be given an employee for each year of active military service up to a maximum of two (2) years. A minimum of six (6) months continuous active military service with an honorable discharge shall be required to qualify for a year of service.
- (E) Effective July 1, 2004, credit on the salary schedule shall be given an employee for each year of Administrative experience earned with the Gilchrist County School Board.
- (F) Effective April 1, 2006, the Lead ROTC Instructor will be paid \$48,923 and the Assistant Instructor will be paid \$43,235. In the event these amounts are not sufficient to meet Federal requirements, the salary amounts will be adjusted to the minimum required by Federal law.
- (G) Effective July 1, 2005, Endorsements for ESOL (K-12), Reading (7-12 and 6), and Math or Science (PK-5 and 6), will receive \$500 in addition to their salary. Compensation for the Math or Science endorsement shall be limited to only **ONE** area and includes expectations of mentoring.

#### *PERFORMANCE PAY \**

Classification of performance level and compensation for each:

- (A) Outstanding      step + % increase (if applicable) + bonus (5% of salary)
- (B) Highly Effective      step + % increase (if applicable) + bonus (\$1,500 cap per individual with a total \$30,000 cap for the district for the year)
- (C) Very Effective      step + % increase (if applicable) + bonus (individual maximum of up to ½ awarded to Highly Effective Teacher with a total \$15,000 cap for the district for the year)
- (D) Effective      step + % increase (if applicable)
- (E) Needs Improvement      step only
- (F) Unsatisfactory      freeze salary

\* If the Gilchrist County School Board's STAR Plan is approved by the State, the footnote on the Instructional Salary Schedule relating to Performance Pay, section A (Outstanding bonuses) shall be held in abeyance for the 2006-07 school year. In addition, Instructional employees appraised as Outstanding, Highly Effective and Very Effective that do not qualify for STAR rewards, shall be entitled to Highly Effective and Very Effective bonuses outlined in section B and C of the Instructional Salary Schedule. For the purposes of this award, employees appraised as Outstanding will receive the award for Highly Effective.