

SUWANNEE COUNTY SCHOOL BOARD

SALARY SCHEDULE

2025-2026

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INSTRUCTIONAL

SALARY SCHEDULE FOR 2025-2026 GENERAL INFORMATION

1. Employees will receive their checks in accordance with the Agreement Between the United Teachers of Suwannee County & The School Board of Suwannee County, Article XXII (C), Professional Compensation.
2. The Suwannee County School Board will contribute \$6,350.00 annually toward the individual coverage of all eligible employees with coverage to begin on the first day of the month following 30 days from the date of hire. Coverage will be discontinued upon the last day of the month of which employment ceases.
3. Professional Development Council Instructional members will receive \$20.00 per hour for approved special meetings. Instructional participants in PDC in-service activities will receive \$20.00 per hour. Professional Development Council Education Staff Professional members will receive the prevailing minimum wage per hour for approved special meetings. Education Staff Professional participants in PDC in-service activities will receive the prevailing minimum wage per hour.
4. When reimbursement comes from other counties or state sources for activities described in 3 above the total amount shall be paid.
5. Except where specified salary schedules are approved to cover full, part-time, or substitute employment, the following shall determine the rate of pay:

“All schedules that provide for extended time and/or separate hourly schedules shall be paid at a rate that is 100% of regular salary rate”

This stipulation shall be used primarily to determine the hourly rate for extension of regular hours, employment for extra assignments, and extra duty days of employment beyond the contracted period identified in the appointment or re-appointment by the school board. Salary calculations for extra assignments shall be based on the general classification of such assignments. This provision shall take effect beginning with summer school for 2003-2004.

6. Performance Salary Schedule – Instructional Unit

To be compliant with Florida Statute 1012.22(5), the Grandfathered Salary Schedule for Teacher & Social Worker, Appendix A, shall be the placement schedule for employees on the performance salary schedule.

- a. Effective July 1, 2014, employees on the grandfathered schedule that move to performance salary schedule, will be placed at the level consistent with their years of experience and that salary becomes their base
- b. Effective July 1, 2015, employees on the performance salary schedule, with a complete and final 2013-2014 evaluation from Suwannee County, will receive an adjustment based upon their evaluation for effective or highly effective ratings.
- c. Effective July 1, 2015, employees on the performance salary schedule without a complete and final evaluation from Suwannee County in the prior year, will advance one level on the placement schedule.
- c. The value of effective and highly effective adjustments will be negotiated annually in accordance with Florida law.
- d. The window for opting into performance pay from the grandfathered salary schedule is agreed to occur by the end of the first semester or 30 days after the finalized evaluation, whichever is later.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ronnie Gray, Superintendent

INSTRUCTIONAL
TEACHER & SOCIAL WORKER
SALARY SCHEDULE 2025-2026

YEARS	BACHELORS
0	47500
1	47600
2	47700
3	47800
4	47900
5	48000
6	48100
7	48200
8	48300
9	48400
10	48500
11	48600
12	48700
13	48800
14	48900
15	49000
16	49580
17	50330
18	51080
19	51830
20	52580
21	53330
22	54080
23	54830

Teachers on 11 (216 days) or 12 months contract will have 10% of the above 196 days salary added for each month for the remainder of the contract.

See reference to "Purchase of Extended Day" in the Differentiated Pay Plan.

Salary adjustment for additional training will be made in accordance with Article XXII (E) of the negotiated collective bargaining agreement.

ADVANCED DEGREE SUPPLEMENTS

Master's Degree add \$2,310 to Bachelors

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, FL 32064
 386/647-4600
 Ronnie Gray, Superintendent

INSTRUCTIONAL**TUTORS****SCHEDULE 2025-2026**

MASTER'S DEGREE	\$20.00
BACHELOR'S DEGREE	\$17.00
3 YEARS OF COLLEGE EXPERIENCE	prevailing minimum wage
2 YEARS OF COLLEGE EXPERIENCE	prevailing minimum wage
1 YEAR OF COLLEGE EXPERIENCE	prevailing minimum wage
HIGH SCHOOL TRAINING	prevailing minimum wage

SUBSTITUTES FOR PART-TIME ADULT AND
PART-TIME VOCATIONAL INSTRUCTORS
TEST PROCTORS

Substitutes for part-time adult, part-time vocational instructors and test proctors shall be paid the prevailing minimum wage per hour.

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 Ronnie Gray, Superintendent

INSTRUCTIONAL**OTHER INSTRUCTIONAL PERSONNEL****SALARY SCHEDULE 2025-2026**

Attendance Officer, Coordinator of Student Guidance Services (RIVEROAK), Deans, Resource Teacher Chapter 1, Resource Teacher, Teacher on Special Assignment, Coordinator Comprehensive Health and Nursing Services*, Instructional Technology Teacher)

Regular Hours are 8:00 AM to 4:30 PM

YEARS	BACHELOR
0	67469
1	67611
2	67753
3	67896
4	68038
5	68180
6	68322
7	68464
8	68606
9	68748
10	68890
11	69032
12	69174
13	69316
14	69458
15	69600
16	70424
17	71489
18	72554
19	73620
20	74685
21	75750
22	76816
23	77881

ADVANCED DEGREE SUPPLEMENTS

Master's Degree add \$2,310 to Bachelors

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Salary adjustment for additional training will be made in accordance with Article XXII (E) of the negotiated collective bargaining agreement.

Eleven (11) months shall mean 216 duty days and shall be computed as 11/12ths of the above schedule

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ADMINISTRATORS

SALARY SCHEDULE 2025-2026

REGULAR DUTY HOURS 8:00 AM - 4:30 PM

Years Exp in Comparable Position	0	1	2	3	4	5	6	7	8	9	10	11
10	43539	45769	47997	50227	52449	54682	56909	57824	61082	62656	63644	64565
9	55465	57138	58805	60481	62150	63824	65493	67166	68838	70567	71677	72716
8	66520	68736	70949	73166	75383	77598	79808	81532	83250	85267	86606	87869
7	70380	71511	72642	73775	74906	76038	77169	78301	79434	80564	81697	82828
6	79434	80564	81697	82828	83960	85092	86223	87355	88487	89618	90750	91881
5	70820	73742	76666	79591	82515	85438	88364	90381	92404	94601	96089	97491
4	80564	81697	82828	83960	85092	86223	87355	88487	89618	90750	91881	93013
3	83960	85092	86223	87355	88487	89618	90750	91881	93013	94145	95276	96408
2	81672	84777	87881	90990	94090	97199	100303	102741	105172	107630	109326	110914

CLASSIFICATION OF POSITION

- 10 Supervisor Food Service, Asst. IT Director, Assistant Chief Financial Officer, Project Specialist, Assistant Director of Human Resources, Assistant Director of Transportation, Assistant Director of Facilities, Accounting Specialist
- 9 Coordinator of Health Services and Attendance, Lead School Psychologist/Multi-Tiered System of Support
- 8 (MTSS) Facilitator
- 7
- 6
- 5 Director of Food Service, Director of Transportation, IT Director, Director of Student Assessment/Curriculum Specialist, Director of Elementary Ed, Director of Human Resources, Director of ESE, Director of Federal Programs, Director of Special Programs, Director of Student Services/School Psychologist, Director of Facilities, Director of School Safety and Other Administrative Services, Director of School Choice, Director of Curriculum and Instruction, Finance Comptroller
- 4 Principal RIVEROAK Technical College/Director of Career, Technical and Adult Education
- 3
- 2 Assistant Superintendent of Administration/Instructional, Chief Financial Officer

Employee will be placed in appropriate step of classification level based on years of experience. Employee will progress to the succeeding step on July 1, of each year, provided employee has performed satisfactorily for a minimum period of nine (9) months. School Superintendent may place employee in any level of classification justified. Salary adjustment for additional training will be made upon application, and presentation of appropriate documentation, and is effective in accordance with new certification.

Salary adjustment and/or supplements will be made in accordance with 1012.22 f.s. for:

Masters Degree add \$2310 to Bachelors

Specialist Degree add \$2835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Principal Leadership add \$2000.00

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SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
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Ronnie Gray, Superintendent

DISTRICT LEVEL COORDINATORS

SALARY SCHEDULE 2025-2026

REGULAR HOURS ARE 8:00AM TO 4:30 PM

YEARS	BACHELORS
0	68116
1	69248
2	70380
3	71511
4	72642
5	73775
6	74906
7	76038
8	77169
9	78301
10	79434
11	80564
12	81697
13	82828

The District Level Coordinators are:

Coordinator of Data, Assessment, and Accountability;

Coordinator of School Improvement/Title I;

Coordinator of Exceptional Student Education

Coordinator of District K-12 Math

Coordinator of District Professional Development and K-12 Reading/Title II;

Coordinator of District K-12 Technology;

Coordinator of Career and Technical Education Student and Community Affairs

Coordinator of Opportunity Schools

Coordinator of Student and Family Support;

Coordinator of Virtual School

Coordinator of Mental Health

Coordinator of Food Service

Employee may be placed in appropriate step of classification level based on years of administrative and/or teaching experience. Employee will progress to the succeeding step on July 1 of each year, provided employee has performed satisfactorily for a minimum period of nine (9) months. School Superintendent may place employee in any level of classification justified. Salary adjustment for additional training will be made upon application and presentation of appropriate documentation and is effective in accordance with new certification.

Eleven (11) months shall mean 216 duty days and shall be computed as 11/12ths of the above schedule.

Ten (10) months shall mean 196 duty days and shall be computed as 10/12ths of the above schedule.

Salary adjustments and or supplements will be made in accordance with 1012.22 f.s.for:

Masters Degree add \$2,310 to Bachelors

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Effective July 1, 2025-June 30, 2026

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SUWANNEE COUNTY SCHOOL BOARD

1740 Ohio Avenue, South

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386/647-4600

Ronnie Gray, Superintendent

PRINCIPALS AND ASSISTANT PRINCIPALS
SCHOOL BASED ADMINISTRATORS

SALARY SCHEDULE 2025-2026

REGULAR HOURS 8:00AM - 4:30 PM

Grade A	68,000
Grade B	69,000
Grade C	77,000
Grade D	78,000
Grade E	81,000

CLASSIFICATION OF POSITION

Grade A	Assistant Principal/Elementary, Principal/Suwannee Virtual School, Principal/Suwannee Opportunity School
Grade B	Assistant Principal/Middle/High
Grade C	Principal Elementary School
Grade D	Principal Middle School
Grade E	Principal High School

Placement and/or Adjustment per year of experience subject to Superintendent Approval:
\$1,000 per level

Statutory performance adjustment per year school-based administrators only:

\$2,000 (highly effective) or up to \$1500 (effective)

Salary adjustments and or supplements will be made in accordance with 1012.22 f.s.for:

Masters Degree add \$2,310 to Bachelors

Specialist Degree add \$2,835 to Bachelors

Doctorate Degree add \$3,750 to Bachelors

Principal Leadership add \$2000 to Bachelors

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SCHOOL PSYCHOLOGIST - 12 MONTHS

SALARY SCHEDULE 2025-2026

REGULAR HOURS ARE 8:00AM TO 4:30 PM

YRS	MASTERS	SPECIALIST
0	54574	55099
1	55611	56136
2	56669	57194
3	57745	58270
4	58846	59371
5	59964	60489
6	61109	61634
7	62277	62802
8	63465	63990
9	64679	65204
10	65917	66442
11	67179	67704
12	68467	68992
13	69781	70306

Employee will be placed in appropriate step of classification level based on years of experience. Employee will progress to the succeeding step on July 1, of each year, provided employee has performed satisfactorily for a minimum period of nine (9) months. School Superintendent may place employee in any level of classification justified. Salary adjustment for additional training will be made upon application, and presentation of appropriate documentation, and if effective in accordance with new certification. Additionally, salary adjustments for advanced degree supplements will be made in accordance with the negotiated collective bargaining agreement.

Eleven (11) months shall mean 216 duty days and shall be computed as 11/12ths of the above

Doctorate Degree add \$1,440 to Masters

Effective July 1, 2025-June 30, 2026

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Ronnie Gray, Superintendent

**INSTRUCTIONAL
FOR INFORMATIONAL PURPOSES ONLY****

SALARY SCHEDULE 2025-2026

Substitute Teacher

High School Graduate/ Associates Degree	\$15.00
Bachelor's Degree	\$15.00
Master's Degree	\$15.00
Long Term Substitute (Greater than 30 days) with BS/BA Degree or higher with Certification Issues/Holds	\$20.00
Certified Teacher (serving as Teacher-of-Record)	\$22.00

Substitute Nurse

RN	\$25.00
LPN	\$16.00

(Based on pay for seven and one quarter (7 1/2) hours daily)

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** The Suwannee County School Board establishes and approves the rates of pay for substitutes. These schedules are not subject to bargaining, and therefore, are not required to be negotiated.

NONINSTRUCTIONAL

BUS DRIVERS/BUS ATTENDENTS - 9 MONTH - 180 DAYS

SALARY SCHEDULE 2025-2026

YEARS OF EXPERIENCE

Position	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Driver	19446	19772	20106	20441	20767	21093	21427	21754	22088	22413	23278	24176	24565	24917	25278	25640
Aide	12957	13017	13087	13113	13406	13709	14003	14296	14598	14900	15342	15877	16136	16369	16602	16834

Exceptional Student Education (out-of-county) bus drivers/bus attendants will receive a supplement of 12 1/2% of their salary. \$13.50/hr for driving time and prevailing minimum hourly wage for assigned supervision time shall be paid for trips other than regular routes or duties. (Field trips, etc.) All fulltime bus drivers will receive an additional two hours pay for cleaning their bus before the start of the school year.

*Bus Attendants will be paid according to the Bus Driver Salary Schedule, Driver Level, zero experience, when required to drive a school bus.

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 180.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
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Ronnie Gray, Superintendent

NONINSTRUCTIONAL
COMMUNITY SCHOOLS COORDINATOR
SALARY SCHEDULE 2025-2026

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
34929	35712	36510	37283	38066	38847	39630	40414	41196	41983	43156	44400	45107	45766	46426	47086

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025-June 30, 2026

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 Ronnie Gray, Superintendent

NONINSTRUCTIONAL**CUSTODIANS****SALARY SCHEDULE 2025-2026****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	33400	33445	33510	33555	33623	33667	33734	33779	33846	33890	33957	34002	34541	35045	35550	36055
2	34113	34802	35494	36206	36918	37652	38409	39189	39970	40770	41572	42418	43264	44132	45000	45868

CLASSIFICATION LEVEL

- 1 CUSTODIAN
- 2 HEAD BUILDING CUSTODIAN

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

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NONINSTRUCTIONAL

LUNCHROOM MANAGERS - 186 DAYS

SALARY SCHEDULE 2025-2026

REGULAR DUTY HOURS 7:00 AM - 300 PM

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	24326	24817	25310	25817	26326	26865	27389	27944	28498	29070	29658	30244	30849	31466	32101	32736

CLASSIFICATION LEVEL

1 MANAGER

Any employee employed for the first time in the Suwannee County School District shall be employed on step "0" for sixty (60) working days of probationary service. Before the end of these sixty (60) working days the Superintendent shall reach a decision on employment for the remainder of the year, and, if re-employed, the Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 186.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025-June 30, 2026

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SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
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386/647-4600
Ronnie Gray, Superintendent

NONINSTRUCTIONAL**LUNCHROOM****186 DAYS ASST MANAGER / 183 DAYS - WORKER****SALARY SCHEDULE 2025-2026****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2	23418	23465	23497	23544	23590	23621	23668	23700	23730	24262	25057	25948	26353	26744	27134	27524
1	24040	24517	25008	25516	26023	26548	27071	27610	28166	28737	29309	29896	30483	31102	31721	32339

CLASSIFICATION LEVEL

2 WORKER

1 ASST. MANAGER

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 183 or 186.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

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 Ronnie Gray, Superintendent

NONINSTRUCTIONAL

LUNCHROOM - NUTRITIONAL FOOD SERVICE ASSISTANT

SALARY SCHEDULE 2025-2026

Prevailing Minimum Wage

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
702 2nd Street NW
Live Oak, Florida 32064
386/647-4600
Ted L. Roush, Superintendent

NONINSTRUCTIONAL**FOOD SERVICE ADMINISTRATIVE ASSISTANT****SALARY SCHEDULE 2025 - 2026**

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
41942	42485	43044	43904	44730	45647	46516	47383	48249	49120	51855	53273	54114	54910	55703	56497

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1st of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Salary is based on 261 days for 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

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 Ronnie Gray, Superintendent

NONINSTRUCTIONAL**MAINTENANCE****SALARY SCHEDULE 2025-2026****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
6	33400	33445	33510	33555	33623	33667	33734	33779	33846	33890	33957	34002	34536	35047	35559	36072
3	33400	33490	33578	33690	33779	33867	33957	34047	34158	34245	34335	35404	35960	36495	37028	37563
2	33400	33490	33555	33646	33719	34476	35237	35997	36757	37516	38655	39811	40439	41034	41628	42224
1	33400	34133	34900	35665	36429	37193	37959	38726	39492	40258	41407	42615	43290	43924	44558	45192
1A	37892	38643	39398	40150	40902	41657	42408	43167	43916	44675	45805	47103	47851	48550	49249	49946
1B	42173	42939	43703	44469	45235	45997	46749	47527	48297	49057	50203	51591	52405	53173	53941	54708

CLASSIFICATION LEVEL

- 6 Groundsman
 - 3 Maintenance Man III
 - 2 Maintenance Man II, AV Repairman
 - 1 Maintenance Man I, Painter/Asst Ground Foreman
 - 1A Air Conditioning/Electrical Specialist, IT Technician,
Landscape Specialist, Facilities Assistant, Assistant
 - 1B Maintenance Foreman
-

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis. Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ronnie Gray, Superintendent

NONINSTRUCTIONAL**MECHANICS****SALARY SCHEDULE 2025-2026****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
3	33400	33422	33445	33490	33510	33534	33555	33578	33623	33646	33662	34716	35262	35779	36294	36809
2	37602	38362	39113	39871	40624	41377	42137	42888	43642	44394	45532	46821	47560	48259	48959	49658
1	41901	42662	43431	44193	44959	45723	46489	47252	48021	48779	49929	51306	52121	52883	53643	54403
1A	51236	51963	52692	53419	54152	54874	55604	56332	57061	57791	58888	60445	61403	62302	63199	64098

CLASSIFICATION LEVEL

- 3 Mechanic Helper
- 2 Mechanic
- 1 Head Mechanic
- 1A Transportation Maintenance Coordinator

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis. Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ronnie Gray, Superintendent

NONINSTRUCTIONAL

MIGRANT EDUCATION PROGRAM - 261 DAYS

SALARY SCHEDULE 2025 - 2026

REGULAR DUTY HOURS 8:00 AM - 4:30 PM

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
01	33400	33484	33566	33649	33731	33814	33971	34683	35412	36156	36915	37689	38483	39288	40095	40901

CLASSIFICATION LEVEL

1 Migrant Program Coordinator

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1st of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Salary is based on 261 days for 12 months. Loss of pay for any days not paid shall be on a basis of a daily rate.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025 - June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ronnie Gray, Superintendent

NONINSTRUCTIONAL

MIGRANT EDUCATION PROGRAM - 261 DAYS

SALARY SCHEDULE 2025 - 2026

REGULAR DUTY HOURS 8:00 AM - 4:30 PM

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2	33400	33578	33756	33933	34113	34290	34468	34646	34825	35002	35181	35359	35537	35716	35894	36072
1	33400	33734	34068	34403	34736	35071	35404	35738	36073	36407	36740	37074	37409	37743	38076	38409

CLASSIFICATION LEVEL

- 2 Migrant Tutor
1 Migrant Recruiter
-

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1st of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

All salaries are based on 12 months. When an employee is on less than 12 months, the salary will be prorated on a monthly basis.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 196 for 10 months, 216 for 11 months, and 261 for 12 months.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ronnie Gray, Superintendent

NONINSTRUCTIONAL

MIGRANT EDUCATION PROGRAM - 196 DAYS

SALARY SCHEDULE 2025 - 2026

REGULAR DUTY HOURS 8:00 AM - 4:30 PM

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
04	28261	28967	29692	30435	31195	31975	32774	33595	34433	35295	36178	37079	38010	38962	39911	40860

CLASSIFICATION LEVEL

1 Migrant Tutor II

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1st of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Salary is based on 196 days for 10 months. Loss of pay for any days not paid shall be on a basis of a daily rate.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025 - June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
702 2nd Street NW
Live Oak, Florida 32064
386/647-4600
Ronnie Gray, Superintendent

NONINSTRUCTIONAL**OFFICE ASSISTANT - 185 DAYS****SALARY SCHEDULE 2025 - 2026****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
3	23674	23714	23753	23793	23832	23872	23911	23951	23990	24479	25206	26089	26515	26893	27272	27650
2	23707	23785	23865	23943	24022	24101	24147	24622	25110	25600	26342	27241	27668	28078	28472	28866

CLASSIFICATION LEVEL

- 3 High School Diploma, GED
- 2 Associates of Arts, Associate of Science *Junior level status college

Add On **CDA Certification adds \$500 to base

*Must present satisfactory documentation of completion of twelve (12) quarter hours or equivalent earned at a regionally accredited four (4) year degree granting college or university. All eligible hours must be earned after admission to a degree-seeking program, at junior level status, and have a grade "C" or better.

**This add-on is eliminated except for employees certified as of July 1, 2004

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 185.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ronnie Gray, Superintendent

NONINSTRUCTIONAL**PARAPROFESSIONAL/STUDENT CARE ATTENDANT - 185 DAYS****SALARY SCHEDULE 2025 - 2026****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	22195	22328	22460	22590	23093	23599	24103	24604	25115	25619	26378	27289	27719	28118	28519	28920
2	22639	23097	23556	24030	24503	24992	25495	25998	26530	27048	27596	28143	28705	29282	29874	30466

CLASSIFICATION LEVEL

1 High School Diploma, GED

2 Associate of Arts, Associate of Science *Junior level status
college, or Interpreter Level I EIE

*Must present satisfactory documentation of completion of twelve (12) quarter hours or equivalent earned at a regionally accredited four (4) year degree granting college or university. All eligible hours must be earned after admission to a degree-seeking program, at junior level status, and have a grade "C" or better.

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 185.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ronnie Gray, Superintendent

NONINSTRUCTIONAL**PRE-K PARAPROFESSIONAL - 190 DAYS****SALARY SCHEDULE 2025-2026****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2	22795	23013	23537	24049	24568	25089	25607	26124	26642	27160	27938	28878	29320	29731	30142	30553
1	23694	24209	24728	25249	25763	26278	26802	27318	27837	28353	29132	30094	30559	30987	31415	31843

CLASSIFICATION LEVEL

- 2 CDA or Equivalent and High School Diploma, GED
 1 CDA or Equivalent and Associate of Arts, Associate of Science
 *Junior level status college, or Interpreter Level I EIE
-

*Must present satisfactory documentation of completion of twelve (12) quarter hours or equivalent earned at a regionally accredited four (4) year degree granting college or university. All eligible hours must be earned after admission to a degree-seeking program, at junior level status, and have a grade "C" or better.

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Loss of pay for any days not paid shall be on the basis of a daily rate with the daily rate determined by dividing the salary by 190.

Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025 - June 30, 2026

Adopted: August 26, 2025 , by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ronnie Gray, Superintendent

NONINSTRUCTIONALSCHOOL NURSE - 196 DAYSSALARY SCHEDULE 2025 - 2026

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
01	24692	25226	25762	26294	26832	27360	27902	28433	28968	29501	30303	31273	31750	32190	32630	33069
02	38736	39823	40914	42010	43096	44192	45279	46368	47459	48553	50184	51581	52399	53168	53938	54707

CLASSIFICATION LEVEL

- 1 LPN
 2 RN (AA), Occupational Therapy Assistant,
 Speech/Language Pathologist Assistant
-

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1st of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Salary is based on 196 days for 10 months. Loss of pay for any days not paid shall be on a basis of a daily rate.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ronnie Gray, Superintendent

NONINSTRUCTIONAL
SCHOOL NURSE WITH BACHELOR'S DEGREE
SALARY SCHEDULE 2025 - 2026

YEARS	BACHELORS
0	42484
1	43312
2	44138
3	44967
4	45794
5	46682
6	47568
7	48456
8	49341
9	50229
10	51411
11	52594
12	53777
13	54960
14	56141
15	57324
16	58507
17	59688
18	60873
19	62054
20	63236
21	64419
22	65600
23	66782

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1st of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

Salary is based on 196 days for 10 months. Loss of pay for any days not paid shall be on a basis of a daily rate.

ADVANCED DEGREE SUPPLEMENT: Master's Degree add \$2,310 to Bachelors

Effective July 1, 2025-June 30, 2026

Adopted: August 25, 2025 , by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ronnie Gray, Superintendent

NONINSTRUCTIONAL**SECRETARIAL AND OTHER OFFICE PERSONNEL****SALARY SCHEDULE 2025 - 2026**

YEARS OF EXPERIENCE																
LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
11	33400	33490	33578	33690	33779	33867	33957	34068	34158	34237	35360	36449	37021	37568	38112	38657
10	33400	33445	33490	33534	33578	33623	33657	34520	35384	36247	37415	38544	39155	39728	40303	40878
9	33400	33534	33658	34520	35384	36250	37108	37926	38814	39699	40951	42154	42819	43447	44076	44706
8	34074	34560	35119	35983	36853	37760	38608	39500	40364	41231	42525	43755	44448	45094	45741	46387
7	35429	35924	36470	37343	38217	39123	39966	40853	41700	42595	43914	45176	45890	46563	47240	47917
6	33400	33490	33578	33690	33779	33867	33957	34047	34158	34245	34332	35402	35957	36489	37020	37551
5	33400	33445	33490	33510	33555	33600	33646	33667	33711	33765	34896	35973	36543	37076	37611	38148
4	33400	33510	33600	33711	33801	33912	34002	34102	34882	35669	36843	37963	38569	39133	39695	40258
3	33400	33534	33667	33823	33957	34095	34853	35608	36374	37129	38269	39413	40040	40626	41214	41802
2	33400	33578	33746	34513	35274	36039	36802	37563	38325	39089	40232	41417	42072	42687	43303	43920
1	33648	34417	35192	35954	36733	37502	38270	39043	39812	40581	41735	42954	43635	44270	44908	45545
1A	34074	34560	35119	35983	36853	37760	38608	39500	40364	41231	42525	43755	44448	45094	45741	46387

CLASSIFICATION LEVEL

- 11 General Secretary
- 10 District Level Secretary, District Secretary(Custodian Of Records)
- 9 Administrative Secretary II
- 8 School Bookkeeper
- 7 Accounts Payable Specialist
- 6 Clerk, Media Clerk, Intepreter
- 5 General Receptionist
- 4 School Secretary, District Sec, Bus Driver/Data Entry
- 3 Adm School Secretary, 1St Class Sec/Adm Aide, District Secretary (Records),
Homeless Advocate, Interpreter/Parent Liaison/Pre-K Resource Assistant, Registrar
- 2 Adm Secretary, Bookkeeper, Parts Inventory Clerk
- 1 Financial Aid Coordinator
- 1A Accounting Clerk/Finance

The Superintendent may approve up to three (3) years non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, the employee will progress to the succeeding step on July 1st of each year providing the employee has performed satisfactory for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

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Employees who hold a bachelors degree from an accredited college or university as defined by the US Department of Education shall receive an advanced degree supplement of \$175.00 per contract month worked, effective July 1, 2015.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ronnie Gray, Superintendent

NONINSTRUCTIONAL

CONFIDENTIAL EMPLOYEES / SECRETARIAL AND OTHER EMPLOYEES

SALARY SCHEDULE 2025-2026

REGULAR DUTY HOURS 8:00AM - 4:30 PM

YEARS OF EXPERIENCE

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
5	33400	33490	33578	33690	33779	33867	33957	34068	34158	34237	35360	36449	37021	37568	38112	38657
4	33400	33445	33490	33534	33578	33623	33657	34520	35384	36247	37415	38544	39155	39728	40303	40878
3	33400	33578	33734	33912	34068	34241	34863	35962	36832	37695	38898	40057	40689	41286	41881	42478
2	33400	33534	33658	34520	35384	36250	37108	37926	38814	39699	40951	42154	42819	43447	44076	44706
1B	34074	34560	35119	35983	36853	37760	38608	39500	40364	41231	42525	43755	44448	45094	45741	46387
1A	35429	35924	36470	37343	38217	39123	39966	40853	41700	42595	43914	45176	45890	46563	47240	47917
1AA	36873	37415	37970	38833	39660	40575	41443	42313	43182	44051	46779	48100	48864	49576	50286	50996
1C	46225	47490	48759	50029	51297	52568	53832	55101	56364	57635	59536	61183	62154	63065	63972	64879
1D	63972	68116	69248	70380	71511	72642	73775	74906	76038	77169	78301	79434	80564	81697	82828	83959
1E	41942	42485	43044	43904	44730	45647	46516	47383	48249	49120	51855	53273	54114	54910	55703	56497
1	38593	39136	39692	40560	41382	42299	43167	44035	44906	45774	48546	49904	50693	51435	52176	52917

CLASSIFICATION LEVEL

5	
4	
3	Admin School Secretary/Confidential, Admin Secretary It
2	
1B	Administrative Secretary I, Operations Manager Transp
1A	Personnel Specialist, Administrative Support Specialist - Federal Programs
1AA	Asst Superintendent'S Secretary, Asst Textbook And Certification, Secretary For Administration, Employee Benefits Specialist
1C	It Specialist, Network Specialist, Software Specialist, Facilities Technology Techni-Cian, Assistant Coordinator Of Food Service, Attendance Assistant, Wellness Specialist Coordinator, Community Relations Specialist,State Reporting/Data Quality Specialist, Technology Project Specialist
1D	Supervisor/Payroll
1E	Employee Benefits Specialist I, Operator, Risk Manager
1	Secretary To The Superintendent

Normally upon appointment to a position, employee will be placed in step "0"; however, the Superintendent, upon consideration of pertinent factors, (educational backgrounds, prior experience, see job description), may approve placement into any of the succeeding steps. Thereafter, employee will progress to the succeeding step on July 1, each year, provided he has performed satisfactorily for a minimum period of nine (9) months as of June 30.

All salaries are based on 12 months. Where employee is on less than 12 months, salary will be prorated on a monthly basis.

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Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
1740 Ohio Avenue, South
Live Oak, Florida 32064
386/647-4600
Ronnie Gray, Superintendent

NONINSTRUCTIONAL**SECURITY GUARD****SALARY SCHEDULE 2025-2026****YEARS OF EXPERIENCE**

LEVEL	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2	33400	33467	33534	33578	33646	33703	34458	35213	35973	36734	37869	39007	39625	40206	40788	41369
1	33475	34405	35331	36254	37180	38104	39035	39953	40889	41815	43198	44448	45153	45814	46475	47137

CLASSIFICATION LEVEL

- 2 Security Guard
 1* Security Guard

*This Classification Level Eliminated Except For Employees Classified Level 1 (Chief) As Of 6/1/95

The Superintendent may approve up to three (3) years of non-school experience and up to nine (9) years of experience from other schools. Additional experience may be approved upon recommendation of the Superintendent and approval of the School Board. Thereafter, employee will progress to the succeeding step on July 1, of each year, providing employee has performed satisfactorily for a minimum period greater than one-half the number of days required for the normal contractual period for the position.

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Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
 SUWANNEE COUNTY SCHOOL BOARD
 1740 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ronnie Gray, Superintendent

NONINSTRUCTIONAL
FOR INFORMATIONAL PURPOSES ONLY**

SALARY SCHEDULE 2025-2026

SUBSTITUTE PARAPROFESSIONAL

HIGH SCHOOL GRADUATE	PREVAILING MINIMUM WAGE
ONE (1) YEAR OR MORE COLLEGE	PREVAILING MINIMUM WAGE
BACHELORS DEGREE	PREVAILING MINIMUM WAGE

(Based on pay for seven and one-quarter (7.50) hours daily)

SUBSTITUTE LUNCHROOM
PREVAILING MINIMUM WAGE

SUBSTITUTE CUSTODIAN
PREVAILING MINIMUM WAGE

SUBSTITUTE BUS DRIVER
\$15.00 PER HOUR

Effective July 1, 2025-June 30, 2026

Adopted August 26, 2025, by the
 SUWANNEE COUNTY SCHOOL BOARD
 1704 Ohio Avenue, South
 Live Oak, Florida 32064
 386/647-4600
 Ronnie Gray, Superintendent

** The Suwannee County School Board establishes and approves the rates of pay for substitutes. These schedules are not subject to bargaining, and therefore, are not required to be negotiated.

NONINSTRUCTIONAL
FOR INFORMATIONAL PURPOSES ONLY**

STUDENT AND SUMMER WORKERS

SALARY SCHEDULE 2025-2026

Prevailing Minimum Wage

Schedule for student workers in grades 10-12; summer workers unless on a separate schedule.

Effective July 1, 2025-June 30, 2026

Adopted: August 26, 2025, by the
SUWANNEE COUNTY SCHOOL BOARD
702 2nd Street NW
Live Oak, Florida 32064
386/647-4600
Ronnie Gray, Superintendent

** The Suwannee County School Board establishes and approves the rates of pay for substitutes. These schedules are not subject to bargaining, and therefore, are not required to be negotiated.

SUWANNEE COUNTY SCHOOL BOARD

DIFFERENTIATED PAY PLAN

In accordance with Florida Statute 1012.22 (1) (c) (4), beginning with the 2007-2008 academic year, Suwannee District School Board proposes a salary schedule with differentiated pay for both instructional personnel and school-based administrators. This Differentiated Pay Plan shall be included as part of the salary schedule as required by f.s.1012.22 and is subject to negotiation as provided in chapter 447. The differentiated pay is based on district-determined factors, including, but not limited to additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

I. SCHOOL-BASED ADMINISTRATORS

- A. Assignment to a school that earned a grade of “F” or three consecutive grades of “D”, add \$500 supplement for each year, continuing for at least 1 year following improved performance.
- B. Principal's Leadership Academy Tier II \$1000.00
- C. Certification as School Principal \$2000.00
- D. Assignment to a Title 1 School \$100.00

II. INSTRUCTIONAL EMPLOYEES

- A. D or F School Incentive: A non-recurring, one thousand dollar (\$1,000.00) incentive for teachers transferring to a "D" or "F" school from a higher performing school within the District. The transferring teacher must have received a highly effective or outstanding performance evaluation the preceeding year.
- B. Department Head/Curriculum Leader/Grade Level Chair (allocated \$1,010
six (6) per school as designated annually by principal)
- C. ESE Teacher: As Teacher of Record or Support Facilitation \$580.00
for ESE Students if ESE certification is required based on
student enrollment. Shall be earned by completing one
extended duty day per week (8 hours)
- D. PECDS Mentor/New Teacher Mentor: For satisfactorily serving as a mentor teacher.
NBCTE certified teachers are ineligible for this supplement if the bonus provided to them
through the National Board (Program) provides for a supplement equal to or greater than
\$500.00 In the event funding from the Program is less than \$500, National Board certified
teachers who serve as mentors will be eligible for an amount which will provide for at least
\$500 when combined from any amounts paid through the Program. Requires approval and
documentation of required mentoring hours.
\$1,010.00

- E. Planning Period Supplement: For the voluntary surrender of a teacher's teacher's planning period to serve as teacher of record for an additional period of instruction as requested by the school principal. \$3800 per year
The supplement shall be earned based on completing an additional 30 minutes per day as plan time. The supplement is based on a sixty (60) minute period of instruction during the normal duty day and shall be prorated for varying lengths of periods. Appointments shall be made based on needs of the school, master schedule, and the voluntary acceptance of the teacher and shall not be subject to posting requirements. Travel will be reimbursed by the District if the teacher is assigned to both Live Oak and Branford Schools. \$1900 per semester
\$950 per nine weeks
- F. Reading Supplement: A one time supplement for Reading Coaches and secondary Reading Teachers who attain the Reading Endorsement or certification in Reading \$560.00
- G. Purchase of Extended Day (7.5 Hour Day) for Grandfathered Teacher & Social Worker Salary Schedule (Appendix A):
- | | |
|-----------------|-------------|
| 1. Step 14 | \$2,000.00 |
| 2. Step 15 | \$2,500.00 |
| 3. Step 16 | \$3,000.00 |
| 4. Step 17 | \$3,500.00 |
| 5. Step 18 | \$4,000.00 |
| 6. Step 19 | \$4,500.00 |
| 7. Step 20 | \$5,250.00 |
| 8. Step 21 | \$6,000.00 |
| 9. Step 22 | \$6,750.00 |
| 10. Step 23 | \$7,500.00 |
| 10. Step 23 + 1 | \$8,500.00 |
| 10. Step 23 + 2 | \$9,400.00 |
| 10. Step 23 + 3 | \$10,300.00 |
- H. Alternative Performance Pay Salary Placement for Transfers from Florida School Districts: For instructional personnel transferring from another Florida school district and a) who have a minimum of twenty (20) years of teaching experience in a Florida school district; and b) who have a final evaluation of highly effective or effective from the school district he/she is transferring from; and c) who have no past or pending disciplinary issues at FLDOE that would impact student health, safety and welfare, the employee will be placed at a salary equivalent to \$1,000 greater than the salary schedule the employee would be leaving, provided the Suwannee County School District salary placement is at least \$1,000 less than the Suwannee's existing grandfathered schedule. Supplements being received by the employee from the previous school district are excluded from placement determination. The employee must provide salary verification to the Department of Human Resources within thirty (30) days of hire in order for the alternative performance pay salary placement to be effective. Until verification is received, salary placement will be on the current Performance Pay Schedule (Appendix A)

- I. Speech Language Pathologist Supplement: A Master's Degree supplement in Speech Language Pathology for individuals actively working in the role of Speech Language Pathologist and is inclusive of any additional higher degrees held \$10,000.00
- J. Secondary Supplements

1. High School and Post-Secondary

- a. Academic Competition Sponsor (Brain Bowl) \$1,515.00
- b. Agriculture Teacher (8:00-4:00 duty day, plus supervision of intracurricular activities including sponsorship of FFA) \$3,335.00
- c. Athletic Programs and Support
 - i. Athletic Director (20 teams or more) - 1 free period \$3,335.00
 - ii. Athletic Director (less than 20 teams) - 1 free period \$1,920.00
 - iii. Assistant Athletic Director \$1,720.00
 - iv. Athletic Event Support Staff
(ticket collectors, scoreboard/clock operators, etc.)
Per event. To be reimbursed by gate revenues \$32.50
- d. Band
 - i. Band Director (includes supervision of intracurricular activities and requires unit participation in both concert and marching bands performances and competitions). \$3,740.00
 - ii. Band Director (includes supervision of intracurricular activities and requires unit participation in marching band performances). \$2,930.00
 - iii. Assistant Band Director \$1,010.00
 - iv. Dance Troupe Sponsor \$1,010.00
 - v. Majorette Sponsor \$1,010.00
 - vi. Auxiliary Sponsor \$1,010.00
- e. Baseball Coach
 - i. Head Coach \$2,525.00
 - ii. Assistant Coach \$1,215.00
 - iii. Junior Varsity Baseball Coach \$1,215.00
- f. Basketball coach
 - i. Head Basketball (Boys') \$2,525.00
 - ii. Assistant Basketball (Boys') \$1,215.00
 - iii. Head Basketball (Girls') \$2,525.00
 - iv. Assistant Basketball (Girls') \$1,215.00
 - v. Basketball JV, Boys \$1,215.00
 - vi. Basketball, JV, Girls \$1,215.00

g. Bowling	\$1,415.00
h. Cheerleader Sponsor	\$1,215.00
i. CECF/BPA Advisor	\$505.00
j. Class Sponsor	
i. Senior Class	\$1,010.00
ii. Junior Class	\$1,010.00
iii. Sophomore Class	\$760.00
iv. Freshman Class	\$760.00
*Class Sponsorships may be shared but the supplement will be split	
k. Cross Country Coach (Girls/Boys each)	\$1,415.00
l. Drama Instructor (with 2 shows)	\$1,515.00
m. Football Coach	
i. Head Football Coach (30% Spring Ball/70% Fall)	\$4,345.00
ii. Offensive/Defensive Coordinator (30% Spring Ball/70% Fall)	\$2,525.00
iii. Football Assistant Varsity (30% Spring Ball/70% Fall)	\$2,225.00
iv. Football-Head Junior Varsity (30% Spring Ball/70% Fall)	\$2,225.00
v. Junior Varsity Football Assistant (30% Spring Ball/70% Fall)	\$1,215.00
n. Golf Coach	
i. Golf (Boys')	\$1,415.00
ii. Golf (Girls')	\$1,415.00
o. Home Economics Teacher including supervision of intracurricular activities and sponsorship of FHS/FCCLA	\$1,010.00
p. HOSA Advisor	\$1,010.00
q. RiverOak Technical College	
i. LPN Instructor including supervision of clinical assignments	\$3,335.00
ii. Surgical Technology Instructor, limited to (1) full time position	\$2,020.00
iii. Pharmacy Technician, limited to (1) full time position	\$2,020.00
iv. Patient Care Technician, based upon a program being offered each semester	\$505.00
r. NJROTC Instructor including supervision of outside activities	\$3,335.00
s. Skills USA Advisor	\$1,010.00

t.	Soccer Coach	
i.	Varsity Soccer (Boys')	\$2,525.00
ii.	Junior Varsity Soccer (Boys')	\$1,215.00
iii.	Varsity Soccer (Girls')	\$2,525.00
iv.	Junior Varsity Soccer (Girls')	\$1,215.00
v.	Assistant Soccer (Boys')	\$1,215.00
vi.	Assistant Soccer (Girls')	\$1,215.00
u.	Softball Coach	
i.	Softball Head Coach	\$2,525.00
ii.	Assistant Softball coach	\$1,215.00
iii.	Junior Varsity Softball Coach	\$1,215.00
v.	Swimming Coach	
i.	Swimming Coach	\$1,415.00
ii.	Assistant Swimming Coach	\$710.00
w.	Track Coach	
i.	Head Track (Boys')	\$2,525.00
ii.	Head Track (Girls')	\$2,525.00
iii.	Track Asst (Boys')	\$1,215.00
iv.	Track Asst (Girls')	\$1,215.00
x.	Tennis Coach	\$1,415.00
y.	Volleyball Coach	
i.	Volleyball	\$2,525.00
ii.	Assistant Volleyball	\$1,215.00
iii.	Volleyball, JV	\$1,215.00
z.	Weight Lifting Coach	
i.	Weight Lifting (Boys')	\$1,415.00
ii.	Weight Lifting (Girls')	\$1,415.00
iii.	Assistant Weight Lifting (Boy's)	\$710.00
iv.	Assistant Weight Lifting (Girl's)	\$710.00
aa.	Wrestling Coach	
i.	Wrestling	\$2,525.00
ii.	Assistant Wrestling	\$1,215.00
bb.	Yearbook Sponsor	\$1,215.00
cc.	Flag Football coach (Girl's)	
i.	Head Coach	\$2,525.00
ii.	Junior Varsity Coach	\$1,215.00

dd. eSports Coach	
i. 1 to 3 competitive teams per year per semester	\$710.00
ii. 4 or more competitive teams per year per semester	\$1,200.00
ee. Newspaper Sponsor with published edition	\$1,215.00

2. Middle School Supplements

a. Agriculture Teacher, including supervision of intracurricular activities including sponsorship of FFA	\$1,720.00
b. Athletic Director	\$1,515.00
c. Band Director (includes supervision of Intra-curricular activities and requires unit participation in band performances and competitions)	\$1,515.00
d. Baseball Coach	
i. Head Baseball Coach	\$1,215.00
ii. Assistant Baseball Coach	\$760.00
e. Basketball Coach	
i. Head Basketball Coach (Boys')	\$1,215.00
ii. Head Basketball Coach (Girls')	\$1,215.00
iii. Assistant Basketball Coach (Boys')	\$760.00
iv. Assistant Basketball Coach (Girls')	\$760.00
v. Boys' Intramural Basketball Coach	\$910.00
vi. Girls' Intramural Basketball Coach	\$910.00
f. Cheerleader Sponsor	\$910.00
g. Football Coach	
i. Head Football Coach	\$1,770.00
ii. Assistant Football Coach	\$1,215.00
h. Soccer coach	
i. Head Soccer Coach (Girls')	\$1,215.00
ii. Head Soccer Coach (Boys')	\$1,215.00
i. Softball Coach	
i. Girl's Softball Coach	\$1,215.00
ii. Assistant Softball Coach	\$760.00
j. Track Coach	\$1,215.00
k. Volleyball Coach	\$1,215.00

l. Wrestling Coach \$1,215.00

m. Yearbook Sponsor \$760.00

1. Elementary Supplements

a. Yearbook Sponsor \$610.00

III NON-INSTRUCTIONAL DIFFERENTIATED PAY

A. CDA/FCCPC (if required for position) \$610.00

B. Lead CDA: Shall include a 190 day contract. \$2,500.00

C. ESE Bus Driver (out of county routes only) 12.5 % of salary

D. ESE full time Self Contained Class paraprofessionals \$500.00

Non-instructional personnel may also be eligible for many of the differentiated supplements listed under Section I above based on certification and other requirements for the position. However, compensation is subject to the requirements established by the Fair Labor Standards

IV. LENGTH OF CONTRACT

All Differentiated Pay supplements are for a twelve (12) month period unless indicated otherwise, and include extra hours and all in-county travel except where employees are assigned to both Branford and Live Oak schools for academic purposes. Athletic supplements are for the duration of the respective season, except high school football supplements shall be paid in two (2) separate payments, based on 30% for spring and 70% for fall to employees who are contracted for less than twelve months. In the event that a sponsor or coach fails to complete the entire season or assignment, the District will pay a prorated portion of the supplement to the employee. Supplements may be shared or split by mutual agreement of the principal and coaches or sponsors.

Coaches and/or sponsors shall, in recognition of achievement, be given an increase in the amount of supplemental pay for participation in competition beyond scheduled events and beyond district level competition, if the duration of the supplement is extended. This increase shall include sponsors for cheerleading, band, and auxiliary who accompany athletic teams to competitions. Such increases shall be 10% of the base supplements for each level of advanced participation except where advancement is on a basis other than total team advancement, a 5% increase shall be earned if less than 50% of eligible categories advance.

V. PART-TIME AND OTHER INSTRUCTIONAL DIFFERENTIATED PAY

The parties to this Stipulation of Agreement concur that a differentiated hourly rate schedule for full-time and part-time instructional employees may provide a long term cost savings to the district while still providing high quality instructional services to students. To implement this rate structure, the parties agree to the following:

- A. There shall be established three (3) levels of hourly pay for part-time instructional positions predicated on the nature of the program to which the employee is assigned.

Level 1 – Instructors in this level shall be paid a rate of thirteen (\$15) dollars per hour for instruction in self-sustaining or cost recovery programs when one of the following conditions exists; no certification is required, no funding is provided by the District, no state standards have been developed for the program or the program is classified as community education. This rate shall also be paid to instructional staff writing curriculum or conducting training or workshops.

Level 2 – These employees shall be paid a rate of twenty-two dollars and eighty-five cents (\$22.85) per hour or 100% of their hourly rate if employed by Suwannee County School Board full time, whichever is the greater, if they are assigned to (a) programs funded through Workforce Development that require teacher certification, (b) adult education or credit retrieval courses, or (c) guidance counselors assigned to Workforce Development programs.

Level 3 – Employees at Level 3 shall receive a rate of pay ranging from thirty-five dollars (\$35), per hour or 100% of their hourly rate if employed by Suwannee County School Board full time, whichever is the greater for assignments in high skill/high wage Workforce Development funded programs in critical need areas that require teacher certification and highly specialized skills or expertise.

- B. The classification of programs as Level 3 shall be determined by a committee including the president of UTSC or designee, Director of Career and Technical Education, Suwannee-Hamilton Technical Center Principal and Night School Coordinator, advisory committee representatives and other administrative staff. Approved programs in this level include, but are not limited to, health related occupations training, computer programming, and precision machining.
- C. Programs in Level 3 will be reviewed as needed for continued eligibility. The application and approval process will be ongoing.
- D. Adjustments in hourly rates of pay for programs other than those specifically stated in this stipulation shall require mutual agreement between the parties.

VI. WELLNESS INITIATIVE COORDINATOR (To be paid from the Wellness Initiative Fund)

\$1,010.00