

**School Board of Gilchrist County
2016-17 Grandfather Instructional Salary Schedule**

Base: \$34,865 \$2,417 \$2,940 \$3,665

STEP	INDEX	BACHELOR'S	MASTER'S	SPECIALIST	DOCTOR'S
0	1.00	\$34,865	\$37,282	\$37,805	\$38,530
1	1.01	\$35,214	\$37,631	\$38,154	\$38,879
2	1.02	\$35,562	\$37,979	\$38,502	\$39,227
3	1.05	\$36,608	\$39,025	\$39,548	\$40,273
4	1.08	\$37,654	\$40,071	\$40,594	\$41,319
5	1.11	\$38,700	\$41,117	\$41,640	\$42,365
6	1.14	\$39,746	\$42,163	\$42,686	\$43,411
7	1.17	\$40,792	\$43,209	\$43,732	\$44,457
8	1.20	\$41,838	\$44,255	\$44,778	\$45,503
9	1.23	\$42,884	\$45,301	\$45,824	\$46,549
10	1.26	\$43,930	\$46,347	\$46,870	\$47,595
11	1.29	\$44,976	\$47,393	\$47,916	\$48,641
12	1.32	\$46,022	\$48,439	\$48,962	\$49,687
13	1.35	\$47,068	\$49,485	\$50,008	\$50,733
14	1.38	\$48,114	\$50,531	\$51,054	\$51,779
15	1.41	\$49,160	\$51,577	\$52,100	\$52,825
16	1.44	\$50,206	\$52,623	\$53,146	\$53,871
17	1.47	\$51,252	\$53,669	\$54,192	\$54,917
18	1.50	\$52,298	\$54,715	\$55,238	\$55,963
19	1.53	\$53,343	\$55,760	\$56,283	\$57,008
20	1.56	\$54,389	\$56,806	\$57,329	\$58,054
21	1.59	\$55,435	\$57,852	\$58,375	\$59,100
22	1.62	\$56,481	\$58,898	\$59,421	\$60,146

EXPERIENCE CREDIT

- (A) For initial placement, 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. Effective October 19, 2010 Step Increases are to be negotiated annually.
- (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 January 8, 2008, the Lead ROTC Instructor will be paid \$53,375 and the Assistant Instructor will be paid \$47,457. 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.

PERFORMANCE PAY

Classification of performance level and compensation for each:

- (A) Highly Effective step if negotiated + % increase (if applicable) + bonus *
- (B) Very Effective step + % increase (if applicable) + bonus *
- (C) Effective step + % increase (if applicable)
- (D) Needs Improvement step only
- (E) Unsatisfactory freeze salary

Bonus - \$45,000 will be split among all Instructional personnel receiving a Highly Effective or Very Effective rating. Those receiving Highly Effective will receive double the amount of those receiving Very Effective. For Instructional * personnel on the Grandfather Salary Schedule, the payment will be a one-time bonus. For those on the Performance Pay Schedule, the amount will be treated as a Salary Adjustment and added to the employee's base pay.