Putnam County Board of Education
Agenda Request

Name of Person Making Request: Angie Knight

Department: Human Resources

Phone Number of Person Making Request:

Account Funding Code (if appropriate)

___X____ Backup included

_______ Backup to follow

Requesting approval of the following certified pay scales:

Deputy Director of Schools
Supervisor
Principals
Assistant Principal
System-wide Coordinators
System-wide Specialists
Teachers

Respectfully submitted,

Angie Knight
8/02/19

Signature of Person Making Request

Signature of Director of Schools
## Putnam County School System
### Certified Salary Schedule
#### Summary of Base Salaries
##### 2019-2020

<table>
<thead>
<tr>
<th>POSITION</th>
<th>Minimum Contract (Days)</th>
<th>MINIMUM¹</th>
<th>MID-RANGE</th>
<th>MAXIMUM²</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEPUTY DIRECTOR OF SCHOOLS</td>
<td>240</td>
<td>$77,848.00</td>
<td>$87,246.00</td>
<td>$96,644.00</td>
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<tr>
<td>SUPERVISORS</td>
<td>240</td>
<td>$70,064.00</td>
<td>$80,594.00</td>
<td>$91,125.00</td>
</tr>
<tr>
<td>PRINCIPALS</td>
<td>230</td>
<td>$66,122.00</td>
<td>$79,528.00</td>
<td>$90,058.00</td>
</tr>
<tr>
<td>ASSISTANT PRINCIPALS</td>
<td>210</td>
<td>$55,708.00</td>
<td>$68,804.00</td>
<td>$81,900.00</td>
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<tr>
<td>SYSTEM-WIDE COORDINATORS</td>
<td>210</td>
<td>$49,523.00</td>
<td>$68,382.00</td>
<td>$80,165.00</td>
</tr>
<tr>
<td>SYSTEM-WIDE SPECIALISTS</td>
<td>200</td>
<td>$40,524.00</td>
<td>$60,412.00</td>
<td>$72,196.00</td>
</tr>
<tr>
<td>TEACHERS</td>
<td>200</td>
<td>$39,794.00</td>
<td>$53,391.00</td>
<td>$66,987.00</td>
</tr>
</tbody>
</table>

Minimum is based on minimum contract days.
Maximum is based on maximum contract days

### Advanced Degree/Advanced Certification Base Salary Supplement

- **Maximum Supplement for Advanced Degrees/Advance Certifications:** $5,000
  - Advanced Degree – Related Area $2,500
  - Advanced Degree – Non-Related Area $1,000
  - National Board Certification $2,500

### Annual Base Salary Performance Progression

Progression of annual base salary determined by the Approved Performance Evaluation Model Level of Effectiveness rating for the position and is proportional to length of annual contract designated for the individual in the position as follows:

<table>
<thead>
<tr>
<th>CONTRACT LENGTH (Days)</th>
<th>LEVEL OF EFFECTIVENESS RATING</th>
<th>200</th>
<th>205</th>
<th>210</th>
<th>220</th>
<th>225</th>
<th>230</th>
<th>235</th>
<th>240</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Step Value</td>
<td>$125</td>
<td>$128</td>
<td>$131</td>
<td>$135</td>
<td>$141</td>
<td>$144</td>
<td>$147</td>
<td>$150</td>
</tr>
<tr>
<td>EFFECTIVE (3)</td>
<td>(1 Stage)</td>
<td>$500</td>
<td>$513</td>
<td>$525</td>
<td>$550</td>
<td>$563</td>
<td>$575</td>
<td>$588</td>
<td>$600</td>
</tr>
<tr>
<td>HIGHLY EFFECTIVE (4)</td>
<td>(1.25 Stage)</td>
<td>$625</td>
<td>$641</td>
<td>$656</td>
<td>$688</td>
<td>$703</td>
<td>$719</td>
<td>$734</td>
<td>$750</td>
</tr>
<tr>
<td>EXEMPLARY (5)</td>
<td>(1.5 Stage)</td>
<td>$750</td>
<td>$769</td>
<td>$788</td>
<td>$825</td>
<td>$879</td>
<td>$863</td>
<td>$881</td>
<td>$900</td>
</tr>
</tbody>
</table>

1 Stage = 4 Steps

**Sustained Success Base Salary Increase** (Implementation 2016-2017 school year to be applied to eligible recipients beginning FY18)

- *Up to 10 opportunities based on 3 year simple average of annual overall level of effectiveness (L.O.E.) Included in this group are teachers, system-wide specialist, system-wide coordinators, assistant principals, principals.*

**Averages only applicable to ratings earned in PCSS**

***Any earned sustained success salary enhancement based on the three (3) year will be based on the following ranges as applied to the base pay as increase in the year following one of the 10 opportunities listed above:**
Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an educator will have the opportunity to advance one level ($125), two levels ($250), or one stage ($500). The calculation will be a simple average of the educator’s annual Level of Effectiveness rating during that three-year period. An educator with an average 3.5-3.99 will receive an additional step increase; 4.00-4.49 an additional two steps; and 4.50-5.00 an additional stage (4 steps).

<table>
<thead>
<tr>
<th>Level of Effectiveness</th>
<th>Earned Sustained Success Salary Enhancement</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Yr Average Below 3.50:</td>
<td>$0</td>
</tr>
<tr>
<td>3.50 – 3.99:</td>
<td>$125</td>
</tr>
<tr>
<td>4.00 – 4.49:</td>
<td>$250</td>
</tr>
<tr>
<td>3 Yr Average 4.50 or Above:</td>
<td>$500</td>
</tr>
</tbody>
</table>

Note(s)
1. All salaries are based on contract days; the base salary will be adjusted accordingly by multiplying the per diem rate (total number of contract days as listed ÷ base salary) by the total number of contract days assigned.
2. Maximum Salary includes any increases as a result of an advanced degree/advanced certification supplement applied.
3. The total amount any earned annual salary increase based on performance is proportional to the length of the annual contract as noted in the table.
4. Sustained Success Increases are based only on 3 year average of consecutive full-time employment in PCSS in eligible certified personnel.
Deputy Director of Schools Salary Schedule Range – 240 Days (12 Month) Contract

Salary Range
$77,848 - $96,644

Initial Base Pay with Experience as a Supervisor or Equivalent Supervisory Role
Entry Level I -0-5 years $77,848
Entry Level II – 6-10 years $80,515
Entry Level III – 11-15 years $83,180
Entry Level IV- 16+years $85,964

Advanced Degree/Advanced Certification Base Salary Supplement
Maximum Supplement for Advanced Degrees/Advance Certifications: $5,000
Advanced Degree – Related Area $2,500
Advanced Degree – Non-Related Area $1,000
National Board Certification $2,500

Annual Base Salary Performance Progression:
Progression of annual base salary determined by meeting goals approved by the Director of Schools:
At Expectations (3) = $600
Above Expectations (4) = $750
Significantly Above Expectations (5) = $900
Certified Supervisor Salary Schedule Range – 240 Days (12 Month) Maximum Contract Length

Salary Range
$70,064 - $91,125

Initial Base Pay with Experience as a Supervisor or Equivalent Supervisory Role
Entry Level I - 0-5 years $70,064
Entry Level II – 6-10 years $72,729
Entry Level III – 11-15 years $75,395
Entry Level IV- 16+ years $78,062

Advanced Degree/Advanced Certification Base Salary Supplement
Maximum Supplement for Advanced Degrees/Advance Certifications: $5,000
Advanced Degree – Related Area $2,500
Advanced Degree – Non-Related Area $1,000
National Board Certification $2,500

Annual Salary Performance Progression
Progression of annual base salary determined by meeting goals approved by the Director of Schools and State Approved Evaluation Model Level of Effectiveness Score and is proportional to length of annual contract as follows:

<table>
<thead>
<tr>
<th>LEVEL OF EFFECTIVENESS RATING</th>
<th>CONTRACT LENGTH (Days)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>220</td>
</tr>
<tr>
<td></td>
<td>Step Value</td>
</tr>
<tr>
<td>EFFECTIVE (3)</td>
<td>(1 Stage)</td>
</tr>
<tr>
<td>HIGHLY EFFECTIVE (4)</td>
<td>(1.25 Stage)</td>
</tr>
<tr>
<td>EXEMPLARY (5)</td>
<td>(1.5 Stage)</td>
</tr>
</tbody>
</table>
**Putnam County School System**  
**Certified Salary Schedule**  
**PRINCIPAL**  
**2019-2020**

**Principal Base Salary Schedule—230 Days (11.5 Month)**

**Salary Range**
$66,122 - $90,058

**Initial Base Salary with Experience as an Assistant Principal or Equivalent Supervisory Role**
- Entry Level I: 0-5 years  
  Initial Base Salary: $66,122
- Entry Level II: 6-10 years  
  Initial Base Salary: $71,663
- Entry Level III: 1-15 years  
  Initial Base Salary: $74,319
- Entry Level IV: 16+ years  
  Initial Base Salary: $76,995

*Scale is based on 230 day contract, contracts may vary up to 12 months*

**Advanced Degree/Advanced Certification Base Salary Supplement**
- Maximum Supplement for Advanced Degrees/Advance Certifications: **$5,000**
  - Advanced Degree – Related Area: $2,500
  - Advanced Degree – Non-Related Area: $1,000
  - National Board Certification: $2,500

**Base Pay Supplements --Supervisory Scope**

$25.00 for each teacher over 8 (FTE) teachers

<table>
<thead>
<tr>
<th>Student Size</th>
<th>Supplement</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-499</td>
<td>$0</td>
</tr>
<tr>
<td>500-999</td>
<td>$1,000</td>
</tr>
<tr>
<td>1000-1499</td>
<td>$2,500</td>
</tr>
<tr>
<td>1500-1999</td>
<td>$3,500</td>
</tr>
<tr>
<td>2000+</td>
<td>$4,500</td>
</tr>
</tbody>
</table>

**LEVEL OF EFFECTIVENESS RATING**

<table>
<thead>
<tr>
<th>Effectiveness Rating</th>
<th>220</th>
<th>225</th>
<th>230</th>
<th>235</th>
<th>240</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EFFECTIVE</strong> (3)</td>
<td>Step Value</td>
<td>$135</td>
<td>$141</td>
<td>$144</td>
<td>$147</td>
</tr>
<tr>
<td></td>
<td>(1 Stage)</td>
<td>$550</td>
<td>$563</td>
<td>$575</td>
<td>$588</td>
</tr>
<tr>
<td></td>
<td>(1.25 Stage)</td>
<td>$688</td>
<td>$703</td>
<td>$719</td>
<td>$734</td>
</tr>
<tr>
<td></td>
<td>(1.5 Stage)</td>
<td>$825</td>
<td>$879</td>
<td>$863</td>
<td>$881</td>
</tr>
</tbody>
</table>

1 Stage = 4 Steps
Putnam County School System  
Certified Salary Schedule  
PRINCIPAL  
2019-2020

Annual Base Salary Performance Progression²

Progression of annual base salary determined by State Approved Evaluation Model Level of Effectiveness Score and is proportional to length of annual contract as follows:

Sustained Success Base Salary Increase³

Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an educator will have the opportunity to advance one level ($125), two levels ($250), or one stage ($500). The calculation will be a simple average of the educator’s annual Level of Effectiveness Rating during that three-year period. An educator with an average 3.5-3.99 will receive an additional step increase; 4.00-4.49 an additional two step; and 4.50-5.00 an additional stage (4 steps).

Note(s)

1. Listed salaries are based on 230 day contract; for assignments more than 230 days, the base salary will be adjusted accordingly by multiplying the per diem rate by the total number of contract days.
2. The total amount any earned annual salary increase based on performance is proportional to the length of the annual contract as noted
3. Sustained Success Increases are based only on 3 year average of consecutive full-time employment in PCSS. (Implementation 2016-2017 school year to be applied to eligible recipients beginning FY18)
Assistant Principal Base Salary Schedule -- 210 Days (10.5 Month)

Salary Range
$55,708 - $81,900

Initial Base Salary with Experience as an Assistant Principal or Equivalent Supervisory Role

| Entry Level II: 6-10 years | $55,708 |
| Entry Level III: 11-15 years | $63,665 |
| Entry Level IV: 16+ Years | $66,331 |

*Scale is based on 210 day contract, contract may vary up to 240 days*

Advanced Degree/Advanced Certification Base Salary Supplement

Maximum Supplement for Advanced Degrees/Advance Certifications: $5,000

- Advanced Degree – Related Area $2,500
- Advanced Degree – Non-Related Area $1,000
- National Board Certification $2,500

Annual Base Salary Performance Progression

Progression of annual base salary determined by State Approved Evaluation Model Level of Effectiveness Score and is proportional to length of annual contract as follows:

<table>
<thead>
<tr>
<th>CONTRACT LENGTH (Days)</th>
<th>200</th>
<th>205</th>
<th>210</th>
<th>220</th>
<th>225</th>
<th>230</th>
<th>235</th>
<th>240</th>
</tr>
</thead>
<tbody>
<tr>
<td>EFFECTIVE (3) Step Value</td>
<td>$125</td>
<td>$128</td>
<td>$131</td>
<td>$135</td>
<td>$141</td>
<td>$144</td>
<td>$147</td>
<td>$150</td>
</tr>
<tr>
<td>HIGHLY EFFECTIVE (4) Step Value</td>
<td>$500</td>
<td>$513</td>
<td>$525</td>
<td>$550</td>
<td>$563</td>
<td>$575</td>
<td>$588</td>
<td>$600</td>
</tr>
<tr>
<td>EXEMPLARY (5) Step Value</td>
<td>$625</td>
<td>$641</td>
<td>$656</td>
<td>$688</td>
<td>$703</td>
<td>$719</td>
<td>$734</td>
<td>$750</td>
</tr>
</tbody>
</table>

1 Stage = 4 Steps

Sustained Success Base Salary Increase

Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an educator will have the opportunity to advance one level ($125), two levels ($250), or one stage ($500). The calculation will be a simple average of the educator’s annual Level of Effectiveness Rating during that three-year period. An educator with an average 3.5-3.99 will receive an additional step increase; 4.00-4.49 an additional two step; and 4.50-5.00 an additional stage (4 steps).

Note(s)

1. Listed salaries are based on 210 day contract; for assignments more than 210 days, the base salary will be adjusted accordingly by multiplying the per diem rate by the total number of contract days.
2. The total amount any earned annual salary increase based on performance is proportional to the length of the annual contract as noted
3. Sustained Success Increases are based only on 3 year average of consecutive full-time employment in PCSS. (Implementation 2016-2017 school year to be applied to eligible recipients beginning FY18)
Certified System-Wide Coordinator Salary Schedule -- 210 Days (10.5 Month)

Salary Range
$49,523 - $80,165

Experience as a Coordinator or Equivalent
Entry Level I - 0-5 years $49,523
Entry Level II – 6-10 years $59,798
Entry Level III – 11-15 years $62,996
Entry Level IV- 16+ years $66,196

*Scale minimum is based on 210 day contract, contract may vary up to 240 days.

Advanced Degree/Advanced Certification Base Salary Supplement
Maximum Supplement for Advanced Degrees/Advance Certifications: $5,000

Advanced Degree – Related Area $2,500
Advanced Degree – Non-Related Area $1,000
National Board Certification $2,500

Annual Base Salary Performance Progression
Progression of annual base salary determined by State Approved Evaluation Model Level of Effectiveness Score and is proportional to length of annual contract as follows:

<table>
<thead>
<tr>
<th>CONTRACT LENGTH (Days)</th>
<th>200</th>
<th>205</th>
<th>210</th>
<th>220</th>
<th>225</th>
<th>230</th>
<th>235</th>
<th>240</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEVEL OF EFFECTIVENESS RATING</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td>EFFECTIVE (3)</td>
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<td>$128</td>
<td>$131</td>
<td>$135</td>
<td>$141</td>
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</tr>
<tr>
<td></td>
<td>(1 Stage)</td>
<td>$500</td>
<td>$513</td>
<td>$525</td>
<td>$550</td>
<td>$563</td>
<td>$575</td>
<td>$588</td>
</tr>
<tr>
<td>HIGHLY EFFECTIVE (4)</td>
<td>(1.25 Stage)</td>
<td>$625</td>
<td>$641</td>
<td>$656</td>
<td>$688</td>
<td>$703</td>
<td>$719</td>
<td>$734</td>
</tr>
<tr>
<td>EXEMPLARY (5)</td>
<td>(1.5 Stage)</td>
<td>$750</td>
<td>$769</td>
<td>$788</td>
<td>$825</td>
<td>$879</td>
<td>$863</td>
<td>$881</td>
</tr>
</tbody>
</table>

1 Stage = 4 Steps

Sustained Success Base Salary Increase
Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an educator will have the opportunity to advance one level ($125), two levels ($250), or one stage ($500). The calculation will be a simple average of the educator’s annual Level of Effectiveness Rating during that three-year period. An educator with an average 3.5-3.99 will receive an additional step increase; 4.00-4.49 an additional two step; and 4.50-5.00 an additional stage (4 steps).

Note(s)
1. Listed salaries are based on 210 day contract; for assignments more than 210 days, the base salary will be adjusted accordingly by multiplying the per diem rate by the total number of contract days.
2. The total amount any earned annual salary increase based on performance is proportional to the length of the annual contract as noted.
3. Sustained Success Increases are based only on 3 year average of consecutive full-time employment in PCSS.
(Implementation 2016-2017 school year to be applied to eligible recipients beginning FY18)
System Wide -Specialist Salary Schedule -- 200 Days (10 Month)

Salary Range:
$40,524 - $72,196

Experience as a Specialist or Equivalent

- Entry Level I -0-5 years $40,524
- Entry Level II – 6-10 years $51,827
- Entry Level III – 11-15 years $55,027
- Entry Level IV- 16+ years $58,226

*Scale minimum is based on 200 day contract, contracts may vary up to 12 months

Advanced Degree/Advanced Certification Base Salary Supplement

Maximum Supplement for Advanced Degrees/Advance Certifications: $5,000

- Advanced Degree – Related Area $2,500
- Advanced Degree – Non-Related Area $1,000
- National Board Certification $2,500

Annual Base Salary Performance Progression

Progression of annual base salary determined by State Approved Evaluation Model Level of Effectiveness Score and is proportional to length of annual contract as follows:

<table>
<thead>
<tr>
<th>CONTRACT LENGTH (Days)</th>
<th>200</th>
<th>205</th>
<th>210</th>
<th>220</th>
<th>225</th>
<th>230</th>
<th>235</th>
<th>240</th>
</tr>
</thead>
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<td>$125</td>
<td>$128</td>
<td>$131</td>
<td>$135</td>
<td>$141</td>
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<td>$147</td>
</tr>
<tr>
<td>EFFECTIVE (3)</td>
<td>1 Stage</td>
<td>$500</td>
<td>$513</td>
<td>$525</td>
<td>$550</td>
<td>$563</td>
<td>$575</td>
<td>$588</td>
</tr>
<tr>
<td>HIGHLY EFFECTIVE (4)</td>
<td>1.25 Stage</td>
<td>$625</td>
<td>$641</td>
<td>$656</td>
<td>$688</td>
<td>$703</td>
<td>$719</td>
<td>$734</td>
</tr>
<tr>
<td>EXEMPLARY (5)</td>
<td>1.5 Stage</td>
<td>$750</td>
<td>$769</td>
<td>$788</td>
<td>$825</td>
<td>$879</td>
<td>$863</td>
<td>$881</td>
</tr>
</tbody>
</table>

1 Stage = 4 Steps

Sustained Success Base Salary Increase

Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an educator will have the opportunity to advance one level ($125), two levels ($250), or one stage ($500). The calculation will be a simple average of the educator’s annual Level of Effectiveness Rating during that three-year period. An educator with an average 3.5-3.99 will receive an additional step increase; 4.00-4.49 an additional two step; and 4.50-5.00 an additional stage (4 steps).

Note(s)

1. Listed salaries are based on 200 day contract; for assignments more than 200 days, the base salary will be adjusted accordingly by multiplying the per diem rate by the total number of contract days.
2. The total amount any earned annual salary increase based on performance is proportional to the length of the annual contract as noted
   Sustained Success Increases are based only on 3 year average of consecutive full-time employment in PCSS.
3. (Implementation 2016-2017 school year to be applied to eligible recipients beginning FY18)
Teacher Base Salary Schedule – 200 Day (10 Months) Contract

Salary Range¹
$39,794 - $66,987

Initial Base Salary with Experience
Entry Level I: 0-5 years $39,794
Entry Level II: 6-10 years $42,514
Entry Level III: 11-15 years $44,780
Entry Level IV: 16+years $47,045

Advanced Degree/Advanced Certification Base Salary Supplement
Maximum Supplement for Advanced Degrees/Advance Certifications: $5,000

Advanced Degree – Related Area $2,500
Advanced Degree – Non-Related Area $1,000
National Board Certification $2,500

Annual Base Salary Performance Progression
Progression of annual base salary determined by State Approved Evaluation Model Level of Effectiveness Score as follows:
- At Expectations (3) = $500.00
- Above Expectations (4) = $625.00
- Significantly Above Expectations (5) = $750.00

*Opportunity to earn $250.00 by the completion of an individual professional improvement plan beyond the minimum annual contractual in-service requirements that includes the attainment of measurable goals of improvement as recommended by the principal and approved by the district.

Sustained Success Base Salary Increase²
Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an educator will have the opportunity to advance one level ($125), two levels ($250), or one stage ($500). The calculation will be a simple average of the educator’s annual Level of Effectiveness Rating during that three-year period. An educator with an average 3.5-3.99 will receive an additional step increase; 4.00-4.49 an additional two step; and 4.50-5.00 an additional stage (4 steps).

Note(s)
1. Listed salaries are based on 200 day contract; for teacher assignments more than 200 days, the base salary will be adjusted accordingly by multiplying the 200 day per diem rate by the total number of contract days.
2. Sustained Success Increases are based only on 3 year average of consecutive full-time employment in PCSS. (Implementation 2016-2017 school year to be applied to eligible recipients beginning FY18)