

**Putnam County School System
Certified Salary Schedule
Summary of Base Salaries
2018-2019**

POSITION	Maximum Contract (Days)	MINIMUM ¹	MID-RANGE	MAXIMUM ²
ASSISTANT DIRECTOR OF SCHOOLS	240	\$77,848.00	\$87,246.00	\$96,644.00
SUPERVISORS	240	\$70,064.00	\$80,594.00	\$91,125.00
PRINCIPALS	230 to 240	\$66,,122.00	\$79,528.00	\$90,058.00
ASSISTANT PRINCIPALS	210 to 240	\$51,041.00	\$70,117.00	\$81,900.00
SYSTEM-WIDE COORDINATORS	210 to 240	\$49,523.00	\$68,382.00	\$80,165.00
SYSTEM-WIDE SPECIALISTS	200 to 240	\$40,524.00	\$60,412.00	\$72,196.00
TEACHERS	200	\$39,794.00	\$53,391.00	\$66,987.00

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 Progression³

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:

LEVEL OF EFFECTIVENESS RATING	Step Value	CONTRACT LENGTH (Days)							
		200	205	210	220	225	230	235	240
EFFECTIVE (3)	(1 Stage)	\$500	\$513	\$525	\$550	\$563	\$575	\$588	\$600
HIGHLY EFFECTIVE (4)	(1.25 Stage)	\$625	641	\$656	\$688	\$703	\$719	\$734	\$750
EXEMPLARY (5)	(1.5 Stage)	\$750	769	\$788	\$825	\$879	\$863	\$881	\$900

1 Stage = 4 Steps

Sustained Success Base Salary Increase⁴ (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 effectiveness level (Index score)

<u>1</u> Years 1 thru 3	<u>2</u> Years 4 thru 6	<u>3</u> Years 7 thru 9	<u>4</u> Years 10 thru 12	<u>5</u> Year 13 thru 15
<u>6</u> Year 16 thru 18	<u>7</u> Year 19 thru 21	<u>8</u> Year 22 thru 24	<u>9</u> Year 25 thru 27	<u>10</u> Year 26 thru 30

**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:

3 Yr Average Below 3.50:	\$0
3.50 – 3.99:	\$125
4.00 – 4.49:	\$250
3 Yr Average 4.50 or Above:	\$500

Note(s)

- All salaries except the classroom teacher salaries are listed and based on 240 day contract; for assignments less than 240 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.
- Maximum Salary includes any increases as a result of an advanced degree/advanced certification supplement applied.
- 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.
- Sustained Success Increases are based only on 3 year average of consecutive full-time employment in PCSS.

**Putnam County School System
Certified Salary Schedule
Summary of Base Salaries
2018-2019**

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).

Note(s)

1. *All salaries except the classroom teacher salaries are listed and based on 240 day contract; for assignments less than 240 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.