

HOLMES COUNTY SCHOOL BOARD
PAYROLL PERIODS
FOR THE YEAR ENDED JUNE 30, 2021
2020-2021 SALARY SCHEDULE
ALL PERSONNEL RECEIVE SEMI-MONTHLY CHECKS
EQUAL TO THE ANNUAL SALARY DIVIDED BY 24

Position	Duty Days	Hrs. Per Day	Position	Duty Days	Hrs. Per Day
District Administrative	239	7	Instructional & ROTC 1 - 12 Month	239	7.5
Director, Technology Assistant	239	7	Instructional - 11 Month	216	7.5
Principals	239	7.5	Instructional - 10 Month	196	7.5
Assistant Principal - HCHS	239	7.5	Instructional - Guidance & Curriculum*	196	7.5
Assistant Principals	216	7.5	ROTC 2	195	7.5
Non-Instructional - District	239	7	Occupational & Physical Therapist	190	7.5
Data I & Data II *	180	7.5	Staffing/Lab Assistant	190	7.5
Student Records Data Entry *	190	7.5	Aide I & Aide II	190	7.5
Bookkeeper *	190	7.5	Aide III & Cashier	180	7.5
Custodian - 12 Month	239	7.5	School Secretary	190	7.5
Custodian - 10 Month	190	7.5	School Receptionist	190	7.5
Bus Drivers	180	3.5	Lunchroom	182	7.5

Payment is not permitted for services rendered in excess of the listed hours per day for any regular, parttime or substitute position unless approved by the Superintendent. Hours not to exceed 40 hours per week for combined positions.

All personnel reemployed after retirement from any employer will be allowed qualified experience on the salary schedule not to exceed 7 years.

* See Page 11 for additional Duty Days

HOLMES COUNTY SCHOOL BOARD

Administrative Salary Schedule

Step	District	School	Director	School Assistant Principal - Grandfathered (6) - 196 Day	School Assistant Principal - Grandfathered (6) - 216 Day	Occupational Therapy Director - 190 Day
	Administrator/ Finance Officer	School Principal (1)				
0	69,643	69,643	49,170	40,975	45,073	47,500
1	69,919	69,643	49,170	40,975	45,073	47,900
2	70,195	69,643	49,170	40,975	45,073	48,300
3	70,471	69,643	49,170	40,975	45,073	48,700
4	70,747	69,643	49,170	40,975	45,073	49,100
5	71,023	69,643	49,170	40,975	45,073	49,500
6	71,299	69,643	49,170	40,975	45,073	49,900
7	71,575	69,643	49,170	40,975	45,073	50,300
8	71,851	69,643	49,860	40,975	45,073	50,700
9	72,127	69,643	50,820	40,975	45,073	51,100
10	72,403	69,643	52,020	40,975	45,073	51,500
11	72,679	69,643	53,220	41,975	46,173	51,900
12	72,955	69,643	54,420	42,975	47,273	52,300
13	73,231	69,643	55,620	43,975	48,373	52,700
14	73,507	69,643	56,820	44,975	49,473	53,100
15	73,783	69,643	58,020	45,975	50,573	53,500
16	74,059	69,643	59,220	46,975	51,673	53,900
17	74,335	69,643	60,420	47,975	52,773	54,300
18	74,611	69,643	61,140	48,975	53,873	54,700
19	74,887	69,643	61,860	49,575	54,533	55,100
20	75,163	69,643	61,864	50,175	55,193	55,500
21	75,439	69,643	62,368	50,595	55,655	55,900
22	75,715	69,643	62,872	51,015	56,117	56,300
23	75,991	69,643	62,876	51,435	56,579	56,700
24	76,267	69,643	62,880	51,855	57,041	57,100
25	76,543	69,643	64,384	52,275	57,503	57,500
26	76,819	69,643	64,384	52,695	57,965	57,900
27	77,095	69,643	65,070	53,535	58,889	58,300

Annual Administrative Supplements:	<u>12 Mth Employee</u>	<u>11 Mth Employee</u>	<u>10 Mth Employee</u>
Masters Degree (2)	\$2,945.00	\$2,651.00	\$2,410.00
Ed Specialist Degree (2)	\$4,404.00	\$3,925.00	\$3,568.00
Assistant Principal - Elementary and Middle Schools	\$2,000.00	\$2,000.00	\$2,000.00
Assistant Principal - High Schools	\$2,500.00	\$2,500.00	\$2,500.00
Assistant Principal - Combination Schools	\$4,000.00	\$4,000.00	\$4,000.00

- (1) School Principals will receive performance pay based on their annual evaluation. They will receive 60% of the largest District Administrator step for effective and \$1 more than the largest step for highly effective. **Since the Legislature waived evaluations in 2019-2020, Principals on performance pay will receive an increase of \$276.**
- (2) School Principal must have Educational Leadership or School Principal Certification
- (3) Superintendent & School Board Members: Set Annually by the Legislature
- (4) Administrators shall be granted other professional and/or instructional experience. Starting salary for Principals will be set using the District Administrator Schedule.
- (5) Directors and Assistant Principals retain instructional years experience.
- (6) Assitant Principals on annual contract will be paid according to the performance pay instructional salary schedule.
- (7) Add 20% for 12 month position and 10% for 11 month position when original position is 10 months.

HOLMES COUNTY SCHOOL BOARD

Instructional Placement Schedule and Grandfathered Instructional Personnel

Step	Placement Schedule for Instructional Personnel	Grandfathered Instructional Personnel	Grandfathered Speech Language Pathologist	Grandfathered Social Worker/ Mental Health Therapist - 239 Day
0	40,975	40,975	40,975	49,170
1	40,975	40,975	40,975	49,170
2	40,975	40,975	40,975	49,170
3	40,975	40,975	40,975	49,170
4	40,975	40,975	40,975	49,170
5	40,975	40,975	40,975	49,170
6	40,975	40,975	40,975	49,170
7	40,975	40,975	40,975	49,170
8	40,975	40,975	40,975	49,170
9	40,975	40,975	40,975	49,170
10	40,975	40,975	40,975	49,170
11	41,975	41,975	41,975	50,370
12	42,975	42,975	42,975	51,570
13	43,975	43,975	43,975	52,770
14	44,975	44,975	44,975	53,970
15	45,975	45,975	45,975	55,170
16	46,975	46,975	46,975	56,370
17	47,975	47,975	47,975	57,570
18	48,975	48,975	48,975	58,770
19	49,575	49,575	49,575	59,490
20	50,175	50,175	50,175	60,210
21	50,175	50,595	50,595	60,714
22	50,175	51,015	51,015	61,218
23	50,175	51,435	51,435	61,722
24	50,175	51,855	51,855	62,226
25	50,175	52,275	52,275	62,730
26	50,175	52,695	52,695	63,234
27	50,175	53,535	53,535	64,242

1. Instructional Personnel and Instructional Therapists on annual contract as of 7/1/2014, or hired after that date, will be paid according to the performance pay instructional salary schedule. Step increases and performance pay will be given annually at the conclusion of Union negotiations.
2. Add 20% for 12 month position and 10% for 11 month position when original position is 10 months.
3. Instructional Supplements and other provisions are listed on page 4.

HOLMES COUNTY SCHOOL BOARD
SALARY SCHEDULE D(P)
Instructional Supplements and Performance Pay Salary Schedule

Performance Pay Instructional Base Salary: \$40,975

The base salary shall be the salary paid in the most recent year employed including adjustments. The beginning salary for new hires shall be based on the Placement Salary Schedule for the years completed. Years completed (service) is determined by policy.

Salary Adjustments:

On May 13, 2020, DOE Order No. 2020-EO-2 was released providing relief to school districts from various rules and regulations within the Florida Statutes and the State Board of Education rules. Section V of the Order suspended the requirement for teacher evaluations and any related compensation based on a performance pay schedule. Additionally, Line Item 92 of the 2020 General Appropriations Act included an allocation for the Teacher Salary Increase Allocation, a FEFP component created in Section 1011.62(22), Florida Statutes, to increase the minimum salary of fulltime classroom teachers in the District to \$40,975. Furthermore, a portion of the allocation was authorized for other compensation to ALL instructional personnel. By combining this portion with additional general funds, for the fiscal year 2020-21, the District shall provide ALL instructional personnel a minimum SALARY INCREASE of \$1,125 and a minimum salary of \$40,975.

Instructional Supplements:

	Period	Amount
Beginning Teacher Program (Peer)	Upon Completion	662.00
Speech and Language Pathologists - State Licensed*	Annual	5,000.00
Occupational & Physical Therapist - State Licensed*	Annual	5,000.00
Social Worker and Licensed Mental Health - State Licensed*	Annual	5,000.00
Speech and Language Pathologists or Occupational & Physical Therapist Assistant - BA & Licensed	Annual	1,000.00
Advanced Degree Supplements (paid according to 1012.22 F.S.)*		
Masters Degree Supplement*	Annual	2,410.00
Ed Specialist Degree Supplement*	Annual	3,568.00
Doctorate Degree Supplement*	Annual	4,736.00
Industry Certification per Florida Statute 1011.62(1)(o)(3)	Per student	\$25-\$100

* See 1012.22 Florida Statutes

Other Instructional Provisions for Grandfathered and Performance Pay Teachers

- A. 196 contract days with 6 paid holidays.
- B. Hourly rate to be paid in accordance with the salary schedule.
- C. BA/BS is equivalent to a Bachelor's degree earned at a standard institution of higher learning.
 MA/MS is equivalent to a Master's Degree earned at a standard institution of higher learning.
 6 Year equivalent to an Educational Specialist Degree earned at a standard institution of higher learning.
 Doctorate is equivalent to a Doctor's Degree earned at a standard institution of higher learning.
- D. Retired teachers start at step 7 on supplement schedule D(S) and receive increases based on the Performance Pay Salary Schedule. The ones hired during the 2008-09 school year and rehired for 2009-10 school year will continue to be paid for their years of experience until there is a break in employment with HDSB.
- E. Instructional Personnel must be Certified.
- F. Years completed (service) is determined by policy.
- G. ROTC - Per Contract With Department Of The Army (equal to active duty pay)
- H. Add 20% for 12 month position and 10% for 11 month position when original position is 10 months.

HOLMES COUNTY SCHOOL BOARD

239 Day Employees

Step	Mechanic I	Mechanic II	Bus Mechanic	District Data/ Admin						
				Maintenance I	Maintenance II	Deliv. Clerk I	Technology Assistant	Accountant/ Superintendent Secretary	Secretary/ Accounting Clerk	Custodian 12 Month
0	35,383.95	29,779.40	26,266.10	32,121.60	28,775.60	34,564.18	33,125.40	28,273.70	21,163.45	20,864.70
1	35,802.20	30,164.19	26,634.16	32,539.85	29,193.85	34,948.97	33,610.57	28,775.60	21,665.35	21,079.80
2	36,220.45	30,548.98	27,002.22	32,958.10	29,612.10	35,333.76	34,095.74	29,277.50	22,167.25	21,294.90
3	36,638.70	30,933.77	27,370.28	33,376.35	30,030.35	35,718.55	34,580.91	29,779.40	22,669.15	21,510.00
4	37,056.95	31,318.56	27,738.34	33,794.60	30,448.60	36,103.34	35,066.08	30,281.30	23,171.05	21,725.10
5	37,475.20	31,703.35	28,106.40	34,212.85	30,866.85	36,488.13	35,551.25	30,783.20	23,672.95	21,940.20
6	37,893.45	32,088.14	28,474.46	34,631.10	31,285.10	36,872.92	36,036.42	31,285.10	24,174.85	22,155.30
7	38,311.70	32,472.93	28,842.52	35,049.35	31,703.35	37,257.71	36,521.59	31,787.00	24,676.75	22,370.40
8	38,729.95	32,857.72	29,210.58	35,467.60	32,121.60	37,642.50	37,006.76	32,288.90	25,178.65	22,585.50
9	39,148.20	33,242.51	29,578.64	35,885.85	32,539.85	38,027.29	37,491.93	32,790.80	25,680.55	22,800.60
10	39,566.45	33,627.30	29,946.70	36,304.10	32,958.10	38,412.08	37,977.10	33,292.70	26,182.45	23,015.70
11	39,984.70	34,012.09	30,314.76	36,722.35	33,376.35	38,796.87	38,462.27	33,794.60	26,684.35	23,230.80
12	40,402.95	34,396.88	30,682.82	37,140.60	33,794.60	39,181.66	38,947.44	34,296.50	27,186.25	23,804.40
13	40,821.20	34,781.67	31,050.88	37,558.85	34,212.85	39,566.45	39,432.61	34,798.40	27,688.15	24,378.00
14	41,239.45	35,166.46	31,418.94	37,977.10	34,631.10	39,951.24	39,917.78	35,300.30	28,190.05	24,951.60
15	41,657.70	35,551.25	31,787.00	38,395.35	35,049.35	40,336.03	40,402.95	35,802.20	28,691.95	25,525.20
16	42,075.95	35,936.04	32,155.06	38,813.60	35,467.60	40,720.82	40,888.12	36,304.10	29,193.85	26,098.80
17	42,159.60	36,103.34	32,238.71	38,897.25	35,551.25	40,804.47	40,971.77	36,387.75	29,277.50	26,170.50
18	42,243.25	36,270.64	32,322.36	38,980.90	35,634.90	40,888.12	41,055.42	36,471.40	29,361.15	26,242.20
19	42,326.90	36,437.94	32,406.01	39,064.55	35,718.55	40,971.77	41,139.07	36,555.05	29,444.80	26,313.90
20	42,410.55	36,605.24	32,489.66	39,148.20	35,802.20	41,055.42	41,222.72	36,638.70	29,528.45	26,385.60
21	42,494.20	36,772.54	32,573.31	39,231.85	35,885.85	41,139.07	41,306.37	36,722.35	29,612.10	26,457.30
22	42,577.85	36,939.84	32,656.96	39,315.50	35,969.50	41,222.72	41,390.02	36,806.00	29,695.75	26,529.00
23	42,661.50	37,107.14	32,740.61	39,399.15	36,053.15	41,306.37	41,473.67	36,889.65	29,779.40	26,600.70
24	42,745.15	37,274.44	32,824.26	39,482.80	36,136.80	41,390.02	41,557.32	36,973.30	29,863.05	26,672.40
25	44,886.59	37,441.74	32,907.91	39,566.45	36,220.45	41,473.67	41,640.97	37,809.80	29,946.70	26,744.10

HOLMES COUNTY SCHOOL BOARD

190 Day Employees

Step	School		Staffing/Lab		Maintenance		Custod 10 Month	Bookkeeper/ Data Records	
	Receptionist	Secretary	Aide II (2)	Assistant	Aide I (1)	Deliv. Clerk II III			
0	14,463.75	15,888.75	16,601.25	17,527.50	17,741.25	22,173.00	20,235.00	16,587.00	16,743.75
1	14,820.00	16,245.00	16,786.50	17,955.00	17,969.25	22,415.25	20,448.75	16,758.00	17,142.75
2	15,176.25	16,601.25	16,971.75	18,382.50	18,197.25	22,657.50	20,662.50	16,929.00	17,541.75
3	15,532.50	16,957.50	17,157.00	18,810.00	18,425.25	22,899.75	20,876.25	17,100.00	17,940.75
4	15,888.75	17,313.75	17,342.25	19,237.50	18,653.25	23,142.00	21,090.00	17,271.00	18,339.75
5	16,245.00	17,670.00	17,527.50	19,665.00	18,881.25	23,384.25	21,303.75	17,442.00	18,738.75
6	16,601.25	18,026.25	17,784.00	20,092.50	19,109.25	23,626.50	21,517.50	17,613.00	19,137.75
7	16,957.50	18,382.50	18,040.50	20,520.00	19,337.25	23,868.75	21,731.25	17,784.00	19,536.75
8	17,313.75	18,738.75	18,297.00	20,947.50	19,565.25	24,111.00	21,945.00	17,955.00	19,935.75
9	17,670.00	19,095.00	18,553.50	21,375.00	19,793.25	24,353.25	22,158.75	18,126.00	20,334.75
10	18,026.25	19,451.25	18,810.00	21,802.50	20,021.25	24,595.50	22,372.50	18,297.00	20,733.75
11	18,382.50	19,807.50	19,365.75	22,230.00	20,520.00	24,837.75	22,586.25	18,468.00	21,132.75
12	18,738.75	20,163.75	19,921.50	22,657.50	21,018.75	25,080.00	22,800.00	18,924.00	21,531.75
13	19,095.00	20,520.00	20,477.25	23,085.00	21,517.50	25,322.25	23,013.75	19,380.00	21,930.75
14	19,451.25	20,876.25	20,976.00	23,512.50	22,016.25	25,564.50	23,227.50	19,836.00	22,329.75
15	19,807.50	21,232.50	21,474.75	23,940.00	22,515.00	25,806.75	23,441.25	20,292.00	22,728.75
16	20,163.75	21,588.75	21,973.50	24,367.50	23,013.75	26,049.00	23,655.00	20,748.00	23,127.75
17	20,263.50	21,660.00	22,472.25	24,438.75	23,512.50	26,106.00	23,726.25	20,805.00	23,199.00
18	20,363.25	21,731.25	22,529.25	24,510.00	23,583.75	26,163.00	23,797.50	20,862.00	23,270.25
19	20,463.00	21,802.50	22,586.25	24,581.25	23,655.00	26,220.00	23,868.75	20,919.00	23,341.50
20	20,562.75	21,873.75	22,643.25	24,652.50	23,726.25	26,277.00	23,940.00	20,976.00	23,412.75
21	20,662.50	21,945.00	22,700.25	24,723.75	23,797.50	26,334.00	24,011.25	21,033.00	23,484.00
22	20,762.25	22,016.25	22,757.25	24,795.00	23,868.75	26,391.00	24,082.50	21,090.00	23,555.25
23	20,862.00	22,087.50	22,814.25	24,866.25	23,940.00	26,448.00	24,153.75	21,147.00	23,626.50
24	20,961.75	22,158.75	22,871.25	24,937.50	24,011.25	26,505.00	24,225.00	21,204.00	23,697.75
25	21,061.50	22,230.00	22,928.25	25,023.00	24,082.50	26,562.00	24,296.25	21,261.00	23,769.00

HOLMES COUNTY SCHOOL BOARD

182, and 180 Day Employees

Step	Bus Drivers - 180 Days	Aide III - 180 Days	Receptionist - 180 Days	Lunchroom - 182 Days	Data II- 180 Days (2)	Data I- 180 Days (1)
0	11,289.60	13,230.00	13,702.50	13,786.50	17,482.50	18,292.50
1	11,516.40	13,446.00	14,040.00	14,141.40	17,860.50	18,670.50
2	11,743.20	13,770.00	14,377.50	14,496.30	18,238.50	19,048.50
3	11,970.00	14,094.00	14,715.00	14,851.20	18,616.50	19,426.50
4	12,196.80	14,418.00	15,052.50	15,206.10	18,994.50	19,804.50
5	12,423.60	14,742.00	15,390.00	15,561.00	19,372.50	20,182.50
6	12,650.40	15,066.00	15,727.50	15,915.90	19,750.50	20,560.50
7	12,877.20	15,390.00	16,065.00	16,270.80	20,128.50	20,938.50
8	13,104.00	15,714.00	16,402.50	16,625.70	20,506.50	21,316.50
9	13,330.80	16,038.00	16,740.00	16,980.60	20,884.50	21,694.50
10	13,557.60	16,362.00	17,077.50	17,335.50	21,262.50	22,072.50
11	13,784.40	16,686.00	17,415.00	17,690.40	21,640.50	22,450.50
12	14,011.20	17,010.00	17,752.50	18,045.30	22,018.50	22,828.50
13	14,238.00	17,334.00	18,090.00	18,495.75	22,396.50	23,206.50
14	14,464.80	17,658.00	18,427.50	18,946.20	22,774.50	23,584.50
15	14,691.60	17,982.00	18,765.00	19,396.65	23,152.50	23,962.50
16	14,918.40	18,306.00	19,102.50	19,847.10	23,530.50	24,340.50
17	14,956.20	18,630.00	19,197.00	19,901.70	23,598.00	24,408.00
18	14,994.00	18,684.00	19,291.50	19,956.30	23,665.50	24,475.50
19	15,031.80	18,738.00	19,386.00	20,010.90	23,733.00	24,543.00
20	15,069.60	18,792.00	19,480.50	20,065.50	23,800.50	24,610.50
21	15,107.40	18,846.00	19,575.00	20,120.10	23,868.00	24,678.00
22	15,145.20	18,900.00	19,669.50	20,174.70	23,935.50	24,745.50
23	15,183.00	18,954.00	19,764.00	20,229.30	24,003.00	24,813.00
24	15,220.80	19,008.00	19,858.50	20,283.90	24,070.50	24,880.50
25	15,258.60	19,062.00	19,953.00	20,338.50	24,138.00	24,948.00

HOLMES COUNTY SCHOOL BOARD

SCHEDULE E

DIFFERENTIATED PAY SCHEDULE FOR ADDITIONAL DUTIES

Description	Activities, or Events	% of Base*	Supplement Amount
Annual/Yearbook - Middle/High	Yearbook	3.41%	1,398.00
Annual/Yearbook - Elementary	Yearbook	1.71%	701.00
Band Director	10	11.09%	4,544.00
Baseball Head Coach	14	10.24%	4,196.00
Baseball Junior Varsity Coach	10	5.97%	2,447.00
Baseball Middle School	8	2.56%	1,049.00
Basketball Head Coach (Boys)	18	11.09%	4,544.00
Basketball Head Coach (Girls)	18	11.09%	4,544.00
Basketball Junior Varsity Coach (Boys)	14	5.97%	2,447.00
Basketball Junior Varsity Coach (Girls)	14	5.97%	2,447.00
Basketball 7th & 8th Grade Coach (Boys)	10	3.41%	1,398.00
Basketball 7th & 8th Grade Coach (Girls)	10	3.41%	1,398.00
Beta Club (Senior)	3	3.41%	1,398.00
Beta Club (Junior)	3	3.41%	1,398.00
Cheerleader Sponsor Varsity (HCHS)	18	7.68%	3,147.00
Cheerleader Sponsor Senior	13	4.27%	1,750.00
Cheerleader Sponsor Junior	8	2.56%	1,049.00
Choral Director	3	3.41%	1,398.00
Class Sponsor Junior	2	3.41%	1,398.00
Class Sponsor Senior	2	3.41%	1,398.00
Drama	3	4.27%	1,750.00
Football Head Coach	9	16.21%	6,642.00
Football Varsity Assist/"B"/JV Coach	9	7.68%	3,147.00
Football 7/8 Coach	4	3.41%	1,398.00
Golf	10	3.41%	1,398.00
Science Research	3	3.41%	1,398.00
Softball Head Coach	14	10.24%	4,196.00
Softball JV Coach	10	5.97%	2,447.00
Softball Middle School	8	2.56%	1,049.00
Student Council	3	3.41%	1,398.00
Track	4	1.71%	701.00
Vocational Ag Farm	Ag farm	8.53%	3,495.00
Vocational - Senior (FBLA, FFA, FCCLA)	10	5.97%	2,447.00
Vocational - Junior High (FBLA, FFA, FCCLA)	4	2.56%	1,049.00
Skills USA (Welding with Industry Certification)	3	3.41%	1,398.00
Volleyball - High	12	6.83%	2,799.00
Volleyball - Middle	8	2.56%	1,049.00
Weightlifting	10	3.41%	1,398.00

***Based on the Grandfathered Instructional Base Pay \$40,975**

HOLMES COUNTY SCHOOL BOARD

Differentiated Pay

1. Differentiated Pay for Critical Shortage Areas:

Differentiated Pay in the amount of \$500 shall be paid on a one-time basis to each instructional employee and administrator working in a critical shortage area designated by the Holmes District School Board upon recommendation of the Superintendent. Critical shortage areas will be deemed after (3) advertisements with no applicants or a limited number of applicants (less than 3) meeting the minimum qualifications (Temporary or Professional FL teaching certificate in the subject area).

2. Differentiated Pay for Level of Job Performance Difficulties:

A. Differentiated pay in the amount of \$500 shall be paid on a one-time basis to each instructional employee and administrator working at the alternative school that is required to meet certification requirements in more than one subject area.

B. Differentiated pay in the amount of \$100 per course/per semester will be paid to employees who are teaching innovative students in conjunction with normal in seat students.

3. Differentiated Pay for School Demographics:

Differentiated pay will be at the rate of \$500 for each instructional employee and administrator who is employed at a Title I school where at least 90% of the students qualify for free or reduced lunches.

4. Differentiated Pay for Additional Job Responsibilities:

See the Differentiated Pay Schedule for Additional Duties and the Differentiated Pay/Supplements.

5. Assignment of Differentiated Pay:

A. The site administrator shall provide a list/posting of all differentiated pay positions for employees as vacancies or new differentiated pay positions occur. These vacancies or new differentiated pay positions shall be posted for 6 working days prior to being filled.

B. All qualified applicants will be interviewed.

C. If the position remains vacant after such action, the site administrator may assign one differentiated pay coaching position activity each year to a P.E. teacher from within the school where the vacancy exists.

6. In order to receive Differentiated Pay:

A. Complete the minimum number of scheduled activities required.

B. Each teacher must have on file in the principal's office verification of completed minimum number of scheduled activities.

C. Pro-ration will occur if the required number of activities is not met.

D. No teacher may receive differentiated pay for more than two positions unless no other qualified person is available to perform the differentiated pay activity as determined by the principal.

E. The employee may have an option when receiving differentiated pay. They may choose to receive the differentiated pay by the following payment methods: (a) equally divided into pay periods or (b) receive the differentiated pay in final paycheck of the school year.

HOLMES COUNTY SCHOOL BOARD

Other Pay/Supplements

Description	Period	Amount
Substitutes:		
Doctorate	Hourly	14.85
Educational Specialist	Hourly	14.55
Masters	Hourly	14.35
Bachelors	Hourly	14.05
90 Semester Hours	Hourly	9.35
60 Semester Hours	Hourly	9.10
No Rank	Hourly	8.85
Non-Instructional Substitute	Hourly	Min. Wage
FCAT Proctor	Hourly	10.00
Substitute Bus Drivers - effective 10-21-13	Daily	50.00
WINGS Other	Hourly	Min. Wage
Mandatory Workshops/Training:		
Instructional, 17.50 per hour limit of \$100 per day.	Hour/Day	\$17.50-\$100
Non-instructional, minimum wage with a limit of 8 hours per day.	Hour/Day	Min. Wage
Bus Drivers - Workshops, etc (10 per hour)	Hour/Day	\$10-\$80
Other Pay:		
Custodian -- Per Day	Day	30.00
Other Per Day	Day	20.00
Summer Support	Hourly	Min. Wage-\$25
Additional Summer Custodial	Hourly	Min. Wage-\$25
Other Approved Hourly	Hourly	Min. Wage-\$15
Choice Transportation -- Per Day	Day	\$10.00
Transportation Bus Inspection & Physical Exam (per trip)	Trip	\$10.00
Transportation of Choice Students (per day)	Day	\$10.00
Transporting Handicapped and Attendant (automobile) -- Per Day	Day	\$30.00
Current employee driving a school bus -- Per Day	Day	\$62.20
WINGS & Other - Field Trips - Bus Drivers	Trip	\$35-\$85
WINGS Bus Drivers, Aides	Hour	\$12.00
District Support Specialist (VPK, Student Data, Payroll)	Annual	\$2,000.00
Mechanic II State Inspector	Annual	\$2,400.00
Help Desk Coordinator	Annual	\$6,000.00
Summer Receptionist - 35 Days, 7.5 hours per Day	Hourly	Minimum Wage
Adjunct Virtual School Teacher	Completion	\$135 per segment
Food Service:		
Lunchroom Manager (1 per school) - Supplement Based On Meals Served		
0 - 199 Meals Served	Annual	\$1,273.00
200 - 399 Meals Served	Annual	\$1,487.00
400 - 599 Meals Served	Annual	\$1,701.00
600 - 799 Meals Served	Annual	\$1,915.00
800 - 999 Meals Served	Annual	\$2,129.00
1,000+ Meals Served	Annual	\$2,343.00
Lunchroom Certification (Managers)	Annual	\$300.00
Lunchroom Certification (Others)	Annual	\$200.00

HOLMES COUNTY SCHOOL BOARD

Additional Work Days

The positions below have approved duty days outside of their normal contract period. These days will run from June - May for each year.

Position	Period
Position	FTE per Guidance/ Curriculum
School Type	Position
Position	# of Days
Guidance/Curriculum	Elementary 0-350 5
Guidance/Curriculum	Elementary 351-700 10
Guidance/Curriculum	High School 0-350 10
Guidance/Curriculum	High School 351-700 15
Guidance/Curriculum	Combination 0-350 5
Guidance/Curriculum	Combination 351-700 10
Guidance/Curriculum	Combination 701-1500 15

The positions below have approved duty days outside of their normal contract period. These days will run from July - June for each year.

Position	School Type	# of Days
Data I	All Schools	15
Data II	All Schools	15
Student Records Data Entry	All Schools	15
Bookkeeper	All Schools	10
Position	# of Positions	# of Days
District Food Service Menu & Nutrition Manager	1	8

HOLMES COUNTY SCHOOL BOARD
PAYROLL PERIODS

I. Twelve Month Employees

- A. Timesheets are due in the Finance Department by 10:00 A.M. the 1st and 16th of each month for the preceding payroll period.
- B. Direct deposits shall be made on the 1st and 16th of each month with the following exception, June 30th rather than July 1st.
- C. Any date for which direct deposit is scheduled to be made that falls on a weekend or holiday, the deposit shall be made on the day preceding the weekend or holiday.

II. Ten and Eleven Month Employees

- A. Timesheets are due in the Finance Department by 10:00 A.M. the 1st and 16th of each month for the preceding payroll period.
- B. Direct deposits shall be made on the 1st and 16th of each month with the following exceptions:
 - 1. The first direct deposit for employees who work 190 or 196 days will be made on August 16th.
 - 2. The first direct deposit for employees who work 180 or 182 days will be made on September 1st.
 - 3. The balance due for fiscal year earnings is to be made on June 30th.
- C. Any date for which direct deposit is scheduled to be made that falls on a weekend or holiday, the deposit shall be made on the day preceding the weekend or holiday.

III. Substitutes

Substitutes are to be reported with the timesheets submitted to the Finance Department and direct deposits are to be made on the 1st and 16th of each month.