

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

POSITION	Maximum Contract (Days)	MINIMUM <sup>1</sup>	MID-RANGE	MAXIMUM <sup>2</sup>
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 Progression<sup>3</sup>**

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:

		CONTRACT LENGTH (Days)							
		200	205	210	220	225	230	235	240
LEVEL OF EFFECTIVENESS RATING	Step Value	\$125	\$128	\$131	\$135	\$141	\$144	\$147	\$150
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 Increase<sup>4</sup>** (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).*

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**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.*

**Putnam County School System  
Certified Salary Schedule  
ASSISTANT DIRECTOR OF SCHOOLS  
2018-2019**

**Assistant 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<sup>1</sup>

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

Sustained Success Increase<sup>1</sup>

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 Teacher Effectiveness Index during that three-year period. An educator with an average 3.5-3.99 will receive an additional level increase; 4.00-4.49 an additional two levels; and 4.50-5.00 an additional stage.

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Note(s)

1. 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)

**Putnam County School System  
Certified Salary Schedule  
SUPERVISOR  
2018-2019**

**Certified Supervisor Salary Schedule Range – 240 Days (12 Month) Maximum Contract Length**

Salary Range<sup>1</sup>

\$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<sup>2</sup>

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:

		CONTRACT LENGTH (Days)				
		220	225	230	235	240
<u>LEVEL OF EFFECTIVENESS RATING</u>		<i>Step Value</i>	<i>\$135</i>	<i>\$141</i>	<i>\$144</i>	<i>\$147</i>
EFFECTIVE	(3)	(1 Stage)	\$550	\$563	\$575	\$588
HIGHLY EFFECTIVE	(4)	(1.25 Stage)	\$688	\$703	\$719	\$734
EXEMPLARY	(5)	(1.5 Stage)	\$825	\$879	\$863	\$881

*1 Stage = 4 Steps*

Sustained Success Increase<sup>3</sup>

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 240 day contract; for assignments less than 240 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)

**Putnam County School System  
Certified Salary Schedule -  
PRINCIPAL  
2018-2019**

**Principal Base Salary Schedule -- 230 Days (11 Month) to 240 (12 Month) Maximum Contract Length**

Salary Range<sup>1</sup>

\$66,122 - \$90,058

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

Entry Level I: 0-5 years	\$66,122*
Entry Level II: 6-10 years	\$71,663
Entry Level III: 1-15 years	\$74,319
Entry Level IV: 16+years	\$76,995

**\*Scale minimum is based on 230 day contract, scale max based on 240 contract.**

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

Student Size	Supplement
0-499	\$0
500-999	\$1,000
1000-1499	\$2,500
1500-1999	\$3,500
2000+	\$4,500

		CONTRACT LENGTH (Days)					
		220	225	230	235	240	
<u>LEVEL OF EFFECTIVENESS RATING</u>		<i>Step Value</i>	<i>\$135</i>	<i>\$141</i>	<i>\$144</i>	<i>\$147</i>	<i>\$150</i>
EFFECTIVE	(3)	(1 Stage)	\$550	\$563	\$575	\$588	\$600
HIGHLY EFFECTIVE	(4)	(1.25 Stage)	\$688	\$703	\$719	\$734	\$750

Note(s)

1. Listed salaries are based on 240 day contract; for assignments less than 240 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)

**Putnam County School System  
Certified Salary Schedule -  
PRINCIPAL  
2018-2019**

EXEMPLARY (5)

(1.5 Stage)	\$825	\$879	\$863	\$881	\$900
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*1 Stage = 4 Steps*

Annual Base Salary Performance Progression<sup>2</sup>

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 Increase<sup>3</sup>

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).

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Note(s)

1. *Listed salaries are based on 240 day contract; for assignments less than 240 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)*

**Putnam County School System  
Certified Salary Schedule  
ASSISTANT PRINCIPAL  
2018-2019**

**Assistant Principal Base Salary Schedule -- 210 Days (10.5 Month) to 240 (12 Month) Maximum Contract Length**

Salary Range<sup>1</sup>

\$51,041 - \$81,900

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

Entry Level I: 0-5 years	\$51,041*
Entry Level II: 6-10 years	\$60,999
Entry Level III: 1-15 years	\$63,665
Entry Level IV: 16+years	\$66,331

**\*Scale minimum is based on 210 day contract, scale max based on 240 day contract.**

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<sup>2</sup>

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:

		CONTRACT LENGTH (Days)								
		200	205	210	220	225	230	235	240	
LEVEL OF EFFECTIVENESS RATING	Step Value	\$125	\$128	\$131	\$135	\$141	\$144	\$147	\$150	
	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 Increase<sup>3</sup>

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 240 day contract; for assignments less than 240 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)

**Putnam County School System  
Certified Salary Schedule  
SYSTEM-WIDE COORDINATOR  
2018-2019**

**Certified System-Wide Coordinator Salary Schedule -- 210 Days (10.5 Month) to 240 (12 Month)**

**Maximum Contract Length**

Salary Range<sup>1</sup>

\$49,523 - \$80,165

Experience as an 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, scale max based on 240 contract.**

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<sup>2</sup>

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:

		CONTRACT LENGTH (Days)								
		200	205	210	220	225	230	235	240	
<u>LEVEL OF EFFECTIVENESS RATING</u>		<u>Step Value</u>	\$125	\$128	\$131	\$135	\$141	\$144	\$147	\$150
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										

1 Stage = 4 Steps

Sustained Success Base Salary Increase<sup>3</sup>

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 240 day contract; for assignments less than 240 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)



**Putnam County School System  
Certified Salary Schedule  
SYSTEM-WIDE SPECIALIST  
2018-2019**

**System Wide -Specialist Salary Schedule -- 200 Days (10 Month) to 240 (12 Month) Maximum Contract Length**

Salary Range<sup>1</sup>

\$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, scale max based on 240 day contract.**

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<sup>2</sup>

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:

		CONTRACT LENGTH (Days)								
		200	205	210	220	225	230	235	240	
LEVEL OF EFFECTIVENESS RATING		Step Value	\$125	\$128	\$131	\$135	\$141	\$144	\$147	\$150
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										

1 Stage = 4 Steps

Sustained Success Base Salary Increase<sup>3</sup>

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 240 day contract; for assignments less than 240 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)

**Putnam County School System**  
**Certified Salary Schedule**  
**TEACHER**  
**2018-2019**

**Teacher Base Salary Schedule – 200 Day (10 Months) Contract**

Salary Range<sup>1</sup>

\$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

Significantly Below Expectations (1)	= \$0
Below Expectation (2)	= \$0*

*\*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 Increase<sup>2</sup>

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).

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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)