

SCHOOL DISTRICT OF VOLUSIA COUNTY, FL  
200 N. CLARA AVENUE  
P.O. BOX 2118  
DELAND, FL 32721-2118

## COMPENSATION MANUAL

FY2024 – 2025

(Updated 8/15/24)



### **SCHOOL BOARD MEMBERS**

Ms. Jamie Haynes, Chair  
Mrs. Anita Burnette, Vice-Chair  
Mr. Ruben Colón  
Mr. Carl Persis  
Mrs. Jessie Thompson

### **SUPERINTENDENT OF SCHOOLS**

Dr. Carmen Balgobin  
  
DeLand - (386) 734-7190  
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## EMPLOYEE BENEFITS

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### FOR REGULARLY ESTABLISHED POSITIONS

Enrollment in the Group Health Insurance Program is available for:

- Instructional positions greater than half-time,
- Administrative and support positions scheduled for four or more hours per day.

The average School Board match for such coverage is \$6,780.00.

The School Board pays for life insurance coverage equal to the employee's salary. (The cost of such coverage is .096 cents per thousand dollars annually).

The School Board contributes an amount equal to 11.91 percent of retirement creditable salary to the Florida Retirement System.

The School Board contributes an amount equal to 6.20 percent of all wages up to a maximum wage base of \$147,000 (tax year 2022) for Social Security Tax and 1.45 percent for Medicare Tax (no maximum wage base).

Employees will earn sick leave based on bargaining unit contracts and/or the district adopted policies. The equivalent of six days may be used as paid personal and are not cumulative. School Board Policy 417.II.A.3: *Six (6) days paid sick leave each year may be granted as paid personal leave for personal reasons. Paid personal leave days shall be charged against accrued sick leave most recently earned and shall be non-cumulative.*

All positions classified as 12 months will earn one day of annual leave (vacation) per month in accordance with the scheduled daily work hours (allotment) for the position. Employees with five (5) or more years of continuous service will earn the equivalent of 1¼ days of their allotment. Employees with ten (10) or more years of continuous service will earn the equivalent of 1½ days of their allotment. The maximum accrual of annual leave is 78-days as of September 30 of each year; days are calculated based on the allotment for the position.

Employees are eligible to receive payment for accumulated sick and/or annual leave upon termination or retirement subject to limitations that may be established in the applicable collective bargaining agreement, Policies and Procedures Manual, or Florida Statutes. Payments for such leave shall be paid into a tax deferral plan adopted by the School Board and shall then be paid to the employee in accordance with the terms of such plan. Employees have two years from their separation date to request payment.

The School Board has adopted a FICA replacement plan under 401(a) of the Internal Revenue Code, which requires part-time, seasonal, and temporary employees of government employers to deposit money into a Private Retirement Plan instead of social security. This plan provides for contributions of 7.5 percent of gross income into an account in the employee's name. Contact Bencor at 1-800-330-4014 for information or questions.

NOTE: Rates and amounts listed above are subject to change based on contractual language and/or federal regulations. For additional information, please refer to the individual bargaining unit contract and/or the Policies and Procedure Manual available on the Volusia County School website at <https://go.boarddocs.com/fla/vcsfl/Board.nsf/goto?open&id=8XGQE568E30D> <https://www.vcsedu.org/general-counsel/union-contracts>.

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## **COLLECTIVE BARGAINING UNION GROUPS**

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Clerical and paraprofessionals personnel shall refer to the Volusia United Educators - (VUE) -Support collective bargaining agreement.

Instructional personnel shall refer to the Volusia United Educators (VUE) - Instructional collective bargaining agreement.

Non-bargaining unit and Non-instructional Non-bargaining (Formerly AFSCME) personnel, shall refer to district policies. The Superintendent shall have the authority to make necessary salary adjustments or provide supplements to maintain equity and respond to market factors.

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# INSTRUCTIONAL SALARY INFORMATION

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## IN-SERVICE PARTICIPATION

Voluntary In-service, when approved by the Superintendent, shall be compensated at \$15.00 per hour. (Source: VUE Contract 2021-2022 Appendix H)

Employees required to attend mandatory in-service training, after their normal duty day, shall be compensated at their hourly rate.

## SUMMER SCHOOL COMPENSATION

Programs which generate FTE:	Hourly Rate x Hours Worked
Programs which generate no FTE:	Salary and benefits = 85% of the monies generated by the students enrolled in each class

## ADDITIONAL DAYS BEYOND TEN- OR ELEVEN-MONTH CONTRACT

Teachers allocated additional days will be paid their Daily Rate x Days Worked.

## SUBSTITUTE INSTRUCTIONAL HOURLY RATES:

	<b>All Others</b>
Substitute Teacher (No Benefits)	\$15.00
Retired Volusia Teacher	\$17.50

A substitute teacher who serves longer than thirty consecutive (30) days on *one* assignment, has a bachelor's degree or higher, maintains a current teaching certificate and is *eligible* to teach, shall be paid a first-year teacher's daily rate based on pay beginning on the 31<sup>st</sup> day of assignment.

"One Assignment" is defined as continuous service as a replacement for one specific teacher. Continuous service in one school center for various teachers does not constitute "One Assignment."

### Workday:

- Elementary, Middle and High schools are 7.50 hours per day
- Instructional substitutes are paid a minimum of one-half day - Elementary, Middle and High schools are 3.75 hours

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# SALARY SCHEDULES

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## ANNUAL CONTRACT INSTRUCTIONAL 196/199-DAY PLACEMENT SCHEDULE

### PERFORMANCE PAY

Salary Tier	Annual
A	48,670
B	48,670
C	48,670
D	48,670
E	48,670
F	48,670
G	48,670
H	48,670
I	48,670
J	48,670
K	48,670
L	48,670
M	48,670
N	48,670
O	48,670
P	48,670
Q	48,670
R	48,670
S	48,670
T	48,670
U	48,670

Allow one year of service credit, not to exceed twenty-five (25) years, for each good year of service in public K-12 school systems, including public and private institutions of higher learning and private K-12 schools which require state certification based upon a baccalaureate degree as a precondition to employment, and the teacher will have held such certificate at the time of service. Individuals who verify more than twenty (20) years of experience will be placed on the Tier for twenty (20) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over twenty (20) years added to his/her base salary.

**Salary for Advanced Degrees:** Individuals hired July 1, 2011 or later who have earned an advance degree may be eligible for a salary supplement.

**INSTRUCTIONAL**  
ADVANCED DEGREE SUPPLEMENT

**Salary for Advanced Degrees:**

For teachers hired after 7/1/2011, compensation for advanced degrees will be paid as a supplement based on whether the advanced degree held is in the individual's area of certification.

[FS 1012.22\(3\)](#). The amount of the supplements are as follows:

<b>Years Exp.</b>	<b>196 Days</b>	<b>199 Days</b>	<b>216 Days</b>	<b>256 Days</b>
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
<b>0-2 years</b>				
Master's	\$2,991	\$2,991	\$3,297	\$3,907
Specialist's	\$4,414	\$4,414	\$4,865	\$5,765
Doctorate	\$5,893	\$5,893	\$6,495	\$7,697
<b>3-5 years</b>				
Master's	\$3,128	\$3,128	\$3,447	\$4,085
Specialist's	\$4,616	\$4,616	\$5,087	\$6,029
Doctorate	\$6,161	\$6,161	\$6,790	\$8,047
<b>6+ years</b>				
Master's	\$3,270	\$3,270	\$3,603	\$4,271
Specialist's	\$4,828	\$4,828	\$5,320	\$6,306
Doctorate	\$6,444	\$6,444	\$7,101	\$8,417

\*years experience will coincide with experience credit for salary purposes as it is applied to the regular assignment.

**ANNUAL CONTRACT**

**INSTRUCTIONAL**

**216-DAY SCHEDULE**

PERFORMANCE PAY

<b>Salary Tier</b>	<b>Annual</b>
A	53,637
B	53,637
C	53,637
D	53,637
E	53,637
F	53,637
G	53,637
H	53,637
I	53,637
J	53,637
K	53,637
L	53,637
M	53,637
N	53,637
O	53,637
P	53,637
Q	53,637
R	53,637
S	53,637
T	53,637
U	53,637

Allow one year of service credit, not to exceed twenty-five (25) years, for each good year of service in public K-12 school systems, including public and private institutions of higher learning and private K-12 schools which require state certification based upon a baccalaureate degree as a precondition to employment, and the teacher will have held such certificate at the time of service. Individuals who verify more than twenty (20) years of experience will be placed on the Tier for twenty (20) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over twenty (20) years added to his/her base salary.

**Salary for Advanced Degrees:** Individuals hired July 1, 2011 or later who have earned an advance degree may be eligible for a salary supplement.



**ANNUAL CONTRACT**  
**INSTRUCTIONAL**  
 256-DAY SCHEDULE

PERFORMANCE PAY

Salary Tier	Annual
A	63,570
B	63,570
C	63,570
D	63,570
E	63,570
F	63,570
G	63,570
H	63,570
I	63,570
J	63,570
K	63,570
L	63,570
M	63,570
N	63,570
O	63,570
P	63,570
Q	63,570
R	63,570
S	63,570
T	63,570
U	63,570

Allow one year of service credit, not to exceed twenty-five (25) years, for each good year of service in public K-12 school systems, including public and private institutions of higher learning and private K-12 schools which require state certification based upon a baccalaureate degree as a precondition to employment, and the teacher will have held such certificate at the time of service. Individuals who verify more than twenty (20) years of experience will be placed on the Tier for twenty (20) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over twenty (20) years added to his/her base salary.

**Salary for Advanced Degrees:** Individuals hired July 1, 2011 or later who have earned an advance degree may be eligible for a salary supplement.

## Salary Stipend Information - 2024-2025 School year

Psychologist		Specialist V*		School Counselor (196 day)		School Counselor Chair	
Years of Exp.	Amount	Years of Exp.	Amount	Years of Exp.	Amount	Days	Amount
<b>0</b>	3,216	<b>0</b>	2,842	<b>0</b>	1,549	<b>196</b>	3,794
<b>1</b>	3,864	<b>1</b>	2,842	<b>1</b>	1,549	<b>199</b>	3,794
<b>2</b>	4,512	<b>2</b>	2,842	<b>2</b>	1,549	<b>216</b>	3,794
<b>3</b>	5,160	<b>3</b>	2,842	<b>3</b>	1,549	<b>256</b>	3,794
<b>4</b>	5,809	<b>4</b>	2,842	<b>4</b>	1,549		
<b>5</b>	6,458	<b>5</b>	2,842	<b>5</b>	1,549		
<b>6</b>	7,106	<b>6</b>	3,077	<b>6</b>	1,910		
<b>7-25</b>	7,752	<b>7-25</b>	3,077	<b>7-25</b>	1,910		

*\*Placement Specialists, Program Specialists, and Social Workers*

## Sample 196-Day Salary

Below is a sample of a school year 2022-2023 teacher salary based on a bachelor's degree and its full impact on the district:

	<b>2022-2023</b>
Annual Salary – Bachelor's Degree	\$48,103.00
Average Board Contribution for Health & Dental	6,780.00
Board Contribution for Life Insurance Coverage of 1x annual salary	47.00
Board Contribution for Florida Retirement System	5,729.07
Board Contribution for Social Security	2,982.39
Board Contribution for Medicare	697.49
10-Days of leave per year	2,454.24
<b>Total Salary plus Benefits</b>	<b>\$66,793.19</b>

**COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS**

**FY2024-2025 Teacher Supplements**

<b>Description</b>	<b>High Schools</b>	<b>Middle Schools</b>	<b>Elementary Schools</b>
<b><u>Class A:</u></b>			
Department/Grade Chairperson*	765	765	765
Each additional teacher or major fraction; the amount will only apply for up to five teachers.	201	201	201
Supervisory Duty (Morning or Afternoon)	955	955	955
Curriculum Committee Chairperson*			677
Test Chairperson			955
Problem Solving Team Chairperson	1,061	1,061	1,061
Certified School Counselor Chairperson	3,794		
<b><u>Class B:</u></b>			
<b>Extended Duty Supplement Amounts:</b>			
One item checked under duties & responsibilities	1,008	1,008	1,008
Two items checked under duties & responsibilities	1,220	1,220	1,220
Three items checked under duties & responsibilities	1,645	1,645	1,645
Loss of planning for extra class	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour
<b>Audio-Visual Specialist</b>	1,783	1,029	
<b>Supplemental Career &amp; Technical Education</b>	2,600	2,600	
<b><u>Athletics:</u></b>			
	<5 years/≥5 years		
Athletic Director	4,256/5,370		
Category A-Head Coach	4,256/5,370		
Category B-Head Coach	2,901/3,655		
Category C-Head Coach	2,617/3,298		
Category A-Assistant Coach	2,617/3,298		
Category B-Assistant Coach	2,104/2,652		
Category C-Assistant Coach	1,964/2,475		
<b><u>Athletic Trainer:</u></b>			
	<5 years/≥5 years		
Certified – Head	4,256/5,114 per semester		
Associate or Certified Asst.	2,943/3,708		
Appointed	1,636/2,062 per semester		
<b><u>Cheerleader:</u></b>			
	<5 years/≥5 years		
Cheerleader	1,475/1,698 per semester		

## COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

### FY2024-2025 Teacher Supplements

<u>Class C:</u>			
<u>Sponsors:</u>			
Academic Team	1,549		
Dance	1,549		
Flag Corps	1,549		
Majorettes	1,549		
Class Sponsor	9 <sup>th</sup> -10 <sup>th</sup> grade/524 11 <sup>th</sup> -12 <sup>th</sup> grade/636		
Drama/Music Production	1,030	530	530
Intramural	1,030	1,030	1,030
Publications	1,549	1,030	
Safety Patrol	530	530	530
Service Club	530	530	
Special Interest Club Activities	530	530	530
Student Government	1,549	530	
Yearbook	2,160	1,030	
Television Production	1,549	1,030	

Coaches for sports at the middle school level shall be paid \$1,061 per season.

**FY2024-2025 Stipends**

<b>Description</b>	<b>High Schools</b>	<b>Middle Schools</b>	<b>Elementary Schools</b>
	<5years/≥5 years	<5 years/≥5 years	<5 years/≥5 years
Band Director	4,256/5,370	2,824/3,130	
Assistant Band Director	1,881/2,123	1,178/1,337	
Choral Director	2,824/3,343	2,824/3,343	
Orchestra Director		2,824/3,343	
Fine Arts Teacher	1,178/1,337		
Certified School Counselors	1,549/1,910	1,549/1,910	1,549/1,910
Social Worker	2,842/3,077	2,842/3,077	2,842/3,077
Caseworker	2,842/3,077	2,842/3,077	2,842/3,077
Speech & Language (3 C's)	3,183/3,714	3,183/3,714	3,183/3,714
Placement Specialists	2,842/3,077	2,842/3,077	2,842/3,077
Program Specialists	2,842/3,077	2,842/3,077	2,842/3,077
Academic Coach	1,549/1,910	1,549/1,910	1,549/1,910
Agriculture Instructional Personnel	2,600	2,600	

*\*\*The higher rate applies after the completion of the fifth (5) year.*

## TEACHER STIPENDS AND SUPPLEMENTS

All supplements listed are paid for the performance of duties beyond the regular working day and normal job responsibilities and are not approved based solely on position classification or previous supplement payment. Additional time spent fulfilling job responsibilities does not constitute a basis for compensation beyond the teachers' regular salary.

Supplements, at the discretion of the teacher, will be paid in eight installments, one per month or one lump sum at the end of the year. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.

- Supplements are rounded to the nearest dollar.
- Supervisory Duty supplement may be paid for morning or afternoon duty. One person may be supplemented for both morning and afternoon supervisory duty.

All Junior Varsity Coaches are classified as Assistant Coaches.

Athletic sports will be divided into three (3) categories:

### **CATEGORY A**

Basketball

Football

### **CATEGORY B**

Baseball

Soccer

Softball

Track

Volleyball

Wrestling

### **CATEGORY C**

All other approved sports

A high school teacher eligible to receive a coaching or cheerleader supplement for 9<sup>th</sup> grade responsibilities will receive 62.5% of the high school supplement. If coaching or cheerleading responsibilities are continued onto varsity responsibilities at the end of a 9<sup>th</sup> grade schedule, the high school supplements apply.

A football coaching supplement shall be considered to be two (2) separate supplements:

- #1 will be an amount equal to 80% of the supplement being paid in December for the performance of the coaching responsibilities from the start of the school year to the end of the team's season,
- #2 will be an amount equal to 20% of the supplement being paid with the 24<sup>th</sup> installment as described in Article 26 for the performance of the coaching responsibilities required by spring practice.

## LONGEVITY SUPPLEMENTS FOR INSTRUCTIONAL PERSONNEL

Longevity supplements are issued to individuals with a good year of service (as defined in Article 26, Section) shall advance one year on the longevity schedule.

11 years VCS experience	\$100
12 years VCS experience	\$200
13 years VCS experience	\$300
14 years VCS experience	\$400
15 years VCS experience	\$500
16 years VCS experience	\$600
17 years VCS experience	\$700
18 years VCS experience	\$800
19 years VCS experience	\$900
20 years VCS experience	\$1,000
21 years VCS experience	\$1,100
22 years VCS experience	\$1,200
23 years VCS experience	\$1,300
24 years VCS experience	\$1,400
25 or more years VCS experience	\$1,500

*This supplement is subject to bargaining.*



**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2024-2025 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (250-Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	84,333	97,787	89,094	102,548	97,206	110,660
B	85,122	98,575	89,930	103,383	98,126	111,579
C	85,920	99,373	90,780	104,233	99,052	112,506
D	86,727	100,180	91,631	105,085	99,990	113,443
E	87,540	100,993	92,494	105,948	100,935	114,389
F	88,362	101,815	93,366	106,819	101,891	115,344
G	89,191	102,644	94,245	107,698	102,857	116,310
H	90,029	103,483	95,134	108,587	103,831	117,284
I	90,874	104,327	96,031	109,484	104,817	118,270
J	91,731	105,184	96,938	110,391	105,811	119,264
K	92,595	106,048	97,853	111,306	106,814	120,267
L	93,466	106,919	98,779	112,232	107,828	121,282
M	94,346	107,799	99,713	113,167	108,853	122,307
N	95,237	108,691	100,656	114,110	109,890	123,343
O	96,136	109,589	101,607	115,060	110,934	124,387
P	97,043	110,497	102,573	116,026	111,990	125,443
Q	97,960	111,413	103,542	116,995	113,055	126,508
R	98,884	112,338	104,524	117,977	114,132	127,585
S	99,820	113,273	105,516	118,969	115,221	128,674
T	100,766	114,219	106,518	119,972	116,317	129,771
U	101,719	115,173	107,528	120,981	117,429	130,882
V	102,683	116,136	108,552	122,005	118,549	132,002
W	103,654	117,107	109,582	123,035	119,680	133,134
X	104,638	118,091	110,624	124,077	120,823	134,277
Y	105,632	119,085	111,676	125,130	121,977	135,431
Z	106,633	120,087	112,740	126,193	123,143	136,596
AA	107,646	121,099	113,813	127,267	124,321	137,774
AB	108,669	122,122	114,898	128,351	125,510	138,963
AC	109,700	123,153	115,993	129,446	126,712	140,165

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

The minimum values are used for placement purposes only for individuals hired or appointed into school-based administrator positions July 1, 2014 or later. All current school-based administrators can access salary information in e-Portal by clicking on Human Resources and Job Information.

**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2024-2025 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (255-Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	86,021	99,745	90,878	104,601	99,152	112,875
B	86,825	100,548	91,730	105,453	100,090	113,813
C	87,640	101,363	92,596	106,319	101,035	114,758
D	88,462	102,185	93,465	107,188	101,991	115,714
E	89,291	103,015	94,345	108,069	102,955	116,679
F	90,130	103,853	95,234	108,958	103,929	117,653
G	90,975	104,699	96,131	110,834	104,915	118,639
H	91,831	105,555	97,037	110,760	105,908	119,632
I	92,692	106,416	97,952	111,676	106,914	120,637
J	93,566	107,290	98,878	112,601	107,929	121,652
K	94,448	108,171	99,811	113,534	108,951	122,674
L	95,337	109,060	100,755	114,478	109,986	123,709
M	96,233	109,957	101,709	115,432	111,031	124,755
N	97,143	110,866	102,670	116,394	112,088	125,812
O	98,060	111,783	103,640	117,364	113,154	126,878
P	98,986	112,709	104,625	118,349	114,230	127,954
Q	99,919	113,643	105,613	119,337	115,317	129,040
R	100,863	114,587	106,616	120,339	116,416	130,139
S	101,818	115,541	107,627	121,351	117,526	131,249
T	102,782	116,506	108,649	122,373	118,645	132,369
U	103,755	117,478	109,679	123,403	119,778	133,501
V	104,738	118,461	110,724	124,447	120,921	134,644
W	105,728	119,451	111,775	125,498	122,075	135,798
X	106,732	120,455	112,837	126,561	123,241	136,965
Y	107,745	121,469	113,911	127,634	124,418	138,141
Z	108,767	122,491	114,996	128,720	125,607	139,330
AA	109,799	123,523	116,091	129,814	126,808	140,532
AB	110,843	124,566	117,197	130,920	128,021	141,744
AC	111,895	125,619	118,313	132,036	129,248	142,971

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2024-2025 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

11-MONTH ASSISTANT PRINCIPALS

11-Month Assistant Principals (212-Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	62,438	73,846	63,549	74,957	68,110	79,518
B	63,016	74,461	64,140	75,548	68,744	80,152
C	63,600	75,008	64,735	76,143	69,384	80,792
D	64,192	75,600	65,336	76,744	70,034	81,442
E	64,787	76,195	65,944	77,352	70,690	82,098
F	65,390	76,798	66,557	77,965	71,351	82,759
G	65,998	77,407	67,177	78,585	72,017	83,425
H	66,612	78,020	67,807	79,215	72,692	84,100
I	67,233	78,641	68,437	79,845	73,376	84,784
J	67,861	79,269	69,075	80,484	74,061	85,469
K	68,494	79,902	69,720	81,128	74,757	86,165
L	69,133	80,541	70,371	81,779	75,458	86,866
M	69,779	81,187	71,030	82,438	76,167	87,576
N	70,427	81,836	71,694	83,102	76,884	88,292
O	71,088	82,496	72,366	83,774	77,608	89,016
P	71,754	83,162	73,043	84,451	78,337	89,745
Q	72,425	83,833	73,728	85,136	79,077	90,486
R	73,104	84,512	74,420	85,828	79,822	91,230
S	73,790	85,199	75,121	86,529	80,574	91,982
T	74,484	85,892	75,825	87,233	81,336	92,744
U	75,181	86,589	76,536	87,945	82,100	93,508
V	75,889	87,297	77,257	88,665	82,877	94,285
W	76,600	88,008	77,983	89,391	83,660	95,068
X	77,322	88,730	78,719	90,127	84,452	95,860
Y	78,049	89,457	79,463	90,871	85,249	96,657
Z	78,784	90,192	80,209	91,617	86,056	97,464
AA	79,525	90,933	80,967	92,375	86,873	98,281
AB	80,277	91,685	81,730	93,138	87,693	99,101
AC	81,033	92,441	82,503	93,911	88,526	99,934

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2024-2025 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH ASSISTANT PRINCIPALS (250-DAYS)

12-Month Assistant Principals (250-Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	69,911	83,364	71,147	84,900	76,232	89,685
B	70,554	84,008	71,805	85,258	76,939	90,392
C	71,205	84,658	72,469	85,922	77,655	91,109
D	71,863	85,316	73,141	86,595	78,378	91,831
E	72,528	85,982	73,818	87,271	79,109	92,562
F	73,201	86,654	74,503	87,956	79,845	93,298
G	73,879	87,333	75,194	88,648	80,589	94,042
H	74,563	88,016	75,891	89,345	81,342	94,796
I	75,256	88,709	76,597	90,050	82,102	95,555
J	75,953	89,406	77,310	90,763	82,869	96,322
K	76,660	90,113	78,029	91,482	83,645	97,098
L	77,374	90,827	78,753	92,207	84,428	97,881
M	78,092	91,545	79,489	92,942	85,217	98,670
N	78,819	92,272	80,230	93,684	86,015	99,469
O	79,555	93,008	80,979	94,432	86,821	100,274
P	80,296	93,749	81,735	95,188	87,637	101,090
Q	81,047	94,500	82,497	95,950	88,460	101,913
R	81,803	95,256	83,269	96,723	89,291	102,745
S	82,567	96,021	84,048	97,502	90,130	103,583
T	83,337	96,790	84,835	98,288	90,977	104,431
U	84,118	97,571	85,629	99,082	91,833	105,287
V	84,905	98,359	86,430	99,884	92,698	106,152
W	85,702	99,155	87,243	100,697	93,571	107,024
X	86,503	99,957	88,062	101,516	94,452	107,905
Y	87,315	100,768	88,887	102,341	95,344	108,797
Z	88,133	101,586	89,724	103,177	96,243	109,696
AA	88,962	102,416	90,567	104,021	97,152	110,605
AB	89,799	103,252	91,418	104,871	98,068	111,522
AC	90,641	104,094	92,278	105,731	98,996	112,449

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2024-2025 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH ASSISTANT PRINCIPALS (255-DAYS)

12-Month Assistant Principals (255-Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	71,310	85,033	72,570	86,294	77,758	91,481
B	71,967	85,690	73,242	86,965	78,478	92,202
C	72,630	86,353	73,919	87,643	79,209	92,933
D	73,301	87,025	74,605	88,328	79,946	93,670
E	73,980	87,703	75,295	89,018	80,692	94,416
F	74,665	88,389	75,994	89,717	81,443	95,166
G	75,358	89,082	76,699	90,422	82,202	95,926
H	76,055	89,779	77,410	91,134	82,970	96,693
I	76,762	90,485	78,130	91,853	83,745	97,468
J	77,473	91,196	78,858	92,581	84,527	98,250
K	78,195	91,918	79,591	93,314	85,318	99,042
L	78,922	92,646	80,330	94,053	86,117	99,840
M	79,655	93,379	81,080	94,803	86,922	100,646
N	80,396	94,120	81,836	95,560	87,736	101,460
O	81,147	94,870	82,599	96,322	88,558	102,282
P	81,903	95,626	83,371	97,094	89,391	103,114
Q	82,669	96,392	84,148	97,871	90,230	103,953
R	83,439	97,163	84,936	98,659	91,078	104,801
S	84,219	97,943	85,730	99,454	91,934	105,657
T	85,005	98,728	86,532	100,255	92,798	106,521
U	85,801	99,524	87,343	101,066	93,671	107,394
V	86,605	100,328	88,161	101,884	94,554	108,277
W	87,416	101,140	88,989	102,712	95,443	109,167
X	88,234	101,958	89,824	103,548	96,342	110,066
Y	89,063	102,786	90,666	104,389	97,251	110,975
Z	89,897	103,620	91,520	105,243	98,169	111,892
AA	90,743	104,466	92,379	106,103	99,096	112,820
AB	91,595	105,319	93,248	106,971	100,031	113,755
AC	92,455	106,179	94,125	107,848	100,977	114,701

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

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**DISTRICT LEVEL PLACEMENT**  
**12-MONTH (260-DAY) ANNUAL SALARY**  
**FY2024-2025**

PLEASE NOTE: STEP DOES NOT EQUAL YEARS OF SERVICE

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	40,946	44,981	49,421	53,252	58,512	62,498	68,749	75,626
1	41,352	45,425	49,906	53,777	59,091	63,124	69,436	76,381
2	41,759	45,872	50,401	54,309	59,675	63,760	70,130	77,146
3	42,171	46,325	50,900	54,846	60,268	64,393	70,830	77,917
4	42,585	46,782	51,403	55,388	60,865	65,036	71,540	78,693
5	43,007	47,242	51,909	55,935	61,466	65,690	72,253	79,481
6	43,431	47,711	52,425	56,489	62,074	66,346	72,975	80,277
7	43,858	48,180	52,942	57,048	62,691	67,008	73,707	81,082
8	44,288	48,658	53,467	57,614	63,313	67,679	74,443	81,892
9	44,724	49,136	53,993	58,186	63,939	68,353	75,187	82,709
10	45,169	49,623	54,529	58,759	64,573	69,039	75,938	83,538
11	45,613	50,113	55,068	59,343	65,212	69,729	76,701	84,369
12	46,063	50,610	55,612	59,930	65,859	70,427	77,466	85,217
13	46,520	51,112	56,162	60,521	66,513	71,131	78,241	86,067
14	46,977	51,610	56,717	61,121	67,170	71,842	79,022	86,928
15	47,442	52,123	57,277	61,727	67,834	72,562	79,811	87,799
16	47,910	52,636	57,846	62,337	68,508	73,288	80,612	88,676
17	48,385	53,159	58,418	62,956	69,186	74,017	81,419	89,563
18	48,859	53,681	58,995	63,578	69,873	74,759	82,232	90,459
19	49,345	54,215	59,579	64,209	70,563	75,508	83,055	91,364
20	49,830	54,753	60,171	64,846	71,266	76,263	83,887	92,277
21	50,323	55,290	60,765	65,486	71,972	77,022	84,723	93,200
22	50,820	55,842	61,365	66,136	72,688	77,798	85,570	94,131
23	51,321	56,391	61,976	66,794	73,407	78,573	86,426	95,073
24	51,826	56,951	62,586	67,455	74,134	79,359	87,292	96,022
25	52,340	57,514	63,208	68,124	74,872	80,152	88,165	96,983
26	52,859	58,081	63,835	68,799	75,613	80,956	89,047	97,953
27	53,382	58,659	64,467	69,479	76,364	81,763	89,936	98,934
28	53,906	59,239	65,105	70,168	77,122	82,581	90,834	99,922

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**DISTRICT LEVEL PLACEMENT**  
**12-MONTH (255-DAYS) ANNUAL SALARY**  
**FY2024-2025**

PLEASE NOTE: Step does not equal years of service

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	40,159	44,116	48,471	52,228	57,387	61,296	67,427	74,172
1	40,557	44,551	48,946	52,743	57,955	61,910	68,101	74,912
2	40,956	44,990	49,432	53,265	58,527	62,534	68,781	75,662
3	41,360	45,434	49,921	53,791	59,109	63,155	69,468	76,419
4	41,766	45,882	50,414	54,323	59,695	63,785	70,164	77,180
5	42,180	46,334	50,911	54,859	60,284	64,427	70,864	77,953
6	42,596	46,793	51,417	55,403	60,880	65,070	71,572	78,733
7	43,015	47,253	51,924	55,951	61,485	65,719	72,290	79,523
8	43,436	47,722	52,439	56,506	62,095	66,377	73,011	80,317
9	43,864	48,191	52,955	57,067	62,709	67,039	73,741	81,118
10	44,300	48,669	53,480	57,629	63,331	67,711	74,478	81,932
11	44,736	49,149	54,009	58,202	63,958	68,388	75,226	82,747
12	45,177	49,637	54,543	58,778	64,592	69,073	75,976	83,578
13	45,625	50,129	55,082	59,357	65,234	69,763	76,736	84,412
14	46,074	50,618	55,626	59,946	65,878	70,460	77,502	85,256
15	46,530	51,121	56,176	60,540	66,530	71,167	78,276	86,111
16	46,989	51,624	56,734	61,138	67,191	71,879	79,062	86,971
17	47,455	52,137	57,295	61,745	67,856	72,594	79,853	87,841
18	47,919	52,649	57,860	62,355	68,529	73,321	80,651	88,719
19	48,396	53,172	58,433	62,974	69,206	74,056	81,458	89,607
20	48,872	53,700	59,014	63,599	69,896	74,796	82,274	90,502
21	49,355	54,227	59,596	64,227	70,588	75,541	83,094	91,408
22	49,843	54,768	60,185	64,864	71,290	76,302	83,924	92,321
23	50,334	55,307	60,784	65,510	71,995	77,062	84,764	93,245
24	50,829	55,856	61,382	66,158	72,708	77,833	85,613	94,175
25	51,333	56,408	61,992	66,814	73,432	78,611	86,470	95,118
26	51,842	56,964	62,607	67,476	74,159	79,399	87,335	96,069
27	52,355	57,531	63,227	68,143	74,895	80,191	88,206	97,031
28	52,869	58,100	63,853	68,819	75,639	80,993	89,087	98,000

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**District Level Placement**  
**12-MONTH (255-DAYS) ANNUAL SALARY**  
**FY2024-2025**

PLEASE NOTE: Step does not equal years of service

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17
0	76,730	78,974	86,872	95,561	105,116	108,204	117,281	129,011	141,911
1	77,496	79,767	87,743	96,516	106,169	109,287	118,455	130,300	143,329
2	78,275	80,563	88,617	97,481	107,230	110,377	119,640	131,603	144,764
3	79,055	81,371	89,504	98,458	108,302	111,482	120,838	132,921	146,213
4	79,847	82,183	90,398	99,442	109,386	112,597	122,046	134,250	147,674
5	80,644	83,005	91,303	100,434	110,479	113,724	123,263	135,589	149,148
6	81,454	83,836	92,216	101,440	111,585	114,858	124,496	136,947	150,641
7	82,264	84,675	93,141	102,455	112,699	116,007	125,743	138,319	152,149
8	83,089	85,519	94,070	103,479	113,828	117,170	127,003	139,703	153,673
9	83,921	86,377	95,011	104,514	114,968	118,340	128,271	141,097	155,209
10	84,758	87,239	95,961	105,559	116,115	119,524	129,554	142,509	156,761
11	85,608	88,112	96,918	106,614	117,276	120,719	130,850	143,936	158,330
12	86,463	88,992	97,889	107,679	118,448	121,925	132,157	145,373	159,910
13	87,327	89,882	98,868	108,756	119,633	123,145	133,479	146,827	161,509
14	88,200	90,781	99,858	109,843	120,831	124,377	134,813	148,294	163,124
15	89,082	91,690	100,854	110,943	122,040	125,620	136,163	149,781	164,758
16	89,972	92,605	101,862	112,053	123,259	126,878	137,524	151,276	166,404
17	90,873	93,531	102,881	113,174	124,490	128,147	138,901	152,792	168,070
18	91,781	94,467	103,913	114,304	125,738	129,426	140,285	154,313	169,744
19	92,700	95,411	104,949	115,448	126,995	130,723	141,690	155,860	171,446
20	93,626	96,365	106,000	116,602	128,265	132,030	143,107	157,418	173,160
21	94,564	97,333	107,058	117,768	129,547	133,349	144,538	158,993	174,892
22	95,510	98,302	108,131	118,946	130,844	134,682	145,984	160,583	176,640
23	96,464	99,288	109,211	120,136	132,150	136,030	147,444	162,188	178,407
24	97,427	100,280	110,305	121,337	133,471	137,389	148,919	163,810	180,192
25	98,403	101,281	111,407	122,550	134,807	138,761	150,407	165,448	181,993
26	99,387	102,295	112,522	123,774	136,153	140,150	151,913	167,103	183,814
27	100,382	103,316	113,645	125,016	137,515	141,552	153,431	168,774	185,652
28	101,384	104,349	114,782	126,264	138,892	142,969	154,965	170,462	187,508

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***



**District Level Placement**  
**12-MONTH (250-DAYS) ANNUAL SALARY**  
**FY2024-2025**

PLEASE NOTE: Step does not equal years of service

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	39,372	43,251	47,521	51,204	56,262	60,094	66,105	72,718
1	39,762	43,677	47,986	51,709	56,819	60,696	66,766	73,443
2	40,153	44,108	48,463	52,221	57,379	61,308	67,432	74,178
3	40,549	44,543	48,942	52,736	57,950	61,917	68,106	74,921
4	40,947	44,982	49,425	53,258	58,525	62,534	68,788	75,667
5	41,353	45,425	49,913	53,783	59,102	63,164	69,475	76,425
6	41,761	45,875	50,409	54,317	59,686	63,794	70,169	77,189
7	42,172	46,326	50,906	54,854	60,279	64,430	70,873	77,964
8	42,584	46,786	51,411	55,398	60,877	65,075	71,579	78,742
9	43,004	47,246	51,917	55,948	61,479	65,725	72,295	79,527
10	43,431	47,715	52,431	56,499	62,089	66,383	73,018	80,325
11	43,859	48,185	52,950	57,061	62,704	67,047	73,751	81,125
12	44,291	48,664	53,474	57,625	63,325	67,719	74,486	81,939
13	44,730	49,146	54,002	58,193	63,955	68,395	75,231	82,757
14	45,171	49,625	54,535	58,771	64,586	69,078	75,982	83,584
15	45,618	50,119	55,075	59,353	65,225	69,772	76,741	84,423
16	46,068	50,612	55,622	59,939	65,874	70,470	77,512	85,266
17	46,525	51,115	56,172	60,534	66,525	71,171	78,287	86,119
18	46,979	51,617	56,725	61,132	67,185	71,883	79,070	86,979
19	47,447	52,129	57,287	61,739	67,849	72,604	79,861	87,850
20	47,914	52,647	57,857	62,352	68,525	73,329	80,661	88,727
21	48,387	53,164	58,427	62,968	69,204	74,060	81,465	89,616
22	48,866	53,694	59,005	63,592	69,892	74,806	82,278	90,511
23	49,347	54,223	59,592	64,225	70,583	75,551	83,102	91,417
24	49,832	54,761	60,178	64,861	71,282	76,307	83,934	92,328
25	50,326	55,302	60,776	65,504	71,992	77,070	84,775	93,253
26	50,825	55,847	61,379	66,153	72,705	77,842	85,623	94,185
27	51,328	56,403	61,987	66,807	73,426	78,619	86,476	95,128
28	51,832	56,961	62,601	67,470	74,156	79,405	87,340	96,078

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**District Level Placement**  
**12-MONTH (250-DAYS) ANNUAL SALARY**  
**FY2024-2025**

PLEASE NOTE: Step does not equal years of service

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17
0	75,225	77,425	85,169	93,687	103,055	106,082	114,981	126,481	139,128
1	75,976	78,203	86,023	94,624	104,087	107,144	116,132	127,745	140,519
2	76,740	78,983	86,879	95,570	105,127	108,213	117,294	129,023	141,925
3	77,505	79,775	87,749	96,527	106,178	109,296	118,469	130,315	143,346
4	78,281	80,572	88,625	97,492	107,241	110,389	119,653	131,618	144,778
5	79,063	81,377	89,513	98,465	108,313	111,494	120,846	132,930	146,224
6	79,857	82,192	90,408	99,451	109,397	112,606	122,055	134,262	147,687
7	80,651	83,015	91,315	100,446	110,489	113,732	123,277	135,607	149,166
8	81,460	83,842	92,225	101,450	111,596	114,873	124,513	136,964	150,660
9	82,275	84,683	93,148	102,465	112,714	116,020	125,756	138,330	152,166
10	83,096	85,528	94,079	103,489	113,838	117,180	127,014	139,715	153,687
11	83,929	86,384	95,018	104,524	114,976	118,352	128,284	141,114	155,225
12	84,768	87,247	95,970	105,568	116,125	119,534	129,566	142,523	156,775
13	85,615	88,120	96,929	106,624	117,287	120,730	130,862	143,948	158,342
14	86,471	89,001	97,900	107,689	118,462	121,938	132,170	145,386	159,925
15	87,335	89,892	98,876	108,768	119,647	123,157	133,493	146,844	161,527
16	88,208	90,789	99,865	109,856	120,842	124,390	134,827	148,310	163,141
17	89,091	91,697	100,864	110,955	122,049	125,634	136,177	149,796	164,775
18	89,981	92,615	101,875	112,063	123,273	126,888	137,534	151,287	166,416
19	90,882	93,540	102,891	113,184	124,505	128,160	138,912	152,804	168,084
20	91,790	94,475	103,922	114,316	125,750	129,441	140,301	154,331	169,765
21	92,710	95,425	104,959	115,459	127,007	130,734	141,704	155,875	171,463
22	93,637	96,375	106,011	116,614	128,278	132,041	143,122	157,434	173,176
23	94,573	97,341	107,070	117,780	129,559	133,363	144,553	159,008	174,909
24	95,517	98,314	108,142	118,958	130,854	134,695	145,999	160,598	176,659
25	96,474	99,295	109,223	120,147	132,164	136,040	147,458	162,204	178,425
26	97,438	100,289	110,316	121,347	133,483	137,402	148,934	163,826	180,210
27	98,414	101,290	111,417	122,565	134,819	138,776	150,423	165,465	182,012
28	99,396	102,303	112,531	123,788	136,169	140,166	151,926	167,120	183,831

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**DISTRICT LEVEL PLACEMENT**  
**11-MONTH (216-DAY) ANNUAL SALARY**  
**FY2024-2025**

PLEASE NOTE: Step does not equal years of service

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	35,942	39,485	43,385	46,760	51,382	54,915	60,406	66,447
1	36,298	39,875	43,815	47,222	51,893	55,465	61,008	67,111
2	36,655	40,268	44,248	47,689	52,408	56,020	61,620	67,782
3	37,018	40,665	44,685	48,163	52,926	56,578	62,236	68,460
4	37,382	41,067	45,127	48,639	53,448	57,144	62,857	69,146
5	37,752	41,474	45,574	49,116	53,979	57,716	63,486	69,837
6	38,124	41,883	46,025	49,606	54,512	58,294	64,119	70,535
7	38,499	42,298	46,480	50,094	55,055	58,876	64,762	71,240
8	38,880	42,714	46,939	50,594	55,601	59,465	65,409	71,953
9	39,262	43,138	47,403	51,093	56,149	60,059	66,064	72,671
10	39,653	43,563	47,872	51,599	56,708	60,660	66,724	73,397
11	40,044	43,993	48,346	52,113	57,268	61,267	67,392	74,131
12	40,437	44,428	48,826	52,626	57,834	61,879	68,065	74,873
13	40,834	44,869	49,307	53,148	58,410	62,496	68,747	75,623
14	41,241	45,311	49,795	53,676	58,990	63,124	69,432	76,379
15	41,649	45,760	50,289	54,204	59,573	63,758	70,127	77,144
16	42,060	46,209	50,786	54,742	60,165	64,393	70,828	77,915
17	42,474	46,672	51,288	55,285	60,761	65,035	71,538	78,692
18	42,895	47,129	51,798	55,832	61,364	65,688	72,252	79,481
19	43,320	47,598	52,310	56,387	61,973	66,342	72,974	80,275
20	43,745	48,069	52,828	56,946	62,588	67,006	73,704	81,079
21	44,178	48,546	53,351	57,511	63,211	67,679	74,441	81,889
22	44,613	49,024	53,881	58,083	63,838	68,353	75,185	82,706
23	45,057	49,509	54,415	58,656	64,470	69,038	75,937	83,532
24	45,501	50,000	54,953	59,237	65,111	69,727	76,697	84,367
25	45,951	50,494	55,496	59,828	65,754	70,424	77,462	85,214
26	46,406	50,997	56,046	60,420	66,407	71,130	78,239	86,064
27	46,865	51,500	56,600	61,018	67,068	71,840	79,018	86,926
28	47,330	52,010	57,165	61,625	67,733	72,559	79,810	87,797

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**District Level Placement**  
**11-Month (212-Days) Annual Salary**  
**FY2024-2025**

PLEASE NOTE: Step does not equal years of service

<b>Step</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>
<b>0</b>	35,276	38,754	42,582	45,894	50,430	53,898	59,287	65,217
<b>1</b>	35,626	39,137	43,004	46,348	50,932	54,438	59,878	65,868
<b>2</b>	35,976	39,522	43,429	46,806	51,437	54,983	60,479	66,527
<b>3</b>	36,332	39,912	43,858	47,271	51,946	55,530	61,083	67,192
<b>4</b>	36,690	40,307	44,291	47,738	52,458	56,086	61,693	67,866
<b>5</b>	37,053	40,706	44,730	48,206	52,979	56,647	62,310	68,544
<b>6</b>	37,418	41,107	45,173	48,687	53,503	57,214	62,932	69,229
<b>7</b>	37,786	41,515	45,619	49,166	54,035	57,786	63,563	69,921
<b>8</b>	38,160	41,923	46,070	49,657	54,571	58,364	64,198	70,621
<b>9</b>	38,535	42,339	46,525	50,147	55,109	58,947	64,841	71,325
<b>10</b>	38,919	42,756	46,985	50,643	55,658	59,537	65,488	72,038
<b>11</b>	39,302	43,178	47,451	51,148	56,207	60,132	66,144	72,758
<b>12</b>	39,688	43,605	47,922	51,651	56,763	60,733	66,805	73,486
<b>13</b>	40,078	44,038	48,394	52,164	57,328	61,339	67,474	74,223
<b>14</b>	40,477	44,472	48,873	52,682	57,898	61,955	68,146	74,965
<b>15</b>	40,878	44,913	49,358	53,200	58,470	62,577	68,828	75,715
<b>16</b>	41,281	45,353	49,846	53,728	59,051	63,201	69,516	76,472
<b>17</b>	41,687	45,808	50,338	54,261	59,636	63,831	70,213	77,235
<b>18</b>	42,101	46,256	50,839	54,798	60,228	64,472	70,914	78,009
<b>19</b>	42,518	46,717	51,341	55,343	60,825	65,113	71,623	78,788
<b>20</b>	42,935	47,179	51,850	55,891	61,429	65,765	72,339	79,578
<b>21</b>	43,360	47,647	52,363	56,446	62,040	66,426	73,062	80,373
<b>22</b>	43,787	48,116	52,883	57,007	62,656	67,087	73,793	81,174
<b>23</b>	44,223	48,592	53,407	57,570	63,276	67,760	74,531	81,985
<b>24</b>	44,658	49,074	53,935	58,140	63,905	68,436	75,277	82,805
<b>25</b>	45,100	49,559	54,468	58,720	64,536	69,120	76,028	83,636
<b>26</b>	45,547	50,053	55,008	59,301	65,177	69,813	76,790	84,470
<b>27</b>	45,997	50,546	55,552	59,888	65,826	70,510	77,555	85,316
<b>28</b>	46,454	51,047	56,106	60,484	66,479	71,215	78,332	86,171

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

**District Level Placement**  
**11-Month (212-Days) Annual Salary**  
**FY2024-2025**

PLEASE NOTE: Step does not equal years of service

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	67,473	69,444	76,384	84,026	92,427	95,141	103,123
1	68,150	70,136	77,149	84,868	93,353	96,091	104,155
2	68,831	70,837	77,920	85,712	94,285	97,052	105,198
3	69,518	71,548	78,697	86,571	95,230	98,023	106,251
4	70,214	72,264	79,486	87,436	96,181	99,003	107,310
5	70,916	72,986	80,281	88,312	97,141	99,993	108,387
6	71,624	73,715	81,084	89,193	98,114	100,993	109,468
7	72,342	74,451	81,895	90,084	99,095	102,006	110,563
8	73,068	75,194	82,713	90,988	100,084	103,026	111,669
9	73,796	75,948	83,540	91,898	101,088	104,054	112,786
10	74,536	76,709	84,377	92,814	102,097	105,097	113,915
11	75,277	77,471	85,219	93,744	103,118	106,147	115,052
12	76,032	78,248	86,072	94,681	104,149	107,207	116,203
13	76,791	79,032	86,935	95,628	105,192	108,277	117,366
14	77,561	79,821	87,800	96,584	106,245	109,362	118,538
15	78,336	80,621	88,680	97,550	107,304	110,456	119,725
16	79,119	81,427	89,567	98,530	108,380	111,561	120,921
17	79,913	82,240	90,463	99,511	109,462	112,676	122,130
18	80,710	83,065	91,369	100,504	110,558	113,804	123,353
19	81,518	83,896	92,282	101,512	111,664	114,939	124,586
20	82,332	84,734	93,203	102,528	112,779	116,090	125,833
21	83,158	85,582	94,137	103,552	113,909	117,250	127,090
22	83,988	86,436	95,077	104,587	115,047	118,422	128,361
23	84,829	87,300	96,028	105,632	116,198	119,608	129,645
24	85,674	88,176	96,988	106,690	117,359	120,804	130,942
25	86,533	89,055	97,959	107,757	118,533	122,010	132,251
26	87,397	89,948	98,939	108,831	119,719	123,234	133,571
27	88,272	90,845	99,927	109,920	120,915	124,463	134,911
28	89,154	91,753	100,926	111,020	122,124	125,708	136,257

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

**District Level Placement**  
**10-Month (196-Days) Annual Salary**  
**ANNUAL RATES FOR FY2024-2025**

PLEASE NOTE: Step does not equal years of service

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	32,614	35,829	39,368	42,430	46,624	49,830	54,813	60,295
1	32,937	36,183	39,758	42,850	47,088	50,329	55,359	60,897
2	33,261	36,539	40,151	43,273	47,555	50,833	55,915	61,506
3	33,590	36,900	40,548	43,703	48,026	51,339	56,473	62,121
4	33,921	37,265	40,948	44,135	48,499	51,853	57,037	62,744
5	34,257	37,634	41,354	44,568	48,981	52,372	57,607	63,371
6	34,594	38,005	41,764	45,013	49,465	52,896	58,182	64,004
7	34,934	38,382	42,176	45,455	49,957	53,425	58,766	64,644
8	35,280	38,759	42,593	45,909	50,452	53,959	59,353	65,291
9	35,627	39,144	43,014	46,362	50,950	54,498	59,947	65,942
10	35,982	39,529	43,439	46,821	51,457	55,044	60,546	66,601
11	36,336	39,919	43,870	47,288	51,965	55,594	61,152	67,267
12	36,693	40,314	44,305	47,753	52,479	56,149	61,763	67,940
13	37,053	40,714	44,742	48,227	53,001	56,710	62,382	68,621
14	37,422	41,116	45,184	48,706	53,528	57,279	63,003	69,307
15	37,793	41,523	45,633	49,185	54,057	57,854	63,633	70,001
16	38,165	41,930	46,084	49,673	54,594	58,431	64,270	70,701
17	38,541	42,351	46,539	50,166	55,135	59,014	64,914	71,406
18	38,924	42,765	47,002	50,662	55,682	59,606	65,562	72,122
19	39,309	43,191	47,466	51,166	56,234	60,199	66,217	72,842
20	39,695	43,618	47,937	51,673	56,793	60,802	66,879	73,572
21	40,088	44,051	48,411	52,186	57,358	61,413	67,548	74,307
22	40,482	44,485	48,892	52,705	57,927	62,024	68,224	75,048
23	40,885	44,925	49,376	53,225	58,500	62,646	68,906	75,797
24	41,288	45,370	49,864	53,752	59,082	63,271	69,596	76,556
25	41,696	45,819	50,357	54,288	59,665	63,903	70,290	77,324
26	42,109	46,275	50,856	54,825	60,258	64,544	70,995	78,095
27	42,526	46,731	51,359	55,368	60,858	65,188	71,702	78,877
28	42,948	47,194	51,872	55,919	61,462	65,840	72,420	79,668

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

**District Level Placement**  
**10-Month (196-Days) Annual Salary**  
**ANNUAL RATES FOR FY2024-2025**

PLEASE NOTE: Step does not equal years of service

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	62,381	64,203	70,619	77,684	85,451	87,961	95,340
1	63,007	64,843	71,326	78,463	86,307	88,839	96,294
2	63,636	65,491	72,039	79,243	87,169	89,727	97,259
3	64,271	66,148	72,758	80,037	88,043	90,625	98,232
4	64,915	66,810	73,487	80,837	88,922	91,531	99,211
5	65,564	67,478	74,222	81,647	89,810	92,446	100,207
6	66,218	68,152	74,964	82,461	90,709	93,371	101,206
7	66,882	68,832	75,714	83,285	91,616	94,307	102,219
8	67,553	69,519	76,471	84,121	92,530	95,250	103,241
9	68,226	70,216	77,235	84,962	93,459	96,201	104,274
10	68,911	70,920	78,009	85,809	94,392	97,165	105,318
11	69,596	71,624	78,787	86,669	95,336	98,136	106,369
12	70,294	72,342	79,576	87,535	96,289	99,116	107,433
13	70,995	73,067	80,374	88,411	97,253	100,105	108,508
14	71,707	73,797	81,174	89,295	98,227	101,108	109,592
15	72,424	74,536	81,987	90,188	99,206	102,120	110,689
16	73,148	75,282	82,807	91,094	100,200	103,141	111,795
17	73,882	76,033	83,636	92,001	101,201	104,172	112,913
18	74,619	76,796	84,473	92,919	102,214	105,215	114,043
19	75,366	77,564	85,317	93,851	103,237	106,264	115,183
20	76,118	78,339	86,169	94,790	104,267	107,328	116,336
21	76,882	79,123	87,032	95,737	105,312	108,401	117,498
22	77,649	79,913	87,901	96,694	106,364	109,484	118,673
23	78,427	80,711	88,781	97,660	107,428	110,581	119,860
24	79,208	81,521	89,668	98,638	108,502	111,687	121,060
25	80,002	82,334	90,566	99,624	109,587	112,802	122,270
26	80,801	83,159	91,472	100,617	110,684	113,933	123,490
27	81,610	83,989	92,385	101,624	111,789	115,070	124,729
28	82,425	84,828	93,309	102,641	112,907	116,221	125,973

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

**TECHNICAL SUPPORT PERSONNEL**  
**LICENSED PRACTICAL NURSES (LPN) AND REGISTERED NURSES (RN)**  
**HOURLY RATES FOR FY2024-2025**

PLEASE NOTE: Step does not equal years of service

<b>Step</b>	<b>Licensed Practical Nurse</b>	<b>AA or AS Degree Registered Nurse / Nurse Supervisor</b>	<b>Bachelor's Registered Nurse / Nurse Supervisor</b>	<b>Master's Registered Nurse / Nurse Supervisor</b>
<b>1</b>	18.67	24.07	28.38	30.90
<b>2</b>	18.85	24.31	28.65	31.20
<b>3</b>	19.26	24.79	29.26	31.83
<b>4</b>	19.68	25.28	29.85	32.32
<b>5</b>	20.12	25.78	30.16	32.78
<b>6</b>	20.57	26.30	30.54	33.27
<b>7</b>	21.02	26.86	31.03	33.76
<b>8</b>	21.49	27.39	31.48	34.28
<b>9</b>	21.96	27.93	31.96	34.78
<b>10</b>	22.44	28.48	32.46	35.30
<b>11</b>	22.95	29.07	32.93	35.84
<b>12</b>	23.46	29.64	33.42	36.40
<b>13</b>	24.00	30.24	33.95	37.01
<b>14</b>	24.50	30.84	34.53	37.57
<b>15</b>	25.07	31.40	35.13	38.21
<b>16</b>	25.51	32.03	35.76	38.90
<b>17</b>	26.03	32.67	36.47	39.69
<b>18</b>	26.55	33.32	37.20	40.48
<b>19</b>	27.09			
<b>20</b>	27.63			

**\*Psychology Interns – District Minimum Wage (3/28/23)**



## TECHNICAL SUPPORT PERSONNEL

### Hourly Rates FOR FY2024-2025

PLEASE NOTE: Step does not equal years of service

Step	Deaf Interpreter Basic	Deaf Interpreter Apprentice	Deaf Interpreter Provisional	Deaf Interpreter Provisional +36	Deaf Interpreter Proficient	Head Custodian
1	15.30	17.93	20.42	21.38	22.92	16.40
2	15.45	18.11	20.62	21.59	23.14	16.56
3	15.76	18.64	21.25	22.24	23.83	16.89
4	15.81	19.20	21.87	22.92	24.56	17.23
5	15.86	19.78	22.30	23.38	25.05	17.57
6	15.91	20.19	22.55	23.63	25.29	17.92
7	15.97	20.58	23.00	24.11	25.80	18.28
8	16.03	20.99	23.44	24.57	26.29	18.64
9	16.08	21.41	23.93	25.04	26.85	19.01
10	16.13	21.90	24.47	25.62	27.47	19.39
11	16.18	22.34	24.97	26.13	28.02	19.79
12	16.28	22.78	25.46	26.66	28.57	20.18
13	16.39	23.24	25.97	27.19	29.14	20.58
14	16.49	23.70	26.42	27.68	29.66	20.99
15	16.82					21.41
16						21.85
17						22.28
18						22.72
19						

**EXTENDED DAY PERSONNEL**

Hourly Rates for FY2024-2025

PLEASE NOTE: Step does not equal years of service

**EDEP Facilitator  
BTB Site Leads**

**EDEP Facilitator on Assignment**

**EDEP Group Leader  
BTB Assistant**

Step	Non-Certificated	Certificated	Step	Non-Certificated	Certificated	Step	Non-Certificated	Certificated
1	17.65	19.41	1	15.71	15.86	1	15.05	15.15
2	17.82	19.60	2	15.86	16.02	2	15.25	15.40
3	18.13	19.94	3	16.13	16.28	3	15.30	15.45
4	18.47	20.33	4	16.18	16.34	4	15.35	15.50
5	18.66	20.54	5	16.23	16.39	5	15.40	15.56
6	18.85	20.73	6	16.28	16.44	6	15.45	15.61
7	19.03	20.95	7	16.34	16.49	7	15.50	15.66
8	19.22	21.16	8	16.39	16.55	8	15.55	15.71
9	19.42	21.37	9	16.44	16.60	9	15.60	15.76
10	19.61	21.59	10	16.49	16.66	10	15.65	15.81
11	19.82	21.82	11	16.55	16.71	11	15.70	15.86
12	20.01	22.02	12	16.60	16.81	12	15.75	15.91
13	20.20	22.24	13	16.66	17.11	13	15.80	15.96
14	20.40	22.46	14	16.71	17.60	14	15.85	16.01
15	20.61	22.69	15	16.76	18.01	15	15.90	16.12
16	20.83	22.93	16	16.81	18.49	16	15.95	16.17
17	21.03	23.15	17	16.88	19.04	17	16.00	16.63
18	21.23	23.39	18	17.25	19.69	18	16.01	17.43
19	21.44	23.62	19	17.66	20.23	19	16.49	17.95

**To apply for an Extended Day Educational Program (EDEP) position, you will need to complete drug screening (\$25) and Department of Children and Families (DCF) fingerprinting (\$75.00). You will need an in-person visit with the Human Resources department to complete all required DCF paperwork. Please contact (386) 734-7190 extension 20185 to set up an appointment. This fingerprinting is ONLY valid for EDEP positions. All other positions will require the standard fingerprint screening.**

## FY24 VUE - Clerical Salary Schedule

Hourly Rates for FY2023-2024

Step	Office Specialist I	Office Specialist II	Office Specialist III
0	15.00	15.25	16.50
1	15.38	15.63	16.91
2	15.44	15.69	16.97
3	15.50	15.75	17.05
4	15.56	15.82	17.11
5	15.62	15.88	17.17
6	15.68	15.94	17.24
7	15.74	16.00	17.48
8	15.81	16.07	17.73
9	15.87	16.14	18.05
10	15.93	16.22	18.34
11	15.99	16.29	18.66
12	16.05	16.36	19.05
13	16.12	16.44	19.43
14	16.23	16.69	19.82
15	16.38	16.93	20.22
16	16.57	17.18	20.76
17	16.86	17.45	21.17
18	17.22	17.71	21.68
19	17.63	18.05	22.15
20	17.94	18.40	22.57
21	18.30	18.74	23.18
22	18.71	19.02	23.80
23	19.12	19.48	24.28
24	19.53	19.91	24.76
25	19.92	20.30	25.30
26	20.24	20.69	25.81
27	20.60	21.12	26.32
28	20.97	21.43	26.84
29	21.37	21.78	27.38
30	21.83	22.10	27.92
31	22.29	22.42	28.47
32	22.70	22.86	29.05
33	23.01	23.32	29.63
34	23.33	23.83	30.23
35	23.70	24.34	30.83
36	24.26	24.86	31.21
37	24.75	25.37	32.03
38	25.18	25.88	32.80
39	25.63	26.39	33.57
40	26.14	26.91	34.34

**FY24 VUE - PARAPROFESSIONAL SALARY SCHEDULE**  
 Hourly Rates for FY2023-2024

Step	Paraprofessional NO CDA				Paraprofessional With CDA*		
	Para 2 HQ	Para 3 HQ	Para 4 HQ		Para 2 HQ	Para 3 HQ	Para 4 HQ
0	15.00	15.20	15.40		15.20	15.40	15.60
1	15.38	15.58	15.79		15.58	15.79	15.99
2	15.44	15.64	15.85		15.64	15.85	16.05
3	15.50	15.70	15.91		15.70	15.91	16.11
4	15.56	15.76	15.97		15.76	15.97	16.17
5	15.62	15.83	16.04		15.83	16.04	16.24
6	15.68	15.89	16.11		15.89	16.11	16.30
7	15.74	15.95	16.28		15.95	16.17	16.46
8	15.81	16.02	16.44		16.02	16.25	16.63
9	15.87	16.08	16.61		16.08	16.35	16.79
10	15.93	16.15	16.77		16.15	16.67	16.96
11	15.99	16.24	16.94		16.24	16.94	17.13
12	16.07	16.45	17.12		16.45	17.12	17.30
13	16.25	16.66	17.29		16.66	17.29	17.48
14	16.45	16.87	17.47		16.87	17.47	17.66
15	16.74	17.05	17.65		17.05	17.65	17.86
16	16.98	17.30	17.86		17.30	17.86	18.06
17	17.24	17.56	18.07		17.56	18.07	18.27
18	17.50	17.82	18.28		17.82	18.28	18.47
19	17.76	18.09	18.48		18.09	18.48	18.71
20	18.03	18.36	18.76		18.36	18.76	18.96
21	18.30	18.63	19.04		18.63	19.04	19.22
22	18.58	18.91	19.32		18.91	19.32	19.48
23	18.94	19.20	19.61		19.20	19.61	19.73
24	19.27	19.49	19.94		19.49	19.94	20.04
25	19.66	19.78	20.27		19.78	20.27	20.35
26	20.05	20.17	20.76		20.27	20.76	20.87
27	20.46	20.62	21.26		20.78	21.26	21.35
28	20.91	21.03	21.68		21.30	21.78	21.85
29	21.37	21.63	22.29		21.83	22.29	22.36
30	21.78	22.22	22.81		22.38	22.81	22.88
31	22.10	22.81	23.35		22.94	23.32	23.42
32	22.45	23.39	23.83		23.39	23.83	23.93
33	22.79	23.86	24.34		23.86	24.34	24.45
34	23.12	24.34	24.86		24.34	24.86	24.96
35	23.58	24.83	25.37		24.83	25.37	25.47
36	24.09	25.33	25.88		25.33	25.88	25.98
37	24.60	25.93	26.39		25.83	26.39	26.50
38	25.11	26.42	26.91		26.34	26.91	27.06

39	25.63	26.88	27.42		26.88	27.42	27.68
40	26.14	27.41	27.93		27.41	27.93	29.32

Paraprofessional 2  
 Title I  
 Title I Parent Liaison

Paraprofessional 3  
 ESOL  
 VE Mild  
 Title I-SYSOP  
 Speech

Paraprofessional 4  
 E/BD  
 Multi-VE  
 Physically Impaired  
 Hearing Impaired  
 ESE Support

Vision  
 VPK  
 Teen Parent  
 Pre-K VE/Language  
 VE/Moderate  
 ASD

**FY24 VUE SUPPORT – LONGEVITY COMPENSATION**

VCS EXPERIENCE	RATE
5-10 YEARS	\$150
11-14 YEARS	\$300
15-19 YEARS	\$600
20-24 YEARS	\$800
25-29 YEARS	\$1,000
30-39 YEARS	\$ 1,200

For the 2023-2024 school year, longevity supplements shall be paid to individuals with years of VCS service outlined above.

**NON-INSTRUCTIONAL - NON-BARGAINING  
(FORMERLY AFSCME)**

**Hourly Rates for FY2024-2025**

PLEASE NOTE: Step does not equal years of service

Tier	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Dining Rm Aide	School Guardian
A20	15.40	17.62	15.40	16.17	18.16	21.01	15.45	15.40	19.23	15.40	22.13
A21	15.55	17.79	15.55	16.33	18.33	21.22	15.60	15.55	19.42	15.55	22.35
A22	15.64	17.88	15.71	16.41	18.52	21.43	15.76	15.64	19.51	15.71	22.78
A23	15.71	17.96	15.86	16.49	18.70	21.54	15.84	15.71	19.61	15.86	23.35
A24	15.79	18.06	15.94	16.66	18.89	21.64	16.00	15.79	19.70	16.03	23.94
A25	15.86	18.15	16.03	16.90	19.08	21.75	16.08	15.86	19.81	16.18	24.53
A26	15.94	18.24	16.11	17.24	19.27	22.08	16.40	15.94	19.91	16.35	25.03
A27	16.03	18.32	16.18	17.58	19.47	22.41	16.73	16.03	20.00	16.51	25.53
A28	16.11	18.42	16.26	17.94	19.85	22.86	16.97	16.26	20.11	16.68	26.05
A29	16.18	18.69	16.43	18.29	20.25	23.32	17.31	16.51	20.21	16.84	26.57
A30	16.26	18.97	16.59	18.66	20.65	23.67	17.66	16.84	20.51	17.01	27.11
A31	16.35	19.26	16.84	19.03	21.06	24.14	18.01	17.18	20.82	17.26	27.66
A32	16.43	19.55	17.10	19.42	21.38	24.62	18.28	17.52	21.23	17.52	28.21
A33	16.51	19.85	17.36	19.81	21.70	25.11	18.56	17.87	21.66	17.79	28.78
A34	16.59	20.24	17.70	20.11	22.03	25.62	18.84	18.23	22.09	18.06	29.36
A35	16.68	20.64	18.06	20.40	22.46	26.13	19.22	18.59	22.54	18.32	29.94
A36	16.92	21.05	18.42	20.71	22.92	26.52	19.60	18.96	22.98	18.60	30.54
A37	17.26	21.48	18.78	21.13	23.38	27.05	19.99	19.25	23.44	18.88	31.15
A38	17.61	21.91	19.16	21.55	23.73	27.59	20.39	19.54	23.79	19.16	31.77
A39	17.96	22.35	19.45	21.98	24.21	28.14	20.81	19.83	24.15	19.45	32.40
A40	18.32	22.79	19.73	22.41	24.69	28.56	21.12	20.13	24.64	19.75	33.05
A41	18.69	23.25	20.03	22.87	25.06	28.99	21.43	20.53	25.13	20.14	33.71
A42	19.07	23.71	20.33	23.32	25.43	29.57	21.86	20.94	25.63	20.54	34.38
A43	19.45	24.07	20.64	23.79	25.95	30.17	22.30	21.36	26.14	20.95	35.07
A44	19.84	24.43	21.05	24.14	26.46	30.62	22.74	21.78	26.67	21.37	35.77
A45	20.23	24.80	21.48	24.50	26.99	31.23	23.20	22.23	27.20	21.79	36.48
A46	20.63	25.17	21.90	24.87	27.40	31.86	23.66	22.67	27.74	22.23	37.21

Tier	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Dining Rm Aide	School Guardian
A47	21.04	25.68	22.34	25.25	27.80	32.50	24.13	23.12	28.29	22.68	37.96
A48	21.47	26.18	22.78	25.63	28.36	33.15	24.49	23.46	28.73	23.13	38.72
A49	21.90	26.71	23.24	26.01	28.93	33.80	24.99	23.82	29.29	23.60	39.49
A50	22.34	27.24	23.71	26.40	29.37	34.48	25.48	24.17	29.88	24.06	40.28
A51	22.78	27.79	24.18	26.80	29.95	35.17	26.00	24.54	30.48	24.54	41.09
A52	23.24	28.35	24.67	27.20	30.55	35.87	26.51	24.91	31.09	25.04	41.91
A53	23.35	28.91	25.15	27.60	31.16	36.60	27.05	25.41	31.71	25.53	42.75
A54	23.82	29.49	25.66	28.03	31.79	37.33	27.58	25.91	32.34	26.05	43.60
A55	24.30	30.08	26.17	28.44	32.26	38.07	28.14	26.43	32.99	26.56	44.48
A56	24.78	30.68	26.70	28.87	32.91	38.83	28.70	26.97	33.65	27.10	45.36
A57	25.28	31.29	27.23	29.30	33.56	39.61	29.27	27.50	34.33	27.65	46.27
A58	25.78	31.92	27.78	29.75	34.24	40.40	29.86	28.05	35.01	28.19	47.19
A59	26.31	32.56	28.34	30.19	34.92	41.21	30.46	28.61	35.71	28.76	48.14
A60	26.83	33.21	28.90	30.64	35.62	42.03	31.06	29.18	36.43	29.33	49.10
A61	27.37	33.71	29.42	31.19	36.26	42.79	31.62	29.71	37.08	29.86	50.08
A62	27.91	34.22	29.94	31.75	36.90	43.56	32.19	30.24	37.75	30.40	51.08
A63	28.47	34.73	30.48	32.32	37.56	44.34	32.76	30.79	38.43	30.94	52.10
A64	29.04	35.26	31.02	32.90	38.24	45.13	33.35	31.34	39.12	31.50	53.14
A65	29.61	35.78	31.58	33.49	38.93	45.95	33.95	31.91	39.82	32.06	54.20
A66	30.21	36.32	32.15	34.09	39.63	46.77	34.56	32.49	40.54	32.64	55.28
A67	30.82	36.86	32.72	34.71	40.35	47.62	35.17	33.07	41.27	33.23	56.38
A68	31.44	37.42	33.31	35.34	41.08	48.47	35.80	33.67	42.01	33.83	57.50
A69	32.06	37.98	33.91	35.98	41.82	49.35	36.45	34.28	42.77	34.43	58.66
A70	32.70	38.54	34.52	36.63	42.57	50.23	37.11	34.90	43.54	35.05	59.83

**Level 1** = Bus Attendant / **Level 2**= Bus Operator, Dispatcher, Equipment Operator, Class A Delivery Pe  
**Level 3** = Warehouse Person, Deliveryman, Mechanic Helper, Vehicle Tech Assistant, Transp, Clinic Assistant, Health Support Technician  
**Level 4** = Employment Advisor / **Level 5** = Mechanic  
**Level 6** = Facility Maintenance Technician, Lead Mechanic, Body Shop Technician, AV Technician, Mechanic II, Heavy Equipment Operator II  
**Level 7** = Warehouse/Freezer Person, School Safety Monitor  
**Level 8** = Warehouse Technician, Comp Install Technician, Utility Crew, Custodian / **Level 9** = Vehicle Technician  
**Dining Room Aide**  
**School Guardian**

# SCHOOL WAY CAFÉ PERSONNEL

## SWC Assistants

HOURLY RATES FOR FY2024-2025

PLEASE NOTE: Step does not equal years of service

Tier	SWC Asst 2	SWC Asst 3	SWC Asst 4	SWC Managers			
				Tier	Elementary	Middle	High
A20	16.32	16.83	17.60	A20	19.92	21.95	23.22
A21	16.48	17.00	17.77	A21	20.12	22.17	23.44
A22	16.53	17.10	17.86	A22	20.24	22.22	23.88
A23	16.57	17.20	17.94	A23	20.34	22.27	24.32
A24	16.61	17.29	18.04	A24	20.45	22.33	24.47
A25	16.66	17.33	18.13	A25	20.56	22.38	24.53
A26	16.70	17.38	18.22	A26	20.64	22.56	24.62
A27	16.74	17.42	18.30	A27	21.01	22.79	24.67
A28	16.78	17.46	18.40	A28	21.38	23.21	24.72
A29	16.84	17.50	18.49	A29	21.77	23.60	24.77
A30	16.89	17.72	18.58	A30	22.15	24.06	24.82
A31	16.93	17.76	18.67	A31	22.55	24.47	24.87
A32	16.97	17.80	18.77	A32	22.97	24.95	24.98
A33	17.02	17.84	19.06	A33	23.38	25.39	25.03
A34	17.07	17.88	19.33	A34	23.78	25.85	25.18
A35	17.12	17.97	19.63	A35	24.27	26.35	25.65
A36	17.42	18.28	19.92	A36	24.70	26.83	26.14
A37	17.77	18.64	20.32	A37	25.17	27.30	26.63
A38	18.12	19.00	20.72	A38	25.64	27.81	27.14
A39	18.51	19.34	21.14	A39	26.11	28.33	27.71
A40	18.84	19.76	21.57	A40	26.58	28.84	28.20
A41	19.16	20.13	21.99	A41	27.06	29.44	28.74
A42	19.49	20.47	22.43	A42	27.55	29.99	29.25
A43	19.83	20.83	22.89	A43	28.05	30.54	29.80
A44	20.18	21.20	23.34	A44	28.56	31.11	30.33
A45	20.53	21.56	23.80	A45	29.10	31.68	30.90
A46	20.89	21.95	24.29	A46	29.72	32.25	31.47
A47	21.26	22.33	24.77	A47	30.25	32.86	32.03
A48	21.62	22.73	25.27	A48	30.81	33.46	32.63
A49	22.01	23.12	25.77	A49	31.36	34.08	33.25
A50	22.39	23.55	26.29	A50	31.94	34.70	33.84
A51	22.79	23.96	26.81	A51	32.53	35.35	34.45
A52	23.20	24.39	27.35	A52	33.14	36.01	35.10
A53	23.62	24.82	27.89	A53	33.73	36.68	35.76
A54	24.03	25.27	28.45	A54	34.36	37.37	36.44
A55	24.46	25.73	29.03	A55	35.00	38.07	37.10



A56	24.90	26.19	29.60		A56	35.66	38.87	37.80
A57	25.35	26.67	30.19		A57	36.31	39.42	38.50
A58	25.81	26.88	30.80		A58	36.99	40.09	39.22
A59	26.27	27.65	31.42		A59	37.68	40.78	39.95
A60	26.75	28.14	32.04		A60	38.39	41.48	40.69
A61	27.20	28.63	32.36		A61	39.02	42.18	41.46
A62	27.66	29.11	32.68		A62	39.68	42.90	42.23
A63	28.21	29.60	33.01		A63	40.32	43.64	43.03
A64	28.78	30.09	33.34		A64	41.00	44.40	43.81
A65	29.36	30.57	33.67		A65	41.69	45.18	44.62
A66	29.94	31.18	34.01		A66	42.41	46.08	45.52
A67	30.54	31.81	34.35		A67	43.25	47.00	46.42
A68	31.15	32.45	34.69		A68	44.11	47.94	47.35
A69	31.77	33.09	35.04		A69	45.00	48.89	48.30
A70	32.40	33.75	35.39		A70	45.90	49.87	49.26
A71	33.05	34.43	35.74		A71	46.81	50.87	50.25
A72	33.71	35.12	36.10		A72	47.75	51.89	51.26
A73	34.38	35.82	36.46		A73	48.71	52.93	52.29

**Interns:** 6.5 percent above current salary

plus \$.35 for **senior managers**  
(current Senior Managers only)

**2nd Year Interns:** Negotiated raise

plus \$.15 for **one year college**  
plus \$.15 for **2nd year college**

**SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES  
FY2023-2024**

Unless otherwise required by a collective bargaining agreement or other board approved salary schedule or agreement, employees that are hired for additional part-time activities will be paid on an hourly basis as follows:

**SUBSTITUTE TEACHERS**

<b>POSITION</b>	<b>RATES</b>
AVID Tutors	\$15.00
Substitute Teacher without benefits	\$15.00
Retired Volusia Teacher	\$17.50

*\*Additional \$1.00 per hour will be paid for Substitute Teachers at Middle Schools and in ESE Low Incident positions (EBD, Multi, Modified, ASD) (Substitute Teachers can only receive 1 additional dollar per hour regardless of being part of both groups 3/28/23)*

**SUPPORT SUBSTITUTES**

<b>POSITION</b>	<b>RATES</b>
Extended Day Facilitator (Group Leaders only)	\$2.00 above employee's Group Leader rate
Substitute Support Employees	Equal to Step 1 and level for the position category of the absent employee

*All Substitute Personnel are enrolled in an alternative plan to social security except for the School Based Substitute.*

**OTHER NON-CONTRACTED HOURLY RATES**

<b>POSITION OR ASSIGNMENT</b>	<b>RATES</b>
Student Workers	\$15.00
Temporary or Part-Time Personnel	\$15.00
Ticket Taker/Gate Sales/Concession	\$15.00
Scorekeeper/Timer/Announcer	\$15.00
Judge/Referee/Umpire/Spotter	\$15.00
Interpreters and Translators	\$20.00
Audio and Video Equipment Technicians	\$20.00
Driving Activities Bus	
Non-bus operator	Substitute Bus Operator rate
For Activity Coach or Club Sponsor	Included as part of total activity supplement
Disc Jockey (DJ)	\$100.00 per hour
Teachers for EDEP activities or facility usage	\$ 25.00
Principal supplement for multiple sites	\$ 3,000 to \$ 5,000 per school year

**Security Clearance for Substitutes:**

Note: Both fingerprinting and drug screening must have prior approval. Submission of fingerprints (\$55.00) and drug screening (\$25.00) must be completed prior to being approved to substitute. Applicant pays all screening fees. To be hired as a substitute teacher, you must have successfully completed the S.T.A.R. program or equivalent. For EDEP screening information see page 35.

## PROFESSIONAL LEARNING OR SPECIAL PROJECT NON-CONTRACTED PAY RATES

In-Service Instructors/Trainers/Facilitators/Participants	
• Trainer rate for after-hours training	\$25.00 per hour of workshop facilitation \$25.00 per hour for planning of workshop (One-time occurrence)
• Design work	\$25.00 per hour. Number of hours must be agreed upon in advance by the designer and the program manager.
• Synchronous Online Course Facilitator	\$50.00 per week plus \$10.00 per course completer
• Asynchronous Online Course Grader	\$8.00 per 10 hours coursework per course completer
• Reading Endorsement	\$25.00 per hour for face-to-face training \$8.00 per 10 hours of course work per course computer
• Optional Workshops for Teachers (as participants)	\$15.00 per hour (if funding is available) plus in-service points
• Mandated Workshops for Teachers <i>Mandatory means consequence for non-attendance</i>	Hourly Rate of Pay plus in-service points
Projects, Grants, Program, and Categorical Participants	
• Instructional	\$25.00 per hour
• PLC's	\$25.00 (after hours)
• Positive Parenting by ESE Teacher	\$15.00 per hour
• Instructional childcare	\$15.00 per hour
• Paraprofessionals providing childcare	Hourly Rate
• Others providing childcare	\$15.00
• Substitute Teacher	Employee's regular substitute teacher pay rate
• Hourly non-exempt employee	Employee's regular hourly rate or Substitute Teacher hourly rate – if qualified
• Coordinator for Continuing Program	\$35.00 per hour
• Extended core instruction/Intervention where student grade is impacted (i.e., before/after school, lunchtime, planning period, weekends, holidays etc.)	Hourly rate of pay
• Tutoring (Active Teachers only)	\$35.00 per hour (before and after school); Hourly rate during the school day
• Tutoring (Teachers on LOA)	Appropriate sub teacher rate
• Tutoring (Non-instructional)	
Overtime	
Overtime rates may apply for non-exempt employees where combined paid hours exceed 40 for the workweek (Monday through Sunday). Double time rates will apply for non-exempt employee for any hours worked on a designated paid holiday.	

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