

**2025-2026 New Hire Placement Only Schedule Teacher  
Hire On or After July 1, 2025**

**10 MONTH**

Experience Level	
0	52,000
1	52,100
2	52,200
3	52,300
4	52,400
5	52,500
6	52,600
7	52,700
8	52,800
9	52,900
10	53,000
11	53,100
12	53,200
13	54,060
14	55,120
15	57,240
16	58,830
17	60,420
18	62,010
19	63,600
20	65,190
21	66,780
22	68,370
23	69,960
24	71,020
25	72,080
26	73,140
27	74,200
28+	76,320

**PAY FOR HIGHER DEGREES**  
**\$3,000 MASTER'S**  
**\$4,000 SPECIALIST**  
**\$6,000 DOCTORATE**

Teachers shall be initially placed on the performance pay salary schedule based on comparable teaching experience. Credit shall be given for each year of full time teaching experience for which the employee received at least a satisfactory or effective performance evaluation that is comparable to current District Teachers with similar experience. After the initial placement on the salary schedule all future salary increases shall be based on performance and become added to and will become part of their new base salary.

This schedule lists the base salary for instructional personnel holding a valid Florida Educator's Certificate, regardless of each individual's contractual status, The schedule list salary as an annual figure. For working part-time beyond the regular contract year, (including summer school) pay will be computed in terms of the individual's professional hourly rate. The professional hourly rate is derived by dividing the annual base salary rate by the number of contracted days and then dividing the daily rate by seven and one half (7-1/2) to obtain the hourly rate.

**\*PLANNED POST GRADUATE PROGRAM:**

Documentation of additional credit hours must be received by OCTOBER 1, each year

**CURRICULUM DEVELOPMENT AND INSERVICE ACTIVITIES: . . . . . \$122**

**CCC SPEECH THERAPIST: . . . . . \$4000**

**SELF-CONTAINED TEACHERS: . . . . . \$2000**

**STATE APPROPRIATED BONUS: . . . . . \$50**

1. Advance Placement Test - 3 or higher per student: (D & F school \$500, Maximum Pay \$2000) Contingent on State Funding

**LEVEL INCREASES WILL NOT BE PAID AUTOMATICALLY EACH YEAR. PAYMENT OF LEVEL**

**INCREASES OR FUTURE INCREASES IN SALARY, IF ANY WILL RESULT FROM THE BARGAINING PROCESS. THE FUTURE USE OF THIS SALARY SCHEDULE IS CONTINGENT UPON RECEIVING SUFFICIENT FUNDS FROM THE STATE, DESIGNATED FOR SALARIES. IF THIS FUNDING DECREASES BOTH PARTIES AGREE TO RETURN TO THE NEGOTIATION TABLE.**

If budget constraints limit the district's ability to fully adopt salary schedules the performance salary schedule shall not be reduced in a manner that is proportionally greater than reductions to any other salary schedule adopted by the district.

**Associate Substitute Teacher (AST)** will be paid \$ 164.00 per day and receive benefits.

In order to qualify as an AST, individuals must:

- a) Hold a Bachelor's Degree or higher from an accredited educational institution.
- b) Hold a valid Florida Statement of Eligibility verifying requirements are met for issuance of a temporary or professional certificate except for the subject area exam.
- c) Must receive Principal and Superintendent approval before being assigned to this position.
- d) Such alternatives to the above minimum qualifications as the Board may find appropriate and acceptable.
- e) Salary shall be paid consistent with the district's approved compensation plan.
- f) Will actively pursue requirements for professional certification as a teacher and provide documentation to HR every 3 months or less.
- g) The length of work and hours of employment shall be those established by the district.
- h) Employment will be reviewed at the end of each school year by the district to determine if the individual will be reappointed for another year.

**Permanent Substitute Teacher (PST) (No experience awarded)**

**with benefits through contract only**

PST w/ No Degree (High School Diploma or GED)	\$ 16.83	Hourly
PST w/ AA/AS or 60+ hrs	\$ 17.43	Hourly
PST w/ Bachelor or Higher	\$ 18.48	Hourly

Effective: July 1, 2025

Board Approved: Sept. 9, 2025