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

COMPENSATION MANUAL

FY2025 – 2026

(Updated 11/3/2026)



SCHOOL BOARD MEMBERS

Mr. Ruben Colón, Chair
Mrs. Krista Goodrich, Vice-Chair
Mrs. Jamie Haynes
Mrs. Donna Brosemer
Mrs. Jessie Thompson

SUPERINTENDENT OF SCHOOLS

Dr. Carmen J. Balgobin
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EMPLOYEE BENEFITS

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 $7,260.

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 13.59 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 $184,500 (tax year 2026) 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/directory/departments/office-of-general-counsel/union-contracts

COLLECTIVE BARGAINING UNION GROUPS

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.

INSTRUCTIONAL SALARY INFORMATION

IN-SERVICE PARTICIPATION

Voluntary In-service, when approved by the Superintendent, shall be compensated at $15.00 per hour. (Source: VUE Contract 2024-2027 Appendix G)

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

SUMMER SCHOOL COMPENSATION

Hourly Rate X Hours Worked

ADDITIONAL DAYS BEYOND TEN-MONTH CONTRACT

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

SUBSTITUTE INSTRUCTIONAL HOURLY RATES:

	All Others
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 31st 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

ANNUAL CONTRACT INSTRUCTIONAL

FY 2025-2026

196-Day Placement Schedule

PERFORMANCE PAY

Salary Tier	Annual
A	50,000
B	50,000
C	50,000
D	50,000
E	50,000
F	50,000
G	50,000
H	50,000
I	50,000
J	50,000
K	50,000
L	50,000
M	50,000
N	50,000
O	50,000
P	50,000
Q	50,000
R	50,000
S	50,000
T	50,000
U	50,000

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 advanced degree may be eligible for a salary supplement.

INSTRUCTIONAL

ADVANCED DEGREE SUPPLEMENT

FY 2025-2026

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:

Years Exp.	196 Days	216 Days	256 Days
	Amount	Amount	Amount
0-2 years			
Master's	$ 3,081	$ 3,396	$ 4,024
Specialist's	$ 4,546	$ 5,011	$ 5,938
Doctorate	$ 6,070	$ 6,690	$ 7,928
3-5 years			
Master's	$ 3,222	$ 3,550	$ 4,208
Specialist's	$ 4,754	$ 5,240	$ 6,210
Doctorate	$ 6,346	$ 6,994	$ 8,288
6+ years			
Master's	$ 3,368	$ 3,711	$ 4,399
Specialist's	$ 4,973	$ 5,480	$ 6,495
Doctorate	$ 6,637	$ 7,314	$ 8,670

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

ANNUAL CONTRACT INSTRUCTIONAL

FY 2025-2026

216-DAY SCHEDULE

PERFORMANCE PAY

Salary Tier	Amount
A	55,103
B	55,103
C	55,103
D	55,103
E	55,103
F	55,103
G	55,103
H	55,103
I	55,103
J	55,103
K	55,103
L	55,103
M	55,103
N	55,103
O	55,103
P	55,103
Q	55,103
R	55,103
S	55,103
T	55,103
U	55,103

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 advanced degree may be eligible for a salary supplement.

ANNUAL CONTRACT INSTRUCTIONAL

FY 2025-2026

256-DAY SCHEDULE

PERFORMANCE PAY

Salary Tier	Amount
A	65,308
B	65,308
C	65,308
D	65,308
E	65,308
F	65,308
G	65,308
H	65,308
I	65,308
J	65,308
K	65,308
L	65,308
M	65,308
N	65,308
O	65,308
P	65,308
Q	65,308
R	65,308
S	65,308
T	65,308
U	65,308

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 advanced degree may be eligible for a salary supplement.

Sample 196-Day Salary

Below is a sample of a school year 2025-2026 teacher salary based on a bachelor's degree and its full impact on the district:

	2025-2026
Annual Salary – bachelor's degree	$50,000.00
Average Board Contribution for Health	7,260.00
Board Contribution for Life Insurance Coverage of 1x annual salary	45.00
Board Contribution for Florida Retirement System Board	6,795.00
Contribution for Social Security	3,100.00
Board Contribution for Medicare	725.00
10-Days of leave per year	2,551.02
Total Salary plus Benefits	**$70,476.02**

COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

FY2025-2026 Teacher Supplements

Description	High Schools	Middle Schools	Elementary Schools
Class A:			
Department/Grade Chairperson*	803	803	803
Each additional teacher or major fraction; the amount will only apply for up to five teachers.	211	211	211
Supervisory Duty (Morning or Afternoon)	1,003	1,003	1,003
Mentor Teacher/Internship (annual)	1,859	1,859	1,859
Curriculum Committee Chairperson*			712
Test Chairperson			1,281
Problem Solving Team Chairperson	1,114	1,114	1,114
Certified School Counselor Chairperson	3,986		
Class B:			
Extended Duty Supplement Amounts:			
One item checked under duties & responsibilities	1,059	1,059	1,059
Two items checked under duties & responsibilities	1,281	1,281	1,281
Three items checked under duties & responsibilities	1,728	1,728	1,728
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
Audio-Visual Specialist	1,874	1,082	
Supplemental Career & Technical Education	2,732	2,732	
Class C:			
Sponsors:			
Academic Team	1,627		
Dance	1,627		
Flag Corps	1,627		
Majorettes	1,627		
Class Sponsor	9th-10th grade/550 11th-12th grade/668		
Drama/Music Production	1,083	557	557
Intramural	1,083	1,083	1,083
Publications	1,627	1,083	
Safety Patrol	557	557	557
Service Club	557	557	
Special Interest Club Activities	557	557	557
Student Government	1,627	557	
Yearbook	2,269	1,083	
Television Production	1,627	1,083	

COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

FY2025-2026 Teacher Supplements

Class B: Athletics: HIGH SCHOOL ONLY	**<5 Years**	**5-9 Years**	**10+ Years**
Athletic Director	4,471	5,641	7,118
Category A-Head Coach	4,471	5,641	7,118
Category B-Head Coach	3,048	3,840	4,838
Category C-Head Coach	2,749	3,465	4,367
Category A-Assistant Coach	2,749	3,465	4,367
Category B-Assistant Coach	2,210	2,786	3,512
Category C-Assistant Coach	2,063	2,601	3,279
Athletic Trainer: (Per Semester)	**<5 Years**	**5-9 Years**	**10+ Years**
Certified – Head	4,471	5,372	6,455
Associate or Certified Asst.	3,092	3,895	4,908
Appointed	1,719	2,166	2,650
Cheerleader: (Per Semester)	**<5 Years**	**5-9 Years**	**10+ Years**
Cheerleader	1,550	1,784	2,057

Coaches for sports at the middle school level shall be paid $1,114 per season.

FY2025-2026 Stipends

	High Schools			Middle Schools			Elementary Schools		
Job Role	**<5 Years**	**5 - 9 Years**	**10+ Years**	**<5 Years**	**5 - 9 Years**	**10+ Years**	**<5 Years**	**5 - 9 Years**	**10+ Years**
Band Director	4,384	5,531	6,979	2,909	3,443	4,076	-	-	-
Assistant Band Director	1,937	2,187	2,468	1,213	1,377	1,563	-	-	-
Choral Director	2,909	3,443	4,076	2,909	3,443	4,076	-	-	-
Orchestra Director	-	-	-	2,909	3,443	4,076	-	-	-
Fine Arts Director	1,213	1,377	1,563	-	-	-	-	-	-
Dance Director	2,909	3,443	4,076	2,909	3,443	4,076			
Theatre Director	2,909	3,443	4,076	2,909	3,443	4,076			
Caseworker	2,927	3,169	3,169	2,927	3,169	3,169	2,927	3,169	3,169
Placement Specialist	2,927	3,169	3,169	2,927	3,169	3,169	2,927	3,169	3,169
Program Specialist	2,927	3,169	3,169	2,927	3,169	3,169	2,927	3,169	3,169
Academic Coach	1,595	1,967	1,967	1,595	1,967	1,967	1,595	1,967	1,967
Agriculture Instructional Personnel	2,678	2,678	2,678	2,678	2,678	2,678	-	-	-

Job Role	**<5 Years**	**5 - 9 Years**	**10+ Years**
Certified School Counselor	5,983	7,319	7,985
Psychologist	10,166	12,436	13,566
Social Worker	5,983	7,319	7,985
Speech & Language (3 C's)	5,983	7,319	7,985

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 election of the teacher, will be paid in either one lump sum after the completion of duty or over two paychecks: one at the end of each semester. The payouts will occur at the end of the first semester, prior to Spring Break or at the end of the year, depending on the date of the completion of the duty.

- Supplements are rounded to the nearest dollar.
- Supervisory Duty supplements 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	CATEGORY B	CATEGORY C
Basketball	Baseball	All other approved sports
Football	Soccer	
	Softball	
	Track	
	Volleyball	
	Wrestling	

A high school teacher eligible to receive a coaching or cheerleader supplement for 9th 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 9th grade schedule, the high school supplements apply.

A football coaching supplement shall be considered 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 24th 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 A-8) 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.

VUE INSTRUCTIONAL RETENTION SUPPLEMENT

(for each year of VCS service)

YEARS	AMOUNT
5 – 14	$77
15 – 19	$102
20 – 24	$127
25 +	$172

This supplement is subject to bargaining.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2025-2026 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (250-Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	85,949	103,733	90,710	108,494	98,822	116,606
B	86,738	104,521	91,546	109,329	99,742	117,525
C	87,536	105,319	92,396	110,179	100,668	118,452
D	88,343	106,126	93,247	111,031	101,606	119,389
E	89,156	106,939	94,110	111,894	102,551	120,335
F	89,978	107,761	94,982	112,765	103,507	121,290
G	90,807	108,590	95,861	113,644	104,473	122,256
H	91,645	109,429	96,750	114,533	105,447	123,230
I	92,490	110,273	97,647	115,430	106,433	124,216
J	93,347	111,130	98,554	116,337	107,427	125,210
K	94,211	111,994	99,469	117,252	108,430	126,213
L	95,082	112,865	100,395	118,178	109,444	127,228
M	95,962	113,745	101,329	119,113	110,469	128,253
N	96,853	114,637	102,272	120,056	111,506	129,289
O	97,752	115,535	103,223	121,006	112,550	130,333
P	98,659	116,443	104,189	121,972	113,606	131,389
Q	99,576	117,359	105,158	122,941	114,671	132,454
R	100,500	118,284	106,140	123,923	115,748	133,531
S	101,436	119,219	107,132	124,915	116,837	134,620
T	102,382	120,165	108,134	125,918	117,933	135,717
U	103,335	121,119	109,144	126,927	119,045	136,828
V	104,299	122,082	110,168	127,951	120,165	137,948
W	105,270	123,053	111,198	128,981	121,296	139,080
X	106,254	124,037	112,240	130,023	122,439	140,223
Y	107,248	125,031	113,292	131,076	123,593	141,377
Z	108,249	126,033	114,356	132,139	124,759	142,542
AA	109,262	127,045	115,429	133,213	125,937	143,720
AB	110,285	128,068	116,514	134,297	127,126	144,909
AC	111,316	129,099	117,609	135,392	128,328	146,111

$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.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2025-2026 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (255-Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	87,669	105,809	92,526	110,665	100,800	118,939
B	88,473	106,612	93,378	111,517	101,738	119,877
C	89,288	107,427	94,244	112,383	102,683	120,822
D	90,110	108,249	95,113	113,252	103,639	121,778
E	90,939	109,079	95,993	114,133	104,603	122,743
F	91,778	109,917	96,882	115,022	105,577	123,717
G	92,623	110,763	97,779	116,898	106,563	124,703
H	93,479	111,619	98,685	116,824	107,556	125,696
I	94,340	112,480	99,600	117,740	108,562	126,701
J	95,214	113,354	100,526	118,665	109,577	127,716
K	96,096	114,235	101,459	119,598	110,599	128,738
L	96,985	115,124	102,403	120,542	111,634	129,773
M	97,881	116,021	103,357	121,496	112,679	130,819
N	98,791	116,930	104,318	122,458	113,736	131,876
O	99,708	117,847	105,288	123,428	114,802	132,942
P	100,634	118,773	106,273	124,413	115,878	134,018
Q	101,567	119,707	107,261	125,401	116,965	135,104
R	102,511	120,651	108,264	126,403	118,064	136,203
S	103,466	121,605	109,275	127,415	119,174	137,313
T	104,430	122,570	110,297	128,437	120,293	138,433
U	105,403	123,542	111,327	129,467	121,426	139,565
V	106,386	124,525	112,372	130,511	122,569	140,708
W	107,376	125,515	113,423	131,562	123,723	141,862
X	108,380	126,519	114,485	132,625	124,889	143,029
Y	109,393	127,533	115,559	133,698	126,066	144,205
Z	110,415	128,555	116,644	134,784	127,255	145,394
AA	111,447	129,587	117,739	135,878	128,456	146,596
AB	112,491	130,630	118,845	136,984	129,669	147,808
AC	113,543	131,683	119,961	138,100	130,896	149,035

$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.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2025-2026 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	63,808	78,887	64,919	79,998	69,480	84,559
B	64,386	79,502	65,510	80,589	70,114	85,193
C	64,970	80,049	66,105	81,184	70,754	85,833
D	65,562	80,641	66,706	81,785	71,404	86,483
E	66,157	81,236	67,314	82,393	72,060	87,139
F	66,760	81,839	67,927	83,006	72,721	87,800
G	67,368	82,448	68,547	83,626	73,387	88,466
H	67,982	83,061	69,177	84,256	74,062	89,141
I	68,603	83,682	69,807	84,886	74,746	89,825
J	69,231	84,310	70,445	85,525	75,431	90,510
K	69,864	84,943	71,090	86,169	76,127	91,206
L	70,503	85,582	71,741	86,820	76,828	91,907
M	71,149	86,228	72,400	87,479	77,537	92,617
N	71,797	86,877	73,064	88,143	78,254	93,333
O	72,458	87,537	73,736	88,815	78,978	94,057
P	73,124	88,203	74,413	89,492	79,707	94,786
Q	73,795	88,874	75,098	90,177	80,447	95,527
R	74,474	89,553	75,790	90,869	81,192	96,271
S	75,160	90,240	76,491	91,570	81,944	97,023
T	75,854	90,933	77,195	92,274	82,706	97,785
U	76,551	91,630	77,906	92,986	83,470	98,549
V	77,259	92,338	78,627	93,706	84,247	99,326
W	77,970	93,049	79,353	94,432	85,030	100,109
X	78,692	93,771	80,089	95,168	85,822	100,901
Y	79,419	94,498	80,833	95,912	86,619	101,698
Z	80,154	95,233	81,579	96,658	87,426	102,505
AA	80,895	95,974	82,337	97,416	88,243	103,322
AB	81,647	96,726	83,100	98,179	89,063	104,142
AC	82,403	97,482	83,873	98,952	89,896	104,975

$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.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2025-2026 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	71,527	89,310	72,763	90,846	77,848	95,631
B	72,170	89,954	73,421	91,204	78,555	96,338
C	72,821	90,604	74,085	91,868	79,271	97,055
D	73,479	91,262	74,757	92,541	79,994	97,777
E	74,144	91,928	75,434	93,217	80,725	98,508
F	74,817	92,600	76,119	93,902	81,461	99,244
G	75,495	93,279	76,810	94,594	82,205	99,988
H	76,179	93,962	77,507	95,291	82,958	100,742
I	76,872	94,655	78,213	95,996	83,718	101,501
J	77,569	95,352	78,926	96,709	84,485	102,268
K	78,276	96,059	79,645	97,428	85,261	103,044
L	78,990	96,773	80,369	98,153	86,044	103,827
M	79,708	97,491	81,105	98,888	86,833	104,616
N	80,435	98,218	81,846	99,630	87,631	105,415
O	81,171	98,954	82,595	100,378	88,437	106,220
P	81,912	99,695	83,351	101,134	89,253	107,036
Q	82,663	100,446	84,113	101,896	90,076	107,859
R	83,419	101,202	84,885	102,669	90,907	108,691
S	84,183	101,967	85,664	103,448	91,746	109,529
T	84,953	102,736	86,451	104,234	92,593	110,377
U	85,734	103,517	87,245	105,028	93,449	111,233
V	86,521	104,305	88,046	105,830	94,314	112,098
W	87,318	105,101	88,859	106,643	95,187	112,970
X	88,119	105,903	89,678	107,462	96,068	113,851
Y	88,931	106,714	90,503	108,287	96,960	114,743
Z	89,749	107,532	91,340	109,123	97,859	115,642
AA	90,578	108,362	92,183	109,967	98,768	116,551
AB	91,415	109,198	93,034	110,817	99,684	117,468
AC	92,257	110,040	93,894	111,677	100,612	118,395

$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.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2025-2026 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	72,958	91,097	74,218	92,358	79,406	97,545	
B	73,615	91,754	74,890	93,029	80,126	98,266	
C	74,278	92,417	75,567	93,707	80,857	98,997	
D	74,949	93,089	76,253	94,392	81,594	99,734	
E	75,628	93,767	76,943	95,082	82,340	100,480	
F	76,313	94,453	77,642	95,781	83,091	101,230	
G	77,006	95,146	78,347	96,486	83,850	101,990	
H	77,703	95,843	79,058	97,198	84,618	102,757	
I	78,410	96,549	79,778	97,917	85,393	103,532	
J	79,121	97,260	80,506	98,645	86,175	104,314	
K	79,843	97,982	81,239	99,378	86,966	105,106	
L	80,570	98,710	81,978	100,117	87,765	105,904	
M	81,303	99,443	82,728	100,867	88,570	106,710	
N	82,044	100,184	83,484	101,624	89,384	107,524	
O	82,795	100,934	84,247	102,386	90,206	108,346	
P	83,551	101,690	85,019	103,158	91,039	109,178	
Q	84,317	102,456	85,796	103,935	91,878	110,017	
R	85,087	103,227	86,584	104,723	92,726	110,865	
S	85,867	104,007	87,378	105,518	93,582	111,721	
T	86,653	104,792	88,180	106,319	94,446	112,585	
U	87,449	105,588	88,991	107,130	95,319	113,458	
V	88,253	106,392	89,809	107,948	96,202	114,341	
W	89,064	107,204	90,637	108,776	97,091	115,231	
X	89,882	108,022	91,472	109,612	97,990	116,130	
Y	90,711	108,850	92,314	110,453	98,899	117,039	
Z	91,545	109,684	93,168	111,307	99,817	117,956	
AA	92,391	110,530	94,027	112,167	100,744	118,884	
AB	93,243	111,383	94,896	113,035	101,679	119,819	
AC	94,103	112,243	95,773	113,912	102,625	120,765	

$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.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2025-2026 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

Administrative Dean (196 Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	53,799	59,294	54,745	60,240	55,815	61,310
B	54,429	59,924	55,387	60,882	56,470	61,965
C	55,067	60,562	56,036	61,531	57,132	62,627
D	55,713	61,208	56,693	62,188	57,802	63,297
E	56,366	61,861	57,358	62,853	58,480	63,975
F	57,027	62,522	58,031	63,526	59,167	64,662
G	57,696	63,191	58,712	64,207	59,862	65,357
H	58,373	63,868	59,401	64,896	60,565	66,060
I	59,058	64,553	60,099	65,594	61,277	66,772
J	59,751	65,246	60,805	66,300	61,997	67,492
K	60,453	65,948	61,519	67,014	62,726	68,221
L	61,163	66,658	62,242	67,737	63,464	68,959
M	61,882	67,377	62,974	68,469	64,210	69,705
N	62,609	68,104	63,714	69,209	64,965	70,460
O	63,345	68,840	64,463	69,958	65,729	71,224
P	64,090	69,585	65,221	70,716	66,503	71,998
Q	64,844	70,339	65,988	71,483	67,286	72,781
R	65,607	71,102	66,765	72,260	68,078	73,573
S	66,379	71,874	67,551	73,046	68,880	74,375
T	67,160	72,655	68,346	73,841	69,691	75,186
U	67,951	73,446	69,151	74,646	70,512	76,007
V	68,751	74,246	69,966	75,461	71,343	76,838
W	69,561	75,056	70,790	76,285	72,184	77,679
X	70,381	75,876	71,624	77,119	73,035	78,530
Y	71,210	76,705	72,468	77,963	73,896	79,391
Z	72,049	77,544	73,322	78,817	74,768	80,263
AA	72,898	78,393	74,187	79,682	75,650	81,145
AB	73,758	79,253	75,062	80,557	76,543	82,038
AC	74,628	80,123	75,948	81,443	77,446	82,941

$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.

DISTRICT LEVEL PLACEMENT

12-MONTH (260-DAY) ANNUAL SALARY

FY2025-2026

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	41,372	45,449	49,935	53,802	59,116	63,143	69,458	76,406
1	41,782	45,897	50,425	54,332	59,701	63,775	70,153	77,169
2	42,193	46,349	50,925	54,869	60,291	64,418	70,854	77,942
3	42,610	46,807	51,429	55,412	60,890	65,058	71,561	78,721
4	43,028	47,269	51,938	55,960	61,493	65,707	72,278	79,505
5	43,454	47,733	52,449	56,512	62,100	66,368	72,999	80,301
6	43,883	48,207	52,970	57,072	62,715	67,031	73,728	81,105
7	44,314	48,681	53,493	57,637	63,338	67,700	74,468	81,919
8	44,749	49,164	54,023	58,209	63,966	68,377	75,211	82,737
9	45,189	49,647	54,555	58,786	64,599	69,058	75,963	83,563
10	45,639	50,139	55,096	59,365	65,239	69,751	76,722	84,400
11	46,087	50,634	55,641	59,955	65,885	70,449	77,493	85,240
12	46,542	51,136	56,190	60,548	66,539	71,154	78,265	86,096
13	47,004	51,644	56,746	61,146	67,199	71,865	79,048	86,955
14	47,466	52,147	57,307	61,752	67,863	72,583	79,838	87,825
15	47,935	52,665	57,873	62,364	68,534	73,311	80,635	88,705
16	48,408	53,183	58,448	62,980	69,215	74,044	81,444	89,591
17	48,888	53,712	59,026	63,606	69,900	74,781	82,259	90,487
18	49,367	54,239	59,609	64,234	70,594	75,531	83,081	91,393
19	49,858	54,779	60,199	64,872	71,291	76,287	83,912	92,307
20	50,348	55,322	60,797	65,515	72,001	77,050	84,753	93,229
21	50,846	55,865	61,397	66,162	72,715	77,817	85,597	94,162
22	51,349	56,423	62,003	66,819	73,438	78,601	86,453	95,102
23	51,855	56,977	62,621	67,483	74,165	79,384	87,318	96,054
24	52,365	57,543	63,237	68,151	74,899	80,178	88,193	97,013
25	52,884	58,112	63,865	68,827	75,645	80,979	89,075	97,984
26	53,409	58,685	64,499	69,509	76,393	81,791	89,966	98,964
27	53,937	59,269	65,137	70,196	77,152	82,607	90,864	99,955
28	54,467	59,855	65,782	70,892	77,918	83,433	91,771	100,953

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

DISTRICT LEVEL PLACEMENT

12-MONTH (255-DAYS) ANNUAL SALARY

FY2025-2026

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	40,576	44,575	48,975	52,767	57,979	61,929	68,122	74,937
1	40,979	45,014	49,455	53,287	58,553	62,549	68,804	75,685
2	41,382	45,458	49,946	53,814	59,132	63,179	69,491	76,443
3	41,791	45,907	50,440	54,346	59,719	63,807	70,185	77,207
4	42,201	46,360	50,939	54,884	60,310	64,443	70,888	77,976
5	42,618	46,815	51,440	55,425	60,906	65,092	71,595	78,757
6	43,039	47,280	51,951	55,974	61,509	65,742	72,310	79,545
7	43,462	47,745	52,464	56,529	62,120	66,398	73,036	80,344
8	43,888	48,219	52,984	57,090	62,736	67,062	73,765	81,146
9	44,320	48,692	53,506	57,656	63,357	67,730	74,502	81,956
10	44,761	49,175	54,036	58,223	63,984	68,410	75,247	82,777
11	45,201	49,660	54,571	58,802	64,618	69,094	76,003	83,601
12	45,647	50,153	55,109	59,384	65,259	69,786	76,760	84,440
13	46,100	50,651	55,655	59,970	65,907	70,483	77,528	85,283
14	46,553	51,144	56,205	60,564	66,558	71,187	78,303	86,136
15	47,013	51,652	56,760	61,165	67,216	71,901	79,084	86,999
16	47,477	52,160	57,324	61,769	67,884	72,620	79,878	87,868
17	47,948	52,679	57,891	62,383	68,556	73,343	80,677	88,747
18	48,418	53,196	58,463	62,999	69,236	74,078	81,483	89,635
19	48,899	53,726	59,041	63,624	69,920	74,820	82,298	90,532
20	49,380	54,258	59,628	64,255	70,616	75,568	83,123	91,436
21	49,868	54,791	60,216	64,890	71,317	76,321	83,951	92,351
22	50,362	55,338	60,811	65,534	72,026	77,089	84,790	93,273
23	50,858	55,881	61,417	66,185	72,739	77,857	85,639	94,207
24	51,358	56,436	62,021	66,840	73,459	78,636	86,497	95,147
25	51,867	56,994	62,637	67,503	74,190	79,422	87,362	96,100
26	52,382	57,556	63,259	68,172	74,924	80,218	88,236	97,061
27	52,900	58,129	63,884	68,846	75,668	81,018	89,117	98,033
28	53,420	58,704	64,517	69,529	76,420	81,829	90,006	99,012

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

District Level Placement

12-MONTH (255-DAYS) ANNUAL SALARY

FY2025-2026

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	77,513	81,415	89,557	98,515	108,365	111,548	120,906	132,999	146,297
1	78,286	82,232	90,455	99,500	109,450	112,665	122,116	134,327	147,759
2	79,073	83,054	91,356	100,494	110,544	113,789	123,338	135,671	149,239
3	79,861	83,886	92,271	101,501	111,649	114,927	124,573	137,030	150,732
4	80,661	84,723	93,192	102,516	112,767	116,077	125,818	138,399	152,238
5	81,467	85,571	94,125	103,538	113,894	117,239	127,073	139,780	153,759
6	82,285	86,428	95,066	104,576	115,033	118,409	128,344	141,179	155,297
7	83,103	87,292	96,020	105,621	116,182	119,593	129,630	142,595	156,852
8	83,937	88,162	96,977	106,677	117,346	120,792	130,929	144,021	158,423
9	84,777	89,047	97,948	107,745	118,522	121,998	132,236	145,458	160,007
10	85,623	89,935	98,927	108,822	119,704	123,218	133,559	146,913	161,607
11	86,481	90,835	99,914	109,910	120,901	124,451	134,894	148,385	163,224
12	87,345	91,742	100,915	111,007	122,109	125,693	136,242	149,866	164,853
13	88,218	92,661	101,924	112,117	123,330	126,951	137,604	151,365	166,501
14	89,100	93,587	102,944	113,238	124,566	128,222	138,980	152,878	168,166
15	89,991	94,524	103,972	114,372	125,812	129,503	140,371	154,411	169,851
16	90,890	95,467	105,010	115,516	127,069	130,800	141,774	155,952	171,547
17	91,800	96,422	106,061	116,672	128,338	132,108	143,194	157,514	173,264
18	92,717	97,387	107,125	117,837	129,625	133,426	144,621	159,082	174,991
19	93,646	98,360	108,192	119,017	130,920	134,764	146,070	160,677	176,746
20	94,581	99,343	109,276	120,206	132,229	136,111	147,531	162,284	178,512
21	95,529	100,341	110,367	121,408	133,551	137,471	149,006	163,907	180,297
22	96,484	101,340	111,474	122,622	134,888	138,845	150,497	165,547	182,100
23	97,448	102,356	112,587	123,850	136,235	140,235	152,002	167,201	183,921
24	98,421	103,380	113,714	125,087	137,596	141,635	153,522	168,873	185,762
25	99,407	104,411	114,851	126,338	138,974	143,050	155,056	170,562	187,618
26	100,401	105,457	116,000	127,599	140,361	144,482	156,608	172,268	189,495
27	101,406	106,509	117,158	128,880	141,765	145,927	158,173	173,991	191,390
28	102,418	107,574	118,330	130,166	143,185	147,388	159,755	175,730	193,304

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

District Level Placement

12-MONTH (250-DAYS) ANNUAL SALARY

FY2025-2026

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	39,780	43,701	48,015	51,732	56,842	60,715	66,786	73,468
1	40,175	44,131	48,485	52,242	57,405	61,323	67,455	74,201
2	40,571	44,567	48,967	52,759	57,973	61,940	68,128	74,944
3	40,972	45,007	49,451	53,280	58,548	62,556	68,809	75,693
4	41,374	45,451	49,940	53,808	59,127	63,179	69,498	76,447
5	41,782	45,897	50,431	54,338	59,712	63,816	70,191	77,213
6	42,195	46,353	50,932	54,876	60,303	64,453	70,892	77,985
7	42,610	46,809	51,435	55,421	60,902	65,096	71,604	78,769
8	43,027	47,274	51,945	55,971	61,506	65,747	72,319	79,555
9	43,451	47,737	52,457	56,525	62,115	66,402	73,041	80,349
10	43,883	48,211	52,976	57,081	62,729	67,069	73,772	81,154
11	44,315	48,686	53,501	57,649	63,351	67,739	74,513	81,962
12	44,752	49,170	54,028	58,220	63,979	68,418	75,255	82,784
13	45,196	49,658	54,564	58,794	64,615	69,101	76,008	83,611
14	45,640	50,141	55,103	59,376	65,253	69,791	76,768	84,447
15	46,091	50,639	55,647	59,966	65,898	70,491	77,533	85,293
16	46,546	51,137	56,200	60,558	66,553	71,196	78,312	86,145
17	47,008	51,646	56,756	61,160	67,212	71,905	79,095	87,007
18	47,469	52,153	57,317	61,764	67,878	72,625	79,885	87,877
19	47,940	52,673	57,883	62,376	68,549	73,353	80,684	88,757
20	48,412	53,194	58,459	62,995	69,231	74,086	81,493	89,643
21	48,890	53,717	59,035	63,618	69,919	74,825	82,305	90,540
22	49,375	54,253	59,619	64,249	70,614	75,577	83,127	91,444
23	49,861	54,785	60,213	64,887	71,313	76,330	83,960	92,360
24	50,351	55,329	60,805	65,529	72,019	77,094	84,801	93,281
25	50,850	55,876	61,409	66,179	72,735	77,865	85,649	94,216
26	51,355	56,427	62,019	66,835	73,455	78,645	86,506	95,158
27	51,863	56,989	62,631	67,496	74,184	79,429	87,370	96,111
28	52,373	57,553	63,252	68,166	74,922	80,225	88,241	97,071

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

District Level Placement

12-MONTH (250-DAYS) ANNUAL SALARY

FY2025-2026

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	75,993	79,819	87,801	96,583	106,240	109,361	118,535	130,391	143,428
1	76,751	80,620	88,681	97,549	107,304	110,456	119,722	131,693	144,862
2	77,523	81,425	89,565	98,524	108,376	111,558	120,920	133,011	146,313
3	78,295	82,241	90,462	99,511	109,460	112,674	122,130	134,343	147,776
4	79,079	83,062	91,365	100,506	110,556	113,801	123,351	135,685	149,253
5	79,870	83,893	92,279	101,508	111,661	114,940	124,581	137,039	150,744
6	80,672	84,733	93,202	102,525	112,777	116,087	125,827	138,411	152,252
7	81,474	85,580	94,137	103,550	113,904	117,248	127,088	139,799	153,776
8	82,291	86,433	95,075	104,585	115,045	118,424	128,362	141,197	155,317
9	83,115	87,301	96,027	105,632	116,198	119,606	129,643	142,606	156,870
10	83,944	88,172	96,987	106,688	117,357	120,802	130,940	144,032	158,438
11	84,785	89,054	97,955	107,755	118,530	122,011	132,249	145,475	160,024
12	85,632	89,943	98,936	108,830	119,715	123,228	133,571	146,927	161,621
13	86,488	90,844	99,925	109,919	120,912	124,462	134,906	148,397	163,236
14	87,353	91,752	100,925	111,018	122,124	125,708	136,255	149,880	164,869
15	88,226	92,671	101,933	112,129	123,345	126,964	137,619	151,383	166,521
16	89,108	93,595	102,951	113,251	124,577	128,235	138,994	152,894	168,183
17	90,000	94,531	103,981	114,384	125,822	129,518	140,386	154,425	169,867
18	90,899	95,477	105,025	115,526	127,083	130,810	141,785	155,963	171,560
19	91,810	96,431	106,071	116,683	128,353	132,122	143,206	157,526	173,280
20	92,726	97,395	107,133	117,849	129,636	133,442	144,638	159,102	175,012
21	93,656	98,374	108,203	119,027	130,932	134,775	146,084	160,693	176,762
22	94,592	99,353	109,288	120,218	132,243	136,123	147,546	162,301	178,529
23	95,537	100,349	110,379	121,422	133,564	137,485	149,022	163,923	180,315
24	96,491	101,353	111,484	122,634	134,898	138,858	150,512	165,562	182,120
25	97,458	102,364	112,599	123,861	136,249	140,245	152,016	167,218	183,939
26	98,432	103,389	113,725	125,097	137,609	141,649	153,537	168,890	185,779
27	99,418	104,421	114,861	126,353	138,985	143,066	155,072	170,579	187,637
28	100,410	105,465	116,010	127,614	140,377	144,498	156,623	172,284	189,514

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

DISTRICT LEVEL PLACEMENT

11-MONTH (216-DAY) ANNUAL SALARY

FY2025-2026

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	36,312	39,892	43,832	47,242	51,911	55,481	61,028	67,131
1	36,672	40,286	44,266	47,708	52,427	56,036	61,636	67,802
2	37,033	40,683	44,704	48,180	52,948	56,597	62,255	68,480
3	37,399	41,084	45,145	48,659	53,471	57,161	62,877	69,165
4	37,767	41,490	45,592	49,140	53,999	57,733	63,504	69,858
5	38,141	41,901	46,043	49,622	54,535	58,310	64,140	70,556
6	38,517	42,314	46,499	50,117	55,073	58,894	64,779	71,262
7	38,896	42,734	46,959	50,610	55,622	59,482	65,429	71,974
8	39,280	43,154	47,422	51,115	56,174	60,077	66,083	72,694
9	39,666	43,582	47,891	51,619	56,727	60,678	66,744	73,420
10	40,061	44,012	48,365	52,130	57,292	61,285	67,411	74,153
11	40,456	44,446	48,844	52,650	57,858	61,898	68,086	74,895
12	40,854	44,886	49,329	53,168	58,430	62,516	68,766	75,644
13	41,255	45,331	49,815	53,695	59,012	63,140	69,455	76,402
14	41,666	45,778	50,308	54,229	59,598	63,774	70,147	77,166
15	42,078	46,231	50,807	54,762	60,187	64,415	70,849	77,939
16	42,493	46,685	51,309	55,306	60,785	65,056	71,558	78,718
17	42,911	47,153	51,816	55,854	61,387	65,705	72,275	79,503
18	43,337	47,614	52,332	56,407	61,996	66,365	72,996	80,300
19	43,766	48,088	52,849	56,968	62,611	67,025	73,726	81,102
20	44,196	48,564	53,372	57,533	63,233	67,696	74,463	81,914
21	44,633	49,046	53,901	58,103	63,862	68,376	75,208	82,732
22	45,073	49,529	54,436	58,681	64,496	69,057	75,959	83,558
23	45,521	50,019	54,975	59,260	65,134	69,749	76,719	84,392
24	45,970	50,515	55,519	59,847	65,782	70,445	77,487	85,236
25	46,424	51,014	56,068	60,444	66,431	71,149	78,260	86,092
26	46,884	51,522	56,623	61,042	67,091	71,863	79,045	86,950
27	47,348	52,030	57,183	61,646	67,759	72,580	79,832	87,821
28	47,817	52,546	57,754	62,260	68,431	73,306	80,632	88,701

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

District Level Placement

11-Month (212-Days) Annual Salary

FY2025-2026

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	35,640	39,153	43,020	46,367	50,950	54,454	59,898	65,888
1	35,993	39,540	43,446	46,825	51,456	54,998	60,495	66,546
2	36,347	39,930	43,876	47,288	51,967	55,549	61,102	67,212
3	36,706	40,323	44,309	47,758	52,481	56,102	61,713	67,884
4	37,068	40,722	44,748	48,230	52,999	56,664	62,328	68,564
5	37,435	41,125	45,190	48,703	53,525	57,230	62,952	69,249
6	37,804	41,530	45,638	49,189	54,053	57,803	63,579	69,942
7	38,176	41,943	46,089	49,673	54,592	58,380	64,217	70,641
8	38,553	42,355	46,544	50,168	55,134	58,964	64,859	71,348
9	38,931	42,775	47,004	50,663	55,677	59,554	65,508	72,060
10	39,319	43,197	47,469	51,165	56,231	60,150	66,163	72,780
11	39,707	43,623	47,939	51,675	56,787	60,752	66,825	73,508
12	40,097	44,055	48,416	52,183	57,348	61,358	67,493	74,243
13	40,491	44,492	48,893	52,701	57,919	61,971	68,169	74,987
14	40,894	44,930	49,376	53,225	58,494	62,593	68,848	75,737
15	41,299	45,375	49,866	53,748	59,072	63,222	69,537	76,496
16	41,706	45,820	50,359	54,282	59,659	63,851	70,233	77,260
17	42,116	46,280	50,856	54,820	60,250	64,488	70,937	78,031
18	42,534	46,732	51,363	55,362	60,848	65,136	71,644	78,813
19	42,956	47,197	51,870	55,913	61,452	65,784	72,361	79,600
20	43,378	47,665	52,384	56,468	62,062	66,442	73,084	80,397
21	43,806	48,138	52,903	57,027	62,679	67,110	73,815	81,200
22	44,238	48,612	53,428	57,594	63,302	67,778	74,552	82,011
23	44,678	49,093	53,957	58,163	63,928	68,457	75,298	82,829
24	45,119	49,580	54,491	58,739	64,564	69,140	76,052	83,658
25	45,564	50,069	55,030	59,325	65,201	69,831	76,811	84,498
26	46,016	50,568	55,574	59,912	65,849	70,532	77,581	85,340
27	46,471	51,066	56,124	60,504	66,504	71,236	78,354	86,195
28	46,932	51,573	56,684	61,107	67,164	71,948	79,139	87,058

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

District Level Placement

11-Month (212-Days) Annual Salary

FY2025-2026

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	68,168	71,584	78,738	86,615	95,274	98,072	106,300
1	68,852	72,297	79,526	87,483	96,229	99,052	107,364
2	69,540	73,019	80,321	88,353	97,190	100,042	108,440
3	70,234	73,752	81,122	89,238	98,164	101,043	109,525
4	70,937	74,490	81,935	90,130	99,144	102,053	110,616
5	71,646	75,235	82,755	91,033	100,134	103,074	111,726
6	72,362	75,986	83,582	91,941	101,137	104,104	112,840
7	73,087	76,744	84,418	92,860	102,148	105,149	113,969
8	73,821	77,510	85,261	93,791	103,168	106,200	115,110
9	74,556	78,288	86,114	94,730	104,202	107,260	116,261
10	75,304	79,072	86,977	95,673	105,243	108,334	117,424
11	76,052	79,858	87,845	96,632	106,295	109,418	118,597
12	76,815	80,658	88,724	97,598	107,358	110,510	119,783
13	77,582	81,467	89,614	98,574	108,432	111,613	120,982
14	78,360	82,280	90,505	99,560	109,519	112,731	122,190
15	79,143	83,105	91,412	100,555	110,610	113,859	123,413
16	79,934	83,936	92,326	101,565	111,719	114,998	124,647
17	80,736	84,773	93,250	102,577	112,834	116,147	125,892
18	81,541	85,624	94,184	103,600	113,964	117,310	127,153
19	82,358	86,481	95,125	104,640	115,104	118,480	128,424
20	83,180	87,344	96,074	105,686	116,253	119,667	129,709
21	84,015	88,218	97,037	106,742	117,418	120,862	131,006
22	84,853	89,099	98,006	107,809	118,591	122,071	132,316
23	85,703	89,989	98,986	108,886	119,778	123,293	133,639
24	86,556	90,893	99,976	109,977	120,974	124,526	134,976
25	87,424	91,799	100,977	111,076	122,185	125,769	136,326
26	88,297	92,719	101,987	112,184	123,407	127,031	137,686
27	89,181	93,644	103,006	113,306	124,641	128,298	139,068
28	90,072	94,580	104,036	114,441	125,886	129,581	140,455

$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 FY2025-2026

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	32,950	36,198	39,773	42,868	47,105	50,344	55,377	60,915
1	33,277	36,556	40,167	43,291	47,573	50,847	55,929	61,524
2	33,604	36,916	40,565	43,719	48,045	51,357	56,491	62,139
3	33,936	37,280	40,965	44,154	48,520	51,868	57,055	62,761
4	34,270	37,649	41,371	44,590	48,999	52,387	57,624	63,389
5	34,610	38,021	41,779	45,027	49,485	52,911	58,201	64,023
6	34,951	38,396	42,194	45,477	49,974	53,441	58,781	64,663
7	35,295	38,777	42,611	45,924	50,472	53,974	59,370	65,310
8	35,643	39,158	43,031	46,382	50,973	54,514	59,964	65,963
9	35,993	39,547	43,457	46,839	51,475	55,059	60,564	66,622
10	36,352	39,937	43,886	47,303	51,987	55,610	61,170	67,287
11	36,710	40,331	44,321	47,775	52,501	56,167	61,782	67,960
12	37,071	40,730	44,762	48,245	53,020	56,727	62,399	68,640
13	37,435	41,134	45,203	48,724	53,548	57,294	63,024	69,328
14	37,808	41,539	45,650	49,208	54,079	57,869	63,652	70,021
15	38,182	41,950	46,103	49,692	54,614	58,451	64,289	70,723
16	38,558	42,362	46,558	50,185	55,156	59,032	64,932	71,429
17	38,937	42,787	47,018	50,683	55,703	59,621	65,583	72,142
18	39,324	43,205	47,487	51,184	56,256	60,220	66,237	72,865
19	39,714	43,635	47,955	51,693	56,814	60,819	66,900	73,592
20	40,104	44,068	48,430	52,206	57,378	61,428	67,568	74,329
21	40,500	44,505	48,910	52,723	57,949	62,045	68,244	75,072
22	40,899	44,943	49,396	53,247	58,524	62,663	68,925	75,821
23	41,306	45,388	49,885	53,773	59,103	63,290	69,615	76,578
24	41,714	45,838	50,378	54,306	59,691	63,922	70,312	77,344
25	42,125	46,290	50,877	54,848	60,280	64,561	71,014	78,121
26	42,543	46,752	51,380	55,390	60,879	65,209	71,726	78,899
27	42,964	47,212	51,888	55,938	61,485	65,860	72,440	79,690
28	43,390	47,681	52,406	56,495	62,095	66,518	73,166	80,488

$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 FY2025-2026

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	63,023	66,181	72,796	80,078	88,084	90,670	98,277
1	63,656	66,841	73,524	80,881	88,966	91,576	99,261
2	64,292	67,508	74,259	81,685	89,855	92,492	100,256
3	64,933	68,186	75,000	82,503	90,755	93,417	101,259
4	65,583	68,868	75,751	83,328	91,661	94,351	102,268
5	66,239	69,557	76,509	84,163	92,577	95,295	103,294
6	66,901	70,251	77,274	85,002	93,504	96,247	104,324
7	67,571	70,952	78,047	85,852	94,439	97,213	105,368
8	68,250	71,660	78,826	86,712	95,382	98,185	106,422
9	68,929	72,379	79,615	87,581	96,338	99,165	107,487
10	69,621	73,104	80,413	88,452	97,300	100,158	108,562
11	70,312	73,831	81,215	89,339	98,273	101,160	109,646
12	71,018	74,571	82,028	90,232	99,256	102,170	110,743
13	71,727	75,319	82,851	91,134	100,248	103,189	111,851
14	72,446	76,070	83,674	92,046	101,253	104,223	112,968
15	73,170	76,833	84,513	92,966	102,262	105,266	114,099
16	73,901	77,601	85,358	93,900	103,287	106,319	115,240
17	74,643	78,375	86,212	94,835	104,318	107,381	116,391
18	75,387	79,162	87,076	95,781	105,363	108,456	117,557
19	76,142	79,954	87,946	96,743	106,417	109,538	118,732
20	76,902	80,752	88,823	97,710	107,479	110,636	119,920
21	77,674	81,560	89,713	98,686	108,556	111,740	121,119
22	78,449	82,375	90,609	99,672	109,641	112,858	122,330
23	79,235	83,197	91,515	100,668	110,738	113,988	123,553
24	80,023	84,033	92,431	101,677	111,844	115,128	124,789
25	80,826	84,871	93,356	102,693	112,963	116,277	126,037
26	81,633	85,721	94,290	103,717	114,093	117,444	127,295
27	82,450	86,577	95,232	104,755	115,234	118,615	128,572
28	83,274	87,442	96,184	105,804	116,385	119,801	129,855

$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 FY2025-2026

PLEASE NOTE: Step does not equal years of service

Step	Licensed Practical Nurse	AA or AS Degree Registered Nurse / Nurse Supervisor	Bachelor's Registered Nurse / Nurse Supervisor	Master's Registered Nurse / Nurse Supervisor
1	18.67	24.07	28.38	30.90
2	19.04	24.60	29.00	31.58
3	19.28	24.84	29.28	31.89
4	19.70	25.34	29.90	32.53
5	20.15	25.84	30.51	33.03
6	20.60	26.35	30.82	33.50
7	21.04	26.88	31.21	34.00
8	21.52	27.45	31.71	34.50
9	21.98	27.99	32.17	35.03
10	22.47	28.54	32.66	35.55
11	22.98	29.11	33.17	36.08
12	23.50	29.71	33.65	36.63
13	24.02	30.29	34.16	37.20
14	24.58	30.91	34.70	37.82
15	25.09	31.52	35.29	38.40
16	25.67	32.09	35.90	39.05
17	26.12	32.73	36.55	39.76
18	26.65	33.39	37.27	40.56
19	27.19	34.05	38.02	41.37
20	27.74	34.80	38.86	42.28
21	28.29	35.57	39.71	43.21

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

TECHNICAL SUPPORT PERSONNEL

Hourly Rates FOR FY2025-2026

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	15.61	18.29	20.83	21.81	23.38	16.73
3	15.76	18.65	21.26	22.24	23.83	16.89
4	16.08	19.20	21.89	22.93	24.57	17.23
5	16.13	19.78	22.31	23.38	25.05	17.57
6	16.18	20.19	22.75	23.85	25.55	17.92
7	16.23	20.59	23.00	24.15	25.80	18.28
8	16.29	20.99	23.46	24.59	26.32	18.65
9	16.35	21.41	23.96	25.06	26.87	19.01
10	16.40	21.90	24.50	25.64	27.49	19.39
11	16.45	22.34	25.01	26.13	28.02	19.82
12	16.50	22.79	25.47	26.70	28.58	20.19
13	16.61	23.24	25.97	27.19	29.14	20.58
14	16.72	23.70	26.49	27.73	29.72	20.99
15	16.82	24.17	26.95	28.23	30.25	21.41
16	17.16	24.65	27.49	28.79	30.86	21.88
17						22.29
18						22.77
19						23.23
20						23.69
21						24.16

EXTENDED DAY PERSONNEL

Hourly Rates for FY2025-2026

PLEASE NOTE: Step does not equal years of service

EDEP Facilitator BTB Site Leads

Step	Non-Certificated	Certificated
1	17.65	19.41
2	18.00	19.80
3	18.18	19.99
4	18.49	20.34
5	18.84	20.74
6	19.03	20.95
7	19.23	21.14
8	19.41	21.37
9	19.60	21.58
10	19.81	21.80
11	20.00	22.02
12	20.22	22.26
13	20.41	22.46
14	20.60	22.68
15	20.81	22.91
16	21.02	23.14
17	21.25	23.39
18	21.45	23.61
19	21.65	23.86
20	21.87	24.09

EDEP Facilitator on Assignment

Step	Non-Certificated	Certificated
1	15.71	15.86
2	16.02	16.18
3	16.18	16.34
4	16.45	16.61
5	16.50	16.67
6	16.55	16.72
7	16.61	16.77
8	16.67	16.82
9	16.72	16.88
10	16.77	16.93
11	16.82	16.99
12	16.88	17.04
13	16.93	17.15
14	16.99	17.61
15	17.04	18.02
16	17.10	18.51
17	17.15	19.04
18	17.25	19.69
19	17.66	20.24
20	18.01	20.63

EDEP Group Leader BTB Assistant

Step	Non-Certificated	Certificated
1	15.35	15.45
2	15.66	15.76
3	15.81	15.91
4	16.02	16.18
5	16.08	16.23
6	16.13	16.29
7	16.18	16.35
8	16.23	16.40
9	16.29	16.45
10	16.34	16.50
11	16.39	16.55
12	16.44	16.61
13	16.49	16.67
14	16.54	16.72
15	16.60	16.77
16	16.66	16.82
17	16.71	16.93
18	16.76	17.14
19	16.81	17.47
20	16.82	18.31

To apply for an Extended Day Educational Program (EDEP) position, you will need to complete drug screening ($25) fingerprinting ($82). 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.

FY26 VUE - Clerical Salary Schedule

Hourly Rates for FY2025-2026

Step	Office Specialist I	Office Specialist II	Office Specialist III
0	15.00	15.25	16.50
1	15.30	15.56	16.83
2	15.69	15.94	17.17
3	16.05	16.26	17.60
4	16.42	16.68	18.05
5	16.47	16.73	18.11
6	16.52	16.83	18.16
7	16.58	16.88	18.26
8	16.63	16.93	18.36
9	16.73	17.03	18.56
10	16.78	17.09	18.87
11	16.83	17.14	19.18
12	16.93	17.24	19.48
13	16.98	17.34	19.89
14	17.03	17.39	20.30
15	17.14	17.44	20.71
16	17.24	17.75	21.11
17	17.44	17.95	21.52
18	17.65	18.26	22.03
19	17.95	18.56	22.54
20	18.36	18.87	23.05
21	18.77	19.18	23.56
22	19.07	19.58	23.97
23	19.48	19.89	24.68
24	19.89	20.30	25.30
25	20.30	20.71	25.81
26	20.81	21.22	26.32
27	21.22	21.62	26.93
28	21.52	22.03	27.44
29	21.93	22.44	27.95
30	22.34	22.75	28.56
31	22.75	23.15	29.07
32	23.26	23.46	29.68
33	23.66	23.87	30.29
34	24.17	24.28	30.91
35	24.48	24.79	31.52
36	24.79	25.30	32.13
37	25.19	25.91	32.74
38	25.81	26.42	33.15
39	26.32	26.93	34.07
40	26.83	27.54	34.88
41	27.23	28.05	35.70

FY26 VUE - PARAPROFESSIONAL SALARY SCHEDULE

Hourly Rates for FY2025-2026

	Paraprofessional NO CDA				Paraprofessional With CDA*		
Step	**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	15.30	15.50	15.71		15.50	15.71	15.91
2	15.69	15.89	16.11		15.81	16.02	16.23
3	16.10	16.30	16.50		16.21	16.43	16.64
4	16.42	16.63	16.83		16.63	16.83	17.03
5	16.47	16.68	16.88		16.68	16.88	17.14
6	16.52	16.73	16.93		16.73	16.93	17.19
7	16.58	16.83	17.03		16.83	17.03	17.24
8	16.63	16.88	17.14		16.88	17.14	17.34
9	16.73	16.93	17.34		16.93	17.19	17.54
10	16.78	17.03	17.44		17.03	17.24	17.65
11	16.83	17.09	17.65		17.09	17.34	17.85
12	16.93	17.14	17.85		17.14	17.75	18.05
13	17.03	17.24	18.05		17.24	18.05	18.26
14	17.14	17.44	18.16		17.44	18.16	18.36
15	17.24	17.75	18.36		17.75	18.36	18.56
16	17.50	17.95	18.56		17.95	18.56	18.77
17	17.85	18.16	18.77		18.16	18.77	18.97
18	18.05	18.36	18.97		18.36	18.97	19.18
19	18.36	18.67	19.18		18.67	19.18	19.38
20	18.56	18.97	19.48		18.97	19.48	19.69
21	18.87	19.28	19.69		19.28	19.69	19.89
22	19.18	19.48	19.99		19.48	19.99	20.20
23	19.48	19.79	20.20		19.79	20.20	20.40
24	19.79	20.09	20.50		20.09	20.50	20.71
25	20.10	20.40	20.81		20.40	20.81	21.01
26	20.50	20.71	21.22		20.71	21.22	21.32
27	20.91	21.01	21.60		21.01	21.52	21.62
28	21.32	21.42	22.03		21.52	22.03	22.24
29	21.73	21.93	22.64		22.13	22.64	22.75
30	22.24	22.34	23.05		22.64	23.15	23.26
31	22.75	22.95	23.66		23.26	23.66	23.77
32	23.15	23.66	24.30		23.77	24.30	24.38
33	23.46	24.28	24.79		24.38	24.79	24.89
34	23.87	24.89	25.30		24.89	25.30	25.40
35	24.28	25.40	25.91		25.40	25.91	26.01
36	24.58	25.91	26.42		25.91	26.42	26.52
37	25.09	26.42	27.00		26.42	26.93	27.13
38	25.60	26.93	27.54		26.93	27.54	27.64
39	26.11	27.54	28.05		27.44	28.05	28.15
40	26.72	28.05	28.66		28.05	28.66	28.76
41	27.23	28.56	29.17		28.56	29.17	29.48

<u>Paraprofessional 2</u>

Title I
Title I Parent Liaison

<u>Paraprofessional 3</u>

ESOL
VE Mild
Title I-SYSOP
Speech
General Education

<u>Paraprofessional 4</u>

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

Vision
VPK
Transition
Pre-K/ESE
VE/Modified
ASD

FY26 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 2025-2026 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 FY2025-2026

PLEASE NOTE: Step does not equal years of service

Tier	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Dining Rm Aide	School Guardian
A20	17.62	15.40	16.17	18.16	21.01	15.45	15.40	15.40	22.13
A21	17.97	15.71	16.49	18.52	21.43	15.76	15.71	15.71	22.57
A22	18.15	15.86	16.66	18.70	21.64	15.91	15.86	15.86	22.80
A23	18.24	16.02	16.74	18.89	21.86	16.08	15.95	16.02	23.35
A24	18.32	16.18	16.82	19.07	21.97	16.16	16.02	16.18	23.96
A25	18.42	16.26	16.99	19.27	22.07	16.32	16.11	16.35	24.56
A26	18.51	16.35	17.24	19.46	22.19	16.40	16.18	16.50	25.05
A27	18.60	16.43	17.58	19.66	22.52	16.73	16.26	16.68	25.53
A28	18.69	16.50	17.95	19.86	22.86	17.06	16.35	16.84	26.07
A29	18.79	16.59	18.30	20.25	23.32	17.31	16.59	17.01	26.57
A30	19.06	16.76	18.66	20.66	23.79	17.66	16.84	17.18	27.13
A31	19.35	16.92	19.03	21.06	24.14	18.01	17.18	17.35	27.68
A32	19.65	17.18	19.43	21.48	24.62	18.37	17.52	17.61	28.21
A33	19.94	17.44	19.81	21.81	25.11	18.65	17.87	17.87	28.80
A34	20.29	17.71	20.21	22.13	25.64	18.93	18.23	18.15	29.36
A35	20.69	18.07	20.51	22.47	26.13	19.22	18.59	18.42	29.95
A36	21.09	18.42	20.81	22.93	26.65	19.60	18.96	18.69	30.54
A37	21.51	18.79	21.14	23.38	27.05	19.99	19.34	18.97	31.15
A38	21.95	19.16	21.55	23.85	27.59	20.39	19.64	19.26	31.77
A39	22.39	19.54	21.98	24.23	28.14	20.82	19.93	19.54	32.41
A40	22.84	19.84	22.42	24.69	28.70	21.23	20.23	19.84	33.05
A41	23.29	20.12	22.88	25.18	29.13	21.54	20.53	20.15	33.71
A42	23.76	20.43	23.33	25.56	29.57	21.86	20.94	20.54	34.38
A43	24.18	20.74	23.79	25.96	30.19	22.30	21.36	20.95	35.07
A44	24.55	21.05	24.27	26.47	30.77	22.75	21.79	21.37	35.77
A45	24.92	21.49	24.62	26.99	31.23	23.22	22.24	21.80	36.49
A46	25.30	21.91	24.99	27.53	31.89	23.66	22.67	22.23	37.21
A47	25.72	22.34	25.37	27.95	32.50	24.13	23.12	22.70	37.99
A48	26.24	22.79	25.76	28.36	33.15	24.61	23.58	23.13	38.72
A49	26.76	23.24	26.14	28.93	33.81	25.00	23.93	23.62	39.49
A50	27.30	23.73	26.53	29.51	34.48	25.49	24.30	24.07	40.28
A51	27.84	24.18	26.93	29.96	35.17	26.02	24.65	24.54	41.09
A52	28.40	24.69	27.34	30.55	35.87	26.52	25.03	25.06	41.91
A53	28.97	25.16	27.74	31.16	36.62	27.07	25.41	25.54	42.75
A54	29.55	25.68	28.15	31.81	37.33	27.59	25.92	26.07	43.61
A55	30.14	26.17	28.59	32.43	38.08	28.16	26.43	26.57	44.52
A56	30.74	26.72	29.01	32.91	38.83	28.70	26.99	27.12	45.37
A57	31.35	27.23	29.45	33.57	39.61	29.27	27.51	27.67	46.27
A58	31.98	27.80	29.89	34.26	40.40	29.86	28.05	28.20	47.20
A59	32.62	28.34	30.35	34.92	41.21	30.46	28.61	28.78	48.18
A60	33.28	28.91	30.79	35.62	42.03	31.07	29.18	29.34	49.10
A61	33.87	29.48	31.25	36.33	42.87	31.68	29.76	29.92	50.08
A62	34.38	30.01	31.81	36.99	43.65	32.25	30.30	30.46	51.08
A63	34.90	30.54	32.39	37.64	44.43	32.83	30.84	31.01	52.10
A64	35.42	31.09	32.97	38.31	45.23	33.42	31.41	31.56	53.14
A65	35.97	31.64	33.56	39.00	46.03	34.02	31.97	32.13	54.20
A66	36.50	32.21	34.16	39.71	46.87	34.63	32.55	32.70	55.28
A67	37.05	32.79	34.77	40.42	47.71	35.25	33.14	33.29	56.39

Tier	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Dining Rm Aide	School Guardian
A68	37.60	33.37	35.40	41.16	48.57	35.87	33.73	33.89	57.51
A69	38.17	33.98	36.05	41.90	49.44	36.52	34.34	34.51	58.71
A70	38.74	34.59	36.70	42.66	50.34	37.18	34.97	35.12	59.83

Level 2 = Equipment Operator, Class A Delivery Person

Level 3 = Warehouse Person, Deliveryman, Mechanic Helper, Clinic Assistant, Health Support Technician

Level 4 = Employment Advisor

Level 5 = Mechanic (Maintenance Dept.)

Level 6 = Facility Maintenance Technician, Lead Mechanic, Mechanic II, Heavy Equipment Operator II

Level 7 = Warehouse/Freezer Person, School Safety Monitor

Level 8 = Warehouse Technician, Comp Install Technician, Utility Crew, Custodian

Dining Room Aide

School Guardian

STUDENT TRANSPORTATION

HOURLY RATES FOR FY2025-2026

PLEASE NOTE: Step does not equal years of service

Tier	Bus Attendant	Bus Operator/ Dispatcher	Vehicle Technician Assistant	Mechanic	Vehicle Technician	Technician, Audio-Visual; Technician, Auto Body
A20	16.40	20.62	18.40	21.16	22.23	24.01
A21	16.73	21.03	18.77	21.58	22.67	24.49
A22	16.88	21.21	18.92	21.76	22.87	24.70
A23	16.97	21.30	19.08	21.95	22.96	24.92
A24	17.04	21.38	19.24	22.13	23.06	25.03
A25	17.13	21.48	19.32	22.33	23.15	25.13
A26	17.20	21.57	19.41	22.52	23.27	25.25
A27	17.28	21.66	19.49	22.72	23.37	25.58
A28	17.37	21.75	19.56	22.92	23.46	25.92
A29	17.45	21.85	19.65	23.31	23.57	26.38
A30	17.52	22.12	19.82	23.72	23.67	26.85
A31	17.61	22.41	19.98	24.12	23.98	27.20
A32	17.70	22.71	20.24	24.54	24.30	27.68
A33	17.78	23.00	20.50	24.87	24.71	28.17
A34	17.86	23.31	20.77	25.19	25.15	28.67
A35	17.94	23.70	21.11	25.53	25.59	29.19
A36	18.03	24.11	21.48	25.97	26.05	29.71
A37	18.28	24.53	21.85	26.44	26.50	30.11
A38	18.63	24.97	22.22	26.91	26.97	30.65
A39	18.98	25.41	22.60	27.26	27.33	31.20
A40	19.34	25.86	22.90	27.75	27.69	31.76
A41	19.71	26.31	23.18	28.24	28.19	32.19
A42	20.08	26.78	23.49	28.62	28.69	32.63
A43	20.47	27.24	23.80	29.00	29.20	33.22
A44	20.86	27.61	24.11	29.53	29.72	33.83
A45	21.26	27.98	24.53	30.05	30.26	34.29
A46	21.65	28.36	24.97	30.59	30.80	34.91
A47	22.06	28.73	25.40	31.01	31.35	35.56
A48	22.48	29.25	25.85	31.42	31.92	36.21
A49	22.92	29.76	26.30	31.99	32.36	36.87
A50	23.36	30.30	26.76	32.57	32.94	37.54
A51	23.81	30.84	27.24	33.02	33.54	38.23
A52	24.26	31.41	27.72	33.61	34.15	38.93
A53	24.72	31.98	28.22	34.22	34.77	39.65
A54	24.84	32.55	28.71	34.84	35.40	40.39
A55	25.32	33.14	29.23	35.49	36.05	41.14
A56	25.81	33.74	29.75	35.97	36.71	41.89
A57	26.30	34.35	30.29	36.63	37.38	42.67
A58	26.81	34.98	30.83	37.29	38.08	43.46
A59	27.32	35.62	31.40	37.98	38.77	44.27
A60	27.86	36.27	31.97	38.68	39.48	45.09
A61	28.39	36.93	32.54	39.39	40.22	45.93
A62	28.94	37.44	33.07	40.05	40.88	46.71
A63	29.49	37.96	33.60	40.70	41.57	47.49
A64	30.06	38.48	34.15	41.37	42.26	48.29
A65	30.64	39.03	34.70	42.06	42.96	49.09
A66	31.22	39.56	35.27	42.77	43.68	49.93
A67	31.83	40.11	35.85	43.48	44.41	50.77
A68	32.46	40.66	36.43	44.22	45.16	51.63
A69	33.09	41.23	37.04	44.96	45.91	52.50
A70	33.72	41.80	37.65	45.72	46.69	53.40

SCHOOL WAY CAFÉ PERSONNEL

SWC Assistants

HOURLY RATES FOR FY2025-2026

PLEASE NOTE: Step does not equal years of service

Tier	SWC Asst 2	SWC Asst 3	SWC Asst 4
A20	16.32	16.83	17.60
A21	16.65	17.17	17.95
A22	16.81	17.34	18.13
A23	16.86	17.44	18.22
A24	16.90	17.54	18.30
A25	16.94	17.64	18.40
A26	16.99	17.68	18.49
A27	17.03	17.73	18.58
A28	17.07	17.77	18.67
A29	17.12	17.81	18.77
A30	17.18	17.85	18.86
A31	17.23	18.07	18.95
A32	17.27	18.12	19.04
A33	17.31	18.16	19.15
A34	17.36	18.20	19.44
A35	17.41	18.24	19.72
A36	17.46	18.33	20.02
A37	17.80	18.68	20.38
A38	18.16	19.05	20.79
A39	18.54	19.42	21.20
A40	18.92	19.77	21.63
A41	19.25	20.19	22.07
A42	19.58	20.57	22.50
A43	19.92	20.92	22.95
A44	20.27	21.29	23.42
A45	20.62	21.67	23.88
A46	20.98	22.03	24.35
A47	21.35	22.43	24.85
A48	21.73	22.82	25.34
A49	22.10	23.23	25.85
A50	22.49	23.63	26.36
A51	22.88	24.07	26.89
A52	23.29	24.49	27.43
A53	23.71	24.93	27.98
A54	24.14	25.37	28.53
A55	24.56	25.83	29.10
A56	25.00	26.30	29.70
A57	25.45	26.77	30.28
A58	25.91	27.26	30.88
A59	26.38	27.66	31.51
A60	26.85	28.26	32.14
A61	27.34	28.76	32.78

	SWC Managers		
Tier	Elementary	Middle	High
A20	19.92	21.95	23.22
A21	20.32	22.39	23.68
A22	20.52	22.61	23.93
A23	20.64	22.66	24.36
A24	20.75	22.72	24.81
A25	20.86	22.78	24.96
A26	20.97	22.83	25.02
A27	21.05	23.01	25.11
A28	21.43	23.25	25.16
A29	21.81	23.67	25.21
A30	22.21	24.12	25.27
A31	22.59	24.54	25.32
A32	23.00	25.01	25.37
A33	23.43	25.45	25.48
A34	23.85	25.90	25.53
A35	24.30	26.42	25.76
A36	24.76	26.88	26.24
A37	25.24	27.37	26.74
A38	25.67	27.85	27.24
A39	26.15	28.37	27.76
A40	26.63	28.90	28.35
A41	27.11	29.50	28.85
A42	27.60	30.12	29.40
A43	28.10	30.68	29.92
A44	28.61	31.24	30.49
A45	29.13	31.83	31.03
A46	29.77	32.41	31.61
A47	30.40	32.99	32.19
A48	30.95	33.62	32.77
A49	31.52	34.23	33.38
A50	32.08	34.86	34.01
A51	32.67	35.50	34.62
A52	33.28	36.16	35.24
A53	33.90	36.84	35.91
A54	34.51	37.52	36.58
A55	35.15	38.23	37.28
A56	35.81	38.95	37.95
A57	36.48	39.76	38.67
A58	37.15	40.33	39.39
A59	37.84	41.01	40.12
A60	38.55	41.72	40.87
A61	39.27	42.43	41.63

Tier	SWC Asst 2	SWC Asst 3	SWC Asst 4
A62	27.80	29.26	33.10
A63	28.27	29.75	33.43
A64	28.83	30.25	33.77
A65	29.41	30.75	34.11
A66	30.01	31.24	34.44
A67	30.60	31.87	34.79
A68	31.21	32.51	35.14
A69	31.84	33.16	35.49
A70	32.47	33.82	35.85
A71	33.11	34.49	36.20
A72	33.78	35.19	36.56
A73	34.45	35.89	36.93

	SWC Managers		
Tier	Elementary	Middle	High
A62	39.92	43.15	42.41
A63	40.59	43.89	43.20
A64	41.25	44.64	44.02
A65	41.94	45.42	44.82
A66	42.65	46.22	45.65
A67	43.39	47.14	46.57
A68	44.24	48.08	47.49
A69	45.12	49.04	48.44
A70	46.04	50.01	49.41
A71	46.96	51.02	50.39
A72	47.89	52.04	51.41
A73	48.85	53.08	52.44

Interns: 6.5 percent above current salary

2nd Year Interns: Negotiated raise

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

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

SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES

FY2025-2026

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

POSITION	RATES
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

POSITION	RATES
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

POSITION OR ASSIGNMENT	RATES
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

Security Clearance for Substitutes:

Note: Both fingerprinting and drug screening must have prior approval. Submission of fingerprints ($82.00) 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 *Mandatory means consequence for non-attendance*	Hourly Rate of Pay plus in-service points
Projects, Grants, Program, and Categorical Participants	
• Instructional • PLC's	$25.00 per hour $25.00 (after hours)
• Positive Parenting by ESE Teacher	$15.00 per hour
• Instructional childcare • Paraprofessionals providing childcare • Others providing childcare	$15.00 per hour Hourly Rate $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) • Tutoring (non-instructional)	Appropriate sub teacher rate
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 employees for any hours worked on a designated paid holiday.	

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