

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

## COMPENSATION MANUAL

FY2020 - 2021

(Updated 2/24/2021)



**TOGETHER  
WE ARE  
STRONGER**

### **SCHOOL BOARD MEMBERS**

Mrs. Linda Cuthbert, Chairman  
Ms. Jaime Haynes, Vice-Chairman  
Mr. Carl Persis  
Mr. Ruben Colón  
Mrs. Anita Burnette

### **SUPERINTENDENT OF SCHOOLS**

Dr. Scott Fritz

DeLand - (386) 734-7190  
Daytona Beach - (386) 255-6475

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***AFSCME Personnel***

*AV Technician, Body Shop Technician, Bus Attendants, Bus Dispatcher, Bus Operator, Campus Advisor, Class A Deliveryman, Clinic Assistant Health Support Technician, , Comp Install Technician, Employment Advisor, Environmental Mechanic Helpers, Equipment Operator, Facility Maintenance Technician, Heavy Equipment Operator, Lead Mechanic, Mechanic, Mechanic Helper, Truck Drivers, Utility Crew, Warehouse Person, Warehouseman/Freezer Person; Warehouse Technician / Hourly Rates for 2020-2021 ..... 38*

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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 \$6,612.00.

The School Board pays for life insurance coverage equal to the employee's salary. (The cost of such coverage is .96 cents per thousand dollars annually).

The School Board contributes an amount equal to 8.26 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 \$137,700 (tax year 2020) 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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## OTHER BENEFITS

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

Maintenance and trade personnel shall refer to American Federation of State, County, and Municipal Employees (AFSCME) collective bargaining agreement.

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

Non-bargaining unit 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 2018-2021 Article 26.B.1.)

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:

	All Others	Middle School Only	ESE/EBD Multi VE*
High School Diploma	\$ 9.54	10.54	10.54
Associate Degree and/or 60 hours of college credit	\$10.74	11.74	11.74
Bachelor's Degree	\$12.33	13.33	13.33
Master's or Higher Degree	\$13.22	14.22	14.22
Retired Volusia Teacher	\$15.09	16.09	16.09

**\*ESE/EBD Multi-VE Certification issued by ESE Department upon successful training completion.**

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

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

Workday:

- Elementary schools are 7.25 hours per day
- Middle and High schools are 7.50 hours per day
- Instructional substitutes are paid a minimum of one-half day:
  - Elementary schools = 3.50 hours
  - Middle and High schools = 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	44,335
B	44,335
C	44,335
D	44,335
E	44,335
F	44,335
G	44,335
H	44,335
I	44,335
J	44,335
K	44,335

Due to Florida House Bill 641 mandating minimum salaries for instructional employees, Tiers A-K have been raised to \$44,335.

Individual who are newly hired by VCS July 1, 2020 or later can verify up to twenty-five years of previous instructional experience. Individuals who verify more than ten (10) years of experience will be placed on the Tier for ten (10) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over the 10 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

**ANNUAL CONTRACT  
INSTRUCTIONAL  
216-DAY SCHEDULE**

PERFORMANCE PAY

Salary Tier	Annual
A	48,859
B	48,859
C	48,859
D	48,859
E	48,859
F	48,859
G	48,859
H	48,859
I	48,859
J	48,859
K	48,859

Due to Florida House Bill 641 mandating minimum salaries for instructional employees, Tiers A-K have been raised to \$44,859.

Individual who are newly hired by VCS July 1, 2020 or later can verify up to twenty-five years of previous instructional experience. Individuals who verify more than ten (10) years of experience will be placed on the Tier for ten (10) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over the 10 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	57,907
B	57,907
C	57,907
D	57,907
E	57,907
F	57,907
G	57,907
H	57,907
I	57,907
J	57,907
K	57,907

Due to Florida House Bill 641 mandating minimum salaries for instructional employees, Tiers A-K have been raised to \$57,907.

Individual who are newly hired by VCS July 1, 2020 or later can verify up to twenty-five years of previous instructional experience. Individuals who verify more than ten (10) years of experience will be placed on the Tier for ten (10) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over the 10 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 - 2020-2021 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 2020-2021 teacher salary based on a bachelor's degree (step 0) and its full impact on the District:

	<b>2020-2021</b>
Annual Salary – Bachelor's Degree	\$44,335.00
Average Board Contribution for Health & Dental	6,612.00
Board Contribution for Life Insurance Coverage (.096%) of 1x annual salary	42.56
Board Contribution for Florida Retirement System (8.26%)	3,662.07
Board Contribution for Social Security (6.2%)	2,748.77
Board Contribution for -Medicare (1.45%)	642.86
<b>Total Salary plus Benefits</b>	<b>\$58,043.26</b>

## COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

### FY2020-21-21 Teacher Supplements

Description	High Schools	Middle Schools	Elementary Schools
<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		

<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.

**FY2020-21-21 Stipends**

Description	High Schools	Middle Schools	Elementary Schools
	<5 years/≥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

*\*\*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:

<u>CATEGORY A</u>	<u>CATEGORY B</u>	<u>CATEGORY C</u>
Basketball	Baseball	Cross Country
Football	Softball	Golf
	Soccer	Swimming
	Track	Tennis
	Volleyball	Weightlifting
	Wrestling	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 on to 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

Beginning with the 2019-2020 school year, longevity supplements were issued to individuals with years of VCS instructional experiences outlined below. Beginning with the 2020-2021 school year, 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

## ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2020-21 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (250-Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	82,095	90,512	86,856	95,273	94,968	103,385
B	82,884	91,300	87,692	96,108	95,888	104,304
C	83,682	92,098	88,542	96,958	96,814	105,231
D	84,489	92,905	89,393	97,810	97,752	106,168
E	85,302	93,718	90,256	98,673	98,697	107,114
F	86,124	94,540	91,128	99,544	99,653	108,069
G	86,953	95,369	92,007	100,423	100,619	109,035
H	87,791	96,208	92,896	101,312	101,593	110,009
I	88,636	97,052	93,793	102,209	102,579	110,995
J	89,493	97,909	94,700	103,116	103,573	111,989
K	90,357	98,773	95,615	104,031	104,576	112,992
L	91,228	99,644	96,541	104,957	105,590	114,007
M	92,108	100,524	97,475	105,892	106,615	115,032
N	92,999	101,416	98,418	106,835	107,652	116,068
O	93,898	102,314	99,369	107,785	108,696	117,112
P	94,805	103,222	100,335	108,751	109,752	118,168
Q	95,722	104,138	101,304	109,720	110,817	119,233
R	96,646	105,063	102,286	110,702	111,894	120,310
S	97,582	105,998	103,278	111,694	112,983	121,399
T	98,528	106,944	104,280	112,697	114,079	122,496
U	99,481	107,898	105,290	113,706	115,191	123,607
V	100,445	108,861	106,314	114,730	116,311	124,727
W	101,416	109,832	107,344	115,760	117,442	125,859
X	102,400	110,816	108,386	116,802	118,585	127,002
Y	103,394	111,810	109,438	117,855	119,739	128,156
Z	104,395	112,812	110,502	118,918	120,905	129,321
AA	105,408	113,824	111,575	119,992	122,083	130,499
AB	106,431	114,847	112,660	121,076	123,272	131,688
AC	107,462	115,878	113,755	122,171	124,474	132,890

*\$1,000 supplement available for Specialist degree and \$2,000 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**

FY2020-21 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (255-Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	83,738	92,324	88,595	97,180	96,869	105,454
B	84,542	93,127	89,447	98,032	97,807	106,392
C	85,357	93,942	90,313	98,898	98,752	107,337
D	86,179	94,764	91,182	99,767	99,708	108,293
E	87,008	95,594	92,062	100,648	100,672	109,258
F	87,847	96,432	92,951	101,537	101,646	110,232
G	88,692	97,278	93,848	102,433	102,632	111,218
H	89,548	98,134	94,754	103,339	103,625	112,211
I	90,409	98,995	95,669	104,255	104,631	113,216
J	91,283	99,869	96,595	105,180	105,646	114,231
K	92,165	100,750	97,528	106,113	106,668	115,253
L	93,054	101,639	98,472	107,057	107,703	116,288
M	93,950	102,536	99,426	108,011	108,748	117,334
N	94,860	103,445	100,387	108,973	109,805	118,391
O	95,777	104,362	101,357	109,943	110,871	119,457
P	96,703	105,288	102,342	110,928	111,947	120,533
Q	97,636	106,222	103,330	111,916	113,034	121,619
R	98,580	107,166	104,333	112,918	114,133	122,718
S	99,535	108,120	105,344	113,930	115,243	123,828
T	100,499	109,085	106,366	114,952	116,362	124,948
U	101,472	110,057	107,396	115,982	117,495	126,080
V	102,455	111,040	108,441	117,026	118,638	127,223
W	103,445	112,030	109,492	118,077	119,792	128,377
X	104,449	113,034	110,554	119,140	120,958	129,544
Y	105,462	114,048	111,628	120,213	122,135	130,720
Z	106,484	115,070	112,713	121,299	123,324	131,909
AA	107,516	116,102	113,808	122,393	124,525	133,111
AB	108,560	117,145	114,914	123,499	125,738	134,323
AC	109,612	118,198	116,030	124,615	126,965	135,550

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree*

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2020-21 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

11-MONTH ASSISTANT PRINCIPALS

11-Month Assistant Principals (212-Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	60,540	67,677	61,651	68,788	66,212	73,349
B	61,118	68,255	62,242	69,379	66,846	73,983
C	61,702	68,839	62,837	69,974	67,486	74,623
D	62,294	69,431	63,438	70,575	68,136	75,273
E	62,889	70,026	64,046	71,183	68,792	75,929
F	63,492	70,629	64,659	71,796	69,453	76,590
G	64,100	71,238	65,279	72,416	70,119	77,256
H	64,714	71,851	65,909	73,046	70,794	77,931
I	65,335	72,472	66,539	73,676	71,478	78,615
J	65,963	73,100	67,177	74,315	72,163	79,300
K	66,596	73,733	67,822	74,959	72,859	79,996
L	67,235	74,372	68,473	75,610	73,560	80,697
M	67,881	75,018	69,132	76,269	74,269	81,407
N	68,529	75,667	69,796	76,933	74,986	82,123
O	69,190	76,327	70,468	77,605	75,710	82,847
P	69,856	76,993	71,145	78,282	76,439	83,576
Q	70,527	77,664	71,830	78,967	77,179	84,317
R	71,206	78,343	72,522	79,659	77,924	85,061
S	71,892	79,030	73,223	80,360	78,676	85,813
T	72,586	79,723	73,927	81,064	79,438	86,575
U	73,283	80,420	74,638	81,776	80,202	87,339
V	73,991	81,128	75,359	82,496	80,979	88,116
W	74,702	81,839	76,085	83,222	81,762	88,899
X	75,424	82,561	76,821	83,958	82,554	89,691
Y	76,151	83,288	77,565	84,702	83,351	90,488
Z	76,886	84,023	78,311	85,448	84,158	91,295
AA	77,627	84,764	79,069	86,206	84,975	92,112
AB	78,379	85,516	79,832	86,969	85,795	92,932
AC	79,135	86,272	80,605	87,742	86,628	93,765

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree*

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2020-21 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	67,673	76,089		68,909	77,325	73,994	82,410
B	68,316	76,733		69,567	77,983	74,701	83,117
C	68,967	77,383		70,231	78,647	75,417	83,834
D	69,625	78,041		70,903	79,320	76,140	84,556
E	70,290	78,707		71,580	79,996	76,871	85,287
F	70,963	79,379		72,265	80,681	77,607	86,023
G	71,641	80,058		72,956	81,373	78,351	86,767
H	72,325	80,741		73,653	82,070	79,104	87,521
I	73,018	81,434		74,359	82,775	79,864	88,280
J	73,715	82,131		75,072	83,488	80,631	89,047
K	74,422	82,838		75,791	84,207	81,407	89,823
L	75,136	83,552		76,515	84,932	82,190	90,606
M	75,854	84,270		77,251	85,667	82,979	91,395
N	76,581	84,997		77,992	86,409	83,777	92,194
O	77,317	85,733		78,741	87,157	84,583	92,999
P	78,058	86,474		79,497	87,913	85,399	93,815
Q	78,809	87,225		80,259	88,675	86,222	94,638
R	79,565	87,981		81,031	89,448	87,053	95,470
S	80,329	88,746		81,810	90,227	87,892	96,308
T	81,099	89,515		82,597	91,013	88,739	97,156
U	81,880	90,296		83,391	91,807	89,595	98,012
V	82,667	91,084		84,192	92,609	90,460	98,877
W	83,464	91,880		85,005	93,422	91,333	99,749
X	84,265	92,682		85,824	94,241	92,214	100,630
Y	85,077	93,493		86,649	95,066	93,106	101,522
Z	85,895	94,311		87,486	95,902	94,005	102,421
AA	86,724	95,141		88,329	96,746	94,914	103,330
AB	87,561	95,977		89,180	97,596	95,830	104,247
AC	88,403	96,819		90,040	98,456	96,758	105,174

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree*

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2020-21 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	69,027	77,612	70,287	78,873	75,475	84,060
B	69,684	78,269	70,959	79,544	76,195	84,781
C	70,347	78,932	71,636	80,222	76,926	85,512
D	71,018	79,604	72,322	80,907	77,663	86,249
E	71,697	80,282	73,012	81,597	78,409	86,995
F	72,382	80,968	73,711	82,296	79,160	87,745
G	73,075	81,661	74,416	83,001	79,919	88,505
H	73,772	82,358	75,127	83,713	80,687	89,272
I	74,479	83,064	75,847	84,432	81,462	90,047
J	75,190	83,775	76,575	85,160	82,244	90,829
K	75,912	84,497	77,308	85,893	83,035	91,621
L	76,639	85,225	78,047	86,632	83,834	92,419
M	77,372	85,958	78,797	87,382	84,639	93,225
N	78,113	86,699	79,553	88,139	85,453	94,039
O	78,864	87,449	80,316	88,901	86,275	94,861
P	79,620	88,205	81,088	89,673	87,108	95,693
Q	80,386	88,971	81,865	90,450	87,947	96,532
R	81,156	89,742	82,653	91,238	88,795	97,380
S	81,936	90,522	83,447	92,033	89,651	98,236
T	82,722	91,307	84,249	92,834	90,515	99,100
U	83,518	92,103	85,060	93,645	91,388	99,973
V	84,322	92,907	85,878	94,463	92,271	100,856
W	85,133	93,719	86,706	95,291	93,160	101,746
X	85,951	94,537	87,541	96,127	94,059	102,645
Y	86,780	95,365	88,383	96,968	94,968	103,554
Z	87,614	96,199	89,237	97,822	95,886	104,471
AA	88,460	97,045	90,096	98,682	96,813	105,399
AB	89,312	97,898	90,965	99,550	97,748	106,334
AC	90,172	98,758	91,842	100,427	98,694	107,280

*\$1,000 SUPPLEMENT AVAILABLE FOR SPECIALIST DEGREE AND \$2,000 SUPPLEMENT AVAILABLE FOR DOCTORATE DEGREE*

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**DISTRICT LEVEL PLACEMENT**  
**12-MONTH (260-DAY) ANNUAL SALARY**  
**FY2020-21**

PLEASE NOTE: Step does not equal years of service  
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	37,499	41,195	45,261	49,731	54,644	58,367	64,204	70,627
1	37,871	41,602	45,705	50,222	55,185	58,951	64,846	71,331
2	38,244	42,011	46,158	50,718	55,730	59,544	65,494	72,046
3	38,621	42,425	46,615	51,220	56,284	60,136	66,148	72,766
4	39,000	42,845	47,076	51,726	56,842	60,737	66,810	73,491
5	39,386	43,266	47,539	52,237	57,403	61,347	67,477	74,227
6	39,776	43,694	48,012	52,755	57,971	61,960	68,151	74,970
7	40,166	44,125	48,485	53,277	58,546	62,579	68,834	75,721
8	40,560	44,562	48,966	53,806	59,127	63,205	69,522	76,478
9	40,960	45,000	49,449	54,339	59,713	63,835	70,217	77,241
10	41,366	45,446	49,939	54,875	60,304	64,475	70,919	78,015
11	41,774	45,895	50,432	55,419	60,900	65,119	71,630	78,792
12	42,185	46,349	50,930	55,968	61,505	65,771	72,344	79,583
13	42,604	46,809	51,434	56,520	62,115	66,428	73,068	80,377
14	43,023	47,266	51,942	57,080	62,729	67,093	73,798	81,181
15	43,449	47,735	52,455	57,646	63,350	67,764	74,536	81,995
16	43,876	48,206	52,977	58,216	63,979	68,443	75,283	82,814
17	44,313	48,684	53,500	58,794	64,612	69,124	76,037	83,642
18	44,746	49,162	54,029	59,375	65,253	69,816	76,795	84,479
19	45,191	49,652	54,564	59,964	65,899	70,516	77,564	85,324
20	45,636	50,144	55,105	60,559	66,554	71,221	78,341	86,177
21	46,087	50,637	55,649	61,157	67,214	71,931	79,122	87,038
22	46,542	51,142	56,199	61,763	67,882	72,655	79,913	87,908
23	47,001	51,644	56,759	62,378	68,554	73,378	80,713	88,788
24	47,464	52,156	57,318	62,996	69,234	74,112	81,522	89,674
25	47,935	52,672	57,887	63,620	69,922	74,853	82,336	90,572
26	48,408	53,192	58,461	64,250	70,614	75,604	83,160	91,478
27	48,889	53,720	59,040	64,885	71,315	76,358	83,990	92,394
28	49,368	54,253	59,624	65,530	72,023	77,121	84,829	93,317

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.*

## DISTRICT LEVEL PLACEMENT

### 12-MONTH (255-DAYS) ANNUAL SALARY

FY2020-21

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	36,778	40,403	44,391	48,775	53,593	57,245	62,969	69,269
1	37,143	40,802	44,826	49,256	54,124	57,817	63,599	69,959
2	37,509	41,203	45,270	49,743	54,658	58,399	64,235	70,661
3	37,878	41,609	45,719	50,235	55,202	58,980	64,876	71,367
4	38,250	42,021	46,171	50,731	55,749	59,569	65,525	72,078
5	38,629	42,434	46,625	51,232	56,299	60,167	66,179	72,800
6	39,011	42,854	47,089	51,740	56,856	60,768	66,840	73,528
7	39,394	43,276	47,553	52,252	57,420	61,376	67,510	74,265
8	39,780	43,705	48,024	52,771	57,990	61,990	68,185	75,007
9	40,172	44,135	48,498	53,294	58,565	62,607	68,867	75,756
10	40,571	44,572	48,979	53,820	59,144	63,235	69,555	76,515
11	40,971	45,012	49,462	54,353	59,729	63,867	70,253	77,277
12	41,374	45,458	49,951	54,892	60,322	64,506	70,953	78,053
13	41,785	45,909	50,445	55,433	60,920	65,151	71,663	78,831
14	42,196	46,357	50,943	55,982	61,523	65,803	72,379	79,620
15	42,613	46,817	51,446	56,537	62,132	66,461	73,103	80,418
16	43,032	47,279	51,958	57,096	62,749	67,127	73,835	81,221
17	43,461	47,748	52,471	57,663	63,369	67,795	74,575	82,034
18	43,886	48,217	52,990	58,233	63,998	68,473	75,318	82,854
19	44,322	48,697	53,515	58,811	64,632	69,160	76,072	83,683
20	44,758	49,180	54,045	59,394	65,274	69,851	76,834	84,520
21	45,201	49,663	54,579	59,981	65,921	70,548	77,600	85,364
22	45,647	50,159	55,118	60,575	66,577	71,258	78,376	86,217
23	46,097	50,651	55,667	61,178	67,236	71,967	79,161	87,081
24	46,551	51,153	56,216	61,785	67,903	72,687	79,954	87,950
25	47,013	51,659	56,774	62,397	68,577	73,414	80,753	88,830
26	47,477	52,169	57,337	63,014	69,256	74,150	81,561	89,719
27	47,949	52,687	57,905	63,637	69,944	74,890	82,375	90,617
28	48,419	53,210	58,477	64,270	70,638	75,638	83,198	91,522

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.*

**District Level Placement**  
**12-MONTH (255-DAYS) ANNUAL SALARY**  
**FY2020-21**

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17
0	72,373	75,994	83,594	91,955	101,149	104,120	112,856	124,142	136,556
1	73,096	76,757	84,432	92,875	102,163	105,163	113,985	125,383	137,921
2	73,829	77,523	85,273	93,803	103,184	106,212	115,125	126,637	139,301
3	74,566	78,300	86,126	94,743	104,215	107,275	116,277	127,905	140,696
4	75,312	79,082	86,987	95,689	105,258	108,348	117,440	129,184	142,102
5	76,064	79,873	87,858	96,644	106,310	109,432	118,611	130,472	143,520
6	76,828	80,672	88,736	97,612	107,374	110,524	119,799	131,779	144,956
7	77,592	81,480	89,626	98,588	108,446	111,630	120,998	133,099	146,408
8	78,371	82,292	90,520	99,575	109,532	112,748	122,210	134,431	147,874
9	79,155	83,117	91,425	100,570	110,630	113,875	123,430	135,773	149,351
10	79,945	83,947	92,340	101,576	111,733	115,014	124,665	137,131	150,845
11	80,746	84,787	93,261	102,591	112,851	116,163	125,912	138,504	152,355
12	81,553	85,634	94,194	103,616	113,978	117,324	127,170	139,887	153,876
13	82,368	86,491	95,137	104,653	115,118	118,498	128,442	141,286	155,415
14	83,192	87,355	96,090	105,698	116,271	119,684	129,726	142,698	156,968
15	84,023	88,230	97,048	106,756	117,435	120,880	131,025	144,128	158,541
16	84,863	89,111	98,019	107,825	118,607	122,090	132,334	145,568	160,124
17	85,713	90,001	98,999	108,903	119,793	123,311	133,659	147,026	161,728
18	86,570	90,902	99,991	109,990	120,993	124,542	134,991	148,491	163,339
19	87,436	91,810	100,989	111,092	122,203	125,790	136,344	149,978	164,976
20	88,309	92,729	102,000	112,202	123,425	127,047	137,707	151,478	166,626
21	89,194	93,659	103,018	113,324	124,658	128,317	139,084	152,993	168,292
22	90,086	94,592	104,050	114,458	125,906	129,600	140,475	154,523	169,974
23	90,986	95,541	105,090	115,602	127,164	130,897	141,880	156,068	171,675
24	91,894	96,496	106,143	116,758	128,434	132,204	143,299	157,629	173,392
25	92,815	97,460	107,202	117,926	129,720	133,525	144,731	159,204	175,125
26	93,742	98,434	108,276	119,104	131,016	134,861	146,180	160,798	176,878
27	94,681	99,418	109,356	120,298	132,326	136,210	147,642	162,406	178,647
28	95,627	100,412	110,451	121,499	133,651	137,574	149,117	164,029	180,432

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.*

**District Level Placement**  
**12-MONTH (250-DAYS) ANNUAL SALARY**  
**FY2020-21**

PLEASE NOTE: Step does not equal years of service  
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	36,057	39,611	43,521	47,819	52,542	56,123	61,734	67,911
1	36,415	40,002	43,947	48,290	53,063	56,683	62,352	68,587
2	36,774	40,395	44,382	48,768	53,586	57,254	62,975	69,275
3	37,135	40,793	44,823	49,250	54,120	57,824	63,604	69,968
4	37,500	41,197	45,266	49,736	54,656	58,401	64,240	70,665
5	37,872	41,602	45,711	50,227	55,195	58,987	64,881	71,373
6	38,246	42,014	46,166	50,725	55,741	59,576	65,529	72,086
7	38,622	42,427	46,621	51,227	56,294	60,173	66,186	72,809
8	39,000	42,848	47,082	51,736	56,853	60,775	66,848	73,536
9	39,384	43,270	47,547	52,249	57,417	61,379	67,517	74,271
10	39,775	43,698	48,019	52,765	57,984	61,995	68,191	75,015
11	40,168	44,129	48,492	53,287	58,558	62,615	68,875	75,762
12	40,563	44,567	48,972	53,816	59,139	63,241	69,562	76,523
13	40,966	45,009	49,456	54,346	59,725	63,874	70,258	77,285
14	41,369	45,448	49,944	54,884	60,317	64,513	70,960	78,059
15	41,777	45,899	50,437	55,428	60,914	65,158	71,670	78,841
16	42,188	46,352	50,939	55,976	61,519	65,811	72,387	79,628
17	42,609	46,812	51,442	56,532	62,126	66,466	73,113	80,425
18	43,025	47,272	51,951	57,091	62,743	67,130	73,841	81,229
19	43,453	47,742	52,466	57,658	63,365	67,804	74,580	82,042
20	43,880	48,216	52,985	58,229	63,994	68,481	75,327	82,863
21	44,315	48,689	53,509	58,805	64,628	69,165	76,078	83,690
22	44,752	49,175	54,037	59,387	65,272	69,861	76,839	84,526
23	45,193	49,658	54,575	59,978	65,918	70,556	77,609	85,374
24	45,638	50,150	55,114	60,574	66,572	71,262	78,386	86,225
25	46,091	50,646	55,661	61,174	67,232	71,975	79,170	87,088
26	46,546	51,146	56,213	61,778	67,898	72,696	79,962	87,960
27	47,009	51,654	56,770	62,389	68,573	73,422	80,760	88,840
28	47,470	52,167	57,330	63,010	69,253	74,155	81,567	89,727

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.*

**District Level Placement**  
**12-MONTH (250-DAYS) ANNUAL SALARY**  
**FY2020-21**

PLEASE NOTE: Step does not equal years of service  
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17
0	70,954	74,504	81,955	90,152	99,166	102,078	110,643	121,708	133,878
1	71,663	75,252	82,776	91,054	100,160	103,101	111,750	122,925	135,217
2	72,381	76,003	83,601	91,964	101,161	104,129	112,868	124,154	136,570
3	73,104	76,765	84,437	92,885	102,172	105,172	113,997	125,397	137,937
4	73,835	77,531	85,281	93,813	103,194	106,224	115,137	126,651	139,316
5	74,573	78,307	86,135	94,749	104,225	107,286	116,285	127,914	140,706
6	75,322	79,090	86,996	95,698	105,269	108,357	117,450	129,195	142,114
7	76,071	79,882	87,869	96,655	106,320	109,441	118,625	130,489	143,537
8	76,834	80,678	88,745	97,623	107,384	110,537	119,814	131,795	144,975
9	77,603	81,487	89,632	98,598	108,461	111,642	121,010	133,111	146,423
10	78,377	82,301	90,529	99,584	109,542	112,759	122,221	134,442	147,887
11	79,163	83,125	91,432	100,579	110,638	113,885	123,443	135,788	149,368
12	79,954	83,955	92,347	101,584	111,743	115,024	124,676	137,144	150,859
13	80,753	84,795	93,272	102,601	112,861	116,175	125,924	138,516	152,368
14	81,561	85,642	94,206	103,625	113,991	117,337	127,182	139,900	153,890
15	82,375	86,500	95,145	104,663	115,132	118,510	128,456	141,302	155,432
16	83,199	87,364	96,097	105,711	116,281	119,696	129,739	142,714	156,984
17	84,032	88,236	97,058	106,768	117,444	120,893	131,038	144,143	158,557
18	84,873	89,120	98,030	107,833	118,621	122,100	132,344	145,579	160,136
19	85,722	90,010	99,009	108,914	119,807	123,324	133,671	147,037	161,741
20	86,577	90,911	100,000	110,002	121,005	124,556	135,007	148,508	163,359
21	87,445	91,823	100,998	111,102	122,214	125,801	136,357	149,993	164,992
22	88,320	92,737	102,010	112,214	123,437	127,059	137,721	151,493	166,641
23	89,202	93,668	103,029	113,335	124,671	128,330	139,098	153,008	168,309
24	90,092	94,604	104,062	114,469	125,916	129,612	140,489	154,538	169,992
25	90,995	95,549	105,100	115,614	127,176	130,907	141,893	156,082	171,691
26	91,904	96,504	106,153	116,769	128,447	132,217	143,314	157,645	173,410
27	92,825	97,469	107,212	117,939	129,731	133,539	144,747	159,222	175,144
28	93,752	98,443	108,285	119,117	131,030	134,876	146,193	160,813	176,894

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.*

## DISTRICT LEVEL PLACEMENT

### 11-MONTH (216-DAY) ANNUAL SALARY

FY2020-21

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	32,923	36,169	39,741	43,670	47,987	51,285	56,414	62,057
1	33,249	36,526	40,135	44,102	48,463	51,799	56,977	62,676
2	33,576	36,886	40,532	44,538	48,944	52,318	57,547	63,302
3	33,909	37,250	40,932	44,980	49,428	52,839	58,123	63,935
4	34,243	37,618	41,337	45,424	49,917	53,369	58,703	64,576
5	34,581	37,991	41,746	45,871	50,412	53,902	59,291	65,222
6	34,921	38,365	42,159	46,328	50,909	54,442	59,882	65,874
7	35,266	38,745	42,576	46,784	51,417	54,985	60,482	66,533
8	35,615	39,127	42,996	47,250	51,927	55,536	61,087	67,197
9	35,965	39,515	43,422	47,717	52,439	56,090	61,699	67,869
10	36,322	39,904	43,851	48,189	52,961	56,651	62,315	68,547
11	36,681	40,298	44,285	48,669	53,484	57,218	62,938	69,232
12	37,040	40,697	44,725	49,149	54,013	57,790	63,567	69,926
13	37,405	41,100	45,166	49,636	54,550	58,367	64,203	70,626
14	37,777	41,505	45,613	50,129	55,092	58,952	64,845	71,331
15	38,151	41,917	46,065	50,623	55,636	59,544	65,494	72,046
16	38,527	42,329	46,522	51,125	56,190	60,138	66,148	72,766
17	38,907	42,752	46,981	51,631	56,746	60,737	66,810	73,492
18	39,292	43,171	47,447	52,143	57,309	61,347	67,477	74,229
19	39,682	43,600	47,916	52,661	57,878	61,958	68,152	74,971
20	40,072	44,032	48,391	53,184	58,453	62,579	68,834	75,721
21	40,467	44,468	48,871	53,711	59,033	63,206	69,522	76,478
22	40,866	44,906	49,355	54,244	59,620	63,836	70,217	77,240
23	41,272	45,351	49,845	54,780	60,210	64,476	70,919	78,012
24	41,680	45,801	50,338	55,322	60,808	65,120	71,629	78,792
25	42,091	46,253	50,835	55,874	61,410	65,771	72,344	79,583
26	42,509	46,714	51,339	56,427	62,019	66,429	73,068	80,377
27	42,929	47,174	51,847	56,985	62,636	67,093	73,797	81,182
28	43,355	47,641	52,363	57,552	63,257	67,763	74,536	81,995

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.*

**District Level Placement  
11-Month (212-Days) Annual Salary  
FY2020-21**

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	32,313	35,499	39,005	42,861	47,098	50,335	55,369	60,908
1	32,633	35,850	39,392	43,285	47,566	50,840	55,922	61,515
2	32,954	36,203	39,781	43,713	48,038	51,349	56,481	62,130
3	33,281	36,560	40,174	44,147	48,513	51,861	57,047	62,751
4	33,609	36,921	40,572	44,583	48,993	52,381	57,616	63,380
5	33,941	37,287	40,973	45,022	49,478	52,904	58,193	64,014
6	34,274	37,655	41,378	45,470	49,966	53,434	58,773	64,654
7	34,613	38,028	41,788	45,918	50,465	53,967	59,362	65,301
8	34,955	38,402	42,200	46,375	50,965	54,508	59,956	65,953
9	35,299	38,783	42,618	46,833	51,468	55,051	60,556	66,612
10	35,649	39,165	43,039	47,297	51,980	55,602	61,161	67,278
11	36,002	39,552	43,465	47,768	52,494	56,158	61,772	67,950
12	36,354	39,943	43,897	48,239	53,013	56,720	62,390	68,631
13	36,712	40,339	44,330	48,717	53,540	57,286	63,014	69,318
14	37,077	40,736	44,768	49,201	54,072	57,860	63,644	70,010
15	37,445	41,141	45,212	49,686	54,606	58,441	64,281	70,712
16	37,814	41,545	45,660	50,178	55,149	59,024	64,923	71,418
17	38,187	41,960	46,111	50,675	55,695	59,612	65,573	72,131
18	38,564	42,372	46,568	51,177	56,248	60,211	66,227	72,854
19	38,947	42,793	47,029	51,686	56,806	60,811	66,890	73,583
20	39,330	43,217	47,495	52,199	57,371	61,420	67,559	74,319
21	39,718	43,645	47,966	52,716	57,940	62,036	68,235	75,062
22	40,109	44,074	48,441	53,239	58,516	62,654	68,917	75,810
23	40,508	44,511	48,922	53,766	59,095	63,282	69,606	76,567
24	40,908	44,953	49,406	54,298	59,682	63,914	70,303	77,333
25	41,312	45,396	49,894	54,839	60,273	64,553	71,004	78,109
26	41,722	45,849	50,388	55,382	60,871	65,199	71,715	78,889
27	42,134	46,300	50,887	55,930	61,476	65,851	72,430	79,679
28	42,552	46,759	51,393	56,486	62,086	66,508	73,156	80,477

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree*

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

FY2020-21

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

<b>Step</b>	<b>Level 9</b>	<b>Level 10</b>	<b>Level 11</b>	<b>Level 12</b>	<b>Level 13</b>	<b>Level 14</b>	<b>Level 15</b>
<b>0</b>	63,637	66,824	73,503	80,857	88,942	91,553	99,234
<b>1</b>	64,274	67,491	74,239	81,666	89,832	92,467	100,227
<b>2</b>	64,918	68,166	74,981	82,480	90,730	93,392	101,230
<b>3</b>	65,566	68,850	75,729	83,306	91,639	94,326	102,243
<b>4</b>	66,222	69,538	76,489	84,138	92,554	95,269	103,263
<b>5</b>	66,884	70,233	77,254	84,981	93,477	96,222	104,298
<b>6</b>	67,551	70,935	78,026	85,829	94,414	97,184	105,339
<b>7</b>	68,229	71,644	78,807	86,686	95,357	98,159	106,393
<b>8</b>	68,913	72,358	79,593	87,556	96,309	99,140	107,458
<b>9</b>	69,600	73,083	80,389	88,431	97,275	100,129	108,532
<b>10</b>	70,297	73,815	81,195	89,314	98,246	101,133	109,618
<b>11</b>	70,997	74,550	82,005	90,208	99,229	102,143	110,713
<b>12</b>	71,709	75,297	82,825	91,110	100,221	103,164	111,820
<b>13</b>	72,424	76,051	83,655	92,022	101,224	104,193	112,940
<b>14</b>	73,151	76,810	84,489	92,942	102,237	105,237	114,067
<b>15</b>	73,882	77,580	85,335	93,871	103,258	106,290	115,209
<b>16</b>	74,620	78,356	86,189	94,813	104,292	107,353	116,360
<b>17</b>	75,369	79,138	87,051	95,758	105,333	108,426	117,524
<b>18</b>	76,120	79,932	87,923	96,714	106,388	109,512	118,700
<b>19</b>	76,883	80,731	88,802	97,683	107,453	110,604	119,887
<b>20</b>	77,651	81,538	89,688	98,661	108,525	111,712	121,087
<b>21</b>	78,428	82,354	90,586	99,647	109,613	112,827	122,297
<b>22</b>	79,212	83,176	91,491	100,642	110,708	113,956	123,520
<b>23</b>	80,005	84,007	92,407	101,649	111,815	115,097	124,755
<b>24</b>	80,803	84,850	93,330	102,666	112,933	116,248	126,003
<b>25</b>	81,612	85,696	94,265	103,693	114,062	117,408	127,264
<b>26</b>	82,426	86,555	95,207	104,727	115,203	118,586	128,533
<b>27</b>	83,253	87,419	96,158	105,775	116,354	119,769	129,822
<b>28</b>	84,085	88,293	97,119	106,832	117,518	120,966	131,118

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree*

**District Level Placement  
10-Month (196-Days) Annual Salary**

ANNUAL RATES FOR FY2021

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

<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>	29,874	32,820	36,061	39,626	43,543	46,536	51,190	56,311
<b>1</b>	30,170	33,144	36,419	40,018	43,976	47,003	51,701	56,872
<b>2</b>	30,467	33,471	36,779	40,414	44,412	47,474	52,218	57,441
<b>3</b>	30,769	33,801	37,142	40,815	44,852	47,947	52,742	58,015
<b>4</b>	31,072	34,135	37,510	41,218	45,295	48,428	53,268	58,597
<b>5</b>	31,379	34,473	37,881	41,624	45,744	48,911	53,801	59,183
<b>6</b>	31,687	34,813	38,255	42,038	46,195	49,401	54,337	59,774
<b>7</b>	32,001	35,158	38,634	42,452	46,656	49,894	54,882	60,373
<b>8</b>	32,317	35,504	39,015	42,875	47,119	50,394	55,431	60,975
<b>9</b>	32,635	35,856	39,402	43,298	47,584	50,896	55,986	61,585
<b>10</b>	32,959	36,209	39,791	43,727	48,057	51,406	56,545	62,200
<b>11</b>	33,285	36,567	40,185	44,163	48,532	51,920	57,110	62,822
<b>12</b>	33,610	36,928	40,584	44,598	49,012	52,439	57,681	63,451
<b>13</b>	33,941	37,295	40,984	45,040	49,499	52,963	58,258	64,086
<b>14</b>	34,279	37,662	41,389	45,488	49,991	53,493	58,841	64,726
<b>15</b>	34,619	38,036	41,800	45,936	50,485	54,030	59,430	65,375
<b>16</b>	34,960	38,410	42,214	46,391	50,987	54,569	60,023	66,028
<b>17</b>	35,305	38,793	42,631	46,850	51,492	55,113	60,624	66,687
<b>18</b>	35,654	39,174	43,053	47,315	52,003	55,667	61,229	67,356
<b>19</b>	36,008	39,563	43,480	47,785	52,519	56,221	61,842	68,030
<b>20</b>	36,362	39,955	43,910	48,259	53,041	56,785	62,460	68,710
<b>21</b>	36,720	40,351	44,346	48,737	53,567	57,354	63,085	69,397
<b>22</b>	37,082	40,748	44,785	49,221	54,100	57,925	63,716	70,088
<b>23</b>	37,451	41,152	45,230	49,708	54,635	58,506	64,353	70,788
<b>24</b>	37,821	41,560	45,677	50,200	55,178	59,090	64,997	71,497
<b>25</b>	38,194	41,970	46,128	50,700	55,724	59,681	65,645	72,214
<b>26</b>	38,573	42,389	46,585	51,202	56,277	60,278	66,303	72,935
<b>27</b>	38,954	42,806	47,046	51,709	56,836	60,881	66,964	73,665
<b>28</b>	39,341	43,230	47,514	52,223	57,400	61,489	67,635	74,403

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree*

**District Level Placement  
10-Month (196-Days) Annual Salary**

HOURLY RATES FOR FY2021

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

<b>Step</b>	<b>Level 9</b>	<b>Level 10</b>	<b>Level 11</b>	<b>Level 12</b>	<b>Level 13</b>	<b>Level 14</b>	<b>Level 15</b>
<b>0</b>	58,834	61,781	67,956	74,755	82,229	84,643	91,745
<b>1</b>	59,423	62,397	68,636	75,503	83,052	85,488	92,663
<b>2</b>	60,019	63,021	69,322	76,255	83,882	86,344	93,590
<b>3</b>	60,618	63,654	70,014	77,019	84,723	87,207	94,527
<b>4</b>	61,224	64,290	70,716	77,788	85,569	88,079	95,470
<b>5</b>	61,836	64,932	71,424	78,567	86,422	88,960	96,426
<b>6</b>	62,453	65,581	72,137	79,351	87,288	89,849	97,389
<b>7</b>	63,080	66,237	72,859	80,144	88,160	90,751	98,363
<b>8</b>	63,712	66,897	73,586	80,948	89,040	91,658	99,348
<b>9</b>	64,347	67,567	74,322	81,757	89,933	92,572	100,341
<b>10</b>	64,992	68,244	75,067	82,573	90,831	93,500	101,345
<b>11</b>	65,639	68,924	75,816	83,400	91,740	94,434	102,357
<b>12</b>	66,297	69,614	76,574	84,234	92,657	95,378	103,381
<b>13</b>	66,958	70,311	77,341	85,077	93,584	96,329	104,416
<b>14</b>	67,630	71,013	78,112	85,928	94,521	97,295	105,458
<b>15</b>	68,306	71,725	78,895	86,786	95,465	98,268	106,514
<b>16</b>	68,988	72,442	79,684	87,657	96,421	99,251	107,578
<b>17</b>	69,681	73,165	80,481	88,531	97,383	100,243	108,654
<b>18</b>	70,375	73,899	81,287	89,415	98,359	101,247	109,742
<b>19</b>	71,081	74,638	82,100	90,311	99,343	102,257	110,839
<b>20</b>	71,791	75,384	82,919	91,215	100,334	103,281	111,948
<b>21</b>	72,509	76,139	83,749	92,126	101,340	104,312	113,067
<b>22</b>	73,234	76,899	84,586	93,046	102,353	105,356	114,198
<b>23</b>	73,967	77,667	85,433	93,977	103,376	106,410	115,340
<b>24</b>	74,705	78,446	86,286	94,918	104,410	107,475	116,493
<b>25</b>	75,453	79,228	87,151	95,867	105,454	108,547	117,659
<b>26</b>	76,205	80,023	88,022	96,823	106,508	109,636	118,832
<b>27</b>	76,970	80,821	88,901	97,792	107,573	110,730	120,024
<b>28</b>	77,739	81,629	89,789	98,769	108,649	111,836	121,222

*\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree*

**TECHNICAL SUPPORT PERSONNEL**  
**LICENSED PRACTICAL NURSES (LPN) AND REGISTERED NURSES (RN)**  
**HOURLY RATES FOR FY2021**

PLEASE NOTE: Step does not equal years of service  
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

<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>	17.00	22.03	26.12	28.41
<b>2</b>	17.38	22.46	26.48	28.83
<b>3</b>	17.77	22.91	26.88	29.27
<b>4</b>	18.16	23.37	27.45	29.72
<b>5</b>	18.55	23.83	27.74	30.15
<b>6</b>	18.96	24.30	28.09	30.60
<b>7</b>	19.39	24.79	28.54	31.05
<b>8</b>	19.82	25.32	28.95	31.53
<b>9</b>	20.25	25.82	29.39	31.99
<b>10</b>	20.70	26.33	29.85	32.46
<b>11</b>	21.16	26.84	30.28	32.97
<b>12</b>	21.63	27.40	30.73	33.48
<b>13</b>	22.12	27.93	31.22	34.04
<b>14</b>	22.62	28.50	31.75	34.55
<b>15</b>	23.10	29.07	32.31	35.14
<b>16</b>	23.63	29.60	32.89	35.78
<b>17</b>	24.05			

## TECHNICAL SUPPORT PERSONNEL

### Hourly Rates FOR FY2021

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

<b>Step</b>	<b>Deaf Interpreter Basic</b>	<b>Deaf Interpreter Apprentice</b>	<b>Deaf Interpreter Provisional</b>	<b>Deaf Interpreter Provisional +36</b>	<b>Deaf Interpreter Proficient</b>	<b>School Guardian</b>
<b>1</b>	10.33	16.15	18.43	19.11	20.46	20.24
<b>2</b>	10.63	16.64	18.97	19.69	21.09	20.64
<b>3</b>	10.95	17.15	19.53	20.25	21.71	21.07
<b>4</b>	11.40	17.66	20.13	20.86	22.36	
<b>5</b>	11.71	18.19	20.71	21.50	23.03	
<b>6</b>	12.24	18.73	20.89	21.73	23.27	
<b>7</b>	12.79	19.12	21.36	22.16	23.72	
<b>8</b>	13.32	19.49	21.79	22.62	24.20	
<b>9</b>	13.83	19.88	22.20	23.04	24.66	
<b>10</b>	14.36	20.28	22.66	23.49	25.19	
<b>11</b>	14.69	20.74	23.18	24.03	25.77	
<b>12</b>	15.06	21.16	23.59	24.45	26.23	

**EXTENDED DAY PERSONNEL**

Hourly Rates for FY2021

PLEASE NOTE: Step does not equal years of service  
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

***EDEP Facilitator  
 BTB Site Leads***

***EDEP Facilitator on Assignment***

***EDEP Group Leader  
 BTB Assistant***

Step	Non-Certificated	Certificated
1	14.05	15.31
2	14.34	15.60
3	14.63	15.92
4	14.90	16.24
5	15.19	16.56
6	15.50	16.88
7	15.81	17.21
8	16.09	17.54
9	16.41	17.91
10	16.76	18.25
11	17.08	18.62
12	17.42	18.98
13	17.77	19.37
14	18.12	19.75
15	18.46	20.13
16	18.82	20.53
17	19.19	20.95

Step	Non-Certificated	Certificated
1	11.33	12.50
2	11.51	12.82
3	11.61	12.91
4	11.88	13.23
5	12.18	13.55
6	12.45	13.90
7	12.76	14.23
8	13.07	14.59
9	13.40	14.95
10	13.70	15.34
11	14.06	15.73
12	14.40	16.12
13	14.75	16.52
14	15.14	16.95
15	15.52	17.39
16	15.90	17.85
17	16.22	18.21

Step	Non-Certificated	Certificated
1	9.41	10.59
2	9.63	10.90
3	9.84	11.13
4	10.05	11.36
5	10.26	11.63
6	10.54	11.97
7	10.84	12.31
8	11.14	12.67
9	11.48	13.03
10	11.79	13.41
11	12.14	13.82
12	12.48	14.20
13	12.85	14.60
14	13.22	15.02
15	13.61	15.47
16	13.99	15.93
17	14.27	16.25

**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 20161 to set up an appointment. This fingerprinting is **ONLY** valid for EDEP positions. **All** other positions will require the standard fingerprint screening.

**FY19 VESA Clerical Salary Schedule**  
Hourly Rates for FY2021

Office Specialist I		Office Specialist II		Office Specialist III	
Step	Amount	Step	Amount	Step	Amount
01	8.98	01	10.02	01	13.42
02	9.07	02	10.35	02	13.87
03	9.41	03	10.72	03	14.36
04	9.70	04	11.07	04	14.87
05	10.03	05	11.44	05	15.36
06	10.36	06	11.85	06	15.89

**\*\* LONGEVITY:** AFTER THE LAST STEP OF THE SCHEDULE, LONGEVITY OF \$0.15 PER HOUR PER YEAR OF SERVICE IN VOLUSIA COUNTY SCHOOLS IS ADDED TO HOURLY RATE THROUGH COMPLETION OF THE 16TH YEAR; \$0.20 PER HOUR PER YEAR OF SERVICE IN VOLUSIA COUNTY SCHOOLS IS ADDED TO HOURLY RATE THEREAFTER.

**VESA PARAPROFESSIONAL SALARY SCHEDULE**  
Hourly Rates for FY2021

Paraprofessional 2 with CDA		
Step	Amount	Highly Qualified
01	9.72	10.22
02	9.77	10.27
03	9.85	10.35
04	10.08	10.58
05	10.53	11.03
06	11.02	11.52

Paraprofessional 3 with CDA		
Step	Amount	Highly Qualified
01	9.75	10.25
02	9.79	10.29
03	9.87	10.37
04	10.29	10.79
05	10.78	11.28
06	11.26	11.76

Paraprofessional 4 with CDA		
Step	Amount	Highly Qualified
01	9.98	10.48
02	10.08	10.58
03	10.41	10.91
04	10.86	11.36
05	11.35	11.85
06	11.88	12.38

Paraprofessional 2 no CDA		
Step	Amount	Highly Qualified
01	9.52	10.02
02	9.57	10.07
03	9.65	10.15
04	9.88	10.38
05	10.33	10.83
06	10.82	11.32

Paraprofessional 3 no CDA		
Step	Amount	Highly Qualified
01	9.55	10.05
02	9.59	10.09
03	9.67	10.17
04	10.09	10.59
05	10.58	11.08
06	11.06	11.56

Paraprofessional 4 no CDA		
Step	Amount	Highly Qualified
01	9.78	10.28
02	9.88	10.38
03	10.21	10.71
04	10.66	11.16
05	11.15	11.65
06	11.68	12.18

Longevity: After the last step of the schedule, longevity of \$0.15 per hour per year of service in Volusia County Schools is added to hourly rate through completion of the 16<sup>th</sup> year; \$0.20 per hour per year of service in Volusia County Schools is added to hourly rate thereafter.

Paraprofessional 2  
Title I  
Title I Parent Liaison

Paraprofessional 3  
ESOL  
VE Mild  
Title I-SYSOP  
Speech  
Drop-out Prevention

Paraprofessional 4  
E/BD  
Multi-VE  
Physically Impaired  
Hearing Impaired  
ESE Support  
Vision  
VPK  
Teen Parent  
Pre-K VE/Language  
VE Moderate  
ASD Para

# AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

## Hourly Rates for FY2021

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
1	10.24	13.00	11.04	12.73	14.34	16.97	11.96	11.30
2	10.45	13.26	11.27	12.98	14.62	17.32	12.20	11.52
3	10.66	13.53	11.49	13.24	14.91	17.66	12.44	11.75
4	10.87	13.80	11.72	13.51	15.22	18.01	12.69	11.99
5	11.08	14.07	11.96	13.78	15.52	18.37	12.94	12.23
6	11.31	14.36	12.19	14.05	15.83	18.73	13.20	12.47
7	11.54	14.64	12.44	14.33	16.15	19.11	13.47	12.73
8	11.76	14.93	12.69	14.62	16.46	19.49	13.73	12.98
9	12.01	15.23	12.94	14.91	16.80	19.89	14.01	13.23
10	12.24	15.53	13.20	15.21	17.13	20.28	14.29	13.51
11	12.48	15.85	13.47	15.51	17.48	20.69	14.57	13.77
12	12.74	16.16	13.73	15.83	17.82	21.10	14.86	14.04
13	12.99	16.48	14.00	16.14	18.19	21.52	15.17	14.33
14	13.25	16.82	14.29	16.46	18.54	21.96	15.46	14.61
15	13.52	17.15	14.57	16.79	18.92	22.39	15.78	14.90
16	13.79	17.50	14.86	17.12	19.29	22.84	16.09	15.21
17	14.06	17.84	15.16	17.47	19.68	23.29	16.41	15.51
18	14.35	18.21	15.46	17.82	20.07	23.76	16.74	15.82
19	14.63	18.56	15.78	18.18	20.48	24.24	17.07	16.13
20	14.92	18.94	16.09	18.54	20.88	24.72	17.42	16.45
21	15.22	19.31	16.41	18.91	21.31	25.22	17.76	16.79
22	15.52	19.71	16.74	19.29	21.73	25.73	18.12	17.12
23	15.84	20.09	17.07	19.68	22.17	26.24	18.48	17.47
24	16.15	20.50	17.42	20.07	22.60	26.76	18.86	17.81
25	16.47	20.91	17.76	20.47	23.06	27.30	19.23	18.17
26	16.81	21.33	18.12	20.88	23.52	27.84	19.62	18.53
27	17.14	21.75	18.48	21.30	23.99	28.40	20.01	18.91
28	17.49	22.19	18.86	21.72	24.47	28.97	20.41	19.28
29	17.83	22.63	19.23	22.16	24.97	29.54	20.81	19.67
30	18.19	23.08	19.62	22.59	25.46	30.14	21.23	20.06
31	18.55	23.55	20.00	23.05	25.97	30.74	21.65	20.47
32	18.93	24.01	20.41	23.52	26.49	31.36	22.09	20.87
33	19.30	24.50	20.81	23.98	27.02	31.99	22.53	21.29
34	19.69	24.99	21.23	24.46	27.56	32.63	22.98	21.71
35	20.08	25.49	21.65	24.96	28.11	33.27	23.45	22.15
36	20.49	26.00	22.09	25.45	28.67	33.94	23.91	22.59
37	20.89	26.52	22.52	25.96	29.24	34.62	24.39	23.04
38	21.32	27.05	22.98	26.47	29.83	35.31	24.87	23.51
39	21.74	27.59	23.44	27.01	30.43	36.02	25.37	23.97
40	22.18	28.14	23.91	27.55	31.03	36.74	25.88	24.46

Level 1 = Bus Attendant

Level 2 = Bus Operator/Dispatcher, Heavy Equipment Operator

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

Level 4 = Employment Advisor

Level 5 = Mechanic

Level 6 = Facility Maintenance Technician, Lead Mechanic, Body Shop Technician, AV Technician

Level 7 = Warehouseman/Freezer, Class A Delivery Person, Campus Advisor

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

## SCHOOL WAY CAFÉ PERSONNEL

### SWC Assistants and Dining Room Aides

HOURLY RATES FOR FY2021

PLEASE NOTE: Step does not equal years of service  
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

SWC ASSISTANTS AND DINING ROOM AIDES					
Step	SWC Asst. 1	SWC Asst. 2	SWC Asst. 3/4	Dining Room Aide 1	Dining Room Aide 2
<b>01</b>	10.13	10.54	11.15	9.47	9.98
<b>02</b>	10.33	10.75	11.37	9.67	10.18
<b>03</b>	10.54	10.96	11.59	9.86	10.39
<b>04</b>	10.75	11.19	11.82	10.05	10.59
<b>05</b>	10.96	11.41	12.07	10.25	10.80
<b>06</b>	11.19	11.63	12.30	10.46	11.02
<b>07</b>	11.41	11.86	12.55	10.67	11.24
<b>08</b>	11.64	12.11	12.81	10.88	11.46
<b>09</b>	11.87	12.35	13.06	11.10	11.69
<b>10</b>	12.11	12.59	13.32	11.32	11.93
<b>11</b>	12.35	12.85	13.59	11.55	12.17
<b>12</b>	12.59	13.10	13.86	11.78	12.41
<b>13</b>	12.85	13.36	14.13	12.02	12.65
<b>14</b>	13.11	13.63	14.42	12.26	12.91
<b>15</b>	13.36	13.90	14.70	12.50	13.17
<b>16</b>	13.64	14.18	15.00	12.75	13.44
<b>17</b>	13.91	14.47	15.30	13.01	13.70
<b>18</b>	14.18	14.75	15.60	13.26	13.97
<b>19</b>	14.47	15.05	15.92	13.53	14.26
<b>20</b>	14.76	15.35	16.23	13.80	14.54
<b>21</b>	15.06	15.65	16.57	14.07	14.83
<b>22</b>	15.36	15.97	16.89	14.36	15.13
<b>23</b>	15.66	16.29	17.23	14.64	15.43
<b>24</b>	15.98	16.62	17.58	14.93	15.73
<b>25</b>	16.29	16.95	17.92	15.24	16.05
<b>26</b>	16.63	17.29	18.29	15.54	16.37
<b>27</b>	16.95	17.63	18.65	15.86	16.70
<b>28</b>	17.30	17.98	19.03	16.17	17.03
<b>29</b>	17.64	18.35	19.40	16.49	17.38
<b>30</b>	17.99	18.71	19.79	16.82	17.72
<b>31</b>	18.35	19.09	20.18	17.16	18.08
<b>32</b>	18.72	19.46	20.59	17.50	18.44
<b>33</b>	19.10	19.86	21.00	17.85	18.80
<b>34</b>	19.47	20.25	21.42	18.21	19.18
<b>35</b>	19.87	20.66	21.85	18.57	19.56
<b>36</b>	20.26	21.07	22.29	18.95	19.96
<b>37</b>	20.67	21.49	22.74	19.32	20.36
<b>38</b>	21.08	21.93	23.19	19.71	20.76
<b>39</b>	21.50	22.36	23.66	20.10	21.18
<b>40</b>	21.94	22.81	24.12	20.51	21.60

**Interns:** 6.50 percent above current salary

**2nd Year Interns:** Negotiated raise

## SCHOOL WAY CAFÉ PERSONNEL

### SWC Managers Hourly Rates for FY2021

PLEASE NOTE: Step does not equal years of service

Step	SWC Managers					
	Elementary 0-399	Elementary 400+	Middle 0-499	Middle 400+	High 0-499	High 499+
01	14.91	15.60	16.27	17.07	17.07	17.63
02	15.20	15.92	16.59	17.42	17.42	17.98
03	15.50	16.23	16.92	17.76	17.76	18.34
04	15.82	16.56	17.25	18.12	18.12	18.71
05	16.13	16.89	17.60	18.48	18.48	19.08
06	16.46	17.22	17.95	18.85	18.85	19.46
07	16.78	17.57	18.31	19.23	19.23	19.86
08	17.13	17.92	18.68	19.62	19.62	20.25
09	17.46	18.28	19.06	20.00	20.00	20.66
10	17.82	18.64	19.43	20.41	20.41	21.06
11	18.17	19.02	19.82	20.81	20.81	21.49
12	18.54	19.40	20.22	21.23	21.23	21.92
13	18.90	19.79	20.63	21.65	21.65	22.36
14	19.29	20.18	21.03	22.09	22.09	22.81
15	19.67	20.59	21.46	22.52	22.52	23.26
16	20.06	21.00	21.89	22.98	22.98	23.73
17	20.46	21.42	22.32	23.44	23.44	24.21
18	20.87	21.84	22.77	23.90	23.90	24.68
19	21.29	22.28	23.22	24.39	24.39	25.18
20	21.72	22.73	23.69	24.87	24.87	25.68
21	22.15	23.18	24.16	25.37	25.37	26.20
22	22.59	23.65	24.65	25.88	25.88	26.72
23	23.05	24.12	25.14	26.39	26.39	27.26
24	23.50	24.60	25.64	26.92	26.92	27.80
25	23.97	25.10	26.16	27.46	27.46	28.36
26	24.46	25.60	26.68	28.00	28.00	28.93
27	24.94	26.11	27.21	28.57	28.57	29.50
28	25.44	26.64	27.76	29.14	29.14	30.09
29	25.95	27.16	28.31	29.73	29.73	30.69
30	26.47	27.71	28.88	30.31	30.31	31.31
31	27.00	28.26	29.45	30.92	30.92	31.94
32	27.54	28.83	30.04	31.54	31.54	32.57
33	28.09	29.40	30.65	32.17	32.17	33.22
34	28.66	29.99	31.26	32.82	32.82	33.89
35	29.22	30.59	31.89	33.48	33.48	34.57
36	29.81	31.21	32.52	34.14	34.14	35.26
37	30.41	31.82	33.17	34.82	34.82	35.96
38	31.02	32.46	33.83	35.52	35.52	36.68
39	31.64	33.11	34.51	36.23	36.23	37.42
40	32.27	33.78	35.20	36.96	36.96	38.17

plus \$ .35 for **senior managers** (current Sr. managers only) / plus \$.15 for **one-year college**/ plus \$.15 for **2nd year college**

## SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES

FY2020-2021

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/DEGREE	RATES		
	All Others	Middle Schools Only	ESE-EBD/Multi VE**
AVID Tutors	\$ 9.54	\$10.54	\$10.54
High School Diploma	\$ 9.54	\$10.54	\$10.54
Associate Degree and/or 60 hours of college credit	\$10.74	\$11.74	\$11.74
Bachelor's Degree	\$12.33	\$13.33	\$13.33
Master's Degree or Higher	\$13.22	\$14.22	\$14.22
Retired Volusia Teacher	\$15.09	\$16.09	\$16.09

\*\*ESE-EBD/Multi VE Certification issued by ESE Department upon successful training completion.

### SUPPORT SUBSTITUTES

POSITION	RATES
Extended Day Facilitator (Group Leaders only)	\$ 2.00 above employee's Group Leader rate
Bus Attendant Training	Minimum Wage*
Bus Operator Training	Minimum Wage*
School Way Café and Dining Room Hostess	
Without high school diploma	SWC Asst. 1-Dining Aides Step 1 pay rate
With high school diploma	SWC Asst. 2-Dining Aides Step 1 pay rate
Substitute Paraprofessional	Level 1 step 1 of Paraprofessional salary schedule
<i>All other substitute support employees are paid at Step 1 and level for the position category of the absent employee.</i>	

All Substitute Personnel are enrolled in an alternative plan to social security.

### OTHER NON-CONTRACTED HOURLY RATES

POSITION OR ASSIGNMENT	RATES
Student Workers	Minimum Wage*
Temporary or Part-Time Personnel	Minimum Wage*
Ticket Taker/Gate Sales/Concession	Minimum Wage*
Scorekeeper/Timer/Announcer	\$ 10.00
Judge/Referee/Umpire /Spotter	\$ 10.00
Interpreters and Translators	\$ 15.00
Audio and Video Equipment Technicians	\$ 15.00
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

**\*Effective January 1, 2021 minimum wage in Florida is \$8.65.**

**Security Clearance**

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

<b>In-Service Instructors/Trainers/Facilitators/Participants</b>	
<ul style="list-style-type: none"> <li>• Trainer rate for after-hours training</li> </ul>	\$25.00 per hour of workshop facilitation \$25.00 per hour for planning of workshop (One-time occurrence)
<ul style="list-style-type: none"> <li>• Design work</li> </ul>	\$25.00 per hour. Number of hours must be agreed upon in advance by the designer and the program manager.
<ul style="list-style-type: none"> <li>• Synchronous Online Course Facilitator</li> </ul>	\$50.00 per week plus \$10.00 per course completer
<ul style="list-style-type: none"> <li>• Asynchronous Online Course Grader</li> </ul>	\$8.00 per 10 hours coursework per course completer
<ul style="list-style-type: none"> <li>• Reading Endorsement Facilitator</li> </ul>	\$30.00/hour x 60- hour course \$1800/course
<ul style="list-style-type: none"> <li>• Optional Workshops for Teachers (as participants)</li> </ul>	\$15.00 per hour (if funding is available) plus in-service points
<ul style="list-style-type: none"> <li>• Mandated Workshops for Teachers <i>Mandatory means consequence for non-attendance</i></li> </ul>	Hourly Rate of Pay plus in-service points
<b>Projects, Grants, Program, and Categorical Participants</b>	
<ul style="list-style-type: none"> <li>• Instructional</li> <li>• PLC's</li> </ul>	\$25.00 per hour \$25.00 (after hours)
<ul style="list-style-type: none"> <li>• Positive Parenting by ESE Teacher</li> </ul>	\$15.00 per hour
<ul style="list-style-type: none"> <li>• Instructional childcare</li> <li>• Paraprofessionals providing childcare</li> <li>• Others providing childcare</li> </ul>	\$15.00 per hour Hourly Rate Minimum Wage
<ul style="list-style-type: none"> <li>• Substitute Teacher</li> </ul>	Employee's regular substitute teacher pay rate
<ul style="list-style-type: none"> <li>• Hourly non-exempt employee</li> </ul>	Employee's regular hourly rate or Substitute Teacher hourly rate – if qualified
<ul style="list-style-type: none"> <li>• Coordinator for Continuing Program</li> </ul>	\$35.00 per hour
<ul style="list-style-type: none"> <li>• Extended core instruction/Intervention where student grade is impacted (i.e., before/after school, lunchtime, planning period, weekends, holidays etc.)</li> </ul>	Hourly rate of pay
<ul style="list-style-type: none"> <li>• Tutoring (Active Teachers only)</li> </ul>	\$30.00 per hour (before and after school); Hourly rate during the school day
<ul style="list-style-type: none"> <li>• Tutoring (Teachers on LOA)</li> <li>• Tutoring (Non-instructional)</li> </ul>	Appropriate sub teacher rate
<b>Overtime</b>	
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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