



# 2009~2010

# SALARY HANDBOOK

Ed Pratt-Dannals  
SUPERINTENDENT OF SCHOOLS

**DUVAL COUNTY  
PUBLIC SCHOOLS**

Jacksonville, Florida

**BOARD**

The Honorable Brenda A Priestly Jackson  
Chairman  
District 4

The Honorable Nancy Broner  
Vice Chairman  
District 2

The Honorable Martha Barrett  
District 1

The Honorable W. C. Gentry  
District 3

The Honorable Betty Burney  
District 5

The Honorable Vicki Drake  
District 6

The Honorable Tommy Hazouri  
District 7

**SUPERINTENDENT OF SCHOOLS  
ED PRATT-DANNALS**

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**PART I**

**JOB CODES**

**DUVAL COUNTY PUBLIC SCHOOLS  
JOB CODES**

JOB CODE	JOB TITLE	PS TPE	PS GRP	PS LVL
A51A	Paraprofessional ESOL/Elementary	RS	01	01
A51B	Paraprofessional ESOL/Middle	RS	01	01
A51C	Paraprofessional ESOL/High	RS	01	01
A51D	Paraprofessional ADA	RS	01	01
A51E	Paraprofessional Elementary	RI	01	01
A51F	Paraprofessional ISSP Facilitator	RF	01	01
A51G	Paraprofessional Alternative Schools	RS	01	01
A51M	Paraprofessional Middle	RI	01	01
A51S	Paraprofessional Secondary	RI	01	01
A510	Paraprofessional KDG	RI	01	01
A511	Paraprofessional GR 1	RI	01	01
A512	Paraprofessional GR 2	RI	01	01
A513	Paraprofessional GR 3	RI	01	01
A514	Paraprofessional GR 4	RI	01	01
A515	Paraprofessional GR 5	RI	01	01
A516	Paraprofessional GR 6	RI	01	01
A519	Paraprofessional Chap I Elem	RI	01	01
A520	Paraprofessional ESE	RS	01	01
A521	Paraprofessional ESE/Resource	RI	01	01
A522	Paraprofessional Student Focused	RS	01	01
A523	Paraprofessional Autism Spectrum Disorder	RS	01	01
A524	Paraprofessional Physically Impaired	RS	01	01
A530	Paraprofessional Vocational	RI	01	01
A550	Paraprofessional Pre-K	RI	01	01
A790	Paraprofessional Security	RA	01	01
A910	Paraprofessional Parent Ed	RI	01	01
B777	Board Member	SB	01	
B778	Board Chairman	SB	01	
E001	Secretary to the Superintendent	EU	13	01
E005	Truancy Officer	EA	21	01
E016	School Police Sergeant (Level 21 is the top)	EA	29	01
E017	School Resource Officer (Level 18 is the top) * 080409	EA	27	01
E018	Police Officer (Level 18 is the top) *	EA	27	01
E019	Senior Security Officer	EA	23	01
E021	Police Investigator (Level 21 is the top)	EA	29	01
E022	Security Officer	EA	22	01
E023	School Security Guard	EA	13	01
E029	Physician	EA	40	01
E030	Licensed Practical Nurse	EA	17	21
E031	Registered Nurse	EA	23	23
E038	School Bus Router	EA	22	02
E049	Exceptional Student Education Job Coach	EA	24	01
E058	Contract Compliance Inspector	EA	20	12
E090	Budget Clerk	EU	04	01
E091	Budget Assistant	EU	09	01
E092	Budget Analyst Junior *	EA	04	01
E093	Budget Analyst *	EA	05	01
E094	Budget Analyst Senior *	EA	06	01
E095	Budget Analyst Lead *	EA	07	01
E096	Budge Office Manager*	EA	33	01
<b>E097</b>	<b>Financial Management &amp; Operations Analyst 021210</b>	EA	07	01
E302	Middle School Secretary	EU	04	01
E303	High School Secretary	EU	06	01
E305	School Secretary/ Bookkeeper *	EU	05	01
E645	EMCS Project Analyst	EA	27	12
S011	Safety Specialist	LA	06	01
S012	Safety Coordinator *	LA	08	01
S023	School Police Dispatcher Trainee*	UA	05	01
S024	School Police Dispatcher	UA	07	01
S025	School Lead Police Dispatcher	UA	09	01
S037	Fleet Operations and Inspections Coordinator *	SA	26	03
S043	Interpreter	UA	10	01
S045	PBX Operator	UA	03	14
S046	Oral Interpreter	UA	10	01
S048	Bilingual ESOL Translator/Tester	UA	10	01
S057	Buyer Assistant	UA	09	01
S060	Warehouse Manager	SA	24	01
S061	Assistant Warehouse Manager	SA	21	01
S062	Material Control Coordinator	UA	12	01
S075	Field Property Records Clerk *	MA	16	01

\* Denotes C.S. Probation Period is 1 year  
Updated 04Mar2010

**DUVAL COUNTY PUBLIC SCHOOLS  
JOB CODES**

JOB CODE	JOB TITLE	PS TPE	PS GRP	PS LVL
S076	Property Records Technician	MA	19	01
S081	Stock Clerk I	MA	13	01
S082	Stock Clerk II	MA	16	01
S089	Storerroom Helper	MA	10	01
S111	Accountant Junior (Retitled 091007 from Accountant I) *	LA	07	01
S112	Accountant (Retitled 091007 from Accountant II) *	LA	09	01
S113	Accountant Senior (Retitled 091007 from Accountant III) *	LA	10	01
S120	Payroll Technician Trainee *	UA	07	01
S121	Payroll Technician	UA	09	01
S122	Account Clerk	UA	04	01
S123	Account Technician *	UA	07	01
S124	Financial Records Analyst *	LA	01	01
S126	Research Analyst	UA	08	01
S127	Data Entry Clerk	UA	03	01
S128	Financial Records Analyst Senior *	LA	02	01
S129	SIMS/Data Control Clerk Trainee *	UA	03	01
S131	SIMS/Data Control Clerk	UA	05	01
S150	Computer Specialist	LA	03	01
S151	Senior Computer Specialist	LA	04	01
S152	Computer Supervisor	SA	31	01
E/S212	Secretary II	EU/UA	04	01
E/S213	Secretary III	EU/UA	06	01
E/S214	Secretary IV	EU/UA	08	01
S222	Clerk Typist	UA	02	01
S225	Microfilm Technician	UA	03	01
S232	Administrative Clerk II	UA	02	01
E/S233	Administrative Clerk III	EU/UA	04	01
S238	Human Resources Aide Assistant	UA	02	01
S239	Human Resources Aide	UA	03	01
S240	Human Resources Staffing Assistant	UA	05	01
S241	Human Resources Technician Assistant *	UA	07	01
S242	Human Resources Technician	UA	09	01
S244	Human Resources Technician/Civil Service	UA	09	01
S245	Human Resources Technician/Position Control	UA	09	01
S261	Printer Trainee *	MA	16	01
S262	Printer	MA	19	01
S263	Printing Supervisor	SA	21	01
S300	School Office Assistant	UA	00	07
S300A	School Office Assistant Office	UA	00	07
S300B	School Office Assistant Media	UA	00	07
S300C	School Office Assistant Guidance	UA	00	07
S300D	School Office Assistant Curriculum	UA	00	07
E/S301	School Clerk I	EU/UA	02	01
E/S301A	School Clerk I Office	EU/UA	02	01
S301B	School Clerk I Media	UA	02	01
S301C	School Clerk I Guidance	UA	02	01
S301D	School Clerk I Curriculum	UA	02	01
S309	School Bookkeeper Assistant *	UA	02	01
S310	School Bookkeeper I *	UA	04	01
S311	School Bookkeeper II *	UA	07	01
S312	School Bookkeeper III *	UA	09	01
S418	Food Service Manager (Redlined)	FS	01	01
S419	Food Service Assistant (Redlined)	CA	08	03
S419A	Food Service Assistant (Catered Site) (Redlined)	CA	08	03
S419D	Food Service Assistant (Cook) (Redlined)	CA	08	03
S420	Food Service Cook (Redlined)	CA	08	05
S423	Food Service Cashier (Redlined)	CA	08	05
S511	Custodian I (Redlined)	CA	08	04
S512	Custodian (Redlined)	CA	11	03
S513	Lead Custodian (Redlined)	CA	12	03
S647	Facilities Project Coordinator	LA	08	04
S655A	Construction & Facilities Inspector *	LA	07	14
S655B	Construction & Facilities Inspector *	LA	07	16
S655C	Construction & Facilities Inspector *	LA	07	18
S655D	Construction & Facilities Inspector *	LA	07	20
S655E	Construction & Facilities Inspector *	LA	07	22
S656A	Plans Examiner *	LA	07	14
S656B	Plans Examiner (PE or Architect) *	LA	07	20
S660	Dispatcher (Redlined)	MA	21	01
S661	Maintenance Dispatcher	MA	20	01

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**DUVAL COUNTY PUBLIC SCHOOLS  
JOB CODES**

JOB CODE	JOB TITLE	PS TPE	PS GRP	PS LVL
S662	Maintenance Dispatcher Assistant *	MA	16	01
S670	Maintenance General Foreman	SA	29	03
S680	Utility Leaderman	SA	22	04
S681	Welder	MA	21	01
S691	Cement Mason	MA	21	01
S700	HAR Foreman	SA	27	03
S701	HAR Mechanic	MA	25	01
S702	HAR Leaderman	SA	25	07
S703	Environmental Controls Operator/Mechanic	MA	25	01
S710	Refrigeration Mechanic 10/20/09	MA	25	01
S711	Temperature Control Mechanic	MA	25	01
S720	Carpenter Foreman	SA	24	03
S721	Carpenter	MA	22	01
S722	Carpenter Leaderman	SA	22	07
S730	Electronics Systems Foreman	SA	26	03
S731	Electronics Systems Leaderman	SA	24	08
S732	Electronics Systems Mechanic	MA	24	01
S733	Security Alarm Technician	MA	24	01
S740	Security Alarm Technician Assistant *	MA	19	01
S760	Electrician Foreman	SA	26	03
S761	Electrician	MA	24	01
S762	Electrician Leaderman	SA	24	08
S800	Painter/Glazier Foreman	SA	24	03
S801	Painter Foreman	SA	23	03
S802	Painter/Glazier	MA	22	01
S803	Painter	MA	18	01
S804	Painter/Glazier General Foreman	SA	26	04
S808	Glazier Working Foreman	SA	22	04
S809	Glazier	MA	22	01
S810	Grounds General Foreman	SA	26	04
S811	Grounds Crew Foreman	SA	18	03
S812	Grounds Working Foreman	SA	16	03
S813	Tractor Operator	MA	13	01
S814	Groundskeeper	MA	11	01
S815	Athletic Field Maintenance Technician *	MA	22	01
S830	Locksmith Foreman	SA	23	03
S831	Locksmith	MA	21	01
S840	Mill Shop Carpenter Foreman	SA	24	03
S841	Mill Shop Carpenter	MA	22	01
S852	Computer Repair Technician	MA	23	01
S853	Computer Repair Technician Assistant *	MA	19	01
S855	Information Transport Systems Technician	MA	24	01
S856	Information Transport Systems Technician Assistant	MA	19	01
S860	Instructional Equipment Repair Foreman	SA	26	03
S862	Instructional Equipment Technician	MA	23	01
S870	Plaster/Tile Foreman	SA	23	03
S871	Plasterer/Drywall Finisher	MA	21	01
S881	Tile Mechanic	MA	21	01
S890	Plumber Foreman	SA	27	03
S891	Plumber	MA	25	01
S893	Irrigation Mechanic	MA	19	01
S910	Wastewater/Water Plant Foreman	SA	26	03
S911	Wastewater/Water Plant Mechanic	MA	24	01
S921	Sheetmetal Worker	MA	22	01
S940	Utility Foreman	SA	24	03
S941	Equipment Operator	MA	20	01
S942	Utility Mechanic	MA	19	01
S943	Sign Mechanic	MA	19	01
S951	Exterminator	MA	19	01
S981	Maintenance Mechanic	MA	22	01
S982	Alarm Installer	MA	21	01
S983	Alarm Installer Assistant	MA	12	01
S990	Electrician Assistant	MA	16	01
S991	Electronics Assistant	MA	16	01
S992	Instructional Equipment Assistant	MA	16	01
S993	Plumber & Irrigation Assistant	MA	16	01
S994	Wastewater/Water Plant Assistant	MA	16	01
S995	Utility Assistant	MA	16	01
S996	Painter Assistant	MA	16	01
S997	HAR Mechanic Assistant	MA	16	01

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**DUVAL COUNTY PUBLIC SCHOOLS  
JOB CODES**

JOB CODE	JOB TITLE	PS TPE	PS GRP	PS LVL
0001	Superintendent	SX	01	
0009	Cabinet Level Chief	DA	Payband	
0010	Chief	DA	Payband	
0015	Executive Director	DA	Payband	
0020	Director	DA	Payband	
0025	Supervisor	AA	07	
0030	Coordinator	AA	03	
0032	Technical Manager	EM	00	
0035	Specialist	AB (12Mo)	01	
0035A	Specialist, Admissions	AB (12Mo)	01	
0035I	Specialist, Intervention	AB (12Mo)	01	
0035IS	Specialist, Instructional Support	AB (12Mo)	01	
0035SL	Specialist, Speech/Language	AB (12Mo)	01	
0036	Specialist, Administrative Support	AC (12Mo)	01	
0200	Principal, High	AE	01	
0203	Principal, Middle	AE	01	
0204	Principal, K-8	AE	01	
0205	Principal, Elementary	AE	01	
0206	Principal, Alternative	AE	01	
0207	Principal, ESE	AE	01	
0223	Assistant Principal, Elementary	AA/AD	08	
0224	Assistant Principal, Middle	AA/AD	08	
0225	Assistant Principal, High	AA/AD	08	
0305	Nursery, Elementary	TA		
0307	Science, Elementary	TA		
0310	Kindergarten, Elementary	TA		
0315	Enhancement Advisor, Elementary	TA		
0317	Computer Lab, Elementary	TA		
0319	ESOL Resource Teacher	TA		
0320	Primary Resource, Elementary	TA		
0321	Resource, Elementary	TA		
0322	Education Alternative, Elementary	TA		
0325	1-6, Elementary	TA		
0330	Art, Elementary	TA		
0331	Music, Elementary	TA		
0332	P. E., Elementary	TA		
0333	Reading, Elementary	TA		
0334	Foreign Language, Elementary	TA		
0340	ESOL Kindergarten	TA		
0341	ESOL 1st Grade	TA		
0342	ESOL 2nd Grade	TA		
0343	ESOL 3rd Grade	TA		
0344	ESOL 4th Grade	TA		
0345	ESOL 5th Grade	TA		
0350	Intermediate Resource Teacher, Elementary	TA		
0355	Reading Coach, Elementary	TA		
0356	Standards Coach, Elementary	TA		
0357	Math Coach, Elementary	TA		
0358	Science Coach, Elementary	TA		
0360	Combination, Grades K/1, Elementary	TA		
0361	Combination, Grades 1/2, Elementary	TA		
0362	Combination, Grades 2/3, Elementary	TA		
0363	Combination, Grades 3/4, Elementary	TA		
0364	Combination, Grades 4/5, Elementary	TA		
0370	Primary, Grades K-3, Elementary	TA		
0388	Pre-Kindergarten, Elementary	TA		
0391	First Grade, Elementary	TA		
0392	Second Grade, Elementary	TA		
0393	Third Grade, Elementary	TA		
0394	Fourth Grade, Elementary	TA		
0395	Fifth Grade, Elementary	TA		
0396	Sixth Grade, Elementary	TA		
0399	Magnet, Elementary	TA		
0406	Social Studies, Middle	TA		
0407	Science, Middle	TA		
0408	Music, Middle	TA		
0409	Mathematics, Middle	TA		
0410	Health, Middle	TA		
0411	Language Arts, Middle	TA		
0412	Reading, Middle	TA		

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**DUVAL COUNTY PUBLIC SCHOOLS  
JOB CODES**

JOB CODE	JOB TITLE	PS TPE	PS GRP	PS LVL
0413	Physical Education, Middle	TA		
0414	Art, Middle	TA		
0415	Foreign Language, Middle	TA		
0416	Reading Lab, Middle	TA		
0417	Computer Lab, Middle	TA		
0418	Drama, Middle	TA		
0419	Dance, Middle	TA		
0421	AASP Remedial Language Arts, Middle	TA		
0429	AASP Remedial Math, Middle	TA		
0433	Writing Skill, Middle	TA		
0440	ESOL, Middle	TA		
0450	Middle School Vocational Home Economics, Middle	TA		
0455	Reading Coach, Middle	TA		
0456	Standards Coach, Middle	TA		
0457	Math Coach, Middle	TA		
0458	Science Coach, Middle	TA		
0475	Middle School Vocational Technical	TA		
0480	Middle School Office Education	TA		
0485	Middle School Vocational Industrial Arts	TA		
0497	Military Science, Elective Teacher	TA		
0499	Magnet, Middle	TA		
0506	Social Studies, High	TA		
0507	Science, High	TA		
0508	Music, High	TA		
0509	Mathematics, High	TA		
0510	Health, High	TA		
0511	Language Arts, High	TA		
0512	Reading, High	TA		
0513	Physical Education, High	TA		
0514	Art, High	TA		
0515	Foreign Language, High	TA		
0516	Reading Lab, High	TA		
0517	Computer Lab, High	TA		
0518	Drama, High	TA		
0519	Dance, High	TA		
0533	Writing Skill, High	TA		
0540	ESOL, High	TA		
0555	Reading Coach, High	TA		
0556	Standards Coach, High	TA		
0557	Math Coach, High	TA		
0558	Science Coach, High	TA		
0599	Magnet, High	TA		
0603	Fast Forward	TA		
0604	Alt Ed/Dropout Prevention - Middle	TA		
0605	Alt Ed/Dropout Prevention - High	TA		
0610	Driver Education	TA		
0611	Educable Mentally Handicapped (EMH)	TA		
0612	Trainable Mentally Handicapped (TMH)	TA		
0613	Physically Handicapped	TA		
0614	Audiologist	TA		
0615	Physical Therapy	EQ	01	
0616	Occupational Therapy	EQ	01	
0617	Speech Pathology	TA		
0618	Deaf	TA		
0619	Vision Resource	TA		
0620	Vision	TA		
0621	Varying Exceptionalities	TA		
0622	Emotionally Disturbed	TA		
0623	Specific Learning Disabled	TA		
0624	Gifted	TA		
0625	Resource	TA		
0626	Hospital/Homebound	TA		
0627	Profoundly Mentally Handicapped	TA		
0629	Severely Language Impaired (SLI)	TA		
0630	Pre-K Handicapped	TA		
0632	Adaptive Physical Education	TA		
0633	Autistic	TA		
0634	Emotional/Behavioral Disabilities (E/BD) Day Treatment	TA		
0650	Vocational - Home Economics	TA		
0655	Vocational Distributive	TA		

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**DUVAL COUNTY PUBLIC SCHOOLS  
JOB CODES**

JOB CODE	JOB TITLE	PS TPE	PS GRP	PS LVL
0660	Vocational Agriculture	TA		
0670	Vocational Trade and Industrial	TA		
0675	Vocational Technical	TA		
0680	Office Education	TA		
0685	Industrial Arts	TA		
0690	Manpower and Diversified (DCT)	TA		
1001	Administrative Assistant	AA	06	
1020	Guidance Counselor, High	TA		
1021	Occupational Specialist	TA		
1022	Guidance Counselor, Elementary	TA		
1023	Guidance Counselor, Middle	TA		
1025	Media Specialist, Elementary	TA		
1026	Media Specialist, Middle	TA		
1027	Media Specialist, High	TA		
1030	Psychologist I (Masters Degree)	TP	01	
1030	Psychologist II (Specialist Degree)	TP	02	
1030	Psychologist III (Doctors Degree)	TP	03	
1031	District Level Resource	TA		
1032	Lead Teacher/Site Coach	TA		
1033	OT Evaluator	EQ		
1034	Physical Therapist Evaluator	TA		
1035	Admissions Representative	TA		
1036	Program Representative	TA		
1037	Intervention Representative	TA		
1038	Learning Res. Representative	TA		
1039	Job Development Representative	TA		
1040	T. V. Instructor	TA		
1045	Other Instructional (Certificated)	TA		
1045A	Other Instructional AICE	TA		
1045B	Other Instructional IB	TA		
1046	Other Support Personnel	TS		
1052	Athletic Coach	N/A		
1055	Sabbatical Leave Teacher	TA		
1056	Standards Coach, District	TA		
1059	Social Worker - 12 Months	AB		
1060	Social Worker - 10 Months	TA		
1061	ISSP (In School Suspension Program)	TA		
1062	Math Coach, District	TA		
1063	Science Coach, District	TA		
1064	Social Studies Coach, District	TA		
1065	District Reading Coach	TA		
1070	Vocational Other Instructional	TA		
1080	ROTC Instructor - 12 Months	TR		
1081	ROTC Instructor - 10 Months	TR/TA		
1082	ROTC Officer in Charge - 12 Months	TR		
1083	ROTC Officer in Charge - 10 Months	TR/TA		
1090	Summer Curriculum Writer	TA		
NN36	Student Clerk	PN	06	01
NN37	Student Worker (DOE Grant)	PN	07	01
NN38	Student Custodian	PN	11	01
NN50	Parent Involvement Liaison	PN	08	01
NN51	Bilingual Interpreter	PN	09	02
NN52	Bilingual Assistant	PN	10	02
NN60	Instructor I (Redline)	CE	01	01
NN61	Instructor II	CE	02	01
NN61	Tutor - Non Degree	CE	02	03
NN62	Instructor III	CE	03	01
NN62	Tutor - Bachelors	CE	03	08
NN63	Extended Day I	GE	01	01
NN64	Extended Day II	CE	02	03, 11
NN65	Extended Day III	CE	03	08
NN66	Student Program Aide	CE	04	01
NN67	Program Aide	PN	04	01
NN68	Administrative Substitute	PN	05	01
NN70	Accompanist	CE	02	01
NN71	Other Instructional Support	PN	13	01
NN71	Tutor - Valid Professional Florida Certificate	PN	13	04
NN80	Truant Officer/Attendance Assistant	TS	03	01
NN90	Extended Day Supervisor Director 030810	PN	13	05, 07, 09

## PART II

# EMPLOYEE GROUPS

EMPLOYEE GROUP CODES  
(Bargaining Unions)

ADMIN CERTIFICATED STAFF/ ADMINISTRATIVE (EXEMPT)  
C079 AFSCME FLORIDA COUNCIL 79  
C630 LIUNA  
EXMT CLASSIFIED (EXEMPT)  
MAIN MAINTENANCE EMPLOYEES & ASSOCIATIONS  
PARA PARAPROFESSIONAL (DTU)  
STDT STUDENT  
SUPV SUPERVISORS ASSOCIATION OF THE CITY OF JACKSONVILLE  
TCHR TEACHERS/ PSYCHOLOGISTS/ SPECIALISTS (DTU)  
UOPD UNITED OFFICE PERSONNEL OF DUVAL (DTU)  
ZNOR  
ZRET PART-TIME/ TEMPORARY-NOT ENTITLED TO REPRESENTATION

## PART III

# SALARY SCHEDULES

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
ADMINISTRATOR  
12 Months (261 Days)  
PAY SCALE TYPE AA**

PS Group	02	03	07	08
PS Level	Administrative Assistant SCHOOL	Coordinator DISTRICT	Supervisor DISTRICT	Assistant Principal SCHOOL
<b>Annual</b>				
01	43,836	44,383	49,111	51,473
02	44,823	45,382	50,215	52,630
03	45,832	46,402	51,344	53,813
04	46,861	47,448	52,499	55,026
05	47,919	48,514	53,681	56,263
06	48,996	49,605	54,888	57,528
07	50,097	50,722	56,124	58,823
08	51,226	51,861	57,385	60,146
09	52,376	53,030	58,679	61,476
10	53,557	54,224	59,999	62,885
11	54,762	55,442	61,348	64,299
12	55,993	56,691	62,728	65,744
13	57,255	57,967	64,140	67,226
14	58,543	59,270	65,583	68,737
15	59,858	60,603	67,058	70,284
16	61,206	61,967	68,568	71,863
17	62,583	63,361	70,108	73,481
18	63,992	64,787	71,688	75,134
19	65,431	66,245	73,300	76,825
20	66,904	67,735	74,950	78,553
21	68,409	69,258	76,635	80,319
22	69,946	70,817	78,359	82,127
23	71,520	72,411	80,123	83,973
24	73,129	74,040	81,927	85,866
25	74,776	75,705	83,770	87,799
26	76,458	77,409	85,653	89,773
27	79,882	80,911	89,528	93,795
<b>Hourly</b>				
01	20.99425	21.25623	23.52059	24.65182
02	21.46695	21.73467	24.04933	25.20594
03	21.95019	22.22318	24.59004	25.77251
04	22.44301	22.72414	25.14320	26.35345
05	22.94971	23.23467	25.70929	26.94588
06	23.46552	23.75718	26.28736	27.55172
07	23.99282	24.29215	26.87931	28.17193
08	24.53352	24.83764	27.48324	28.80556
09	25.08429	25.39751	28.10297	29.44253
10	25.64990	25.96935	28.73515	30.11734
11	26.22701	26.55268	29.38123	30.79454
12	26.81657	27.15086	30.04215	31.48659
13	27.42098	27.76197	30.71839	32.19636
14	28.03784	28.38602	31.40948	32.92002
15	28.66762	29.02443	32.11590	33.66092
16	29.31322	29.67768	32.83908	34.41715
17	29.97270	30.34531	33.57663	35.19205
18	30.64751	31.02826	34.33333	35.98372
19	31.33669	31.72653	35.10536	36.79358
20	32.04215	32.44013	35.89559	37.62117
21	32.76293	33.16954	36.70259	38.46695
22	33.49904	33.91619	37.52826	39.33285
23	34.25287	34.67960	38.37308	40.21695
24	35.02347	35.45977	39.23707	41.12356
25	35.81226	36.25718	40.11973	42.04933
26	36.61782	37.07328	41.02155	42.99473
27	38.25766	38.75048	42.87739	44.92098

An annual supplement of \$300 shall be paid for a specialist's degree and \$1,000 for a doctor's degree.

Salary schedule effective July 1, 2009. No Level Movement.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2009~2010**  
**ADMINISTRATOR - DISTRICT**  
**12 Months (261 Days)**  
**PAY SCALE TYPE AA**

PS Group PS Level	↻ ⬇	Coordinator 03		Supervisor 07	
		ANNUAL	HOURLY	ANNUAL	HOURLY
01		44,383	21.25623	49,111	23.52059
02		45,382	21.73467	50,215	24.04933
03		46,402	22.22318	51,344	24.59004
04		47,448	22.72414	52,499	25.14320
05		48,514	23.23467	53,681	25.70929
06		49,605	23.75718	54,888	26.28736
07		50,722	24.29215	56,124	26.87931
08		51,861	24.83764	57,385	27.48324
09		53,030	25.39751	58,679	28.10297
10		54,224	25.96935	59,999	28.73515
11		55,442	26.55268	61,348	29.38123
12		56,691	27.15086	62,728	30.04215
13		57,967	27.76197	64,140	30.71839
14		59,270	28.38602	65,583	31.40948
15		60,603	29.02443	67,058	32.11590
16		61,967	29.67768	68,568	32.83908
17		63,361	30.34531	70,108	33.57663
18		64,787	31.02826	71,688	34.33333
19		66,245	31.72653	73,300	35.10536
20		67,735	32.44013	74,950	35.89559
21		69,258	33.16954	76,635	36.70259
22		70,817	33.91619	78,359	37.52826
23		72,411	34.67960	80,123	38.37308
24		74,040	35.45977	81,927	39.23707
25		75,705	36.25718	83,770	40.11973
26		77,409	37.07328	85,653	41.02155
27		80,911	38.75048	89,528	42.87739

An annual supplement of \$300 shall be paid for a specialist's degree and \$1,000 for a doctor's degree.

Salary Schedule effective July 1, 2009. No Level Movement



**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
ADMINISTRATOR - SCHOOL BASED  
12 Months (261 Days)  
PAY SCALE TYPE AA**

PS Group →	02		08	
	Administrative Assistant		Assistant Principal	
PS Level ↓	ANNUAL	HOURLY	ANNUAL	HOURLY
<b>Annual</b>				
01	43,836	20.99425	51,473	24.65182
02	44,823	21.46695	52,630	25.20594
03	45,832	21.95019	53,813	25.77251
04	46,861	22.44301	55,026	26.35345
05	47,919	22.94971	56,263	26.94588
06	48,996	23.46552	57,528	27.55172
07	50,097	23.99282	58,823	28.17193
08	51,226	24.53352	60,146	28.80556
09	52,376	25.08429	61,476	29.44253
10	53,557	25.64990	62,885	30.11734
11	54,762	26.22701	64,299	30.79454
12	55,993	26.81657	65,744	31.48659
13	57,255	27.42098	67,226	32.19636
14	58,543	28.03784	68,737	32.92002
15	59,858	28.66762	70,284	33.66092
16	61,206	29.31322	71,863	34.41715
17	62,583	29.97270	73,481	35.19205
18	63,992	30.64751	75,134	35.98372
19	65,431	31.33669	76,825	36.79358
20	66,904	32.04215	78,553	37.62117
21	68,409	32.76293	80,319	38.46695
22	69,946	33.49904	82,127	39.33285
23	71,520	34.25287	83,973	40.21695
24	73,129	35.02347	85,866	41.12356
25	74,776	35.81226	87,799	42.04933
26	76,458	36.61782	89,773	42.99473
27	79,882	38.25766	93,795	44.92098

An annual supplement of \$300 shall be paid for a specialist's degree and \$1,000 for a doctor's degree.

Salary schedule effective July 1, 2009. No Level Movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
ADMINISTRATORS  
12 Months (240 Days)  
PAY SCALE TYPE AA**

PS Group >	02		08	
	Administrative Assistant		Assistant Principal	
	ANNUAL	HOURLY	ANNUAL	HOURLY
01	40,308.97	20.99425	47,331.49	24.65182
02	41,216.55	21.46695	48,395.40	25.20594
03	42,144.37	21.95019	49,483.22	25.77251
04	43,090.57	22.44301	50,598.62	26.35345
05	44,063.45	22.94971	51,736.09	26.94588
06	45,053.79	23.46552	52,899.31	27.55172
07	46,066.21	23.99282	54,090.11	28.17193
08	47,104.37	24.53352	55,306.67	28.80556
09	48,161.84	25.08429	56,529.66	29.44253
10	49,247.82	25.64990	57,825.29	30.11734
11	50,355.86	26.22701	59,125.52	30.79454
12	51,487.82	26.81657	60,454.25	31.48659
13	52,648.28	27.42098	61,817.01	32.19636
14	53,832.64	28.03784	63,206.44	32.92002
15	55,041.84	28.66762	64,628.97	33.66092
16	56,281.38	29.31322	66,080.92	34.41715
17	57,547.59	29.97270	67,568.74	35.19205
18	58,843.22	30.64751	69,088.74	35.98372
19	60,166.44	31.33669	70,643.68	36.79358
20	61,520.92	32.04215	72,232.64	37.62117
21	62,904.83	32.76293	73,856.55	38.46695
22	64,318.16	33.49904	75,519.08	39.33285
23	65,765.52	34.25287	77,216.55	40.21695
24	67,245.06	35.02347	78,957.24	41.12356
25	68,759.54	35.81226	80,734.71	42.04933
26	70,306.21	36.61782	82,549.89	42.99473
27	73,454.71	38.25766	86,248.28	44.92098

An annual supplement of \$300 shall be paid for a specialist's degree and \$1,000 for a doctor's degree.

Salary schedule effective July 1, 2009. No Level Movement.

## CLASSIFICATION

Director - One who directs or makes decisions within the broad spectrum of the School Board policy and regulations governing the operation of a specific function of the school system. The level of directorship is determined by the scope of responsibility.

Supervisor - One who is involved in the process of implementing general programs and activities promulgated by directors. Identified with a specific section of a yet larger operation. The scope of responsibility determines the classification level.

Coordinator - One involved in a specific process or program having similar operations in the system. Responsible for the successful performance and/or execution of an activity based in more than one area of school operation.

## TERMS OF EMPLOYMENT

The regular period of employment for twelve (12) months administrators shall be 261 days (or 240 days for 12 month alternative administrators.) Ten (10) months administrators shall be employed 196 days.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
SPECIALIST, INSTRUCTIONAL SUPPORT  
12 Months (261 Days/ 8 Hours Daily)  
PAY SCALE TYPE AB**

PS Group >	01	01
PS Level	Annual	Hourly
01	41,880	20.05747
02	43,226	20.70211
03	44,575	21.34818
04	46,290	22.16954
05	48,007	22.99186
06	49,722	23.81322
07	51,438	24.63506
08	53,153	25.45642
09	54,870	26.27874
10	56,585	27.10010
11	59,403	28.44971
12	62,712	30.03448
13	65,162	31.20785
14	67,492	32.32375
15	71,588	34.28544
16	73,377	35.14224
17	75,212	36.02107
18	77,092	36.92146
95	80,979	38.78305

A specialist who worked one day more than half the previous school year in his/her position shall advance one step on the salary schedule.

Level 95 is for incumbents only who were assigned to level 19 in 2008/2009 and who worked one day more than half of the last school year.

A specialist shall be compensated annually for a higher degree: Specialist's degree - \$300 and Doctor's degree - \$1,000.

Annual Hours                      2088

Salary schedule effective July 1, 2009. Level Movement

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
SPECIALIST, ADMINISTRATIVE SUPPORT  
12 Months (261 Days/ 8 Hours Daily)  
PAY SCALE TYPE AC**

PS Group>	01	01
Level	Annual	Hourly
01	33,848	16.21073
02	34,862	16.69636
03	36,052	17.26628
04	37,241	17.83573
05	38,578	18.47605
06	40,244	19.27395
07	42,028	20.12835
08	43,786	20.97031
09	45,452	21.76820
10	47,118	22.56609
11	48,663	23.30603
12	50,212	24.04789
13	51,757	24.78784
14	53,542	25.64272
15	55,595	26.62596
16	58,613	28.07136
17	61,752	29.57471
18	63,656	30.48659
19	65,560	31.39847
95	72,211	34.58381

A specialist who was employed as a specialist during the previous school year shall advance one level on the salary schedule.

Level 95 is for incumbents only who were assigned to level 19 in 2008/2009 and who worked one day more than half last school year.

A specialist shall be compensated annually for a higher degree: specialist's degree - \$300 and doctor's degree - \$1,000.

Salary schedule effective July 1, 2009. Level Movement

Annual Hours      2088

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2009~2010**  
**ADMINISTRATOR**  
**10 Months (196 Days)**  
**PAY SCALE TYPE AD**

PS Group	02		08	
	Administrative Assistant ANNUAL	Assistant HOURLY	Assistant Principal ANNUAL	Assistant Principal HOURLY
PS Level				
01	32,919	22.91324	38,654	26.90509
02	33,660	23.42902	39,523	27.50995
03	34,418	23.95662	40,411	28.12805
04	35,191	24.49467	41,322	28.76215
05	35,985	25.04733	42,251	29.40878
06	36,794	25.61044	43,201	30.07002
07	37,621	26.18607	44,174	30.74728
08	38,469	26.77632	45,167	31.43846
09	39,332	27.37701	46,166	32.13381
10	40,219	27.99440	47,224	32.87023
11	41,124	28.62433	48,286	33.60943
12	42,048	29.26748	49,371	34.36465
13	42,996	29.92733	50,484	35.13935
14	43,963	30.60041	51,619	35.92936
15	44,951	31.28811	52,780	36.73748
16	45,963	31.99251	53,966	37.56299
17	46,997	32.71223	55,181	38.40869
18	48,055	33.44865	56,422	39.27249
19	49,136	34.20107	57,692	40.15647
20	50,242	34.97091	58,990	41.05994
21	51,372	35.75744	60,316	41.98291
22	52,526	36.56068	61,674	42.92814
23	53,709	37.38411	63,060	43.89286
24	54,917	38.22494	64,482	44.88265
25	56,154	39.08595	65,933	45.89261
26	57,417	39.96506	67,416	46.92485
27	59,988	41.75460	70,436	49.02692

An annual supplement of \$300 shall be paid for a specialist's degree and \$1,000 for a doctor's degree.

Salary Schedule effective July 1, 2009. No Level Movement

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
ADMINISTRATOR - PRINCIPAL  
12 Months (261 Days)  
PAY SCALE TYPE AE**

<b>PS Group</b>	<b>01</b>	<b>01</b>
<b>PS Level</b>	<b>Annual</b>	<b>Hourly</b>
<b>01</b>	<b>74,311</b>	<b>35.58956</b>

**School's base salary**

- ◆ Fixed component
- ◆ Complexity components
  - School Type
    - Middle School + \$ 3,000/year
    - High School + \$ 10,000/year
  - Student Population
    - \$2.00 per student
  - SES Population
    - Elementary School: \$125 for each SES student percentage point
    - Middle School: \$175 for each SES student percentage point
    - High School: \$250 for each SES student percentage point

**Experience as a principal**

- ◆ \$600 per year for each year of principal experience up to 20 years or \$12,000 maximum.

An annual supplement of \$300 shall be paid for a specialist's degree and \$1,000 for a doctor's degree.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
COUNCIL 79 - HOURLY  
PAY SCALE TYPE CA**

<b>PS GROUP PS LEVEL</b>	<b>8</b>	<b>11</b>	<b>12</b>	<b>15</b>
<b>2</b>				
<b>3</b>				
<b>4</b>				
<b>5</b>		12.75		
<b>6</b>	12.02	13.31	13.88	15.88
<b>7</b>	12.25	13.88	14.55	16.70
<b>8</b>	12.86	14.55	15.17	17.45
<b>9</b>	13.78	15.83	15.88	18.23
<b>10</b>			16.69	19.63
<b>11</b>			18.21	

A custodian or lead custodian who successfully completes the Lead Custodian Training Program shall be eligible for a one-time lump sum payment of \$250 upon completion of the program.

Permanent Lead Custodians will be paid supplemental pay based on the total allocation of custodians for his or her assigned school at the beginning of the school fiscal year as follows: if allocated less than four (4) custodians, none; four (4) or five (5) custodians, \$25 a month; and for each additional custodial employee allocation above five (5), and additional \$5 per month.

In addition to the above hourly rate an employee shall receive \$300 a year for each five (5) continuous years of service with the Duval County Public Schools.

Please note that no supplemental pay will be paid while an employee is "Acting" Lead Custodian or in a probationary status. Only employees who have achieved permanent status in the class of Lead Custodian will qualify to earn this supplemental pay.

Salary schedule effective July 1, 2009. No level movement.



**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
COMMUNITY EDUCATION/EXTENDED DAY  
Part-Time / Temporary Hourly  
PAY SCALE TYPE CE**

PS GROUP	2	3	4
<b>PS LEVEL</b>			
1	8.50	13.00	
2	9.50	13.50	
3	10.00	14.00	
4	10.50	14.50	
5	11.00	15.00	
6	11.50	16.00	7.25
7	12.00	17.00	7.50
8	12.50	18.00	8.00
9	13.00	19.00	
10	13.50	20.00	
11	14.00	21.00	

Grade	Position Code	Title
2	NN61/NN64	Instructor II/Extended Day II
3	NN62/NN65	Instructor III/Extended Day III
4	NN66	Student Program Aide

Salary schedule effective July 1, 2009. No level movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
DISTRICT ADMINISTRATOR  
12 MONTHS (261 Days)  
PAY SCALE TYPE DA**

<b>Pay Band</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>PB14</b>	<b>\$120,000</b>	<b>\$150,000</b>	<b>\$180,000</b>
<b>PB13</b>	<b>\$108,000</b>	<b>\$135,000</b>	<b>\$162,000</b>
<b>PB12</b>	<b>\$88,000</b>	<b>\$110,000</b>	<b>\$132,000</b>
<b>PB11</b>	<b>\$76,000</b>	<b>\$95,000</b>	<b>\$114,000</b>
<b>PB10</b>	<b>\$68,000</b>	<b>\$85,000</b>	<b>\$102,000</b>

An annual supplement of \$300 shall be paid for a specialist's degree and \$1,000 for a doctor's degree.

Salary schedule effective July 1, 2009.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009-2010  
EXEMPT/ HOURLY  
PAY SCALE TYPE EA**

PS Group	04	05	06	07	11	12	13	15	16	17	18	19	20	21	22	23	24	27	29	33	37	38	40	
PS Level																								
01	15.69	16.44	17.29	19.02	7.88	8.27	8.68	9.49	9.99	10.48	11.52	11.59	11.85	12.71	13.33	13.98	14.66	16.76	18.56	21.85	27.57	28.94	39.30	
02	16.04	16.82	17.68	19.44	8.06	8.45	8.88	9.70	10.21	10.72	11.79	11.86	12.11	13.00	13.64	14.28	14.99	17.12	18.99	22.34	28.19	29.59		
03	16.36	17.18	18.03	19.84	8.23	8.64	9.06	9.90	10.41	10.95	12.03	12.09	12.35	13.25	13.92	14.57	15.28	17.48	19.37	22.80	28.76	30.20		
04	16.67	17.49	18.39	20.22	8.41	8.80	9.24	10.09	10.64	11.16	12.26	12.34	12.59	13.51	14.21	14.88	15.61	17.84	19.77	23.26	29.35	30.81		
05	17.02	17.87	18.76	20.63	8.57	8.98	9.43	10.29	10.83	11.38	12.50	12.58	12.84	13.79	14.49	15.17	15.92	18.20	20.14	23.72	29.94	31.42		
06	17.33	18.20	19.12	21.02	8.75	9.16	9.62	10.51	11.04	11.60	12.76	12.83	13.10	14.06	14.77	15.45	16.25	18.56	20.57	24.21	30.53	32.06		
07	17.70	18.58	19.50	21.45	8.91	9.34	9.83	10.74	11.27	11.85	13.04	13.09	13.36	14.35	15.05	15.78	16.55	18.91	20.97	24.67	31.13	32.71		
08	18.05	18.94	19.91	21.90	9.09	9.53	10.02	10.95	11.47	12.08	13.28	13.35	13.62	14.63	15.35	16.08	16.90	19.31	21.40	25.18	31.75	33.37		
09	18.42	19.33	20.29	22.33	9.26	9.70	10.21	11.16	11.71	12.31	13.54	13.61	13.88	14.93	15.67	16.40	17.23	19.68	21.83	25.68	32.37	34.01		
10	18.79	19.71	20.69	22.78	9.46	9.90	10.41	11.38	11.97	12.56	13.81	13.87	14.18	15.22	15.99	16.74	17.57	20.08	22.26	26.21	33.05	34.69		
11	19.14	20.09	21.11	23.22	9.64	10.09	10.64	11.60	12.20	12.81	14.09	14.17	14.46	15.55	16.31	17.07	17.92	20.50	22.69	26.70	33.69	35.38		
12	19.53	20.52	21.52	23.68	9.85	10.29	10.83	11.85	12.44	13.07	14.38	14.45	14.75	15.85	16.62	17.41	18.28	20.90	23.14	27.24	34.36	36.09		
13	19.94	20.93	21.99	24.19	10.04	10.51	11.04	12.08	12.69	13.32	14.66	14.73	15.03	16.17	16.98	17.78	18.64	21.30	23.61	27.79	35.05	36.81		
14	20.31	21.33	22.40	24.63	10.24	10.74	11.27	12.31	12.92	13.59	14.96	15.02	15.32	16.48	17.29	18.13	19.03	21.74	24.09	28.35	35.75	37.55		
15	20.73	21.77	22.86	25.14	10.45	10.95	11.47	12.56	13.19	13.85	15.24	15.31	15.64	16.82	17.63	18.48	19.40	22.17	24.57	28.91	36.47	38.32		
16	21.15	22.20	23.31	25.65	10.68	11.16	11.71	12.81	13.46	14.15	15.57	15.63	15.96	17.16	18.01	18.85	19.81	22.61	25.06	29.50	37.21	39.10		
17	21.58	22.66	23.80	26.16	10.87	11.38	11.97	13.07	13.73	14.42	15.88	15.95	16.29	17.49	18.38	19.22	20.20	23.07	25.59	30.08	37.95	39.86		
18	22.03	23.10	24.26	26.68	11.08	11.60	12.20	13.32	14.01	14.71	16.19	16.27	16.60	17.86	18.73	19.61	20.60	23.53	26.07	30.70	38.71	40.66		
19	22.44	23.57	24.75	27.22	11.31	11.85	12.44	13.59	14.29	15.00	16.50	16.59	16.96	18.21	19.10	20.01	21.00	23.99	26.59	31.32	39.48	41.48		
20	22.90	24.06	25.25	27.76	11.52	12.08	12.69	13.85	14.57	15.28	16.85	16.94	17.26	18.57	19.48	20.38	21.43	24.48	27.14	31.95	40.28	42.31		
21	23.37	24.52	25.76	28.35	11.77	12.31	12.94	14.15	14.88	15.61	17.19	17.25	17.60	18.92	19.88	20.81	21.87	24.98	27.68	32.57	41.08	43.14		
22	23.83	25.02	26.28	28.90	12.01	12.56	13.20	14.42	15.17	15.92	17.51	17.59	17.97	19.32	20.26	21.23	22.30	25.49	28.23	33.24	41.89	44.03		
23	24.30	25.54	26.81	29.49	12.24	12.81	13.47	14.71	15.45	16.25	17.88	17.96	18.32	19.71	20.67	21.64	22.74	25.99	28.81	33.91	42.74	44.88		
24	24.81	26.03	27.32	30.07	12.48	13.07	13.75	15.00	15.78	16.55	18.23	18.31	18.69	20.09	21.07	22.09	23.20	26.49	29.38	34.60	43.58	45.79		
25	25.29	26.55	27.88	30.67	12.75	13.32	14.02	15.28	16.08	16.90	18.59	18.67	19.06	20.51	21.49	22.51	23.65	27.05	29.96	35.29	44.46	46.70		
26	25.82	27.21	28.58	31.43	13.07	13.65	14.36	15.69	16.47	17.31	19.06	19.14	19.53	21.00	22.05	23.09	24.25	27.71	30.72	36.15	45.58	47.87		
27	26.35	27.88	29.28	32.22	13.39	14.01	14.72	16.08	16.89	17.76	19.53	19.63	20.02	21.51	22.59	23.67	24.86	28.41	31.47	37.08	46.70	49.07		
28	27.36	28.71	30.16	33.17	13.78	14.42	15.17	16.55	17.39	18.28	20.10	20.23	20.63	22.17	23.27	24.39	25.61	29.27	32.42	38.18	48.11	50.55		
29	28.16	29.58	31.07	34.17	14.20	14.87	15.62	17.06	17.92	18.83	20.72	20.83	21.24	22.83	23.95	25.11	26.35	30.14	33.42	39.33	49.55	52.07		
30	29.01	30.45	32.00	35.18	14.61	15.28	16.09	17.55	18.46	19.39	21.33	21.45	21.88	23.52	24.67	25.88	27.16	31.04	34.42	40.52	51.03	53.63		
31	29.58	31.07	32.63	35.89	14.90	15.60	16.41	17.92	18.83	19.80	21.77	21.88	22.31	23.98	25.18	26.38	27.70	31.65	35.08	41.31	51.86	54.68		
32	30.17	31.67	33.25	36.57	15.19	15.91	16.74	18.26	19.19	20.19	22.19	22.31	22.75	24.46	25.66	26.90	28.24	32.28	35.77	42.13	53.10	55.77		
33	30.88	32.42	34.04	37.44	15.55	16.29	17.65	18.70	19.63	20.64	22.71	22.83	23.27	25.04	26.27	27.51	28.90	33.04	36.63	43.11	54.32	57.08		

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) years service with the Duval County Public Schools.

Salary schedule effective July 1, 2009. No Level Movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
TECHNICAL MANAGERS  
12 MONTHS (261 DAYS/8 HOURS DAILY)  
PAY SCALE TYPE EM**

<b>PS Group</b>	<b>00</b>	<b>00</b>
<b>PS Level</b>	<b>ANNUAL</b>	<b>HOURLY</b>
01	36,285	17.37787
02	37,102	17.76916
03	37,936	18.16858
04	38,790	18.57759
05	39,662	18.99521
06	40,557	19.42385
07	41,470	19.86111
08	42,400	20.30651
09	43,355	20.76389
10	44,329	21.23036
11	45,328	21.70881
12	46,348	22.19732
13	47,389	22.69588
14	48,457	23.20738
15	49,547	23.72941
16	50,658	24.26149
17	51,802	24.80939
18	52,966	25.36686
19	54,158	25.93774

Annual Hours 2088

Salary schedule effective July 1, 2009. No Level Movement

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
PHYSICAL THERAPIST/ OCCUPATIONAL THERAPIST  
10 Months (196 Days)  
PAY SCALE TYPE EQ**

<b>PS GROUP</b>	<b>01</b>	<b>01</b>
<b>PS LEVEL</b>	<b>ANNUAL</b>	<b>HOURLY</b>
01	46,213	32.16652
02	47,297	32.92104
03	48,385	33.67834
04	49,498	34.45304
05	50,636	35.24515
06	51,801	36.05605
07	52,993	36.88574
08	54,212	37.73422
09	55,458	38.60150
10	56,734	39.48966
11	58,039	40.39800
12	59,374	41.32723
13	60,739	42.27733
14	62,137	43.25041
15	63,566	44.24507
16	65,028	45.26269
17	66,524	46.30398
18	68,054	47.36893
19	72,484	50.45243

Salary schedule effective July 1, 2009. No Level Movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
PHYSICAL THERAPIST, OCCUPATIONAL THERAPIST  
Hourly  
PAY SCALE TYPE ER**

<b>PS GROUP</b>	<b>01</b>
<b>PS LEVEL</b>	<b>HOURLY</b>
<b>01</b>	22.88
<b>02</b>	24.07
<b>03</b>	25.26
<b>04</b>	26.46
<b>05</b>	27.66
<b>06</b>	28.84
<b>07</b>	30.04
<b>08</b>	31.23
<b>09</b>	32.42
<b>10</b>	33.62
<b>11</b>	34.81
<b>12</b>	36.00
<b>13</b>	37.20
<b>14</b>	38.39
<b>15</b>	39.59
<b>16</b>	40.78
<b>17</b>	41.97

Salary schedule effective July 1, 2009. No Level Movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009-2010  
EXEMPT/ HOURLY  
PAY SCALE TYPE EU**

PS GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13
PS LEVEL													
1	9.23	9.80	10.12	10.74	11.12	11.63	12.17	12.77	13.39	13.99	14.49	15.38	20.51
2	9.41	10.00	10.33	10.97	11.33	11.88	12.42	13.03	13.67	14.29	14.77	15.70	20.93
3	9.62	10.20	10.53	11.20	11.55	12.10	12.67	13.30	13.93	14.56	15.06	16.00	21.33
4	9.80	10.39	10.74	11.40	11.78	12.34	12.91	13.57	14.21	14.86	15.35	16.32	21.75
5	10.00	10.59	10.97	11.63	12.03	12.59	13.19	13.81	14.50	15.15	15.68	16.64	22.21
6	10.20	10.80	11.20	11.88	12.27	12.85	13.44	14.11	14.78	15.49	15.98	16.99	22.64
7	10.39	11.05	11.40	12.10	12.52	13.11	13.70	14.39	15.07	15.77	16.30	17.32	23.09
8	10.59	11.26	11.63	12.34	12.75	13.36	13.99	14.69	15.37	16.07	16.62	17.68	23.57
9	10.80	11.48	11.88	12.59	13.00	13.63	14.29	14.96	15.69	16.41	16.97	18.02	24.03
10	11.05	11.70	12.10	12.85	13.28	13.89	14.56	15.27	15.99	16.74	17.29	18.37	24.52
11	11.26	11.94	12.34	13.11	13.54	14.18	14.86	15.59	16.31	17.08	17.65	18.76	25.00
12	11.48	12.17	12.59	13.36	13.78	14.46	15.15	15.90	16.63	17.40	18.00	19.13	25.52
13	11.70	12.42	12.85	13.63	14.09	14.75	15.49	16.20	16.98	17.77	18.35	19.51	26.01
14	11.94	12.67	13.11	13.89	14.37	15.02	15.77	16.54	17.30	18.11	18.73	19.91	26.54
15	12.17	12.91	13.37	14.18	14.66	15.33	16.07	16.85	17.66	18.49	19.10	20.31	27.06
16	12.42	13.19	13.64	14.46	14.94	15.65	16.41	17.20	18.01	18.87	19.49	20.71	27.61
17	12.67	13.44	13.91	14.75	15.24	15.96	16.74	17.55	18.36	19.24	19.88	21.14	28.18
18	12.91	13.70	14.19	15.02	15.57	16.27	17.08	17.90	18.75	19.61	20.28	21.56	28.74
19	13.19	13.99	14.48	15.33	15.87	16.60	17.40	18.24	19.11	20.03	20.68	21.98	29.30
20	13.44	14.29	14.76	15.65	16.18	16.95	17.77	18.62	19.50	20.41	21.10	22.42	29.89
21	13.70	14.56	15.03	15.96	16.52	17.27	18.10	18.99	19.89	20.82	21.53	22.88	30.49
22	13.99	14.86	15.34	16.27	16.83	17.62	18.48	19.37	20.29	21.24	21.94	23.34	31.09
23	14.29	15.15	15.66	16.60	17.18	17.98	18.86	19.74	20.69	21.66	22.39	23.80	31.70
24	14.62	15.56	16.04	17.02	17.60	18.43	19.31	20.25	21.21	22.20	22.95	24.39	32.33
25	14.98	15.93	16.44	17.43	18.04	18.90	19.78	20.74	21.73	22.74	23.53	24.99	33.15
26	15.36	16.30	16.84	17.87	18.47	19.34	20.28	21.26	22.29	23.33	24.10	25.64	33.98
27	15.81	16.77	17.33	18.40	19.03	19.95	20.89	21.90	22.95	24.01	24.84	26.40	34.99
28	16.29	17.28	17.87	18.97	19.59	20.53	21.53	22.55	23.64	24.75	25.59	27.20	36.04
29	16.68	17.73	18.29	19.40	20.07	21.22	22.01	23.06	24.18	25.31	26.17	27.80	37.12
30	17.06	18.15	18.69	19.88	20.52	21.77	22.49	23.57	24.69	25.82	26.69	28.32	37.86
31	17.54	18.61	19.24	20.40	21.07	22.32	23.10	24.21	25.36	26.55	27.43	29.15	38.60
32	17.84	18.93	19.58	20.77	21.48	22.50	23.57	24.71	25.89	27.10	28.03	29.80	39.47
95	19.45	20.60	21.25	22.50	23.02	24.09	25.18	26.35	27.57	28.73	29.69	31.52	42.43

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) years service with the Duval County Public Schools.

Salary schedule effective July 1, 2009. No Level Movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
FOOD SERVICE MANAGERS  
Hourly  
PAY SCALE TYPE FS**

<b>PS GROUP</b>	<b>01</b>
<b>PS LEVEL</b>	
<b>01</b>	-
<b>02</b>	-
<b>03</b>	20.98
<b>04</b>	22.00
<b>05</b>	23.03
<b>06</b>	24.11
<b>07</b>	25.26
<b>08</b>	26.48

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) continuous years service with the Duval County Public Schools.

Salary schedule effective July 1, 2009. No level movement.



**DUVAL COUNTY PUBLIC SCHOOLS**  
**2009~2010**  
**LIUNA C630**  
**Hourly**  
**PAY SCALE TYPE LA**

PS GROUP	1	2	3	4	5	6	7	8	9	10
PS Level										
1	14.27	14.77	15.80	18.09	15.44	16.19	15.76	18.64	17.36	21.11
2	14.56	15.07	16.12	18.44	15.76	16.52	16.08	19.03	17.72	21.54
3	14.86	15.35	16.45	18.83	16.08	16.86	16.37	19.41	18.08	21.97
4	15.15	15.66	16.78	19.20	16.37	17.19	16.72	19.80	18.42	22.40
5	15.45	15.99	17.12	19.59	16.72	17.54	17.03	20.22	18.79	22.83
6	15.79	16.30	17.46	19.98	17.03	17.90	17.38	20.60	19.17	23.30
7	16.10	16.61	17.82	20.37	17.38	18.24	17.74	21.02	19.57	23.77
8	16.40	16.96	18.17	20.79	17.74	18.59	18.10	21.44	19.95	24.23
9	16.75	17.31	18.53	21.20	18.10	18.99	18.44	21.86	20.34	24.73
10	17.08	17.63	18.90	21.62	18.44	19.36	18.82	22.31	20.74	25.22
11	17.42	18.00	19.27	22.06	18.82	19.75	19.20	22.76	21.16	25.72
12	17.75	18.35	19.65	22.48	19.20	20.15	19.59	23.21	21.60	26.24
13	18.14	18.72	20.04	22.97	19.59	20.55	19.97	23.67	22.02	26.77
14	18.49	19.11	20.44	23.41	19.97	20.96	20.37	24.14	22.45	27.30
15	18.86	19.47	20.86	23.88	20.37	21.38	20.79	24.61	22.92	27.87
16	19.24	19.88	21.28	24.37	20.79	21.80	21.20	25.14	23.38	28.40
17	19.62	20.27	21.70	24.97	21.20	22.23	21.63	25.62	23.85	28.99
18	20.00	20.67	22.13	25.48	21.63	22.68	22.06	26.14	24.32	29.56
19	20.42	21.09	22.57	25.87	22.06	23.13	22.49	26.66	24.82	30.16
20	20.82	21.51	23.04	26.34	22.49	23.58	22.98	27.20	25.30	30.76
21	21.23	21.97	23.49	26.89	22.98	24.08	23.41	27.73	25.83	31.38
22	21.66	22.38	23.95	27.41	23.41	24.54	23.89	28.31	26.32	32.01
23	22.09	22.84	24.45	27.97	23.89	25.07	24.37	28.89	26.87	32.64
24	22.65	23.41	24.92	28.51	24.37	25.54	24.85	29.44	27.39	33.29
25	23.20	24.00	25.44	29.09	24.97	26.19	25.47	30.20	28.08	34.12
26	23.91	24.70	25.94	29.66	25.58	26.86	26.10	30.95	28.77	34.98
27	24.60	25.45	26.47	30.26	26.34	27.64	26.89	31.86	29.63	36.03
28	25.36	26.21	26.98	30.88	27.16	28.47	27.68	32.84	30.51	37.33
29	25.71	26.58	27.53	31.48	27.97	29.33	28.50	33.82	31.43	38.21
30	26.45	27.34	28.08	32.06	28.51	29.90	29.06	34.47	32.07	38.95
31	26.95	27.87	28.63	32.77	29.08	30.49	29.64	35.16	32.68	39.72
32	27.75	28.70	29.21	33.42	29.75	31.20	30.35	35.98	33.45	40.65
33	28.03	28.97	30.08	34.42	30.65	32.16	31.25	37.07	34.44	41.87

Job Code	Job Title	PS Type	PS Grp	PS Lvl
S124	Financial Records Analyst	LA	1	1
S128	Financial Records Analyst Senior	LA	2	1
S150	Computer Specialist	LA	3	1
S151	Senior Computer Specialist	LA	4	1
S011	Safety Specialist	LA	6	1
S111	Accountant I	LA	7	1
S655	Construction & Facilities Inspector	LA	7	14
S012	Safety Coordinator	LA	8	1
S647	Facilities Project Coordinator	LA	8	4
S112	Accountant II	LA	9	1
S113	Accountant III	LA	10	1

Salary schedule effective July 1, 2009. No Level Movement.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2009~2010**  
**MAINTENANCE**  
**Hourly**  
**PAY SCALE TYPE MA**

PSGroup PS Level	10	11	12	13	16	18	19	20	21	22	23	24	25
01	9.38	10.10	10.89	11.68	12.72	14.01	14.65	15.35	16.04	16.84	17.61	18.38	19.26
02	9.57	10.29	11.11	11.92	12.97	14.29	14.94	15.65	16.35	17.17	17.97	18.75	19.65
03	9.76	10.51	11.34	12.16	13.23	14.58	15.24	15.97	16.69	17.52	18.32	19.12	20.05
04	9.96	10.71	11.55	12.39	13.48	14.86	15.53	16.27	17.00	17.85	18.68	19.49	20.43
05	10.40	11.20	12.08	12.96	14.11	15.55	16.25	17.02	17.79	18.69	19.55	20.39	21.39
06	10.78	11.58	12.50	13.42	14.61	16.10	16.82	17.62	18.40	19.34	20.24	21.12	22.14
07	11.14	11.99	12.93	13.88	15.10	16.65	17.39	18.20	19.02	19.98	20.91	21.82	22.89
08	11.47	12.34	13.32	14.29	15.54	17.10	17.91	18.76	19.60	20.59	21.53	22.47	23.57
09	11.76	12.65	13.63	14.51	15.97	17.52	18.32	19.17	20.12	21.06	22.01	23.00	24.16
10	12.06	12.95	13.96	14.89	16.34	17.91	18.76	19.60	20.59	21.53	22.47	23.57	24.72
11	12.34	13.32	14.29	15.23	16.65	18.32	19.17	20.12	21.06	22.01	23.00	24.16	25.33
12	12.65	13.63	14.51	15.54	17.10	18.76	19.60	20.59	21.53	22.47	23.57	24.72	25.92
13	12.95	13.96	14.89	15.97	17.52	19.15	20.12	21.06	22.01	23.00	24.16	25.33	26.56
14	14.58	15.62	16.68	17.97	19.67	21.60	22.56	23.66	24.83	26.02	27.30	28.55	29.86

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) continuous years service with the Duval County Public Schools.

Salary Schedule effective July 1, 2009. No Level Movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
Part-time/ Temporary Hourly  
PAY SCALE TYPE PN**

POSITION CODE	TITLE	PS GROUP												
			01	02	03	04	05	06	07	08	09			
NN36	Student Clerk	06	7.25											
NN37	Student Worker (DOE Grant)	07	7.25											
NN38	Student Custodian	11	7.25											
NN50	Volunteer Liason	08	11.83	12.13	12.43	12.74	13.05	13.38	13.72	14.06				
NN51	Bilingual Interpreter	09	7.25											
NN52	Bilingual Assistant	10	7.25											
NN67	Program Aide	04	7.25	7.33	7.41	7.68	7.95	8.21	8.48	9.02				
NN68	Admin Sub	05	7.25	8.81	9.02	10.10	11.17	12.25	13.32	14.40				
NN70	Accompanist	12	9.14	10.21	10.75	11.29	11.83	12.36	12.90	13.44				
NN71	Other Instructional Support/Tutor	13	18.00	20.00	22.00	24.00	26.00	28.00	30.00	32.00				
NN90	Extended Day Director	13					26.00		30.00				34.00	

Salary schedule effective July 1, 2009. No level movement.

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2009-2010**  
**PARAPROFESSIONAL**  
**188 Days/ 7 Hours daily**  
**PAY SCALE TYPE RA, RF, RI AND RS**

Type ⇒	RA					RF			RI					RS				
Group⇒	01	02	03	04	05	04	05	06	01	02	03	04	05	01	02	03	04	05
	Security RB07/RD07 (A640, A790)					ISSP Facilitator RB07/RD07 (A51F)			Instruction-Regular Needs RB07/RD07 (A51E, A51M, A51S, A51O, A511, A512, A513, A514, A515, A516, A519, A521, A530, A550, A910)					Instruction-Special Needs RB07/RD07 (A51A, A51B, A51C, A51D, A51G, A520, A522, A523, A524)				
Level↓																		
01	7.90	8.07	8.19	8.30	8.70	9.55	9.74	9.93	8.30	8.46	8.56	8.69	9.08	8.63	8.82	8.94	9.05	9.43
02	8.08	8.25	8.36	8.49	8.90	9.75	9.95	10.15	8.49	8.63	8.75	8.88	9.28	8.85	8.98	9.09	9.23	9.64
03	8.28	8.46	8.56	8.69	9.12	9.97	10.17	10.36	8.68	8.83	8.96	9.09	9.50	9.02	9.19	9.29	9.42	9.84
04	8.48	8.65	8.77	8.90	9.30	10.20	10.39	10.59	8.87	9.06	9.18	9.29	9.70	9.22	9.36	9.51	9.64	10.05
05	8.68	8.85	8.96	9.12	9.50	10.37	10.60	10.79	9.08	9.24	9.36	9.51	9.92	9.41	9.60	9.72	9.84	10.28
06	8.89	9.07	9.18	9.30	9.73	10.62	10.83	11.03	9.28	9.46	9.56	9.70	10.16	9.62	9.80	9.92	10.06	10.49
07	9.09	9.26	9.38	9.51	9.95	10.85	11.06	11.26	9.49	9.65	9.81	9.93	10.37	9.87	10.04	10.18	10.31	10.75
08	9.32	9.50	9.62	9.76	10.22	11.10	11.33	11.53	9.73	9.90	10.04	10.18	10.63	10.11	10.31	10.45	10.62	11.10
09	9.86	10.04	10.17	10.32	10.79	11.65	11.88	12.07	10.27	10.44	10.59	10.72	11.21	10.62	10.79	10.95	11.09	11.56
10	10.44	10.63	10.75	10.91	11.40	12.30	12.52	12.74	10.84	11.04	11.20	11.33	11.82	11.23	11.42	11.56	11.71	12.23
11	11.58	11.77	11.91	12.03	12.53	13.65	13.71	13.78	12.10	12.29	12.45	12.60	12.71	12.50	12.69	12.84	13.00	13.50
12	12.22	12.42	12.57	12.69	13.22	14.40	14.46	14.54	12.77	12.97	13.13	13.29	13.41	13.19	13.39	13.55	13.71	14.24
95	13.53	13.75	13.91	14.04	14.62	15.85	15.94	16.00	14.14	14.33	14.52	14.67	14.81	14.57	14.79	14.96	15.13	15.70

Level Movement - A paraprofessional who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule. Column movement requires the completion of in service hours, college credit, and/or meeting the agreed upon assessment criteria to satisfy the ESEA Requirements for instructional paraprofessionals.

Level 95 is for incumbents only who were assigned to level 95 in 2008-2009 school year.

Longevity Pay - Members of this employee group with ten (10) years or more of creditable service shall receive an additional \$600 annually. Salary schedule effective July 1, 2009. Level movement.

**COLUMN I** - A paraprofessional shall be assigned to column I unless he/ she qualifies for movement to any other column.

**COLUMN II** - Movement to column II requires 36 hours of in service or one (1) three hour college credit course in a job related area pre-approved by the employer. Official transcripts must be on file in HR reflecting these requirements. (Paraprofessionals who can documents previous credit for in service hours shall be given credit retroactively.)

**COLUMN III** - Movement to column III requires 180 hours of in service or fifteen (15) hours of college credit in a job related area pre-approved by the Employer. Official transcripts must be on file in HR reflecting these requirements. (Paraprofessionals who can document previous credit for in service hours will be given credit retroactively or to July 1, 1997 whichever is later.)

**COLUMN IV** - Movement to column IV requires an associates degree or 60 semester hours of accredited college course or ESEA certification. College credit from a college or university which does not grant an associates degree shall be accepted if the course credit is comparable. Official transcripts must be on file in HR reflecting these requirements.

**COLUMN V** - Movement to column V requires the paraprofessional to have completed 90 semester hours of accredited college course work in a program which leads to a teaching degree and has been pre approved by the employer. A minimum grade point average of 2.5 is required in the paraprofessional's major area of study. Official transcripts must be on file in HR reflecting these requirements.

**COLUMN VI** - Assignment to column VI requires the ISSP Facilitator to have earned a bachelor of science or bachelor of arts degree from an accredited college and to possess a current Duval Teachers Certificate. Official transcripts must be on file in HR reflecting these requirements.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
SUPERVISORS ASSOCIATION  
Hourly  
PAY SCALE TYPE SA**

PS Group PS Level	08	16	18	21	22	23	24	25	26	27	29	30	31	32	33
01						14.50		16.01		17.76		20.45	20.90	22.58	23.61
02			12.16			15.08		16.64		18.46		21.27	21.74	23.48	24.56
03	9.75	11.66	12.65	14.50		15.69	16.93	17.31	18.51	19.20	21.46	22.12	22.60	24.42	25.54
04	10.13	12.12	13.15	15.08	16.01	16.45	17.60	18.17	19.25	20.16	22.32	23.21	23.69	25.62	26.81
05	10.53	12.60	13.80	15.69	16.64	17.28	18.30	19.04	20.02	21.09	23.22	24.30	24.81	26.94	28.23
06	11.01	13.20	14.50	16.45	17.31	18.21	19.14	20.04	20.95	22.10	24.33	25.57	26.10	28.16	29.64
07	11.08	13.79	15.75	17.21	18.10	19.16	20.11	21.09	21.97	23.14	25.52	26.83	27.36	29.52	31.15
08	11.19	14.56	16.73	18.21	19.04	20.16	21.09	22.11	23.25	24.42	26.94	28.23	28.83	31.15	32.54
09	11.65	15.30	17.51	19.14	20.04	21.14	22.15	23.03	24.42	25.52	28.23	29.52	30.12	32.54	34.17
10	11.81	15.99	18.33	20.10	21.09	22.15	23.20	24.37	25.57	26.89	29.59	31.09	31.71	34.23	35.93
11	12.38	16.69	19.25	21.07	22.21	23.30	24.49	25.72	26.79	28.56	31.50	33.09	33.74	36.50	38.37
12	13.20	18.42	20.62	23.31	24.48	25.50	26.78	28.10	29.51	30.99	34.06	35.72	36.43	39.39	41.41
13	14.03	20.10	22.04	25.20	26.42	27.70	29.06	30.43	31.93	33.45	36.78	38.52	39.26	42.35	44.47
14	14.25	20.79	22.91	26.14	27.43	28.66	30.06	31.46	33.11	34.63	38.12	39.87	40.63	43.82	46.04

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) years of continuous service in the Duval County Public Schools.

Salary schedule effective July 1, 2009. No level movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
SCHOOL BOARD MEMBER  
PAY SCALE TYPE SB  
SUPERINTENDENT OF SCHOOLS  
PAY SCALE TYPE SX**

**PAY SCALE SB**

**PS GROUP 01**

**PS LEVEL 01 40,349**

Salary schedule effective July 1, 2009.

**PAY SCALE SX**

**PS GROUP 01**

**PS LEVEL 01 275,000**

Salary schedule effective November 17, 2005.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
TEACHER  
196 Days/ 7.33 HOURS DAILY  
PAY SCALE TYPE TA**

DEGREE PS GROUP PS Level	Bachelors		Masters		Specialist		Doctors	
	01 Annual	Hourly	02 Annual	Hourly	03 Annual	Hourly	04 Annual	Hourly
01	37,300	25.96264	38,300	26.65869	39,300	27.35473	40,300	28.05078
02	37,439	26.05939	38,449	26.76240	39,748	27.66656	41,161	28.65008
03	37,629	26.19164	38,643	26.89743	40,105	27.91505	41,539	28.91319
04	37,902	26.38166	39,074	27.19743	40,518	28.20252	41,972	29.21458
05	38,284	26.64755	39,541	27.52248	40,946	28.50043	42,419	29.52571
06	38,693	26.93223	40,085	27.90113	41,319	28.76006	42,793	29.78603
07	39,078	27.20021	40,455	28.15867	41,730	29.04613	43,177	30.05332
08	39,505	27.49742	40,771	28.37862	42,214	29.38302	43,663	30.39160
09	40,196	27.97839	41,358	28.78720	42,804	29.79369	44,288	30.82663
10	40,721	28.34382	41,972	29.21458	43,446	30.24055	44,876	31.23591
11	41,260	28.71899	42,598	29.65030	44,042	30.65540	45,974	32.00017
12	41,958	29.20483	43,300	30.13893	44,865	31.22825	46,919	32.65793
13	42,961	29.90297	44,115	30.70621	45,618	31.75237	47,919	33.35398
14	43,540	30.30598	44,744	31.14403	47,058	32.75468	48,858	34.00757
15	44,117	30.70760	45,349	31.56514	48,132	33.50224	49,584	34.51290
16	44,983	31.31038	46,316	32.23822	48,991	34.10015	50,436	35.10594
17	45,831	31.90063	46,941	32.67325	49,659	34.56511	51,111	35.57577
18	46,486	32.35654	47,459	33.03380	50,156	34.91104	51,511	35.85419
19	48,290	33.61222	50,454	35.11847	52,415	36.48342	53,746	37.40986
20	50,648	35.25350	53,617	37.32007	55,101	38.35301	56,926	39.62330
21	53,437	37.19478	56,584	39.38525	58,160	40.48222	60,093	41.82769
22	55,515	38.64117	58,537	40.74463	59,991	41.75669	62,047	43.18777
23	57,052	39.71100	59,996	41.76017	61,342	42.69705	63,354	44.09750
95	65,301	45.45271	68,449	47.64387	69,888	48.64549	71,891	50.03967

Placement shall be in accordance with Teacher Salary Schedule Definitions and Placement Procedures.

Level movement - A teacher who worked one day more than half the previous school year in his/her position shall advance one step on the 2009~2010 teacher salary schedule.

Level 95 is for incumbents only who were active and assigned to level 23 in 2008~2009 and who worked one day more than half last school year.

Salary schedule effective July 1, 2009. Level Movement

Annual Hours - 1436.68

**DUVAL COUNTY PUBLIC SCHOOLS**  
**2009~2010**  
**TEACHER JOB SHARE**  
**99 DAYS/ 7.33 HOURS DAILY**  
**PAY SCALE TYPE JS**

PS GROUP PS LEVEL	01		02		03		04	
	BACHELORS		MASTERS		SPECIALIST		DOCTORS	
	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
1	18,840	25.96264	19,345	26.65869	19,851	27.35473	20,356	28.05078
2	18,911	26.05939	19,421	26.76240	20,077	27.66656	20,791	28.65008
3	19,006	26.19164	19,519	26.89743	20,257	27.91505	20,981	28.91319
4	19,144	26.38166	19,736	27.19743	20,466	28.20252	21,200	29.21458
5	19,337	26.64755	19,972	27.52248	20,682	28.50043	21,426	29.52571
6	19,544	26.93223	20,247	27.90113	20,870	28.76006	21,615	29.78603
7	19,738	27.20021	20,434	28.15867	21,078	29.04613	21,809	30.05332
8	19,954	27.49742	20,594	28.37862	21,322	29.38302	22,054	30.39160
9	20,303	27.97839	20,890	28.78720	21,620	29.79369	22,370	30.82663
10	20,568	28.34382	21,200	29.21458	21,945	30.24055	22,667	31.23591
11	20,841	28.71899	21,516	29.65030	22,246	30.65540	23,222	32.00017
12	21,193	29.20483	21,871	30.13893	22,661	31.22825	23,699	32.65793
13	21,700	29.90297	22,283	30.70621	23,042	31.75237	24,204	33.35398
14	21,992	30.30598	22,600	31.14403	23,769	32.75468	24,678	34.00757
15	22,284	30.70760	22,906	31.56514	24,312	33.50224	25,045	34.51290
16	22,721	31.31038	23,394	32.23822	24,745	34.10015	25,475	35.10594
17	23,149	31.90063	23,710	32.67325	25,083	34.56511	25,816	35.57577
18	23,480	32.35654	23,972	33.03380	25,334	34.91104	26,018	35.85419
19	24,391	33.61222	25,484	35.11847	26,475	36.48342	27,147	37.40986
20	25,582	35.25350	27,082	37.32007	27,832	38.35301	28,753	39.62330
21	26,991	37.19478	28,581	39.38525	29,377	40.48222	30,353	41.82769
22	28,041	38.64117	29,567	40.74463	30,302	41.75669	31,340	43.18777
23	28,817	39.71100	30,304	41.76017	30,984	42.69705	32,000	44.09750
95	32,984	45.45271	34,574	47.64387	35,301	48.64549	36,312	50.03967

Placement shall be in accordance with Teacher Salary Schedule Definitions and Placement Procedures.

Level movement - A teacher who worked one day more than half the previous school year in his/her position shall advance one level on the 2009/2010 teacher salary schedule.

Level 95 is for incumbents only who were assigned to level 23 in 2008/2009 and who worked one day more than half of the last school year.

Annual Hours 725.67

Salary schedule effective July 1, 2009. Level Movement



## TEACHER SALARY SCHEDULE DEFINITIONS AND PLACEMENT PROCEDURES

### Level

A level represents one (1) year of recognized teaching experience.

### Level Movement

A teacher who has worked ninety-nine (99) or more days in Duval County during the proceeding school year shall be advanced one (1) level.

### Salary Placement and Experience Verification

A teacher with no prior years of eligible experience shall be placed at Level 01. Column movement shall be based on highest degree recorded in the human resource services office.

### Maximum Credit

Teaching experience as defined below may be allowed up to the maximum number of levels on the teacher's salary schedule.

### Definitions

Teaching experience must be verified efficient full-time teaching in the public school systems of Florida (including services as set forth in Florida Statutes (Section 238.01(4)) or verified efficient fulltime teaching service in institutions not a part of the public school systems in Florida (public schools of other states of the United States, higher educational institutions, private and parochial schools, accredited nursing schools, or full-time and specifically designated instructional service in a federal, state, or local school other than those which are part of the school system of Florida).

Teaching experience may be granted only if the teacher had earned a four-year degree prior to the experience and had a valid state issued professional certificate covering the verified years. Credit for teaching experience from public schools outside of the United States shall be granted based on the criteria stated above. It is the employee's responsibility to identify all previous employers and request verification of the experience on forms provided by the Human Resource Department. The employee shall follow up on any verification not received. Salary adjustments will be made retroactively to the beginning date of employment for the school year in which the verification form is received.

Up to ten (10) years of prior experience of a specialized nature may be allowed for non-certificated personnel employed under 6A-1.0502, Florida State Board of Education Rules.

Active military service may be allowed at a rate of one (1) year for each twelve (12) months of continuous service up to a maximum of four (4) years.

Vocational experience may be allowed on a year-for-year basis, up to ten (10), for vocational education teachers. Experience must be appropriate to the field and meet the employment criteria used by the State Department of Education to establish eligibility for issuance of a regular vocational certificate. This experience is creditable only during the teacher's employment in a regular vocational program.

Work Experience granted an occupational specialist for placement on the teacher's salary schedule is valid only during the person's employment as an occupational specialist. Subsequent employment in a regular teaching position requires the deletion of previously granted credit for work experience.

Experience credit may be granted to a speech/language pathologist for prior employment as a speech/language pathologist in a clinical setting while working under professional licensure from a department of professional regulation or from another state licensure bureau. Credit for combined years of prior experience as a school speech/language pathologist shall be allowed at a rate of one (1) year for each of twelve (12) months continuous service up to a maximum of ten (10) years.

### Audiologists

Audiologists hired by the Employer, may be given credit on the teacher salary schedule for professional audiology experience done under professional licensure. Credit for combined years of prior experience as a teacher, military experience or professional audiology, experience shall be allowed at a rate of one (1) year for each of the twelve (12) months continuous service up to a maximum of ten (10 ) years, as per credit requirements in the Salary Guidelines.

### Social Workers

Social Workers hired by the Employer, may be given credit on the teacher salary schedule for professional social work experience done under professional licensure. Credit for combined years of prior experience as a teacher, military experience or professional social work, experience shall be allowed at a rate of one (1) year for each of the twelve (12) months continuous service up to a maximum of ten (10) years, as per credit requirements in the Salary Guidelines.

### Duval County Paraprofessional or Clerical Experience

Effective July 1, 1989, Duval County Public Schools full-time paraprofessional or full-time clerical experience shall be allowed as teaching experience credit for placement on the teacher's salary schedule at a rate of one (1) year for each full school year of service (10, 11, or 12 months) up to a maximum of six (6) years. Time as a probationary clerical employee may be used for experience credit when other requirements have been met.

### Fractional Parts of School Years

Fractional parts of different school years will not be added together for credit purposes, nor will fractional parts of years of military service. However, a person ordered to active duty while serving as a contractual teacher in Duval County during the school year and prior to completion of one (1) day more than one-half of the normal contractual period, will be credited with the full year of experience (other) provided the person remained in the military service beyond the close of the school year in which he/she entered the service and provided he/she returned to Duval County Public Schools within twelve (12) months after release from the service.

### Prior Agreements

Teachers employed prior to October 1, 1985, shall be granted experience based on prior agreements.

## JROTC INSTRUCTORS

If combined military and School Board contributions produce a monthly income less than the amount the instructor would earn on the teacher salary schedule with an equivalent degree and with equivalent experience, the School Board will contribute an additional sum to equalize compensation. If the instructor has not earned a degree, comparison for compensation will be at the bachelor's degree level.

## TERMS OF EMPLOYMENT

The regular period of employment for ten (10) months instructional employees shall be 196 days. For twelve (12) months instructional employees, the number of workdays shall be 261.

## PAYMENT OF SALARY

No instructional employee shall receive pay unless requirements of the laws of the State of Florida and policies of the Duval County School Board related to employment have been met. Salaries shall be paid in accordance with approved salary schedules. Both degree level and experience requirements must be satisfied as detailed by contracts and/or salary schedule guidelines.

When compensation is made in error, Florida Statutes require the payment/collection of salary underpayments/overpayments. Liability to the employer or employee for underpayments/overpayments is four (4) years.

## INCENTIVE PAY

Employees holding regular certification may earn an additional \$300 per year upon successful completion of 15 semester or 22 quarter hours of credit at a fully-accredited institution of higher learning. Credits earned and applied must be part of a planned program of studies leading to an advanced degree or to adding areas of certification. Courses must be approved in advance.

Payment of incentive pay shall be effective upon completion of the required credits as indicated on the official transcript or grade report bearing the seal of the institution and shall continue for a period of no longer than five (5) years. If the academic requirements are completed prior to September 1st of a school year, the entire supplement will be paid. If the requirements are completed after September 1st, a prorated share will be paid based upon the percentage of the normal work year remaining. Evidence of completion of the required credits must be filed with the Chief Officer, Human Resource Services.

An employee may apply credits earned under provisions of this policy only once at each certificate degree level or equivalent degree status. Credit for courses successfully completed as part of a program of studies approved at a lower level of certification may not be carried forward and applied to the requirements for incentive pay at a higher certificate degree level. A candidate must receive approval for a new program of studies at each certificate level.

When an employee becomes eligible and is issued a higher degree level certificate, he/she shall receive the salary specified in the salary schedule, and incentive pay shall cease. Incentive pay is a supplement to salary.

Employees eligible for incentive pay prior to July 1, 1982, shall not be subject to the five (5) year limitation. District level employees paid from the administrator and supervisor salary schedule are not eligible for incentive pay.

## VERIFYING EXPERIENCE

It is the employee's responsibility to identify all previous employers and request verification of experience on forms provided by the Human Resource Services Department. All types of experience claimed should be officially verified as soon as possible after the date of employment and mailed directly to Human Resource Services. It is the employee's responsibility to follow-up on any verification not received. On receipt of the experience verification form, a salary adjustment will be made retroactive to the person's beginning date of employment for the school year in which the verification form is received.

## ADJUSTMENT FOR CHANGE OF DEGREE

A teacher's salary shall be adjusted for a change in degree provided the teacher presents documentation to the Human Resource Services Department. Documentation shall be defined as an official transcript from an accredited degree-granting authority indicating the higher degree and the date the higher degree was conferred. When an employee submits a transcript indicating a higher degree, the effective date of the salary increase will be as follows:

1. If the degree was conferred and the transcript was received in the Human Resource Services during the same school year, the effective date of the salary increase will be the date of the degree conferral.
2. If the degree is conferred in a school year prior to the school year the transcript is received in Human Resource Services, the effective date of salary increase will be the beginning date of employment for the school year in which the transcript is received.

## CERTIFICATION DEADLINE

In order to keep a certificate valid and continuous, an employee must complete all certification requirements and have an application for certificate renewal on file with the Department of Education. The deadline for completing an application is June 30th of the certificate expiration year.

## SUMMER SCHOOL SALARY

Effective beginning the 1996 summer school program, a teacher shall be paid his/her base hourly rate of pay for summer school, extended contract, or part-time hourly assignments.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009-2010  
SUPPLEMENTS**

CODE	TYPE	ACTIVITY	GRADE	AMOUNT	SEASON
1000	B	School Patrol - Elementary	E	\$ 551	Y
1001	B	6th Sense	6	\$ 578	Y
1002	B	Excpt Child Spec		\$ 893	Y
1003	B	School Patrol - Middle	M	\$ 551	Y
1100	B	Academic Coach-Head	H	\$ 3,150	Y
1101	B	Academic Coach-Asst	H	\$ 1,680	Y
1102	B	Co-Academic Coach	H	\$ 2,415	Y
1103	B	Band Dir	H	\$ 4,699	Y
1104	B	Asst Band Dir	H	\$ 1,759	Y
1105	B	Cheerleader	H	\$ 2,520	Y
1106	B	JV Cheerleader	H	\$ 2,520	Y
1107	B	Choral	H	\$ 2,520	Y
1108	B	Dance Team	H	\$ 1,496	Y
1109	B	Dramatics	H	\$ 1,155	Y
1110	B	Forensics	H	\$ 1,155	Y
1111	B	Newspaper	H	\$ 1,155	Y
1112	B	Orchestra	H	\$ 1,418	Y
1113	B	Yearbook	H	\$ 1,155	Y
1200	B	Academic Coach-Head	M	\$ 2,074	Y
1201	B	Academic Coach-Asst	M	\$ 840	Y
1202	B	Co-Academic Coach	M	\$ 1,444	Y
1203	B	Band Dir	M	\$ 3,150	Y
1204	B	Asst Band Dir	M	\$ 1,418	Y
1205	B	Cheerleader	M	\$ 1,890	Y
1206	B	Asst Cheerleader	M	\$ 761	Y
1207	B	Choral	M	\$ 1,890	Y
1208	B	Dance Team	M	\$ 1,155	Y
1209	B	Dramatics	M	\$ 1,155	Y
1210	B	Forensics	M	\$ 1,155	Y
1211	B	Newspaper	M	\$ 1,155	Y
1212	B	Orchestra	M	\$ 1,103	Y
1213	B	Yearbook	M	\$ 1,155	Y
1300	A	Athletic Dir	H	\$ 5,224	Y
4302	A	Athletic Dir/ Reduced Load	H	<del>\$ 4,646</del>	Y
4303	A	Coord Co-Ed	H	<del>\$ 2,179</del>	Y
1304	A	Assistant Athletic Director	H	\$ 2,179	Y
1306	A	Teacher Athletic Trainer	H	\$ 2,940	Y
1307	A	Intramurals	H	\$ 1,575	Y
1350	A	Athletic Dir	M	\$ 3,150	Y
4352	A	Athletic Dir/ Reduced Load	M	<del>\$ 2,573</del>	Y
4353	A	Coord Co-Ed	M	<del>\$ 2,179</del>	Y
1354	A	Assistant Athletic Director	M	\$ 2,179	Y
1356	A	Intramurals	M	\$ 1,575	Y
1357	A	Intramural Director	H	\$ 1,575	Y
1358	A	Intramural Director	M	\$ 1,575	Y
1359	A	Intramural Coach	A of T	\$ 1,365	Y
1360	A	Girls Rythmic Gymnastics	H	\$ 2,520	Y
1398	A	Ath Lump Sum (51120)			A
1399	A	Ath Lump Sum (51758)			A
1400	A	Cross Country-B-Head	H	\$ 1,286	F
1401	A	Cross Country-G-Head	H	\$ 1,286	F
1402	A	Football-JV-Head	H	\$ 2,097	F
1403	A	Football-JV-Asst	H	\$ 2,008	F
1404	A	Football-V-Head	H	\$ 3,994	F
1405	A	Football-V-Asst	H	\$ 2,008	F
1406	A	Softball-Slow Pitch-G-JV Head	H	\$ 1,890	F
4407	A	Softball-Slow Pitch-G-V Co-Head	H	<del>\$ 1,260</del>	F
1408	A	Swim-B-Head	H	\$ 2,520	F
1409	A	Swim-B-Asst	H	\$ 1,523	F
1410	A	Swim-G-Head	H	\$ 2,520	F
1411	A	Swim-G-Asst	H	\$ 1,523	F
1412	A	Volleyball-Head	H	\$ 2,520	F
1413	A	Volleyball-Asst	H	\$ 1,523	F
1414	A	Intramurals 1/3	H	\$ 525	F
1415	A	Golf-B-Head	H	\$ 1,286	F
1416	A	Golf-G-Head	H	\$ 1,286	F

**DUVAL COUNTY PUBLIC SCHOOLS  
2009-2010  
SUPPLEMENTS**

CODE	TYPE	ACTIVITY	GRADE	AMOUNT	SEASON
1417	A	Cross County-B-Asst	H	\$ 761	F
1418	A	Cross County-G-Asst	H	\$ 761	F
1419	A	Golf-B-Asst	H	\$ 761	F
1420	A	Golf-G-Asst	H	\$ 761	F
1421	A	Softball-Slow Pitch-Girls Varsity Asst.	H	\$ 735	
1425	A	Coord Co-Ed-Head	H	\$ 1,260	F
1426	A	Coord Co-Ed-Asst	H	\$ 604	F
1427	A	Bowling-G-JV-Head	H	\$ 525	F
1428	A	Bowling-G-V-Hd	H	\$ 735	F
1500	A	Basketball-G-8-Head	M	\$ 2,074	F
1501	A	Basketball-G-8-Asst	M	\$ 840	F
1502	A	Basketball-G-7-Head	M	\$ 1,916	F
1503	A	Basketball-G-7-Asst	M	\$ 840	F
1504	A	Football-Head	M	\$ 3,150	F
1505	A	Football-Asst	M	\$ 1,575	F
1506	A	Volleyball-Head	M	\$ 1,890	F
1507	A	Volleyball-Asst	M	\$ 761	F
1508	A	Intramurals 1/3	M	\$ 525	F
1525	A	Coord Co-Ed-Head	M	\$ 1,260	F
1526	A	Coord Co-Ed-Asst	M	\$ 604	F
1527	A	Extra JV Coaching	M	\$ 630	
1598	A	Ath Lump Sum (51120)	F		F
1599	A	Ath Lump Sum (51758)	F		F
1600	A	Basketb-B-JV-Head	H	\$ 2,468	W
1601	A	Basketb-B-JV-Asst	H	\$ 1,680	W
1602	A	Basketb-B-V-Head	H	\$ 3,150	W
1603	A	Basketb-B-V-Asst	H	\$ 1,680	W
1604	A	Basketb-G-JV-Head	H	\$ 2,468	W
1605	A	Basketb-G-JV-Asst	H	\$ 1,680	W
1606	A	Basketb-G-V-Head	H	\$ 3,150	W
1607	A	Basketbl-G-V-Asst	H	\$ 1,680	W
1608	A	Soccer-B-JV-Head	H	\$ 1,890	W
1609	A	Soccer-B-V-Head	H	\$ 2,520	W
1610	A	Soccer-B-V-Asst	H	\$ 1,523	W
1611	A	Soccer-G-JV-Head	H	\$ 1,890	W
1612	A	Soccer-G-V-Head	H	\$ 2,520	W
1613	A	Soccer-G-V-Asst	H	\$ 1,523	W
1614	A	Wrestling-Head	H	\$ 2,520	W
1615	A	Wrestling - Asst	H	\$ 1,523	W
1616	A	Intramurals 1/3	H	\$ 525	W
1617	A	Bowling-G-JV-Head	H	\$ 735	W
1618	A	Bowling-G-V-Head	H	\$ 1,260	W
1625	A	Coord Co-Ed-Head	H	\$ 1,260	W
1626	A	Coord Co-Ed-Asst	H	\$ 604	W
1627	A	Softball-Slow Pitch-G-V Hd	H	\$ 1,260	W
1628	A	Softball-Slow Pitch-Girls Varsity Asst.	H	\$ 735	W
1629	A	Weight Training-G-Head	H	\$ 1,260	W
1630	A	Weight Training-G-Asst	H	\$ 735	W
1700	A	Basketb-B-8-Head	M	\$ 2,074	W
1701	A	Basketb-B-8-Asst	M	\$ 840	W
1702	A	Basketb-B-7-Head	M	\$ 1,916	W
1703	A	Basketb-B-7-Asst	M	\$ 840	W
1704	A	Soccer-B-Head	M	\$ 1,890	W
1705	A	Soccer-B-Asst	M	\$ 761	W
1706	A	Soccer-G-Head	M	\$ 1,890	W
1707	A	Soccer-G-Asst	M	\$ 761	W
1708	A	Intramurals 1/3	M	\$ 525	W
1709	A	Basketball-G-8-Head	M	\$ 2,074	W
1710	A	Basketball-G-8-Asst	M	\$ 840	W
1711	A	Basketball-G-7-Head	M	\$ 1,916	W
1712	A	Basketball-G-7-Asst	M	\$ 840	W
1725	A	Coord Co-Ed-Head	M	\$ 1,260	W
1726	A	Coord Co-Ed-Asst	M	\$ 604	W
1798	A	Ath Lump Sum (51120)			W
1799	A	Ath Lump Sum (51758)			W
1800	A	Baseball-JV-Head	H	\$ 1,890	S

**DUVAL COUNTY PUBLIC SCHOOLS  
2009-2010  
SUPPLEMENTS**

CODE	TYPE	ACTIVITY	GRADE	AMOUNT	SEASON
1801	A	Baseball-V-Head	H	\$ 2,520	S
1802	A	Baseball-V-Asst	H	\$ 1,523	S
1803	A	FL FB-G-JV-Head	H	\$ 945	S
1804	A	FL FB-G-V-Head	H	\$ 1,260	S
1805	A	FL FB-G-JV-Asst	H	\$ 735	S
1806	A	FL FB-G-V-Asst	H	\$ 735	S
1807	A	Softball-JV-Asst	H	\$ 1,286	S
1808	A	Softball-JV-Head	H	\$ 1,890	S
1809	A	Softball-V-Head	H	\$ 2,520	S
1810	A	Softball-V-Asst	H	\$ 1,523	S
1811	A	Tennis-B-Head	H	\$ 1,286	S
1812	A	Tennis-G-Head	H	\$ 1,286	S
1813	A	Track-B-Head	H	\$ 2,520	S
1814	A	Track-B-Asst	H	\$ 1,523	S
1815	A	Track-G-Head	H	\$ 2,520	S
1816	A	Track-G-Asst	H	\$ 1,523	S
1817	A	Weight Training-G-Head	H	\$ 1,260	S
1818	A	Intramurals-1/3	H	\$ 525	S
1819	A	Tennis-B-Asst	H	\$ 761	S
1820	A	Tennis-G-Asst	H	\$ 761	S
1821	A	Football-B-V-Head	H	\$ 705	S
1822	A	Ftbl-B-V-Asst	H	\$ 354	S
1823	A	Ftbl-B-JV-Head	H	\$ 370	S
1824	A	Ftbl-B-JV-Asst-H	H	\$ 354	S
1825	A	Coord Co-Ed-Head	H	\$ 1,260	S
1826	A	Coord Co-Ed-Asst	H	\$ 604	S
1828	A	Baseball-JV-Asst	H	\$ 1,286	S
1900	A	Baseball-Head	M	\$ 1,890	S
1901	A	Baseball-Asst	M	\$ 761	S
1902	A	Softball-Head	M	\$ 1,890	S
1903	A	Softball-Asst	M	\$ 761	S
1904	A	Swimming-B-Head	M	\$ 1,864	S
1905	A	Swimming-B-Asst	M	\$ 761	S
1906	A	Swimming-G-Head	M	\$ 1,864	S
1907	A	Swimming-G-Asst	M	\$ 761	S
1908	A	Track-B-Head	M	\$ 1,890	S
1909	A	Track-B-Asst	M	\$ 761	S
1910	A	Track-G-Head	M	\$ 1,890	S
1911	A	Track-G-Asst	M	\$ 761	S
1912	A	Intramurals 1/3	M	\$ 525	S
1925	A	Coord Co-Ed-Head	M	\$ 1,260	S
1926	A	Coord Co-Ed-Asst	M	\$ 604	S
1930	A	VICA Advisor - Skills Center-Head	H	\$ 1,365	Y
1931	A	VICA Advisor - Skills Center-Asst	H	\$ 1,155	Y
1950	A	Neg/Lob		\$ 7,350	Y
1952		Magnet Lead Teacher		\$ 2,625	
1954		SchTech (FTE>1100)		\$ 2,100	Y
1955		SchTechFTE>800<1100		\$ 1,575	Y
1956		SchTech (FTE<800)		\$ 1,050	Y
1957		TestCordFTE<501 if noAP		\$ 1,050	Y
1965	B	National Board Certification		\$ 2,625	Y
1970	B	PDF 1st Yr		\$ 525	Y
1971	B	PDF 2nd Yr		\$ 1,129	Y
1975	B	USI Advocates		\$ 525	Y
1976	B	USI Team Leader		\$ 4,200	Y
1980	B	ROTC Officer (10 months)		\$ 4,095	Y
1981	B	ROTC Other (10 months)		\$ 4,095	Y
1998	A	Ath Lump Sum (51120)			S
1999	A	Ath Lump Sum (51758)			S

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
ATHLETIC/ SCHOOL RELATED ACTIVITIES**

CG	Wage Type	Wage type text
10	2700	FS-Game Manager
10	2701	FB-Game Mgr/Head tic sell
10	2702	FB-Head ticket seller
10	2703	FB-Ticket Seller
10	2704	FB-Ticket handler(Max 8)
10	2705	FB-Announcer
10	2706	FB-Official High-Varsity
10	2707	FB-Official High-JV
10	2708	FB-Official Middle
10	2709	FB-Clock
10	2711	BB-Ticket Sell/Sgle Game
10	2712	BB-Ticket Sell/DbI Head
10	2713	BB-Ticket Sell/trpl Head
10	2714	BB-Official-High-Varsity
10	2715	BB-Official High JV
10	2716	BB Official Middle
10	2717	BB Official (3) V High
10	2721	Flag FB Off High Varsity
10	2722	Flag FB-Official High JV
10	2723	FB-Off Scrimmages High
10	2724	FB-Off Scrimmages High JV
10	2725	FB-Off Scrimmages Middle
10	2731	BskB Ticket sell/sgl game
10	2732	BskB Ticket Sell/DbI head
10	2733	BskB Ticket/Sell/trp head
10	2734	BskB Official High Varsit
10	2735	BskB Official High JV/9th
10	2736	BskB Off High 3 man team
10	2737	BskB Official Middle
10	2738	BskB Off Work JV & Varsit
10	2740	Soccer TS/Single game
10	2741	Soccer Ticket Sell/dbIHe
10	2742	Soccer Ticket sell/Trp H
10	2743	Soc Cntr Off 3man Crew H
10	2744	Soc Off 2 man Crew H Var
10	2745	Soccer Off 2 man crewHJV
10	2746	Soccer Off 2 man crew Mid
10	2747	Soc Off 1 Off middle
10	2748	Soccer Linesman H (3Man)
10	2751	SB Ticket Sell/Sgl Game
10	2752	SB Ticket Sell/DbI Head
10	2753	FS-Game Manager
10	2754	SB FP Official High JV
10	2755	SB Official Middle
10	2756	SB SP Off High Vars
10	2757	SB SP Off High JV
10	2761	Track Ticket seller (meet
10	2771	VB-Ticket Sell/dbI header
10	2772	VB Ticket Sell/trp header
10	2774	VB Off all matches H Vars
10	2776	VB Off all matches-H-JV
10	2777	VB Off Sgl match-middle
10	2781	Wrtg TSeller/sgl match
10	2782	Wrtg Official H Varsity
10	2783	Wrtg Official H JV
10	2789	Officials add\$2/Tournam
10	2790	Misc-Activity
10	2791	Misc-Activity 2
10	2792	Misc Activity \$15
10	2793	Misc Activity \$20
10	2794	Misc Activity \$25
10	2795	Misc Activity \$30
10	2796	Misc Activity \$35
10	2797	Misc Activity \$40
10	2798	Misc Activity \$45
10	2799	Misc Activity \$50



## **SALARY SUPPLEMENTS: EXPLANATIONS AND REGULATIONS**

1. Each year, principals submit supplement recommendations to the Human Resource Employee Support for assignment.
2. Activities for which supplements are received shall not have overlapping seasons. A season is defined as that period of time extending from the first date of competition to the last date of competition. (Seasons are published each year as "Dates of Athletic Contests in Duval County" by the Athletics/Physical Education office.)
3. A coach may not receive additional remuneration from revenues of athletic contests or other school activities except when he/she is employed as a referee, umpire, or official by agencies other than the school unit in which he/she is employed. (This policy does not preclude the incidental employment of a coach, other than the athletic director, in a game management activity for which the employee does not receive a supplement.)
4. An employee who draws two or more athletic supplements, or whose total supplement income exceeds \$2624, must be available for coaching assignment by the athletic director for athletic or intramural program duties during the school year.
5. Athletic personnel are to be assigned a regular teaching load by the principal. The athletic director's supplement will be reduced by \$561 if he/she elects to have his/her teaching load reduced by one period daily.
6. An intramural supplement may be divided into thirds and prorated accordingly for assignment and pay.
7. Whenever schedules require the employee to participate in practice or other activities prior to the start of the employee's contract year, workers' compensation coverage shall be in effect.
8. When a season is not completed, the coach will be paid on a pro-rated basis, based on the portion of the season completed. Amount to be determined by Human Resource Support Services.
9. School patrol supplement shall be limited to two (2) persons and shall not be subdivided, for each elementary school.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
TEACHER / NON-UNION  
Part-time Hourly  
PAY SCALE TYPE TH**

Pay Scale Group (Grade)	Pay Scale Level 01
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DEGREE LEVEL

01	Bachelor's Degree	27.33
02	Master's Degree	31.17
03	Specialist's Degree	33.81
04	Doctor's Degree	36.47

Salary schedule effective July 1, 2009. No Level Movement

**DUVAL COUNTY PUBLIC SCHOOLS  
2009~2010  
SPECIAL SCHEDULES  
Hourly/ Annual  
PAY SCALE TYPES TN AND TS**

**Pay Scale Type TN**

Non-Certificated Teacher

Pay Scale Group (Grade) 01

Pay Scale Level Hourly

01	\$ 22.43
02	\$ 24.26
03	\$ 26.06
04	\$ 27.68

Salary schedule effective July 1, 2009. No level movement.

**Pay Scale Type TS**

Special Certificated Staff

Pay Scale Group (Grade)	01	02	03	01	02	03
	10 mos	12 mos	10 mos	10 mos	12 mos	10 mos
Pay Scale Level	Annual			Hourly		
01	\$ 28,848	\$ 33,952	\$ 20,874	20.08	16.26	14.53
02	\$ 30,830	\$ 36,292	\$ 21,395	21.46	17.38	14.89
03	\$ 33,465	\$ 39,393	\$ 21,931	23.29	18.87	15.27
04	\$ 35,349	\$ 41,617	\$ 22,481	24.60	19.93	15.65
05	\$ 37,188	\$ 43,776	\$ 23,041	25.88	20.97	16.04

Salary Schedule effective July 1, 2009. No level movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009-2010  
PSYCHOLOGIST  
261 Days/ 2088 Hours  
196 Days/1568 Hours  
PAY SCALE TYPE TP**

Degree PS Group PS Level	Masters 01			Specialist 02			Doctors 03		
	12 Months	10 Months	Hourly	12 Months	10 Months	Hourly	12 Months	10 Months	Hourly
	2088	1568 Hours		2088	1568 Hours		2088	1568 Hours	
01	54,129	40,649	25.92385	55,915	41,990	26.77921	57,702	43,332	27.63506
02	54,962	41,274	26.32280	56,749	42,616	27.17864	58,536	43,958	28.03448
03	55,825	41,922	26.73611	57,613	43,265	27.59243	59,399	44,606	28.44780
04	56,685	42,568	27.14799	58,472	43,910	28.00383	60,257	45,250	28.85872
05	57,780	43,390	27.67241	59,566	44,732	28.52778	61,352	46,073	29.38314
06	58,837	44,184	28.17864	60,624	45,526	29.03448	62,411	46,868	29.89033
07	59,880	44,967	28.67816	61,668	46,310	29.53448	63,453	47,651	30.38937
08	60,921	45,749	29.17672	62,708	47,091	30.03257	64,495	48,433	30.88841
09	62,228	46,731	29.80268	64,015	48,073	30.65852	65,801	49,414	31.51389
10	63,534	47,711	30.42816	65,319	49,052	31.28305	67,106	50,394	32.13889
11	64,839	48,691	31.05316	66,624	50,032	31.90805	68,412	51,375	32.76437
12	66,144	49,671	31.67816	67,930	51,013	32.53352	69,717	52,355	33.38937
13	67,448	50,651	32.30268	69,236	51,993	33.15900	71,021	53,334	34.01389
14	68,755	51,632	32.92864	70,542	52,974	33.78448	72,328	54,315	34.63985
15	70,183	52,704	33.61255	71,969	54,046	34.46791	73,757	55,388	35.32423
16	71,655	53,810	34.31753	73,441	55,151	35.17289	75,229	56,494	36.02921
17	73,210	54,978	35.06226	74,995	56,318	35.91715	76,782	57,660	36.77299
18	74,818	56,185	35.83238	76,603	57,526	36.68726	78,390	58,868	37.54310
19	76,551	57,487	36.66236	78,337	58,828	37.51772	80,125	60,170	38.37404
95	80,340	60,332	38.47701	82,218	61,742	39.37644	84,041	63,111	40.24952

A psychologist who worked one day more than half the previous school year in his/her position shall advance one level on the 2009-2010 psychologist salary schedule.

Level 95 is for incumbents only who were assigned to level 19 in 2008-2009 and who worked one day more than half the last school year.

Salary schedule effective July 1, 2009. Level Movement.

## PSYCHOLOGIST SALARY SCHEDULE DEFINITIONS & PLACEMENT PROCEDURES

### LEVEL

A level represents one (1) year of eligible experience.

### LEVEL MOVEMENT

A psychologist who has worked one hundred thirty-one or more days in Duval County during the preceding year shall be advanced one level.

### ELIGIBLE EXPERIENCE

Eligible experience shall be defined as school psychologist, teacher, or active duty military experience. Military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service and shall be limited to four (4) years.

### SALARY PLACEMENT AND EXPERIENCE VERIFICATION

A psychologist with no prior years of eligible experience shall be placed at Level 1 of the salary schedule.

Effective July 1, 1990, credit for eligible experience shall be allowed at a rate of one (1) year for each year of continuous service. A maximum of eight (8) years eligible experience shall be allowed. Retroactive to 2000-2001, new school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

Movement between columns (pay scale groups) shall be at the same step based on highest degree recorded in the personnel office.

DUVAL COUNTY PUBLIC SCHOOLS  
2009-2010  
UOPD  
Hourly  
PAY SCALE TYPE UA

Group	00	01	02	03	04	05	06	07	08	09	10	11	12
	CB28/CC27/CD17/CE17/CF07/CG07/CK08/CL08/CM18/CN18												
Level													
01	-	9.23	9.80	10.12	10.74	11.12	11.63	12.17	12.77	13.39	13.99	14.49	15.38
02	-	9.41	10.00	10.33	10.97	11.33	11.88	12.42	13.03	13.67	14.29	14.77	15.70
03	-	9.62	10.20	10.53	11.20	11.55	12.10	12.67	13.30	13.93	14.56	15.06	16.00
04	-	9.80	10.39	10.74	11.40	11.78	12.34	12.91	13.57	14.21	14.86	15.35	16.32
05	-	10.00	10.59	10.97	11.63	12.03	12.59	13.19	13.81	14.50	15.15	15.68	16.64
06	-	10.20	10.80	11.20	11.88	12.27	12.85	13.44	14.11	14.78	15.49	15.98	16.99
07	8.08	10.39	11.05	11.40	12.10	12.52	13.11	13.70	14.39	15.07	15.77	16.30	17.32
08	8.24	10.59	11.26	11.63	12.34	12.75	13.36	13.99	14.69	15.37	16.07	16.62	17.68
09	8.39	10.80	11.48	11.88	12.59	13.00	13.63	14.29	14.96	15.69	16.41	16.97	18.02
10	8.57	11.05	11.70	12.10	12.85	13.28	13.89	14.56	15.27	15.99	16.74	17.29	18.37
11	8.73	11.26	11.94	12.34	13.11	13.54	14.18	14.86	15.59	16.31	17.08	17.65	18.76
12	8.89	11.48	12.17	12.59	13.36	13.78	14.46	15.15	15.90	16.63	17.40	18.00	19.13
13	9.07	11.70	12.42	12.85	13.63	14.09	14.75	15.49	16.20	16.98	17.77	18.35	19.51
14	9.24	11.94	12.67	13.11	13.89	14.37	15.02	15.77	16.54	17.30	18.11	18.73	19.91
15	9.40	12.17	12.91	13.37	14.18	14.66	15.33	16.07	16.85	17.66	18.49	19.10	20.31
16	9.60	12.42	13.19	13.64	14.46	14.94	15.65	16.41	17.20	18.01	18.87	19.49	20.71
17	9.78	12.67	13.44	13.91	14.75	15.24	15.96	16.74	17.55	18.36	19.24	19.88	21.14
18	9.97	12.91	13.70	14.19	15.02	15.57	16.27	17.08	17.90	18.75	19.61	20.28	21.56
19	10.17	13.19	13.99	14.48	15.33	15.87	16.60	17.40	18.24	19.11	20.03	20.68	21.98
20	10.36	13.44	14.29	14.76	15.65	16.18	16.95	17.77	18.62	19.50	20.41	21.10	22.42
21	10.54	13.70	14.56	15.03	15.96	16.52	17.27	18.10	18.99	19.89	20.82	21.53	22.88
22	10.76	13.99	14.86	15.34	16.27	16.83	17.62	18.48	19.37	20.29	21.24	21.94	23.34
23	10.97	14.29	15.15	15.66	16.60	17.18	17.98	18.86	19.74	20.69	21.66	22.39	23.80
24	11.18	14.62	15.56	16.04	17.02	17.60	18.43	19.31	20.25	21.21	22.20	22.95	24.39
25	11.39	14.98	15.93	16.44	17.43	18.04	18.90	19.78	20.74	21.73	22.74	23.53	24.99
26	11.61	15.36	16.30	16.84	17.87	18.47	19.34	20.28	21.26	22.29	23.33	24.10	25.64
27	11.82	15.81	16.77	17.33	18.40	19.03	19.95	20.89	21.90	22.95	24.01	24.84	26.40
28	12.06	16.29	17.28	17.87	18.97	19.59	20.53	21.53	22.55	23.64	24.75	25.59	27.20
29	12.36	16.68	17.73	18.29	19.40	20.07	21.22	22.01	23.06	24.18	25.31	26.17	27.80
30	12.78	17.06	18.15	18.69	19.88	20.52	21.77	22.49	23.57	24.69	25.82	26.69	28.32
31	13.28	17.54	18.61	19.24	20.40	21.07	22.32	23.10	24.21	25.36	26.55	27.43	29.15
32	13.65	17.84	18.93	19.58	20.77	21.48	22.50	23.57	24.71	25.89	27.10	28.03	29.80
95	15.17	19.45	20.60	21.25	22.50	23.02	24.09	25.18	26.35	27.57	28.73	29.69	31.52

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) continuous service with the Duval County

Salary schedule effective July 1, 2009. No Level Movement.

**DUVAL COUNTY PUBLIC SCHOOLS  
2009-2010  
SERVICE RAISES**

Annual Hours	Mos/Hrs	01	02	03	04	05	06	07	08	09	10
<b>Civil Service</b>		<b>\$ 300</b>	<b>\$ 600</b>	<b>\$ 900</b>	<b>\$ 1,200</b>	<b>\$ 1,500</b>	<b>\$ 1,800</b>	<b>\$ 2,100</b>	<b>\$ 2,400</b>	<b>\$ 2,700</b>	<b>\$ 3,000</b>
<b>2088</b>	<b>12/8</b>	0.14368	0.28736	0.43103	0.57471	0.71839	0.86207	1.00575	1.14943	1.29310	1.43678
CB28, CO22, CO28											
<b>1827</b>	<b>12/7</b>	0.16420	0.32841	0.49261	0.65681	0.82102	0.98522	1.14943	1.31363	1.47783	1.64204
CC27											
<b>1800</b>	<b>11/8</b>	0.16667	0.33333	0.50000	0.66667	0.83333	1.00000	1.16667	1.33333	1.50000	1.66667
CM18, CN18											
<b>1575</b>	<b>11/7</b>	0.19048	0.38095	0.57143	0.76190	0.95238	1.14286	1.33333	1.52381	1.71429	1.90476
CD17, CE17											
<b>1648</b>	<b>10/8</b>	0.18204	0.36408	0.54612	0.72816	0.91019	1.09223	1.27427	1.45631	1.63835	1.82039
CK08, CL08											
<b>1442</b>	<b>10/7</b>	0.20804	0.41609	0.62413	0.83218	1.04022	1.24827	1.45631	1.66436	1.87240	2.08044
CF07, CG07											
<b>1344</b>	<b>10/7*</b>	0.22321	0.44643	0.66964	0.89286	1.11607	1.33929	1.56250	1.78571	2.00893	2.23214
CQ07, CR07											
<b>1616</b>	<b>FS Mgr</b>	0.18564	0.37129	0.55693	0.74257	0.92822	1.11386	1.29950	1.48515	1.67079	1.85644
FE08, FH08											

\*Interpreter/Job Coach

Annual Hours	Mos/Hrs	01	02	03	04	05	06	07	08	09	10
<b>Council 79</b>		<b>\$ 300</b>	<b>\$ 600</b>	<b>\$ 900</b>	<b>\$ 1,200</b>	<b>\$ 1,500</b>	<b>\$ 1,800</b>	<b>\$ 2,100</b>	<b>\$ 2,400</b>	<b>\$ 2,700</b>	<b>\$ 3,000</b>
<b>2088</b>	<b>12/8</b>	0.14368	0.28736	0.43103	0.57471	0.71839	0.86207	1.00575	1.14943	1.29310	1.43678
FA28											
<b>1648</b>	<b>10/8</b>	0.14368	0.28736	0.43103	0.57471	0.71839	0.86207	1.00575	1.14943	1.29310	1.43678
CK08, CL08											
<b>1337</b>	<b>10/7</b>	0.14368	0.28736	0.43103	0.57471	0.71839	0.86207	1.00575	1.14943	1.29310	1.43678
FC07, FE08											
<b>760</b>	<b>10/4</b>	0.14368	0.28736	0.43103	0.57471	0.71839	0.86207	1.00575	1.14943	1.29310	1.43678
FD04, FG04											

## COMPENSATION FOR PROFESSIONAL CONSULTANT SERVICES K-12 PROGRAM

Consultants may be engaged for services and be compensated in accordance with terms agreed upon, in writing and approved by the Superintendent prior to the performance of services.

Consultant fees will not be paid to members of a school evaluation team. They will be reimbursed for expenses at the local out-of-county travel rate and for meals, lodging, and incidental expenses, plus mileage or common carrier transportation.

### PROFESSIONAL CONSULTANT FEES

Maximum Daily

1. Less than bachelor's degree or equivalent	75 per day
2. Bachelor's degree or equivalent	100 per day
3. Master's degree or equivalent	150 per day
4. Doctor's degree or equivalent	Up to 300 per day
5. Nationally recognized expert	Up to 500 per day

### INDUSTRIAL TRADE CONSULTANT

1. Master craftsman	150 per day
2. Journeyman	100 per day
3. Technician with associate degree and experience or the equivalent	75 per day

### COMPENSATION FOR PROFESSIONAL DEVELOPMENT CONSULTANT SERVICES

1. Daily	Up to \$500
2. Half Day	Up to \$250
3. Hourly	\$40