

DUVAL COUNTY PUBLIC SCHOOLS 2016-2017 Teacher (Grandfather) 196 Days/7.33 Hours Daily Pay Scale TA

GRADE	00		01		02		03		04	
	NEW 070111		BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
*1 - 6										
7	40,300	28.05078	41,300	28.74683	42,500	29.58209	43,900	30.55656	45,400	31.60063
8	40,800	28.39881	41,800	29.09486	43,000	29.93012	44,400	30.90459	45,900	31.94866
9	41,300	28.74683	42,300	29.44288	43,500	30.27814	44,900	31.25261	46,400	32.29668
10	41,800	29.09486	42,800	29.79091	44,000	30.62617	45,650	31.77465	47,150	32.81872
11	42,550	29.61689	43,550	30.31294	44,750	31.14820	46,400	32.29668	47,900	33.34076
12	43,300	30.13893	44,300	30.83498	45,500	31.67024	47,150	32.81872	48,900	34.03681
13	44,050	30.66097	45,050	31.35702	46,250	32.19228	47,900	33.34076	49,900	34.73286
14	44,800	31.18301	45,800	31.87905	47,000	32.71431	48,900	34.03681	50,900	35.42891
15	45,800	31.87905	46,800	32.57510	48,000	33.41036	50,400	35.08088	51,900	36.12495
16	46,800	32.57510	47,800	33.27115	49,000	34.10641	51,900	36.12495	52,900	36.82100
17	47,800	33.27115	48,800	33.96720	50,000	34.80246	53,400	37.16903	53,900	37.51705
18	48,800	33.96720	49,800	34.66325	51,500	35.84654	54,900	38.21310	55,400	38.56113
19	49,800	34.66325	50,800	35.35930	53,000	36.89061	56,400	39.25718	56,900	39.60520
20	51,300	35.70733	52,300	36.40337	55,000	38.28271	57,900	40.30125	58,400	40.64927
21	52,801	36.75210	53,801	37.44814	57,000	39.67481	59,400	41.34532	60,400	42.04137
22	54,801	38.14419	55,801	38.84024	59,000	41.06690	60,900	42.38940	62,400	43.43347
23	56,801	39.53629	57,801	40.23234	61,000	42.45900	62,400	43.43347	64,400	44.82557
24	58,801	40.92839	59,801	41.62444	63,000	43.85110	64,400	44.82557	66,400	46.21767
25	60,801	42.32049	61,801	43.01654	65,000	45.24320	66,400	46.21767	68,400	47.60977
26	62,801	43.71259	63,801	44.40864	67,000	46.63530	68,400	47.60977	70,400	49.00187
27	64,801	45.10469	65,801	45.80074	69,000	48.02740	70,400	49.00187	72,400	50.39396
95	66,801	46.49678	67,801	47.19283	71,000	49.41949	72,400	50.39396	74,400	51.78606

*Levels 1-6 move to the Performance Pay Schedule.

All teachers advance one step on the salary schedule, except:

Level 23 and Level 24 move to Level 95

A \$500 COLA was added to each Level, including Level 95.

Teachers on Level 95 for School year 15-16 will receive an additional \$ 500.00 supplement

Level 95 is for incumbents only who worked one day more than half the last school year

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS

2016-2017

Teacher (Performance Pay)

196 Days/7.33 Hours Daily

Pay Scale TC

	Min	Max
Tier I	39,500	41,800
Tier II	41,801	45,300
Tier III	45,301	50,300
Tier IV	50,301	59,301
Tier V	59,302	74,400

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus COLA plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Existing Tenure or Continuing Contract - Current teachers who have established tenure or continuing contract status as of July 1, 2014 shall have the option of converting to the Performance Based Salary schedule. See Conversion guidelines in the Salary Schedule handbook.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase and Cost of Living increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. All eligible teachers shall receive a cost of living increase of \$500. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Teacher - Job Share (Grandfather)
99 Days/7.33 Hours Daily
Pay Scale TJ

GRADE	00		01		02		03		04	
	NEW 070111		BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1 - 6										
7	20,356	28.05078	20,861	28.74683	21,467	29.58209	22,174	30.55656	22,932	31.60063
8	20,608	28.39881	21,113	29.09486	21,719	29.93012	22,427	30.90459	23,184	31.94866
9	20,861	28.74683	21,366	29.44288	21,972	30.27814	22,679	31.25261	23,437	32.29668
10	21,113	29.09486	21,618	29.79091	22,224	30.62617	23,058	31.77465	23,816	32.81872
11	21,492	29.61689	21,997	30.31294	22,603	31.14820	23,437	32.29668	24,194	33.34076
12	21,871	30.13893	22,376	30.83498	22,982	31.67024	23,816	32.81872	24,699	34.03681
13	22,250	30.66097	22,755	31.35702	23,361	32.19228	24,194	33.34076	25,205	34.73286
14	22,629	31.18301	23,134	31.87905	23,740	32.71431	24,699	34.03681	25,710	35.42891
15	23,134	31.87905	23,639	32.57510	24,245	33.41036	25,457	35.08088	26,215	36.12495
16	23,639	32.57510	24,144	33.27115	24,750	34.10641	26,215	36.12495	26,720	36.82100
17	24,144	33.27115	24,649	33.96720	25,255	34.80246	26,972	37.16903	27,225	37.51705
18	24,649	33.96720	25,154	34.66325	26,013	35.84654	27,730	38.21310	27,983	38.56113
19	25,154	34.66325	25,659	35.35930	26,770	36.89061	28,488	39.25718	28,740	39.60520
20	25,912	35.70733	26,417	36.40337	27,781	38.28271	29,245	40.30125	29,498	40.64927
21	26,670	36.75210	27,175	37.44814	28,791	39.67481	30,003	41.34532	30,508	42.04137
22	27,680	38.14419	28,185	38.84024	29,801	41.06690	30,761	42.38940	31,518	43.43347
23	28,690	39.53629	29,195	40.23234	30,811	42.45900	31,518	43.43347	32,529	44.82557
24	29,701	40.92839	30,206	41.62444	31,821	43.85110	32,529	44.82557	33,539	46.21767
25	30,711	42.32049	31,216	43.01654	32,832	45.24320	33,539	46.21767	34,549	47.60977
26	31,721	43.71259	32,226	44.40864	33,842	46.63530	34,549	47.60977	35,559	49.00187
27	32,731	45.10469	33,236	45.80074	34,852	48.02740	35,559	49.00187	36,569	50.39396
95	33,741	46.49678	34,246	47.19283	35,862	49.41949	36,569	50.39396	37,580	51.78606

Levels 1-6 move to the Performance Pay Schedule.

All teachers advance one step on the salary schedule, except:

 Level 23 and Level 24 move to Level 95

All eligible teachers shall receive a cost of living increase of \$250.

Level 95 is for incumbents only who worked one day more than half the last school year

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Teacher - Job Share (Performance Pay)
99 Days/7.33 Hours Daily
Pay Scale JT

	Min	Max
Tier I	19,948	23,550
Tier II	23,551	27,050
Tier III	27,051	30,050
Tier IV	30,051	34,051
Tier V	34,052	37,577

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$500	Specialist Degree - \$600	Doctorate Degree - \$750
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus COLA plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Existing Tenure or Continuing Contract - Current teachers who have established tenure or continuing contract status as of July 1, 2014 shall have the option of converting to the Performance Based Salary schedule. See Conversion guidelines in the Salary Schedule handbook.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase and Cost of Living increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. All eligible teachers shall receive a cost of living increase of \$250. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2016.

**DUVAL COUNTY PUBLIC SCHOOLS
2016-2017**

**Teacher 12 Month Alternative (Grandfather)
240 Days/7.33 Hours Daily
Pay Scale TV**

GRADE 01		
Level	Annual	Hourly
1	42,530	24.17576
2	43,280	24.60209
3	44,030	25.02842
4	44,780	25.45475
5	45,780	26.02319
6	46,782	26.59277
7	48,280	27.44429
8	49,780	28.29695
9	51,280	29.14961
10	52,780	30.00227
11	54,280	30.85493
12	55,780	31.70759
13	57,530	32.70236
14	59,280	33.69714
15	61,030	34.69191
16	63,030	35.82879
17	65,030	36.96567
18	67,030	38.10255
19	69,030	39.23943
20	71,030	40.37631
21	73,030	41.51319
22	75,030	42.65007
95	77,030	43.78695

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

A \$500 COLA was added to each Level, including Level 95.

Teachers on Level 95 for the school year 2015-2016, will receive an additional \$ 500 supplement.

Level 95 is for incumbents only who worked one day more than half the last school year

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000 Specialist Degree - \$1,200 Doctorate Degree - \$1,500

Advanced Degrees: Teachers hired prior to July 1, 2011, who hold a Professional Services Contract (PSC), and who hold an advanced degree shall be paid one Advanced Degree supplement for the highest degree level obtained.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Teacher 12 Month Alternative (Performance Pay)
240 Days/7.33 Hours Daily
Pay Scale TX

	Min	Max
Tier I	42,530	46,800
Tier II	46,801	53,300
Tier III	53,301	61,300
Tier IV	61,301	69,301
Tier V	69,302	77,030

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus COLA plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Existing Tenure or Continuing Contract - Current teachers who have established tenure or continuing contract status as of July 1, 2014 shall have the option of converting to the Performance Based Salary schedule. See Conversion guidelines in the Salary Schedule handbook.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase and Cost of Living increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. All eligible teachers shall receive a cost of living increase of \$500. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Specialist, Instructional Support (Grandfather)
12 Months (261 Days/8 Hours Daily)
Pay Scale AB

GRADE		
01		
Level	Annual	Hourly
01	42,880	20.53640
02	44,380	21.25479
03	45,880	21.97318
04	47,380	22.69157
05	49,080	23.50575
06	50,780	24.31992
07	52,480	25.13410
08	54,180	25.94828
09	55,880	26.76245
10	57,605	27.58860
11	59,330	28.41475
12	61,130	29.27682
13	62,980	30.16284
14	64,830	31.04885
15	66,680	31.93487
16	68,530	32.82088
17	70,380	33.70690
18	72,230	34.59291
19	74,080	35.47893
20	75,930	36.36494
21	77,780	37.25096
22	79,630	38.13697
23	81,480	39.02299
95	83,480	39.98084

All Instructional Specialists advance one Level, except:

Level 21 moves to Level 95

A \$500 COLA was added to each Level, including Level 95.

Level 95 is for incumbents only who were assigned to Level 21 or 95 in 2015/16 and who worked one day more than half of the last school year.

Instructional Specialists on Level 95 for School Year 15-16 will receive an additional \$500.00 supplement.

Advanced Degrees: Instructional Specialists will be paid one Advanced Degree Supplement for the highest degree level attained:

Masters Degree - \$1,000 Specialist Degree - \$1,200 Doctorate Degree - \$1,500

For Instructional Specialists hired on or after July 1, 2011, the Advanced Degree must be held in the individual's area of certification.

**DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Specialist, Administrative Support
12 Months (261 Days/8 Hours Daily)
Pay Scale AC**

GRADE 01		
Level	Annual	Hourly
01	34,848	16.68966
02	35,862	17.17529
03	37,052	17.74521
04	38,241	18.31466
05	39,578	18.95498
06	41,244	19.75287
07	43,028	20.60728
08	44,786	21.44923
09	46,452	22.24713
10	48,118	23.04502
11	49,663	23.78496
12	51,212	24.52682
13	52,757	25.26676
14	54,542	26.12165
15	56,595	27.10489
16	59,613	28.55029
17	62,752	30.05364
18	64,656	30.96552
19	66,560	31.87739
95	74,711	35.78113

All Administrative Specialists advance one Level.

A \$500 COLA was added to each Level, including Level 95.

Advanced Degrees: Administrative Specialists shall be compensated annually for a higher degree as follows:

Specialist Degree - \$300 Doctorate Degree - \$1,000

**DUVAL COUNTY PUBLIC SCHOOLS
2016-2017**

**Administrator - Principal
12 Months (261 Days/8 Hours Daily)
Pay Scale AE**

GRADE 01	Base Salary	
	Annual	Hourly
Elementary & K-6	78,000	37.35632
Middle, K-8, 6-12, & High	80,000	38.31418
Alt/Satellite, ESE & Virtual	97,000	46.45594
Alternative	100,000	47.89272

School's base salary

- ◆ Fixed component
 - 16+ years experience as a Principal or higher as of July 1, 2014 \$5,000
- ◆ Complexity components*
 - School Type

School Type	Enrollment	Amount
Elementary School, K-6	0-749	\$2000 base
	750-1149	\$2000 + 7.50 ea student above 749
	1150+	\$5000 max
Middle School, K-8	0-749	\$3000 base
	750-1149	\$3000 + 7.50 ea student above 749
	1150+	\$6000 max
High School, 6-12	0-749	\$7500 base
	750-2399	\$7500 + 1.25 ea student above 749
	2400+	\$14000 max

○ At or Above Grade Level (Math)		
School Type	% At or Above Grade Level	Amount
Elementary School, K-6	67-100%	\$3000 base
	34-66%	\$3000 + 175 ea percent below 67%
	0-33%	\$9000 max
Middle School, K-8	67-100%	\$4000 base
	34-66%	\$4000 + 175 ea percent below 67%
	0-33%	\$10000 max
High School, 6-12	67-100%	\$5000 base
	34-66%	\$5000 + 220 ea percent below 67%
	0-33%	\$12500 max

○ At or Above Grade Level (Reading)		
School Type	% At or Above Grade Level	Amount
Elementary School, K-6	67-100%	\$3000 base
	34-66%	\$3000 + 175 ea percent below 67%
	0-33%	\$9000 max
Middle School, K-8	34-66%	\$4000 + 175 ea percent below 67%
	0-33%	\$10000 max
	67-100%	\$5000 base
High School, 6-12	34-66%	\$5000 + 220 ea percent below 67%
	0-33%	\$12500 max
	67-100%	\$5000 base

Values determines initial administrator salary placement

- ◆ Annual Performance Amount Up to 5% of Salary

* Complexity components and performance pay are not applicable to ESE, Alternative & Virtual schools.

DUVAL COUNTY PUBLIC SCHOOLS

2016-2017

Specialist, Instructional Support (Performance Pay)

12 Months (261 Days/8 Hours Daily)

Pay Scale AI

	Min	Max
Tier I	42,880	49,080
Tier II	49,081	57,605
Tier III	57,606	66,680
Tier IV	66,681	75,930
Tier V	75,931	83,480

Advanced Degrees: Instructional Specialists hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Instructional Specialists hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus COLA plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired Instructional Specialists on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience and the conversion calculation as set forth in the approved Teacher Contract. Once established, the Instructional Specialists shall be placed on Performance Schedule at the established salary.

Existing Tenure or Continuing Contract - Current teachers who have established tenure or continuing contract status as of July 1, 2014 shall have the option of converting to the Performance Based Salary schedule. See Conversion guidelines in the Salary Schedule handbook.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase and Cost of Living increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. All eligible teachers shall receive a cost of living increase of \$500. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Exempt (Clerical)
Hourly
Pay Scale EU

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
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	20.53	21.68	22.33	23.58	24.10	25.17	26.26	27.43	28.65	29.81	30.77	32.60	43.51

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) continuous service with the Duval County Public Schools for service earned prior to 2014-2015. The service raise for service earned 2014-2015 and thereafter shall increase to \$400 a year.

Level Movement for School Year 2016-17. The value of Level 95 is increased by \$500.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS

2016-2017

Child Development Associate

196 Days / 7.33 Hours Daily

Pay Scale RC

COLUMN	04	05	06
Level			
01	11.00	11.22	11.44
02	11.22	11.44	11.67
03	11.44	11.67	11.91
04	11.67	11.91	12.14
05	11.91	12.14	12.39
06	12.14	12.39	12.64
07	12.39	12.64	12.89
08	12.64	12.89	13.15
09	13.26	13.52	13.79
10	13.92	14.20	14.48
11	15.17	15.48	15.79
12	15.93	16.25	16.58
95	18.40	18.74	19.08

Level Movement - A CDA (Child Development Associate) 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.

Longevity Pay - Effective 7.1.2014, Members of this employee group with ten (10) years or more of creditable service shall receive an additional \$600 annually. After 15 years of continuous service, the employee will receive an additional \$300 for each five years of continuous service.

Level Movement for School Year 2016-17. The value of Level 95 is increased by \$500.

COLUMN 04 - Movement to Column 04 requires an associates degree or 60 semester hours of accredited college course. 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. Requires CDA Certificate.

COLUMN 05 -Movement to Column 05 requires the CDA 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 CDA's major area of study. Official transcripts must be on file in HR reflecting these requirements. Requires CDA Certificate.

COLUMN 06 - Assignment to Column 06 requires the CDA to have earned a bachelor of science or bachelor of arts degree from an accredited college. Official transcripts must be on file in HR reflecting these requirements. Requires CDA Certificate.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS

2016-2017

Paraprofessional 191 Days / 7 Hours Daily Pay Scales RI and RS

RI - Instruction (Regular Needs)					
RB07/RD07					
(A51E, A51M, A51S, A510, A511, A512, A513, A514, A515, A516, A519, A521, A530, A550, A910)					
COLUMN	01	02	03	04	05
Level					
01	8.30	8.46	8.56	8.69	9.08
02	8.49	8.63	8.75	8.88	9.28
03	8.68	8.83	8.96	9.09	9.50
04	8.87	9.06	9.18	9.29	9.70
05	9.08	9.24	9.36	9.51	9.92
06	9.28	9.46	9.56	9.70	10.16
07	9.49	9.65	9.81	9.93	10.37
08	9.73	9.90	10.04	10.18	10.63
09	10.27	10.44	10.59	10.72	11.21
10	10.84	11.04	11.20	11.33	11.82
11	12.10	12.29	12.45	12.60	12.71
12	12.77	12.97	13.13	13.29	13.41
95	15.64	15.83	16.02	16.17	16.31

RS - Instruction (Special Needs)					
RB07/RD07					
(A51A, A51B, A51C, A51D, A51G, A520, A522, A523, A524)					
COLUMN	01	02	03	04	05
Level					
01	8.63	8.82	8.94	9.05	9.43
02	8.85	8.98	9.09	9.23	9.64
03	9.02	9.19	9.29	9.42	9.84
04	9.22	9.36	9.51	9.64	10.05
05	9.41	9.60	9.72	9.84	10.28
06	9.62	9.80	9.92	10.06	10.49
07	9.87	10.04	10.18	10.31	10.75
08	10.11	10.31	10.45	10.62	11.10
09	10.62	10.79	10.95	11.09	11.56
10	11.23	11.42	11.56	11.71	12.23
11	12.50	12.69	12.84	13.00	13.50
12	13.19	13.39	13.55	13.71	14.24
95	16.07	16.29	16.46	16.63	17.20

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 12 or 95 in 2015-2016 school year.

Level Movement for School Year 2016-17. The value of Level 95 is increased by \$500.

Longevity Pay - Effective July 1, 2014, Members of this employee group with ten (10) years or more of creditable service shall receive an additional \$600 annually. After 15 years of continuous service, the employee will receive an additional \$300 for each five years of continuous service.

COLUMN 01 - A paraprofessional shall be assigned to column I unless he/ she qualifies for movement to columns II, III, IV, or V.

COLUMN 02 - Movement to Column 02 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. (Instructional special needs paraprofessionals who can document previous credit for in service hours shall be given credit retroactively.)

COLUMN 03 - Movement to Column 03 requires 90 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. (Instructional special needs paraprofessionals who can document previous credit for in service hours will be given credit retroactively.)

COLUMN 04 - Movement to Column 04 requires completion of 180 hours of in-service or 60 semester hours of accredited college course work or an AA/AS degree. Official transcripts must be on file in Human Resources reflecting these requirements.

COLUMN 05 - Movement to Column 05 requires the paraprofessional to have completed 250 hours of in-service or 90 semester hours of accredited college course work in a program, which leads to a teaching degree and has been preapproved by the Employer. Either an overall grade point average of 2.5 or a grade point average of 2.5 in the instructional special needs paraprofessional's major area of study is required. Official transcripts must be on file in Human Resources reflecting these requirements.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Teacher - ROTC
10 Months (196 Days) 7.33 hrs
Pay Scale TR

Pay Band	Min	Max
00 NEW	39,500	74,400

JROTC Instructors are placed on the appropriate level of TA to reflect their military experience up to a maximum of four(4) years. Upon receipt of the MIP from the appropriate branch of the military, JROTC instructors will be placed on the TR schedule at the salary determined by the MIP if greater than the salary placement on the TA Salary Schedule.

For JROTC Instructors with Minimum Instructor Pay (MIP) greater than the maximum salary of \$74,400, a supplement will be paid for the difference between MIP and the maximum Salary on the TR Salary Schedule.

**DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Teacher (Non-Union)
Part-time Hourly
Pay Scale TH**

GRADE	01	02	03	04
	BACHELORS	MASTERS	SPECIALIST	DOCTORATE
Level				
01	27.33	31.17	33.81	36.47

Part time teachers hired new to the District July 1, 2011 or after will be placed Level 1 at \$27.33 per hour. There will be no differentiation for Advanced Degree Level.

**DUVAL COUNTY PUBLIC SCHOOLS
2016-2017**

**Psychologist (Grandfather)
12 Months (261 Days/8 Hours Daily)
Pay Scale TP**

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	55,129	26.40278	56,915	27.25814	58,702	28.11398
02	55,879	26.76197	57,665	27.61734	59,452	28.47318
03	56,629	27.12117	58,415	27.97653	60,202	28.83238
04	57,379	27.48036	59,165	28.33573	60,952	29.19157
05	58,129	27.83956	59,915	28.69492	61,702	29.55077
06	59,129	28.31849	60,915	29.17385	62,702	30.02969
07	60,129	28.79741	61,915	29.65278	63,702	30.50862
08	61,379	29.39607	63,165	30.25144	64,952	31.10728
09	62,629	29.99473	64,415	30.85010	66,202	31.70594
10	63,879	30.59339	65,665	31.44875	67,452	32.30460
11	65,129	31.19205	66,915	32.04741	68,702	32.90326
12	66,379	31.79071	68,165	32.64607	69,952	33.50192
13	67,879	32.50910	69,665	33.36446	71,452	34.22031
14	69,379	33.22749	71,165	34.08285	77,952	37.33333
15	70,879	33.94588	72,665	34.80125	74,452	35.65709
16	72,379	34.66427	74,165	35.51964	75,952	36.37548
17	73,879	35.38266	75,665	36.23803	77,452	37.09387
18	75,629	36.22079	77,415	37.07615	79,202	37.93199
19	77,379	37.05891	79,165	37.91427	80,952	38.77011
20	79,129	37.89703	80,915	38.75239	82,702	39.60824
21	81,129	38.85489	82,915	39.71025	84,702	40.56609
95	83,129	39.81274	84,915	40.66810	86,702	41.52395

All Psychologists advance one step.

A \$500 COLA was added to each Level, including Level 95.

Psychologists on Level 95 for School Year 15-16 will receive an additional \$500.00 supplement

Level 95 is for incumbents only who worked one day more than half the last school year

Advanced Degrees: Psychologists hired prior to July 1, 2011 who hold an advanced degree shall continue to be paid from the Specialist & Doctorate columns of the TP Salary Schedule.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Psychologist (Grandfather)
12 Months (240 Days/8 Hours Daily)
Pay Scale TD

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	50,774	26.44479	52,416	27.30000	54,059	28.15573
02	51,463	26.80365	53,106	27.65938	54,749	28.51510
03	52,153	27.16302	53,795	28.01823	55,439	28.87448
04	52,843	27.52240	54,485	28.37760	56,128	29.23333
05	53,532	27.88125	55,175	28.73698	56,818	29.59271
06	54,452	28.36042	56,094	29.21563	57,737	30.07135
07	55,371	28.83906	57,014	29.69479	58,657	30.55052
08	56,521	29.43802	58,163	30.29323	59,806	31.14896
09	57,670	30.03646	59,313	30.89219	60,956	31.74792
10	58,820	30.63542	60,462	31.49063	62,105	32.34635
11	59,969	31.23385	61,611	32.08906	63,255	32.94531
12	61,119	31.83281	62,761	32.68802	64,404	33.54375
13	62,498	32.55104	64,140	33.40625	65,783	34.26198
14	63,877	33.26927	65,520	34.12500	67,163	34.98073
15	65,257	33.98802	66,899	34.84323	68,542	35.69896
16	66,636	34.70625	68,278	35.56146	69,921	36.41719
17	68,015	35.42448	69,657	36.27969	71,301	37.13594
18	69,624	36.26250	71,267	37.11823	72,910	37.97396
19	71,234	37.10104	72,876	37.95625	74,519	38.81198
20	72,843	37.93906	74,485	38.79427	76,128	39.65000
21	74,682	38.89688	76,324	39.75208	77,967	40.60781
95	76,521	39.85469	78,163	40.70990	79,806	41.56563

All Psychologists advance one step.

A \$500 COLA was added to each Level, including Level 95.

Psychologists on Level 95 for School Year 15-16 will receive an additional \$500 supplement.

Level 95 is for incumbents only who worked one day more than half the last school year

Advanced Degrees: Psychologists hired prior to July 1, 2011 who hold an advanced degree shall continue to be paid from the Specialist & Doctorate columns of the TD Salary Schedule.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Psychologist (Performance Pay)
196 Days/8 Hours Daily
Pay Scale PC

	Min	Max
Tier I	39,500	41,800
Tier II	41,801	45,300
Tier III	45,301	50,300
Tier IV	50,301	59,301
Tier V	59,302	74,400

Advanced Degrees: Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Placement on the Performance Salary Schedule

Annual Contract Employees – Psychologists on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus COLA plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Based salary schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase and Cost of Living increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. All eligible Psychologists shall receive a cost of living increase of \$500. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Psychologist (Performance Pay)
12 months/12 mos. Alternative
Pay Scale PS

	12 months		12 mos. Alt.	
	Min	Max	Min	Max
Tier I	55,129	60,129	50,774	55,174
Tier II	60,130	63,879	55,175	58,624
Tier III	63,880	69,379	58,625	65,124
Tier IV	69,380	75,629	65,125	71,124
Tier V	75,630	86,702	71,125	79,806

Advanced Degrees: Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Placement on the Performance Salary Schedule

Annual Contract Employees – Psychologists on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus COLA plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Based salary schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase and Cost of Living increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. All eligible Psychologists shall receive a cost of living increase of \$500. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Psychologist (Grandfather)
196 Days/8 Hours Daily
Pay Scale TQ

GRADE	02		03		04	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
1 - 6						
7	42,500	27.10459	43,900	27.99745	45,400	28.95408
8	43,000	27.42347	44,400	28.31633	45,900	29.27296
9	43,500	27.74235	44,900	28.63520	46,400	29.59184
10	44,000	28.06122	45,650	29.11352	47,150	30.07015
11	44,750	28.53954	46,400	29.59184	47,900	30.54847
12	45,500	29.01786	47,150	30.07015	48,900	31.18622
13	46,250	29.49617	47,900	30.54847	49,900	31.82398
14	47,000	29.97449	48,900	31.18622	50,900	32.46173
15	48,000	30.61224	50,400	32.14286	51,900	33.09949
16	49,000	31.25000	51,900	33.09949	52,900	33.73724
17	50,000	31.88776	53,400	34.05612	53,900	34.37500
18	51,500	32.84439	54,900	35.01276	55,400	35.33163
19	53,000	33.80102	56,400	35.96939	56,900	36.28827
20	55,000	35.07653	57,900	36.92602	58,400	37.24490
21	57,000	36.35204	59,400	37.88265	60,400	38.52041
22	59,000	37.62755	60,900	38.83929	62,400	39.79592
23	61,000	38.90306	62,400	39.79592	64,400	41.07143
24	63,000	40.17857	64,400	41.07143	66,400	42.34694
25	65,000	41.45408	66,400	42.34694	68,400	43.62245
26	67,000	42.72959	68,400	43.62245	70,400	44.89796
27	69,000	44.00510	70,400	44.89796	72,400	46.17347
95	71,000	45.28061	72,400	46.17347	74,400	47.44898

Levels 1-6 move to the Performance Pay Schedule.

All Psychologists advance one step on the salary schedule, except:

Level 23 and Level 24 move to Level 95

A \$500 COLA was added to each Level, including Level 95.

Level 95 is for incumbents only who worked one day more than half the last school year

Salary schedule effective July 1, 2016.

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
UOPD
Hourly
Pay Scale UA

GRADE	00	01	02	03	04	05	06	07	08	09	10	11	12	SG	ST
Level	CB28/CC27/CD17/CE17/CF07/CG07/CK08/CL08/CM18/CN18/CQ07/CR07														
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	8.79	-
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	8.99	-
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	9.18	-
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	9.36	-
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	9.56	-
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	9.74	-
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	9.96	-
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	10.15	-
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	10.34	-
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	10.55	-
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	10.77	-
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	10.97	-
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	11.18	-
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	11.42	-
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	11.62	17.60
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	11.86	18.00
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	12.12	18.40
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	12.36	18.82
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	12.60	19.24
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	12.85	19.68
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	13.11	20.12
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	13.37	20.57
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	13.65	21.03
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	13.92	21.51
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	14.20	21.99
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	14.55	22.49
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	14.91	22.99
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	15.37	23.51
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	15.83	24.04
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	16.30	24.58
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	16.63	25.13
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	16.95	25.70
95	16.25	20.53	21.68	22.33	23.58	24.10	25.17	26.26	27.43	28.65	29.81	30.77	32.60	18.60	26.99

In addition to the above hourly rate, an employee shall receive \$300 a year for each five (5) continuous service with the Duval County Public Schools for service earned prior to 2014-2015. The service raise for service earned 2014-2015 and thereafter shall increase to \$400 a year.

Level Movement for School Year 2016-17. The value of Level 95 is increased by \$500.

Salary Schedule effective July 1, 2016.

**DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Community Education / Extended Day
Part-time / Temporary Hourly
Pay Scale CE**

GRADE	2	3	4
Level			
1	10.00		21.00
2	10.50	14.50	26.00
3	11.00	15.00	30.00
4	11.50	16.00	34.00
5	12.00	17.00	
6	12.50	18.00	
7	13.00	19.00	
8	13.50	20.00	
9	14.00	21.00	

Job Code	GRADE	Tier 1	Tier 2	Tier 3	Tier 4	
		(0-5 yrs experience)	(6-11 yrs experience)	(12-17 yrs experience)	(17+ yrs experience)	
NN60	Community Ed Coordinator	3	6	7	8	9
NN61	Community Ed Enrichment	3	3	4	5	6
NN62	Community Ed Recreational	2	6	7	8	9
NN63	Community Ed Driver Education	3	8			

Job Code	GRADE	Level	
NN64	Extended Day I	2	1 or 9
NN65	Extended Day II	3	6
NN90	Extended Day Director Summer Camp	4	1
NN90	Extended Day Director	4	2-4

DUVAL COUNTY PUBLIC SCHOOLS
2016-2017
Part-time / Temporary
Hourly
Pay Scale PN

GRADE	04	06	08	12	13
Level					
01	8.05	10.00	11.83	9.14	18.00
02		12.00	12.13	10.21	20.00
03		12.50	12.43	10.75	22.00
04		13.00	12.74	11.29	24.00
05		13.50	13.05	11.83	26.00
06		14.00	13.38	12.36	28.00
07		14.50	13.72	12.90	30.00
08			14.06	13.44	32.00

Grade	Job Code	Title	Levels
04	NN40	School Monitor (PT)	Level 01
	NN75	Child Care Provider	Level 01
06	NN55	Tutor I (No Educational Degree)	Levels 01 and 04
	NN67	Program Assistant	All Levels
08	NN49	Parent Involvement Liaison	All Levels
	NN50	Volunteer Liaison	All Levels
12	NN70	Accompanist	All Levels
13	NN56	Tutor II (Educational Degree)	Level 01
	NN57	Tutor III (Certificated)	Level 04
	NN71	Other Instructional Support	All Levels
	NN72	Teacher Trainer	Level 06

Salary schedule effective July 1, 2016.