

**DUVAL COUNTY PUBLIC SCHOOLS  
2021-2022**

**Teacher (Grandfather)  
196 Days/7.33 Hours Daily  
Pay Scale TA**

For NCTQ's analysis, the assumption was made - per the notes on both the grandfathered and performance-based salary schedules - that new hires are placed on the BA lane of the grandfathered salary schedule and that those with advanced degrees will receive the specified stipend. After the first year in the district, a teacher's salary will increase with any annual negotiated adjustment and/or the performance pay increases (noted below) for teachers rated Highly Effective or Effective.

| GRADE<br>Level | 01<br>BACHELORS |          | 02<br>MASTERS |          | 03<br>SPECIALIST |          | 04<br>DOCTORATE |          |
|----------------|-----------------|----------|---------------|----------|------------------|----------|-----------------|----------|
|                | Annual          | Hourly   | Annual        | Hourly   | Annual           | Hourly   | Annual          | Hourly   |
| 1*             | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 2*             | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 3*             | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 4*             | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 5*             | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 6*             | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 7*             | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 8*             | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 9*             | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 10*            | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 11*            | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 12*            | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 13*            | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,350           | 35.74213 | 53,350          | 37.13423 |
| 14*            | 47,500          | 33.06234 | 49,700        | 34.59365 | 51,600           | 35.91614 | 53,600          | 37.30824 |
| 15             | 49,000          | 34.10641 | 51,200        | 35.63772 | 53,100           | 36.96021 | 55,100          | 38.35231 |
| 16             | 50,500          | 35.15049 | 52,700        | 36.68179 | 54,600           | 38.00429 | 56,600          | 39.39639 |
| 17             | 52,000          | 36.19456 | 54,200        | 37.72587 | 56,100           | 39.04836 | 58,100          | 40.44046 |
| 18             | 53,500          | 37.23863 | 55,700        | 38.76994 | 57,600           | 40.09244 | 59,600          | 41.48453 |
| 19             | 55,000          | 38.28271 | 57,200        | 39.81402 | 59,100           | 41.13651 | 61,100          | 42.52861 |
| 20             | 56,500          | 39.32678 | 58,700        | 40.85809 | 60,600           | 42.18058 | 62,600          | 43.57268 |
| 21             | 58,000          | 40.37086 | 60,300        | 41.97177 | 62,100           | 43.22466 | 64,100          | 44.61676 |
| 22             | 59,500          | 41.41493 | 61,900        | 43.08545 | 63,600           | 44.26873 | 65,600          | 45.66083 |
| 23             | 61,000          | 42.45900 | 63,500        | 44.19913 | 65,100           | 45.31280 | 67,100          | 46.70490 |
| 24             | 62,500          | 43.50308 | 65,100        | 45.31280 | 66,600           | 46.35688 | 68,600          | 47.74898 |
| 25             | 64,100          | 44.61676 | 66,700        | 46.42648 | 68,200           | 47.47056 | 70,100          | 48.79305 |
| 26             | 65,700          | 45.73043 | 68,300        | 47.54016 | 69,800           | 48.58424 | 71,700          | 49.90673 |
| 27             | 67,300          | 46.84411 | 69,900        | 48.65384 | 71,400           | 49.69791 | 73,300          | 51.02041 |
| 95             | 68,900          | 47.95779 | 71,500        | 49.76752 | 73,000           | 50.81159 | 74,900          | 52.13409 |

\*Denotes new hires placed on the performance pay salary schedule (TC). Employees with one to fourteen years of experience will be placed at a starting pay of \$47,500 on the performance pay scale.

Level Movement - A teacher who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule.

Employees who have completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of \$2,500.

- Level 95 - Year 1 - Increase equals step movement
- Level 95 - Year 2 - \$500 Supplement
- Level 95 - Year 3 - \$1,000 Supplement
- Level 95 - Year 4 - \$1,500 Supplement
- Level 95 - Year 5 - \$2,000 Supplement
- Level 95 - Year 6 - \$2,500 Supplement

For the 2021-2022 school year, teachers on level 95 will receive a one-time \$1,500 supplement if received in the 2020-2021 school year.

**Minimum Salary Increases for the 2021-2022 school year**

For the 2021-2022 school year, teachers on the Grandfather Schedule earning a salary below the newly established minimum of \$47,500, will receive a salary adjustment to reflect the new minimum.

After receiving a step, teachers on Level 14 of the Grandfather Salary Schedule will be adjusted to Level 15.  
After receiving a step, teachers on Level 15 of the Grandfather Salary Schedule will be adjusted to Level 16.

**Audiologists**

Beginning in the 2019-20 school year, newly hired Audiologists will be placed on the Performance Pay salary schedule with a starting salary equivalent to Level 10 of the Grandfather (TA) Salary Schedule.

**DUVAL COUNTY PUBLIC SCHOOLS**

**2021-2022**

**Teacher (Performance Pay)  
196 Days/7.33 Hours Daily  
Pay Scale TC**

| Min       | Max       |
|-----------|-----------|
| \$ 47,500 | \$ 74,900 |

**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:

|                                 |                                    |                                   |
|---------------------------------|------------------------------------|-----------------------------------|
| <b>Masters Degree - \$1,000</b> | <b>Specialist Degree - \$1,200</b> | <b>Doctorate Degree - \$1,500</b> |
|---------------------------------|------------------------------------|-----------------------------------|

**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.

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. 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. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

**Minimum Salary Increase for the 2021-2022 school year**

For the 2021-2022 school year, teachers below the new minimum salary of \$47,500 will have a salary adjustment to the new minimum.

All teachers on Performance Pay will receive \$1,000.50 for an effective rating on their 2020-2021 final summative evaluation and \$2,001 for a highly effective rating on their 2020-2021 final summative evaluation.

Teachers will receive a \$1,500 base salary increase if the \$1,500 supplement was received in the 2020-2021 school year.

For the 2021-2022 school year, teachers above the new base salary of \$47,500 will receive a \$500 base salary increase.

For the 2021-2022 school year, teachers who elected to transition to the performance pay salary schedule (in 2020-2021) will receive a base salary increase equivalent to the employee's level 95 supplement from the 2020-2021 school year.

**Audiologists**

Beginning in the 2019-20 school year, newly hired Audiologists will be placed on the Performance Pay salary schedule with a starting salary equivalent to Level 10 of the Grandfather (TA) Salary Schedule.

**DUVAL COUNTY PUBLIC SCHOOLS  
2021-2022**

**Teacher - Job Share (Grandfather)  
99 Days/7.33 Hours Daily  
Pay Scale TJ**

| GRADE | 01        |          | 02      |          | 03         |          | 04        |          |
|-------|-----------|----------|---------|----------|------------|----------|-----------|----------|
|       | BACHELORS |          | MASTERS |          | SPECIALIST |          | DOCTORATE |          |
| Level | Annual    | Hourly   | Annual  | Hourly   | Annual     | Hourly   | Annual    | Hourly   |
| 1*    | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 2*    | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 3*    | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 4*    | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 5*    | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 6*    | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 7*    | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 8*    | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 9*    | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 10*   | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 11*   | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 12*   | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 13*   | 23,992    | 33.06234 | 25,104  | 34.59365 | 25,937     | 35.74213 | 26,947    | 37.13423 |
| 14*   | 23,992    | 33.06234 | 25,104  | 34.59365 | 26,063     | 35.91614 | 27,073    | 37.30824 |
| 15    | 24,750    | 34.10641 | 25,861  | 35.63772 | 26,821     | 36.96021 | 27,831    | 38.35231 |
| 16    | 25,508    | 35.15049 | 26,619  | 36.68179 | 27,579     | 38.00429 | 28,589    | 39.39639 |
| 17    | 26,265    | 36.19456 | 27,377  | 37.72587 | 28,336     | 39.04836 | 29,346    | 40.44046 |
| 18    | 27,023    | 37.23863 | 28,134  | 38.76994 | 29,094     | 40.09244 | 30,104    | 41.48453 |
| 19    | 27,781    | 38.28271 | 28,892  | 39.81402 | 29,852     | 41.13651 | 30,862    | 42.52861 |
| 20    | 28,538    | 39.32678 | 29,649  | 40.85809 | 30,609     | 42.18058 | 31,619    | 43.57268 |
| 21    | 29,296    | 40.37086 | 30,408  | 41.90216 | 31,367     | 43.22466 | 32,377    | 44.61676 |
| 22    | 30,054    | 41.41493 | 31,166  | 43.04623 | 32,124     | 44.26873 | 33,135    | 45.66083 |
| 23    | 30,811    | 42.45900 | 32,074  | 44.19030 | 32,882     | 45.31280 | 33,892    | 46.70490 |
| 24    | 31,569    | 43.50308 | 32,882  | 45.33437 | 33,640     | 46.35688 | 34,650    | 47.74898 |
| 25    | 32,327    | 44.61676 | 33,690  | 46.47844 | 34,448     | 47.47056 | 35,408    | 48.79305 |
| 26    | 33,185    | 45.73043 | 34,498  | 47.62251 | 35,256     | 48.58424 | 36,216    | 49.90673 |
| 27    | 33,993    | 46.84411 | 35,307  | 48.76658 | 36,064     | 49.69791 | 37,024    | 51.02041 |
| 95    | 34,802    | 47.95779 | 36,115  | 49.91065 | 36,872     | 50.81159 | 37,832    | 52.13409 |

\*Denotes new hires placed on the performance pay salary schedule (JT). Employees with one to fourteen years of experience will be placed at a starting pay of \$23,992 on the performance pay scale.

Level Movement - A teacher who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule.

Employees who have completed one year on Level 95 will receive \$250 for each year they have remained on Level 95 for a maximum of \$1,250.

- Level 95 - Year 1 - Increase equals step movement
- Level 95 - Year 2 - \$250 Supplement
- Level 95 - Year 3 - \$500 Supplement
- Level 95 - Year 4 - \$750 Supplement
- Level 95 - Year 5 - \$1,000 Supplement
- Level 95 - Year 6 - \$1,250 Supplement

For the 2021-2022 school year, teachers on level 95 will receive a one-time \$1,500 supplement if received in the 2020-2021 school year.

**Minimum Salary Increases for the 2021-2022 school year**

For the 2021-2022 school year, teachers on the Grandfather Schedule earning a salary below the newly established minimum salary of \$23,992 will receive a salary adjustment to reflect the new minimum.

After receiving a step, teachers on Level 14 of the Grandfather Salary Schedule will be adjusted to Level 15.  
After receiving a step, teachers on Level 15 of the Grandfather Salary Schedule will be adjusted to Level 16.

**DUVAL COUNTY PUBLIC SCHOOLS  
2021-2022**

**Teacher - Job Share (Performance Pay)  
99 Days/7.33 Hours Daily  
Pay Scale JT**

| Min       | Max       |
|-----------|-----------|
| \$ 23,992 | \$ 37,832 |

**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:

|                               |                                  |                                 |
|-------------------------------|----------------------------------|---------------------------------|
| <b>Masters Degree - \$500</b> | <b>Specialist Degree - \$600</b> | <b>Doctorate Degree - \$750</b> |
|-------------------------------|----------------------------------|---------------------------------|

**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.

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. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$1,010.70 and teachers rated as Effective (E) shall receive a performance increase of \$505.36. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

**Minimum Salary Increase for the 2021-2022 school year**

For the 2021-2022 school year, teachers below the new minimum salary of \$23,992 will have a salary adjustment to the new minimum.

All teachers on Performance Pay will receive \$505.36 for an effective rating on their 2020-2021 final summative evaluation and \$1,010.71 for a highly effective rating on their 2020-2021 final summative evaluation.

Teachers will receive a \$750 base salary increase if the \$750 supplement was received in the 2020-2021 school year.

For the 2021-2022 school year, teachers above the new base salary of \$23,992 will receive a \$250 base salary increase.