

**DUVAL COUNTY PUBLIC SCHOOLS
2022-2023**

**Teacher (Grandfather)
10 Months (196 Days/7.33 Hours)
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 Level	01 BACHELORS		02 MASTERS		03 SPECIALIST		04 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
2*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
3*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
4*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
5*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
6*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
7*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
8*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
9*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
10*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
11*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
12*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
13*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
14*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
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
AA	69,400	48.30582	72,000	50.11554	73,500	51.15962	75,400	52.48211
BB	69,900	48.65384	72,500	50.46357	74,000	51.50764	75,900	52.83014
CC	70,400	49.00187	73,000	50.81159	74,500	51.85567	76,400	53.17816
DD	70,900	49.34989	73,500	51.15962	75,000	52.20369	76,900	53.52619
EE	71,400	49.69791	74,000	51.50764	75,500	52.55172	77,400	53.87421
FF	71,900	50.04594	74,500	51.85567	76,000	52.89974	77,900	54.22223

*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 \$48,700 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.

Level 95

Employees on Level 95 who did not receive a Level 95 supplement in 2021-2022 will advance to level AA.

Employees who received a \$500 Level 95 supplement in 2021-2022 will advance to level BB.

Employees who received a \$1,000 Level 95 supplement in 2021-2022 will advance to level CC.

Employees who received a \$1,500 Level 95 supplement in 2021-2022 will advance to level DD.

Employees who received a \$2,000 Level 95 supplement in 2021-2022 will advance to level EE.

Employees who received a \$2,500 Level 95 supplement in 2021-2022 will advance to level FF.

Minimum Salary Increases for the 2022-2023 school year

For the 2022-2023 school year, teachers on the Grandfather Schedule earning a salary below the newly established minimum of \$48,700, will receive a salary adjustment to reflect the new minimum.

Audiologists

Beginning in the 2022-2023 school year, newly hired Audiologists will earn a minimum salary of \$48,700.

Supplement

Teachers employed with Duval County Public Schools in the 2021-2022 school year will receive a supplement in the amount of \$1,500 for the 2022-2023 school year. The supplement is to be paid equally across all paychecks in the 2022-2023 school year. Employees must remain in an active status to receive the supplement.

DUVAL COUNTY PUBLIC SCHOOLS

2022-2023

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

Min	Max
\$ 48,700	\$ 77,900

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:

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

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 Increases for the 2022-2023 school year

For the 2022-2023 school year, teachers with one to fourteen years of experience will earn a minimum salary of \$48,700.

All teachers on Performance Pay will receive \$1,000.50 for an effective rating on their 2021-2022 final summative evaluation and \$2,001 for a highly effective rating on their 2021-2022 final summative evaluation.

Audiologists

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Supplement

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