

**DUVAL COUNTY PUBLIC SCHOOLS
2023-2024**

**Specialist, Instructional Support (Grandfather)
12 Months (260 Days/8 Hours)
Pay Scale AB**

GRADE 01		
Level	Annual	Hourly
01	52,888	25.42702
02	53,638	25.78760
03	54,388	26.14817
04	55,138	26.50875
05	55,888	26.86933
06	56,135	26.98798
07	57,535	27.66106
08	58,935	28.33413
09	60,435	29.05529
10	62,035	29.82452
11	63,635	30.59375
12	65,235	31.36298
13	66,835	32.13221
14	68,435	32.90144
15	70,035	33.67067
16	71,635	34.43990
17	73,235	35.20913
18	74,835	35.97837
19	76,435	36.74760
20	78,035	37.51683
21	79,635	38.28606
22	81,235	39.05529
23	82,835	39.82452
95	84,435	40.59375
AA	84,935	40.83413
BB	85,435	41.07452
CC	85,935	41.31490
DD	86,435	41.55529
EE	86,935	41.79567
FF	87,435	42.03606
GG	87,935	42.27644

Level Movement

A specialist who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who sat on Level 95 - Level FF for the 2022-2023 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

DUVAL COUNTY PUBLIC SCHOOLS

2023-2024

**Specialist, Instructional Support (Performance Pay)
12 Months (260 Days/8 Hours)
Pay Scale AI**

	Min	Max
Tier I	\$ 52,888	\$ 87,935

Advanced Degrees

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 below.

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

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.

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.

Salary Increases

Specialists with one to fourteen years of experience will be placed at a starting salary of \$56,005.

Social Workers without any years of experience will be placed at a starting salary of \$52,888.

Specialists on Performance Pay will receive \$1,000.50 for an effective rating on their 2022-2023 final summative evaluation and \$2,001 for a highly effective rating on their 2022-2023 final summative evaluation.

**DUVAL COUNTY PUBLIC SCHOOLS
2023-2024**

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

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
GG	72,400	50.39396	75,000	52.20369	76,500	53.24777	78,400	54.57026

*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 their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who sat on Level 95 - Level FF for the 2022-2023 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Audiologists

Newly hired Audiologists will earn a minimum salary of \$48,700.

DUVAL COUNTY PUBLIC SCHOOLS

2023-2024

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

Min	Max
\$ 48,700	\$ 78,400

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

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.

Salary Increases

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 2022-2023 final summative evaluation and \$2,001 for a highly effective rating on their 2022-2023 final summative evaluation.

Audiologists

Newly hired Audiologists will earn a minimum salary of \$48,700.

**DUVAL COUNTY PUBLIC SCHOOLS
2023-2024**

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

GRADE	01		02		03		04	
	BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
2*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
3*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
4*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
5*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
6*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
7*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
8*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
9*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
10*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
11*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
12*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
13*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
14*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
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	30,458	41.91777	31,367	43.22466	32,377	44.61676
22	30,054	41.41493	31,266	43.08545	32,124	44.26873	33,135	45.66083
23	30,811	42.45900	32,074	44.19913	32,882	45.31280	33,892	46.70490
24	31,569	43.50308	32,882	45.31280	33,640	46.35688	34,650	47.74898
25	32,327	44.61676	33,690	46.42648	34,448	47.47056	35,408	48.79305
26	33,185	45.73043	34,498	47.54016	35,256	48.58424	36,216	49.90673
27	33,993	46.84411	35,307	48.65384	36,064	49.69791	37,024	51.02041
95	34,802	47.95779	36,115	49.76752	36,872	50.81159	37,832	52.13409
AA	35,054	48.30582	36,367	50.11554	37,125	51.15962	38,085	52.48211
BB	35,307	48.65384	36,620	50.46357	37,378	51.50764	38,337	52.83014
CC	35,559	49.00187	36,872	50.81159	37,630	51.85567	38,590	53.17816
DD	35,812	49.34989	37,125	51.15962	37,883	52.20369	38,842	53.52619
EE	36,064	49.69791	37,378	51.50764	38,135	52.55172	39,095	53.87421
FF	36,317	50.04594	37,630	51.85567	38,388	52.89974	39,347	54.22223
GG	36,569	50.39396	37,883	52.20369	38,640	53.24777	39,600	54.57026

*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 \$24,598 on the performance pay scale.

Level Movement

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

Level 95

Employees who sat on Level 95 - Level FF for the 2022-2023 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

DUVAL COUNTY PUBLIC SCHOOLS

2023-2024

Teacher - Job Share (Performance Pay)

10 Months (99 Days/7.33 Hours)

Pay Scale JT

Min	Max
\$ 24,598	\$ 39,600

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

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.

Salary Increase

Teachers with one to fourteen years of experience will earn a minimum salary of \$24,598.

All teachers on Performance Pay will receive \$505.36 for an effective rating on their 2022-2023 final summative evaluation and \$1,010.70 for a highly effective rating on their 2022-2023 final summative evaluation.

**DUVAL COUNTY PUBLIC SCHOOLS
2023-2024**

**Psychologist (Grandfather)
10 Months (196 Days/8 Hours)
Pay Scale TQ**

GRADE	02		03		04	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	52,595	33.54273	54,245	34.59503	55,995	35.71110
2*	52,595	33.54273	54,245	34.59503	55,995	35.71110
3*	52,595	33.54273	54,245	34.59503	55,995	35.71110
4*	52,595	33.54273	54,245	34.59503	55,995	35.71110
5*	52,595	33.54273	54,245	34.59503	55,995	35.71110
6*	52,595	33.54273	54,245	34.59503	55,995	35.71110
7*	52,595	33.54273	54,245	34.59503	55,995	35.71110
8*	52,595	33.54273	54,245	34.59503	55,995	35.71110
9*	52,595	33.54273	54,245	34.59503	55,995	35.71110
10*	52,595	33.54273	54,245	34.59503	55,995	35.71110
11*	52,595	33.54273	54,245	34.59503	55,995	35.71110
12*	52,595	33.54273	54,245	34.59503	55,995	35.71110
13*	52,595	33.54273	54,245	34.59503	55,995	35.71110
14	52,895	33.73406	54,795	34.94579	56,795	36.22130
15	53,895	34.37181	56,295	35.90242	57,795	36.85906
16	54,895	35.00957	57,795	36.85906	58,795	37.49681
17	55,895	35.64732	59,295	37.81569	60,295	38.45344
18	57,395	36.60395	60,795	38.77232	61,795	39.41008
19	58,895	37.56059	62,295	39.72895	63,295	40.36671
20	60,395	38.51722	63,795	40.68559	64,795	41.32334
21	61,895	39.47385	65,295	41.64222	66,295	42.27997
22	63,395	40.43048	66,795	42.59885	67,795	43.23661
23	64,895	41.38712	68,295	43.55548	69,295	44.19324
24	66,395	42.34375	69,795	44.51212	70,795	45.14987
25	67,895	43.30038	71,295	45.46875	72,295	46.10651
26	69,395	44.25702	72,795	46.42538	73,795	47.06314
27	70,895	45.21365	74,295	47.38202	75,295	48.01977
95	72,395	46.17028	75,795	48.33865	76,795	48.97640
AA	72,895	46.48916	76,295	48.65753	77,295	49.29528
BB	73,395	46.80804	76,795	48.97640	77,795	49.61416
CC	73,895	47.12691	77,295	49.29528	78,295	49.93304
DD	74,395	47.44579	77,795	49.61416	78,795	50.25191
EE	74,895	47.76467	78,295	49.93304	79,295	50.57079
FF	75,395	48.08355	78,795	50.25191	79,795	50.88967
GG	75,895	48.40242	79,295	50.57079	80,295	51.20855

Salary Placement

Employees with one to thirteen years of experience will be placed at a starting pay of \$52,595 on the performance pay scale (PC).

Level Movement

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

Level 95

Employees who sat on Level 95 - Level FF for the 2022-2023 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Experience Credit

Newly hired 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.

DUVAL COUNTY PUBLIC SCHOOLS

2023-2024

**Psychologist (Performance Pay)
10 Months (196 Days/8 Hours)
Pay Scale PC**

Min	Max
\$ 52,595	\$ 80,295

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

Newly Hired Employees

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

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.

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

Experience Credit

Newly hired 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.

Salary Increases

All psychologists on Performance Pay will receive \$1,000.50 for an effective rating on their 2022-2023 final summative evaluation and \$2,001 for a highly effective rating on their 2022-2023 final summative evaluation.

**DUVAL COUNTY PUBLIC SCHOOLS
2023-2024**

**Psychologist (Grandfather)
12 Months Alt (239 Days/8 Hours)
Pay Scale TD**

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	57,329	29.98379	58,177	30.42704	59,820	31.28635
02	57,329	29.98379	58,867	30.78792	60,510	31.64723
03	57,915	30.29001	59,557	31.14880	61,200	32.00811
04	58,605	30.65089	60,247	31.50968	61,890	32.36899
05	59,295	31.01177	60,937	31.87055	62,580	32.72986
06	60,215	31.49294	61,857	32.35173	63,500	33.21104
07	61,135	31.97411	62,777	32.83290	64,420	33.69221
08	62,235	32.54942	63,877	33.40821	65,520	34.26752
09	63,335	33.12474	64,977	33.98353	66,620	34.84283
10	64,435	33.70005	66,077	34.55884	67,720	35.41815
11	65,535	34.27537	67,177	35.13415	68,820	35.99346
12	66,635	34.85068	68,277	35.70947	69,920	36.56878
13	67,935	35.53060	69,577	36.38938	71,220	37.24869
14	69,235	36.21051	70,877	37.06930	72,520	37.92861
15	70,535	36.89043	72,177	37.74922	73,820	38.60853
16	71,835	37.57035	73,477	38.42913	75,120	39.28844
17	73,135	38.25026	74,777	39.10905	76,420	39.96836
18	74,635	39.03478	76,277	39.89357	77,920	40.75288
19	76,135	39.81930	77,777	40.67809	79,420	41.53740
20	77,635	40.60382	79,277	41.46260	80,920	42.32191
21	79,135	41.38834	80,777	42.24712	82,420	43.10643
95	80,635	42.17286	82,277	43.03164	83,920	43.89095
AA	81,135	42.43436	82,777	43.29315	84,420	44.15246
BB	81,635	42.69587	83,277	43.55465	84,920	44.41396
CC	82,135	42.95737	83,777	43.81616	85,420	44.67547
DD	82,635	43.21888	84,277	44.07767	85,920	44.93698
EE	83,135	43.48039	84,777	44.33917	86,420	45.19848
FF	83,635	43.74189	85,277	44.60068	86,920	45.45999
GG	84,135	44.00340	85,777	44.86219	87,420	45.72150

Salary Placement

A psychologist with no prior years of eligible experience shall be placed at Level 1 of the performance pay salary schedule (PS).

Level Movement

A psychologist who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who sat on Level 95 - Level FF for the 2022-2023 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Experience Credit

Newly hired 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.

**DUVAL COUNTY PUBLIC SCHOOLS
2023-2024**

**Psychologist (Grandfather)
12 Months (260 Days/8 Hours)
Pay Scale TP**

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	62,488	29.92720	63,460	30.39272	65,247	31.24856
02	62,488	29.92720	64,210	30.75192	65,997	31.60776
03	63,174	30.25575	64,960	31.11111	66,747	31.96695
04	63,924	30.61494	65,710	31.47031	67,497	32.32615
05	64,674	30.97414	66,460	31.82950	68,247	32.68534
06	65,674	31.45307	67,460	32.30843	69,247	33.16427
07	66,674	31.93199	68,460	32.78736	70,247	33.64320
08	67,924	32.53065	69,710	33.38602	71,497	34.24186
09	69,174	33.12931	70,960	33.98467	72,747	34.84052
10	70,424	33.72797	72,210	34.58333	73,997	35.43918
11	71,674	34.32663	73,460	35.18199	75,247	36.03784
12	72,924	34.92529	74,710	35.78065	76,497	36.63649
13	74,424	35.64368	76,210	36.49904	77,997	37.35489
14	75,924	36.36207	77,710	37.21743	79,497	38.07328
15	77,424	37.08046	79,210	37.93582	80,997	38.79167
16	78,924	37.79885	80,710	38.65421	82,497	39.51006
17	80,424	38.51724	82,210	39.37261	83,997	40.22845
18	81,924	39.23563	83,710	40.09100	85,497	40.94684
19	83,424	39.95402	85,210	40.80939	86,997	41.66523
20	84,924	40.67241	86,710	41.52778	88,497	42.38362
21	86,424	41.39080	88,210	42.24617	89,997	43.10201
95	87,924	42.10920	89,710	42.96456	91,497	43.82040
AA	88,424	42.34866	90,210	43.20402	91,997	44.05987
BB	88,924	42.58812	90,710	43.44349	92,497	44.29933
CC	89,424	42.82759	91,210	43.68295	92,997	44.53879
DD	89,924	43.06705	91,710	43.92241	93,497	44.77826
EE	90,424	43.30651	92,210	44.16188	93,997	45.01772
FF	90,924	43.54598	92,710	44.40134	94,497	45.25718
GG	91,424	43.78544	93,210	44.64080	94,997	45.49665

Salary Placement

A psychologist with no prior years of eligible experience shall be placed at level 1 of the performance pay salary schedule (PS).

Level Movement

A psychologist who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who sat on Level 95 - Level FF for the 2022-2023 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Experience Credit

Newly hired 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.

**DUVAL COUNTY PUBLIC SCHOOLS
2023-2024**

Psychologist

DEFINITIONS & PLACEMENT PROCEDURES

LEVEL

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

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

2023-2024

Psychologist (Performance Pay)

12 Months (260 Days/8 Hours)/12 Months (239 Days/8 Hours)

Pay Scale PS

12 months		12 mos. Alt.	
Min	Max	Min	Max
\$62,488	\$94,997	\$57,329	\$87,420

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

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.

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

Salary Increase

All psychologists on Performance Pay will receive \$1,000.50 for an effective rating on their 2022-2023 final summative evaluation and \$2,001 for a highly effective rating on their 2022-2023 final summative evaluation.

Experience Credit

Newly hired 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.

DUVAL COUNTY PUBLIC SCHOOLS

2023-2024

**Occupational Therapist/Physical Therapist
10 Months (196 Days/7.33 Hours)
Pay Scale EQ**

GRADE 01		
Level	Annual	Hourly
01*	48,500	33.75839
02*	49,800	34.66325
03*	51,100	35.56812
04	52,400	36.47298
05	53,700	37.37784
06	55,000	38.28271
07	56,300	39.18757
08	57,600	40.09244
09	58,900	40.99730
10	60,200	41.90216
11	61,500	42.80703
12	62,800	43.71189
13	64,300	44.75597
14	65,800	45.80004
15	67,300	46.84411
16	68,800	47.88819
17	70,300	48.93226
18	71,800	49.97633
19	73,300	51.02041
20	74,800	52.06448
95	76,300	53.10856
AA	76,800	53.45658
BB	77,300	53.80461
CC	77,800	54.15263
DD	78,300	54.50065
EE	78,800	54.84868
FF	79,300	55.19670
GG	79,800	55.54473

Level Movement

Employees who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who sat on Level 95 - Level FF for the 2022-2023 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Advanced Degree Supplement

Occupational and Physical Therapists with a Doctorate Degree, and the Doctorate Degree was not a requirement for the Occupational and Physical Therapy program of study, will receive a \$1,500 annual supplement.

Experience Credit

OT/PT shall be allowed credit for prior experience up to a maximum of 10 years.

Level Placement

All incoming OT/PT without prior experience will be placed on level 5.

DUVAL COUNTY PUBLIC SCHOOLS

2023-2024

Teacher - ROTC

10 Months (196 Days/7.33 Hours)

Pay Scale TR

Min	Max
\$ 48,700	\$ 78,400

Salary Placement

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 \$80,900, a supplement will be paid for the difference between MIP and the maximum Salary on the TR Salary Schedule.