

SCHOOL DISTRICT OF VOLUSIA COUNTY, FL
200 N. CLARA AVENUE
P.O. BOX 2118
DELAND, FL 32721-2118

COMPENSATION MANUAL

FY2021 - 2022

(Updated 8/24/2021)



SCHOOL BOARD MEMBERS

Mrs. Linda Cuthbert, Chairman
Ms. Jaime Haynes, Vice-Chairman
Mr. Carl Persis
Mr. Ruben Colón
Mrs. Anita Burnette

SUPERINTENDENT OF SCHOOLS

Dr. Scott Fritz

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AFSCME Personnel

AV Technician, Body Shop Technician, Bus Attendants, Bus Dispatcher, Bus Operator, Campus Advisor, Class A Deliveryman, Clinic Assistant Health Support Technician, , Comp Install Technician, Employment Advisor, Environmental Mechanic Helpers, Equipment Operator, Facility Maintenance Technician, Heavy Equipment Operator, Lead Mechanic, Mechanic, Mechanic Helper, Truck Drivers, Utility Crew, Warehouse Person, Warehouseman/Freezer Person; Warehouse Technician; Dining Room Aides - Hourly Rates for 2021-202238

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EMPLOYEE BENEFITS

FOR REGULARLY ESTABLISHED POSITIONS

Enrollment in the Group Health Insurance Program is available for:

- Instructional positions greater than half-time,
- Administrative and support positions scheduled for four or more hours per day.

The average School Board match for such coverage is \$6,612.00.

The School Board pays for life insurance coverage equal to the employee's salary. (The cost of such coverage is .96 cents per thousand dollars annually).

The School Board contributes an amount equal to 8.26 percent of retirement creditable salary to the Florida Retirement System.

The School Board contributes an amount equal to 6.20 percent of all wages up to a maximum wage base of \$137,700 (tax year 2020) for Social Security Tax and 1.45 percent for Medicare Tax (no maximum wage base).

Employees will earn sick leave based on bargaining unit contracts and/or the District adopted policies. The equivalent of six days may be used as paid personal and are not cumulative. School Board Policy 417.II.A.3: *Six (6) days paid sick leave each year may be granted as paid personal leave for personal reasons. Paid personal leave days shall be charged against accrued sick leave most recently earned and shall be non-cumulative.*

All positions classified as 12 months will earn one day of annual leave (vacation) per month in accordance with the scheduled daily work hours (allotment) for the position. Employees with five (5) or more years of continuous service will earn the equivalent of 1¼ days of their allotment. Employees with ten (10) or more years of continuous service will earn the equivalent of 1½ days of their allotment. The maximum accrual of annual leave is 78-days as of September 30 of each year; days are calculated based on the allotment for the position.

Employees are eligible to receive payment for accumulated sick and/or annual leave upon termination or retirement subject to limitations that may be established in the applicable collective bargaining agreement, Policies and Procedures Manual, or Florida Statutes. Payments for such leave shall be paid into a tax deferral plan adopted by the School Board and shall then be paid to the employee in accordance with the terms of such plan. Employees have two years from their separation date to request payment.

The School Board has adopted a FICA replacement plan under 401(a) of the Internal Revenue Code, which requires part-time, seasonal, and temporary employees of government employers to deposit money into a Private Retirement Plan instead of social security. This plan provides for contributions of 7.5 percent of gross income into an account in the employee's name. Contact Bencor at 1-800-330-4014 for information or questions.

NOTE: Rates and amounts listed above are subject to change based on contractual language and/or federal regulations. For additional information, please refer to the individual bargaining unit contract and/or the Policies and Procedure Manual available on the Volusia County School website at <https://go.boarddocs.com/fla/vcsfl/Board.nsf/goto?open&id=8XGQE568E30D> <https://www.vcsedu.org/general-counsel/union-contracts>.

OTHER BENEFITS

Clerical and paraprofessionals personnel shall refer to the Volusia United Educators - (VUE) - Support collective bargaining agreement.

Maintenance and trade personnel shall refer to American Federation of State, County, and Municipal Employees (AFSCME) collective bargaining agreement.

Instructional personnel shall refer to the Volusia United Educators (VUE) - Instructional collective bargaining agreement.

Non-bargaining unit personnel shall refer to district policies. The Superintendent shall have the authority to make necessary salary adjustments or provide supplements to maintain equity and respond to market factors.

INSTRUCTIONAL SALARY INFORMATION

IN-SERVICE PARTICIPATION

Voluntary In-service, when approved by the Superintendent, shall be compensated at \$15.00 per hour. (Source: VUE Contract 2018-2021 Article 26.B.1.)

Employees required to attend mandatory in-service training, after their normal duty day, shall be compensated at their hourly rate.

SUMMER SCHOOL COMPENSATION

Programs which generate FTE: Hourly Rate x Hours Worked

Programs which generate no FTE: Salary and benefits = 85% of the monies generated by the students enrolled in each class

ADDITIONAL DAYS BEYOND TEN- OR ELEVEN-MONTH CONTRACT

Teachers allocated additional days will be paid their Daily Rate x Days Worked.

SUBSTITUTE INSTRUCTIONAL HOURLY RATES:

| | All Others | Middle School Only | ESE/EBD Multi VE* |
|--|------------|--------------------|-------------------|
| High School Diploma | \$10.00 | 10.54 | 10.54 |
| Associate Degree and/or 60 hours of college credit | \$10.74 | 11.74 | 11.74 |
| Bachelor's Degree | \$12.33 | 13.33 | 13.33 |
| Master's or Higher Degree | \$13.22 | 14.22 | 14.22 |
| Retired Volusia Teacher | \$15.09 | 16.09 | 16.09 |

***ESE/EBD Multi-VE Certification issued by ESE Department upon successful training completion.**

A substitute teacher with a bachelor's degree or higher, a teaching certificate and is eligible to teach, who serves longer than thirty (30) days on one assignment, will be paid a daily rate based on first year teacher pay beginning on the 31st day of assignment.

“One Assignment” is defined as continuous service as a replacement for a specific teacher. Continuous service in one school center for various teachers does not constitute “One Assignment.”

Workday:

- Elementary schools are 7.50 hours per day
- Middle and High schools are 7.50 hours per day
- Instructional substitutes are paid a minimum of one-half day:
 - Elementary schools = 3.50 hours
 - Middle and High schools = 3.75 hours

SALARY SCHEDULES

ANNUAL CONTRACT
INSTRUCTIONAL
196/199-DAY PLACEMENT SCHEDULE

PERFORMANCE PAY

| Salary Tier | Annual |
|-------------|--------|
| A | 44,335 |
| B | 44,335 |
| C | 44,335 |
| D | 44,335 |
| E | 44,335 |
| F | 44,335 |
| G | 44,335 |
| H | 44,335 |
| I | 44,335 |
| J | 44,335 |
| K | 44,335 |

Due to Florida House Bill 641 mandating minimum salaries for instructional employees, Tiers A-K have been raised to \$44,335.

Individual who are newly hired by VCS July 1, 2020 or later can verify up to twenty-five years of previous instructional experience. Individuals who verify more than ten (10) years of experience will be placed on the Tier for ten (10) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over the 10 years added to his/her base salary.

Salary for Advanced Degrees: Individuals hired July 1, 2011 or later who have earned an advance degree may be eligible for a salary supplement.

INSTRUCTIONAL
ADVANCED DEGREE SUPPLEMENT

Salary for Advanced Degrees:

For teachers hired after 7/1/2011, compensation for advanced degrees will be paid as a supplement based on whether the advanced degree held is in the individual's area of certification. [FS 1012.22\(3\)](#). The amount of the supplements are as follows:

| Years Exp. | 196 Days | 199 Days | 216 Days | 256 Days |
|-------------------|-----------------|-----------------|-----------------|-----------------|
| | Amount | Amount | Amount | Amount |
| 0-2 years | | | | |
| Master's | \$2,991 | \$2,991 | \$3,297 | \$3,907 |
| Specialist's | \$4,414 | \$4,414 | \$4,865 | \$5,765 |
| Doctorate | \$5,893 | \$5,893 | \$6,495 | \$7,697 |
| 3-5 years | | | | |
| Master's | \$3,128 | \$3,128 | \$3,447 | \$4,085 |
| Specialist's | \$4,616 | \$4,616 | \$5,087 | \$6,029 |
| Doctorate | \$6,161 | \$6,161 | \$6,790 | \$8,047 |
| 6+ years | | | | |
| Master's | \$3,270 | \$3,270 | \$3,603 | \$4,271 |
| Specialist's | \$4,828 | \$4,828 | \$5,320 | \$6,306 |
| Doctorate | \$6,444 | \$6,444 | \$7,101 | \$8,417 |

ANNUAL CONTRACT
INSTRUCTIONAL
 216-DAY SCHEDULE

PERFORMANCE PAY

| Salary Tier | Annual |
|-------------|--------|
| A | 48,859 |
| B | 48,859 |
| C | 48,859 |
| D | 48,859 |
| E | 48,859 |
| F | 48,859 |
| G | 48,859 |
| H | 48,859 |
| I | 48,859 |
| J | 48,859 |
| K | 48,859 |

Due to Florida House Bill 641 mandating minimum salaries for instructional employees, Tiers A-K have been raised to \$44,859.

Individual who are newly hired by VCS July 1, 2020 or later can verify up to twenty-five years of previous instructional experience. Individuals who verify more than ten (10) years of experience will be placed on the Tier for ten (10) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over the 10 years added to his/her base salary.

Salary for Advanced Degrees: Individuals hired July 1, 2011 or later who have earned an advance degree may be eligible for a salary supplement.

ANNUAL CONTRACT
INSTRUCTIONAL
256-DAY SCHEDULE

PERFORMANCE PAY

| Salary Tier | Annual |
|-------------|--------|
| A | 57,907 |
| B | 57,907 |
| C | 57,907 |
| D | 57,907 |
| E | 57,907 |
| F | 57,907 |
| G | 57,907 |
| H | 57,907 |
| I | 57,907 |
| J | 57,907 |
| K | 57,907 |

Due to Florida House Bill 641 mandating minimum salaries for instructional employees, Tiers A-K have been raised to \$57,907.

Individual who are newly hired by VCS July 1, 2020 or later can verify up to twenty-five years of previous instructional experience. Individuals who verify more than ten (10) years of experience will be placed on the Tier for ten (10) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over the 10 years added to his/her base salary.

Salary for Advanced Degrees: Individuals hired July 1, 2011 or later who have earned an advance degree may be eligible for a salary supplement.

Salary Stipend Information - 2021-2022 School year

| Psychologist | | Specialist V* | | School Counselor (196 day) | | School Counselor Chair | |
|------------------|--------|------------------|--------|-------------------------------|--------|---------------------------|--------|
| Years of Exp. | Amount | Years of Exp. | Amount | Years of Exp. | Amount | Days | Amount |
| 0 | 3,216 | 0 | 2,842 | 0 | 1,549 | 196 | 3,794 |
| 1 | 3,864 | 1 | 2,842 | 1 | 1,549 | 199 | 3,794 |
| 2 | 4,512 | 2 | 2,842 | 2 | 1,549 | 216 | 3,794 |
| 3 | 5,160 | 3 | 2,842 | 3 | 1,549 | 256 | 3,794 |
| 4 | 5,809 | 4 | 2,842 | 4 | 1,549 | | |
| 5 | 6,458 | 5 | 2,842 | 5 | 1,549 | | |
| 6 | 7,106 | 6 | 3,077 | 6 | 1,910 | | |
| 7-25 | 7,752 | 7-25 | 3,077 | 7-25 | 1,910 | | |

**Placement Specialists, Program Specialists, and Social Workers*

Sample 196-Day Salary

Below is a sample of a school year 2021-2022 teacher salary based on a bachelor's degree (step 0) and its full impact on the District:

| | 2020-2021 |
|--|--------------------|
| Annual Salary – Bachelor's Degree | \$44,335.00 |
| Average Board Contribution for Health & Dental | 6,612.00 |
| Board Contribution for Life Insurance Coverage (.096%) of 1x annual salary | 42.56 |
| Board Contribution for Florida Retirement System (8.26%) | 3,662.07 |
| Board Contribution for Social Security (6.2%) | 2,748.77 |
| Board Contribution for -Medicare (1.45%) | 642.86 |
| Total Salary plus Benefits | \$58,043.26 |

COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

FY2021-2022 Teacher Supplements

| Description | High Schools | Middle Schools | Elementary Schools |
|--|--|--|--|
| <u>Class A:</u> | | | |
| Department/Grade Chairperson* | 765 | 765 | 765 |
| Each additional teacher or major fraction; the amount will only apply for up to five teachers. | 201 | 201 | 201 |
| Supervisory Duty (Morning or Afternoon) | 955 | 955 | 955 |
| Curriculum Committee Chairperson* | | | 677 |
| Test Chairperson | | | 955 |
| Problem Solving Team Chairperson | 1,061 | 1,061 | 1,061 |
| Certified School Counselor Chairperson | 3,794 | | |
| | | | |
| <u>Class B:</u> | | | |
| Extended Duty Supplement Amounts: | | | |
| One item checked under duties & responsibilities | 1,008 | 1,008 | 1,008 |
| Two items checked under duties & responsibilities | 1,220 | 1,220 | 1,220 |
| Three items checked under duties & responsibilities | 1,645 | 1,645 | 1,645 |
| Loss of planning for extra class | Hourly Rate of pay rounded up to the nearest half-hour | Hourly Rate of pay rounded up to the nearest half-hour | Hourly Rate of pay rounded up to the nearest half-hour |
| Audio-Visual Specialist | 1,783 | 1,029 | |
| Supplemental Career & Technical Education | 2,600 | 2,600 | |
| <u>Athletics:</u> | | | |
| | <5 years/≥5 years | | |
| Athletic Director | 4,256/5,370 | | |
| Category A-Head Coach | 4,256/5,370 | | |
| Category B-Head Coach | 2,901/3,655 | | |
| Category C-Head Coach | 2,617/3,298 | | |
| Category A-Assistant Coach | 2,617/3,298 | | |
| Category B-Assistant Coach | 2,104/2,652 | | |
| Category C-Assistant Coach | 1,964/2,475 | | |
| <u>Athletic Trainer:</u> | | | |
| | <5 years/≥5 years | | |
| Certified – Head | 4,256/5,114 per semester | | |
| Associate or Certified Asst. | 2,943/3,708 | | |
| Appointed | 1,636/2,062 per semester | | |
| <u>Cheerleader:</u> | | | |
| | <5 years/≥5 years | | |
| Cheerleader | 1,475/1,698 per semester | | |

| <u>Class C:</u> | | | |
|----------------------------------|---|-------|-------|
| <u>Sponsors:</u> | | | |
| Academic Team | 1,549 | | |
| Dance | 1,549 | | |
| Flag Corps | 1,549 | | |
| Majorettes | 1,549 | | |
| Class Sponsor | 9 th -10 th grade/524 11 th -12 th grade/636 | | |
| Drama/Music Production | 1,030 | 530 | 530 |
| Intramural | 1,030 | 1,030 | 1,030 |
| Publications | 1,549 | 1,030 | |
| Safety Patrol | 530 | 530 | 530 |
| Service Club | 530 | 530 | |
| Special Interest Club Activities | 530 | 530 | 530 |
| Student Government | 1,549 | 530 | |
| Yearbook | 2,160 | 1,030 | |
| Television Production | 1,549 | 1,030 | |

Coaches for sports at the middle school level shall be paid \$1,061 per season.

FY2021-2022 Stipends

| Description | High Schools | Middle Schools | Elementary Schools |
|-----------------------------|-------------------|-------------------|--------------------|
| | <5 years/≥5 years | <5 years/≥5 years | <5 years/≥5 years |
| Band Director | 4,256/5,370 | 2,824/3,130 | |
| Assistant Band Director | 1,881/2,123 | 1,178/1,337 | |
| Choral Director | 2,824/3,343 | 2,824/3,343 | |
| Orchestra Director | | 2,824/3,343 | |
| Fine Arts Teacher | 1,178/1,337 | | |
| Certified School Counselors | 1,549/1,910 | 1,549/1,910 | 1,549/1,910 |
| Social Worker | 2,842/3,077 | 2,842/3,077 | 2,842/3,077 |
| Caseworker | 2,842/3,077 | 2,842/3,077 | 2,842/3,077 |
| Speech & Language (3 C's) | 3,183/3,714 | 3,183/3,714 | 3,183/3,714 |
| Placement Specialists | 2,842/3,077 | 2,842/3,077 | 2,842/3,077 |
| Program Specialists | 2,842/3,077 | 2,842/3,077 | 2,842/3,077 |
| Academic Coach | 1,549/1,910 | 1,549/1,910 | 1,549/1,910 |

***The higher rate applies after the completion of the fifth (5) year.*

TEACHER STIPENDS AND SUPPLEMENTS

All supplements listed are paid for the performance of duties beyond the regular working day and normal job responsibilities and are not approved based solely on position classification or previous supplement payment. Additional time spent fulfilling job responsibilities does not constitute a basis for compensation beyond the teachers' regular salary.

Supplements, at the discretion of the teacher, will be paid in eight installments, one per month or one lump sum at the end of the year. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.

- Supplements are rounded to the nearest dollar.
- Supervisory Duty supplement may be paid for morning or afternoon duty. One person may be supplemented for both morning and afternoon supervisory duty.

All Junior Varsity Coaches are classified as Assistant Coaches.

Athletic sports will be divided into three (3) categories:

| <u>CATEGORY A</u> | <u>CATEGORY B</u> | <u>CATEGORY C</u> |
|--------------------------|--------------------------|---------------------------|
| Basketball | Baseball | Cross Country |
| Football | Softball | Golf |
| | Soccer | Swimming |
| | Track | Tennis |
| | Volleyball | Weightlifting |
| | Wrestling | All other approved sports |

A high school teacher eligible to receive a coaching or cheerleader supplement for 9th grade responsibilities will receive 62.5% of the high school supplement. If coaching or cheerleading responsibilities are continued on to varsity responsibilities at the end of a 9th grade schedule, the high school supplements apply.

A football coaching supplement shall be considered to be two (2) separate supplements:

- #1 will be an amount equal to 80% of the supplement being paid in December for the performance of the coaching responsibilities from the start of the school year to the end of the team's season,
- #2 will be an amount equal to 20% of the supplement being paid with the 24th installment as described in Article 26 for the performance of the coaching responsibilities required by spring practice.

LONGEVITY SUPPLEMENTS FOR INSTRUCTIONAL PERSONNEL

Longevity supplements are issued to individuals with a good year of service (as defined in Article 26, Section) shall advance one year on the longevity schedule.

| | |
|---------------------------------|---------|
| 11 years VCS experience | \$100 |
| 12 years VCS experience | \$200 |
| 13 years VCS experience | \$300 |
| 14 years VCS experience | \$400 |
| 15 years VCS experience | \$500 |
| 16 years VCS experience | \$600 |
| 17 years VCS experience | \$700 |
| 18 years VCS experience | \$800 |
| 19 years VCS experience | \$900 |
| 20 years VCS experience | \$1,000 |
| 21 years VCS experience | \$1,100 |
| 22 years VCS experience | \$1,200 |
| 23 years VCS experience | \$1,300 |
| 24 years VCS experience | \$1,400 |
| 25 or more years VCS experience | \$1,500 |

This supplement is subject to bargaining.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2021-2022 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

| Principals (250-Days) | | | | | | |
|------------------------------|-------------------|----------------|----------------|----------------|----------------|----------------|
| | Elementary | | Middle | | High | |
| Tier | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| A | 82,095 | 90,512 | 86,856 | 95,273 | 94,968 | 103,385 |
| B | 82,884 | 91,300 | 87,692 | 96,108 | 95,888 | 104,304 |
| C | 83,682 | 92,098 | 88,542 | 96,958 | 96,814 | 105,231 |
| D | 84,489 | 92,905 | 89,393 | 97,810 | 97,752 | 106,168 |
| E | 85,302 | 93,718 | 90,256 | 98,673 | 98,697 | 107,114 |
| F | 86,124 | 94,540 | 91,128 | 99,544 | 99,653 | 108,069 |
| G | 86,953 | 95,369 | 92,007 | 100,423 | 100,619 | 109,035 |
| H | 87,791 | 96,208 | 92,896 | 101,312 | 101,593 | 110,009 |
| I | 88,636 | 97,052 | 93,793 | 102,209 | 102,579 | 110,995 |
| J | 89,493 | 97,909 | 94,700 | 103,116 | 103,573 | 111,989 |
| K | 90,357 | 98,773 | 95,615 | 104,031 | 104,576 | 112,992 |
| L | 91,228 | 99,644 | 96,541 | 104,957 | 105,590 | 114,007 |
| M | 92,108 | 100,524 | 97,475 | 105,892 | 106,615 | 115,032 |
| N | 92,999 | 101,416 | 98,418 | 106,835 | 107,652 | 116,068 |
| O | 93,898 | 102,314 | 99,369 | 107,785 | 108,696 | 117,112 |
| P | 94,805 | 103,222 | 100,335 | 108,751 | 109,752 | 118,168 |
| Q | 95,722 | 104,138 | 101,304 | 109,720 | 110,817 | 119,233 |
| R | 96,646 | 105,063 | 102,286 | 110,702 | 111,894 | 120,310 |
| S | 97,582 | 105,998 | 103,278 | 111,694 | 112,983 | 121,399 |
| T | 98,528 | 106,944 | 104,280 | 112,697 | 114,079 | 122,496 |
| U | 99,481 | 107,898 | 105,290 | 113,706 | 115,191 | 123,607 |
| V | 100,445 | 108,861 | 106,314 | 114,730 | 116,311 | 124,727 |
| W | 101,416 | 109,832 | 107,344 | 115,760 | 117,442 | 125,859 |
| X | 102,400 | 110,816 | 108,386 | 116,802 | 118,585 | 127,002 |
| Y | 103,394 | 111,810 | 109,438 | 117,855 | 119,739 | 128,156 |
| Z | 104,395 | 112,812 | 110,502 | 118,918 | 120,905 | 129,321 |
| AA | 105,408 | 113,824 | 111,575 | 119,992 | 122,083 | 130,499 |
| AB | 106,431 | 114,847 | 112,660 | 121,076 | 123,272 | 131,688 |
| AC | 107,462 | 115,878 | 113,755 | 122,171 | 124,474 | 132,890 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree

The minimum values are used for placement purposes only for individuals hired or appointed into school-based administrator positions July 1, 2014 or later. All current school-based administrators can access salary information in e-Portal by clicking on Human Resources and Job Information.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2021-2022 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

| Principals (255-Days) | | | | | | |
|-----------------------|------------|---------|---------|---------|---------|---------|
| Tier | Elementary | | Middle | | High | |
| | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| A | 83,738 | 92,324 | 88,595 | 97,180 | 96,869 | 105,454 |
| B | 84,542 | 93,127 | 89,447 | 98,032 | 97,807 | 106,392 |
| C | 85,357 | 93,942 | 90,313 | 98,898 | 98,752 | 107,337 |
| D | 86,179 | 94,764 | 91,182 | 99,767 | 99,708 | 108,293 |
| E | 87,008 | 95,594 | 92,062 | 100,648 | 100,672 | 109,258 |
| F | 87,847 | 96,432 | 92,951 | 101,537 | 101,646 | 110,232 |
| G | 88,692 | 97,278 | 93,848 | 102,433 | 102,632 | 111,218 |
| H | 89,548 | 98,134 | 94,754 | 103,339 | 103,625 | 112,211 |
| I | 90,409 | 98,995 | 95,669 | 104,255 | 104,631 | 113,216 |
| J | 91,283 | 99,869 | 96,595 | 105,180 | 105,646 | 114,231 |
| K | 92,165 | 100,750 | 97,528 | 106,113 | 106,668 | 115,253 |
| L | 93,054 | 101,639 | 98,472 | 107,057 | 107,703 | 116,288 |
| M | 93,950 | 102,536 | 99,426 | 108,011 | 108,748 | 117,334 |
| N | 94,860 | 103,445 | 100,387 | 108,973 | 109,805 | 118,391 |
| O | 95,777 | 104,362 | 101,357 | 109,943 | 110,871 | 119,457 |
| P | 96,703 | 105,288 | 102,342 | 110,928 | 111,947 | 120,533 |
| Q | 97,636 | 106,222 | 103,330 | 111,916 | 113,034 | 121,619 |
| R | 98,580 | 107,166 | 104,333 | 112,918 | 114,133 | 122,718 |
| S | 99,535 | 108,120 | 105,344 | 113,930 | 115,243 | 123,828 |
| T | 100,499 | 109,085 | 106,366 | 114,952 | 116,362 | 124,948 |
| U | 101,472 | 110,057 | 107,396 | 115,982 | 117,495 | 126,080 |
| V | 102,455 | 111,040 | 108,441 | 117,026 | 118,638 | 127,223 |
| W | 103,445 | 112,030 | 109,492 | 118,077 | 119,792 | 128,377 |
| X | 104,449 | 113,034 | 110,554 | 119,140 | 120,958 | 129,544 |
| Y | 105,462 | 114,048 | 111,628 | 120,213 | 122,135 | 130,720 |
| Z | 106,484 | 115,070 | 112,713 | 121,299 | 123,324 | 131,909 |
| AA | 107,516 | 116,102 | 113,808 | 122,393 | 124,525 | 133,111 |
| AB | 108,560 | 117,145 | 114,914 | 123,499 | 125,738 | 134,323 |
| AC | 109,612 | 118,198 | 116,030 | 124,615 | 126,965 | 135,550 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree

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ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2021-2022 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

11-MONTH ASSISTANT PRINCIPALS

| 11-Month Assistant Principals (212-Days) | | | | | | |
|--|------------|---------|---------|---------|---------|---------|
| Tier | Elementary | | Middle | | High | |
| | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| A | 60,540 | 67,677 | 61,651 | 68,788 | 66,212 | 73,349 |
| B | 61,118 | 68,255 | 62,242 | 69,379 | 66,846 | 73,983 |
| C | 61,702 | 68,839 | 62,837 | 69,974 | 67,486 | 74,623 |
| D | 62,294 | 69,431 | 63,438 | 70,575 | 68,136 | 75,273 |
| E | 62,889 | 70,026 | 64,046 | 71,183 | 68,792 | 75,929 |
| F | 63,492 | 70,629 | 64,659 | 71,796 | 69,453 | 76,590 |
| G | 64,100 | 71,238 | 65,279 | 72,416 | 70,119 | 77,256 |
| H | 64,714 | 71,851 | 65,909 | 73,046 | 70,794 | 77,931 |
| I | 65,335 | 72,472 | 66,539 | 73,676 | 71,478 | 78,615 |
| J | 65,963 | 73,100 | 67,177 | 74,315 | 72,163 | 79,300 |
| K | 66,596 | 73,733 | 67,822 | 74,959 | 72,859 | 79,996 |
| L | 67,235 | 74,372 | 68,473 | 75,610 | 73,560 | 80,697 |
| M | 67,881 | 75,018 | 69,132 | 76,269 | 74,269 | 81,407 |
| N | 68,529 | 75,667 | 69,796 | 76,933 | 74,986 | 82,123 |
| O | 69,190 | 76,327 | 70,468 | 77,605 | 75,710 | 82,847 |
| P | 69,856 | 76,993 | 71,145 | 78,282 | 76,439 | 83,576 |
| Q | 70,527 | 77,664 | 71,830 | 78,967 | 77,179 | 84,317 |
| R | 71,206 | 78,343 | 72,522 | 79,659 | 77,924 | 85,061 |
| S | 71,892 | 79,030 | 73,223 | 80,360 | 78,676 | 85,813 |
| T | 72,586 | 79,723 | 73,927 | 81,064 | 79,438 | 86,575 |
| U | 73,283 | 80,420 | 74,638 | 81,776 | 80,202 | 87,339 |
| V | 73,991 | 81,128 | 75,359 | 82,496 | 80,979 | 88,116 |
| W | 74,702 | 81,839 | 76,085 | 83,222 | 81,762 | 88,899 |
| X | 75,424 | 82,561 | 76,821 | 83,958 | 82,554 | 89,691 |
| Y | 76,151 | 83,288 | 77,565 | 84,702 | 83,351 | 90,488 |
| Z | 76,886 | 84,023 | 78,311 | 85,448 | 84,158 | 91,295 |
| AA | 77,627 | 84,764 | 79,069 | 86,206 | 84,975 | 92,112 |
| AB | 78,379 | 85,516 | 79,832 | 86,969 | 85,795 | 92,932 |
| AC | 79,135 | 86,272 | 80,605 | 87,742 | 86,628 | 93,765 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree

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ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2021-2022 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH ASSISTANT PRINCIPALS (250-DAYS)

| 12-Month Assistant Principals (250-Days) | | | | | | |
|--|------------|---------|---------|---------|---------|---------|
| | Elementary | | Middle | | High | |
| Tier | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| A | 67,673 | 76,089 | 68,909 | 77,325 | 73,994 | 82,410 |
| B | 68,316 | 76,733 | 69,567 | 77,983 | 74,701 | 83,117 |
| C | 68,967 | 77,383 | 70,231 | 78,647 | 75,417 | 83,834 |
| D | 69,625 | 78,041 | 70,903 | 79,320 | 76,140 | 84,556 |
| E | 70,290 | 78,707 | 71,580 | 79,996 | 76,871 | 85,287 |
| F | 70,963 | 79,379 | 72,265 | 80,681 | 77,607 | 86,023 |
| G | 71,641 | 80,058 | 72,956 | 81,373 | 78,351 | 86,767 |
| H | 72,325 | 80,741 | 73,653 | 82,070 | 79,104 | 87,521 |
| I | 73,018 | 81,434 | 74,359 | 82,775 | 79,864 | 88,280 |
| J | 73,715 | 82,131 | 75,072 | 83,488 | 80,631 | 89,047 |
| K | 74,422 | 82,838 | 75,791 | 84,207 | 81,407 | 89,823 |
| L | 75,136 | 83,552 | 76,515 | 84,932 | 82,190 | 90,606 |
| M | 75,854 | 84,270 | 77,251 | 85,667 | 82,979 | 91,395 |
| N | 76,581 | 84,997 | 77,992 | 86,409 | 83,777 | 92,194 |
| O | 77,317 | 85,733 | 78,741 | 87,157 | 84,583 | 92,999 |
| P | 78,058 | 86,474 | 79,497 | 87,913 | 85,399 | 93,815 |
| Q | 78,809 | 87,225 | 80,259 | 88,675 | 86,222 | 94,638 |
| R | 79,565 | 87,981 | 81,031 | 89,448 | 87,053 | 95,470 |
| S | 80,329 | 88,746 | 81,810 | 90,227 | 87,892 | 96,308 |
| T | 81,099 | 89,515 | 82,597 | 91,013 | 88,739 | 97,156 |
| U | 81,880 | 90,296 | 83,391 | 91,807 | 89,595 | 98,012 |
| V | 82,667 | 91,084 | 84,192 | 92,609 | 90,460 | 98,877 |
| W | 83,464 | 91,880 | 85,005 | 93,422 | 91,333 | 99,749 |
| X | 84,265 | 92,682 | 85,824 | 94,241 | 92,214 | 100,630 |
| Y | 85,077 | 93,493 | 86,649 | 95,066 | 93,106 | 101,522 |
| Z | 85,895 | 94,311 | 87,486 | 95,902 | 94,005 | 102,421 |
| AA | 86,724 | 95,141 | 88,329 | 96,746 | 94,914 | 103,330 |
| AB | 87,561 | 95,977 | 89,180 | 97,596 | 95,830 | 104,247 |
| AC | 88,403 | 96,819 | 90,040 | 98,456 | 96,758 | 105,174 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree

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ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2021-2022 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH ASSISTANT PRINCIPALS (255-DAYS)

| 12-Month Assistant Principals (255-Days) | | | | | | |
|--|------------|---------|---------|---------|---------|---------|
| | Elementary | | Middle | | High | |
| Tier | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| A | 69,027 | 77,612 | 70,287 | 78,873 | 75,475 | 84,060 |
| B | 69,684 | 78,269 | 70,959 | 79,544 | 76,195 | 84,781 |
| C | 70,347 | 78,932 | 71,636 | 80,222 | 76,926 | 85,512 |
| D | 71,018 | 79,604 | 72,322 | 80,907 | 77,663 | 86,249 |
| E | 71,697 | 80,282 | 73,012 | 81,597 | 78,409 | 86,995 |
| F | 72,382 | 80,968 | 73,711 | 82,296 | 79,160 | 87,745 |
| G | 73,075 | 81,661 | 74,416 | 83,001 | 79,919 | 88,505 |
| H | 73,772 | 82,358 | 75,127 | 83,713 | 80,687 | 89,272 |
| I | 74,479 | 83,064 | 75,847 | 84,432 | 81,462 | 90,047 |
| J | 75,190 | 83,775 | 76,575 | 85,160 | 82,244 | 90,829 |
| K | 75,912 | 84,497 | 77,308 | 85,893 | 83,035 | 91,621 |
| L | 76,639 | 85,225 | 78,047 | 86,632 | 83,834 | 92,419 |
| M | 77,372 | 85,958 | 78,797 | 87,382 | 84,639 | 93,225 |
| N | 78,113 | 86,699 | 79,553 | 88,139 | 85,453 | 94,039 |
| O | 78,864 | 87,449 | 80,316 | 88,901 | 86,275 | 94,861 |
| P | 79,620 | 88,205 | 81,088 | 89,673 | 87,108 | 95,693 |
| Q | 80,386 | 88,971 | 81,865 | 90,450 | 87,947 | 96,532 |
| R | 81,156 | 89,742 | 82,653 | 91,238 | 88,795 | 97,380 |
| S | 81,936 | 90,522 | 83,447 | 92,033 | 89,651 | 98,236 |
| T | 82,722 | 91,307 | 84,249 | 92,834 | 90,515 | 99,100 |
| U | 83,518 | 92,103 | 85,060 | 93,645 | 91,388 | 99,973 |
| V | 84,322 | 92,907 | 85,878 | 94,463 | 92,271 | 100,856 |
| W | 85,133 | 93,719 | 86,706 | 95,291 | 93,160 | 101,746 |
| X | 85,951 | 94,537 | 87,541 | 96,127 | 94,059 | 102,645 |
| Y | 86,780 | 95,365 | 88,383 | 96,968 | 94,968 | 103,554 |
| Z | 87,614 | 96,199 | 89,237 | 97,822 | 95,886 | 104,471 |
| AA | 88,460 | 97,045 | 90,096 | 98,682 | 96,813 | 105,399 |
| AB | 89,312 | 97,898 | 90,965 | 99,550 | 97,748 | 106,334 |
| AC | 90,172 | 98,758 | 91,842 | 100,427 | 98,694 | 107,280 |

\$1,000 SUPPLEMENT AVAILABLE FOR SPECIALIST DEGREE AND \$2,000 SUPPLEMENT AVAILABLE FOR DOCTORATE DEGREE

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DISTRICT LEVEL PLACEMENT
12-MONTH (260-DAY) ANNUAL SALARY
FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 |
|-------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 0 | 37,499 | 41,195 | 45,261 | 49,731 | 54,644 | 58,367 | 64,204 | 70,627 |
| 1 | 37,871 | 41,602 | 45,705 | 50,222 | 55,185 | 58,951 | 64,846 | 71,331 |
| 2 | 38,244 | 42,011 | 46,158 | 50,718 | 55,730 | 59,544 | 65,494 | 72,046 |
| 3 | 38,621 | 42,425 | 46,615 | 51,220 | 56,284 | 60,136 | 66,148 | 72,766 |
| 4 | 39,000 | 42,845 | 47,076 | 51,726 | 56,842 | 60,737 | 66,810 | 73,491 |
| 5 | 39,386 | 43,266 | 47,539 | 52,237 | 57,403 | 61,347 | 67,477 | 74,227 |
| 6 | 39,776 | 43,694 | 48,012 | 52,755 | 57,971 | 61,960 | 68,151 | 74,970 |
| 7 | 40,166 | 44,125 | 48,485 | 53,277 | 58,546 | 62,579 | 68,834 | 75,721 |
| 8 | 40,560 | 44,562 | 48,966 | 53,806 | 59,127 | 63,205 | 69,522 | 76,478 |
| 9 | 40,960 | 45,000 | 49,449 | 54,339 | 59,713 | 63,835 | 70,217 | 77,241 |
| 10 | 41,366 | 45,446 | 49,939 | 54,875 | 60,304 | 64,475 | 70,919 | 78,015 |
| 11 | 41,774 | 45,895 | 50,432 | 55,419 | 60,900 | 65,119 | 71,630 | 78,792 |
| 12 | 42,185 | 46,349 | 50,930 | 55,968 | 61,505 | 65,771 | 72,344 | 79,583 |
| 13 | 42,604 | 46,809 | 51,434 | 56,520 | 62,115 | 66,428 | 73,068 | 80,377 |
| 14 | 43,023 | 47,266 | 51,942 | 57,080 | 62,729 | 67,093 | 73,798 | 81,181 |
| 15 | 43,449 | 47,735 | 52,455 | 57,646 | 63,350 | 67,764 | 74,536 | 81,995 |
| 16 | 43,876 | 48,206 | 52,977 | 58,216 | 63,979 | 68,443 | 75,283 | 82,814 |
| 17 | 44,313 | 48,684 | 53,500 | 58,794 | 64,612 | 69,124 | 76,037 | 83,642 |
| 18 | 44,746 | 49,162 | 54,029 | 59,375 | 65,253 | 69,816 | 76,795 | 84,479 |
| 19 | 45,191 | 49,652 | 54,564 | 59,964 | 65,899 | 70,516 | 77,564 | 85,324 |
| 20 | 45,636 | 50,144 | 55,105 | 60,559 | 66,554 | 71,221 | 78,341 | 86,177 |
| 21 | 46,087 | 50,637 | 55,649 | 61,157 | 67,214 | 71,931 | 79,122 | 87,038 |
| 22 | 46,542 | 51,142 | 56,199 | 61,763 | 67,882 | 72,655 | 79,913 | 87,908 |
| 23 | 47,001 | 51,644 | 56,759 | 62,378 | 68,554 | 73,378 | 80,713 | 88,788 |
| 24 | 47,464 | 52,156 | 57,318 | 62,996 | 69,234 | 74,112 | 81,522 | 89,674 |
| 25 | 47,935 | 52,672 | 57,887 | 63,620 | 69,922 | 74,853 | 82,336 | 90,572 |
| 26 | 48,408 | 53,192 | 58,461 | 64,250 | 70,614 | 75,604 | 83,160 | 91,478 |
| 27 | 48,889 | 53,720 | 59,040 | 64,885 | 71,315 | 76,358 | 83,990 | 92,394 |
| 28 | 49,368 | 54,253 | 59,624 | 65,530 | 72,023 | 77,121 | 84,829 | 93,317 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.

DISTRICT LEVEL PLACEMENT

12-MONTH (255-DAYS) ANNUAL SALARY

FY2021-2022

PLEASE NOTE: Step does not equal years of service
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|
| 0 | 36,778 | 40,403 | 44,391 | 48,775 | 53,593 | 57,245 | 62,969 | 69,269 |
| 1 | 37,143 | 40,802 | 44,826 | 49,256 | 54,124 | 57,817 | 63,599 | 69,959 |
| 2 | 37,509 | 41,203 | 45,270 | 49,743 | 54,658 | 58,399 | 64,235 | 70,661 |
| 3 | 37,878 | 41,609 | 45,719 | 50,235 | 55,202 | 58,980 | 64,876 | 71,367 |
| 4 | 38,250 | 42,021 | 46,171 | 50,731 | 55,749 | 59,569 | 65,525 | 72,078 |
| 5 | 38,629 | 42,434 | 46,625 | 51,232 | 56,299 | 60,167 | 66,179 | 72,800 |
| 6 | 39,011 | 42,854 | 47,089 | 51,740 | 56,856 | 60,768 | 66,840 | 73,528 |
| 7 | 39,394 | 43,276 | 47,553 | 52,252 | 57,420 | 61,376 | 67,510 | 74,265 |
| 8 | 39,780 | 43,705 | 48,024 | 52,771 | 57,990 | 61,990 | 68,185 | 75,007 |
| 9 | 40,172 | 44,135 | 48,498 | 53,294 | 58,565 | 62,607 | 68,867 | 75,756 |
| 10 | 40,571 | 44,572 | 48,979 | 53,820 | 59,144 | 63,235 | 69,555 | 76,515 |
| 11 | 40,971 | 45,012 | 49,462 | 54,353 | 59,729 | 63,867 | 70,253 | 77,277 |
| 12 | 41,374 | 45,458 | 49,951 | 54,892 | 60,322 | 64,506 | 70,953 | 78,053 |
| 13 | 41,785 | 45,909 | 50,445 | 55,433 | 60,920 | 65,151 | 71,663 | 78,831 |
| 14 | 42,196 | 46,357 | 50,943 | 55,982 | 61,523 | 65,803 | 72,379 | 79,620 |
| 15 | 42,613 | 46,817 | 51,446 | 56,537 | 62,132 | 66,461 | 73,103 | 80,418 |
| 16 | 43,032 | 47,279 | 51,958 | 57,096 | 62,749 | 67,127 | 73,835 | 81,221 |
| 17 | 43,461 | 47,748 | 52,471 | 57,663 | 63,369 | 67,795 | 74,575 | 82,034 |
| 18 | 43,886 | 48,217 | 52,990 | 58,233 | 63,998 | 68,473 | 75,318 | 82,854 |
| 19 | 44,322 | 48,697 | 53,515 | 58,811 | 64,632 | 69,160 | 76,072 | 83,683 |
| 20 | 44,758 | 49,180 | 54,045 | 59,394 | 65,274 | 69,851 | 76,834 | 84,520 |
| 21 | 45,201 | 49,663 | 54,579 | 59,981 | 65,921 | 70,548 | 77,600 | 85,364 |
| 22 | 45,647 | 50,159 | 55,118 | 60,575 | 66,577 | 71,258 | 78,376 | 86,217 |
| 23 | 46,097 | 50,651 | 55,667 | 61,178 | 67,236 | 71,967 | 79,161 | 87,081 |
| 24 | 46,551 | 51,153 | 56,216 | 61,785 | 67,903 | 72,687 | 79,954 | 87,950 |
| 25 | 47,013 | 51,659 | 56,774 | 62,397 | 68,577 | 73,414 | 80,753 | 88,830 |
| 26 | 47,477 | 52,169 | 57,337 | 63,014 | 69,256 | 74,150 | 81,561 | 89,719 |
| 27 | 47,949 | 52,687 | 57,905 | 63,637 | 69,944 | 74,890 | 82,375 | 90,617 |
| 28 | 48,419 | 53,210 | 58,477 | 64,270 | 70,638 | 75,638 | 83,198 | 91,522 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.

District Level Placement
12-MONTH (255-DAYS) ANNUAL SALARY
FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 9 | Level 10 | Level 11 | Level 12 | Level 13 | Level 14 | Level 15 | Level 16 | Level 17 |
|------|---------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0 | 72,373 | 75,994 | 83,594 | 91,955 | 101,149 | 104,120 | 112,856 | 124,142 | 136,556 |
| 1 | 73,096 | 76,757 | 84,432 | 92,875 | 102,163 | 105,163 | 113,985 | 125,383 | 137,921 |
| 2 | 73,829 | 77,523 | 85,273 | 93,803 | 103,184 | 106,212 | 115,125 | 126,637 | 139,301 |
| 3 | 74,566 | 78,300 | 86,126 | 94,743 | 104,215 | 107,275 | 116,277 | 127,905 | 140,696 |
| 4 | 75,312 | 79,082 | 86,987 | 95,689 | 105,258 | 108,348 | 117,440 | 129,184 | 142,102 |
| 5 | 76,064 | 79,873 | 87,858 | 96,644 | 106,310 | 109,432 | 118,611 | 130,472 | 143,520 |
| 6 | 76,828 | 80,672 | 88,736 | 97,612 | 107,374 | 110,524 | 119,799 | 131,779 | 144,956 |
| 7 | 77,592 | 81,480 | 89,626 | 98,588 | 108,446 | 111,630 | 120,998 | 133,099 | 146,408 |
| 8 | 78,371 | 82,292 | 90,520 | 99,575 | 109,532 | 112,748 | 122,210 | 134,431 | 147,874 |
| 9 | 79,155 | 83,117 | 91,425 | 100,570 | 110,630 | 113,875 | 123,430 | 135,773 | 149,351 |
| 10 | 79,945 | 83,947 | 92,340 | 101,576 | 111,733 | 115,014 | 124,665 | 137,131 | 150,845 |
| 11 | 80,746 | 84,787 | 93,261 | 102,591 | 112,851 | 116,163 | 125,912 | 138,504 | 152,355 |
| 12 | 81,553 | 85,634 | 94,194 | 103,616 | 113,978 | 117,324 | 127,170 | 139,887 | 153,876 |
| 13 | 82,368 | 86,491 | 95,137 | 104,653 | 115,118 | 118,498 | 128,442 | 141,286 | 155,415 |
| 14 | 83,192 | 87,355 | 96,090 | 105,698 | 116,271 | 119,684 | 129,726 | 142,698 | 156,968 |
| 15 | 84,023 | 88,230 | 97,048 | 106,756 | 117,435 | 120,880 | 131,025 | 144,128 | 158,541 |
| 16 | 84,863 | 89,111 | 98,019 | 107,825 | 118,607 | 122,090 | 132,334 | 145,568 | 160,124 |
| 17 | 85,713 | 90,001 | 98,999 | 108,903 | 119,793 | 123,311 | 133,659 | 147,026 | 161,728 |
| 18 | 86,570 | 90,902 | 99,991 | 109,990 | 120,993 | 124,542 | 134,991 | 148,491 | 163,339 |
| 19 | 87,436 | 91,810 | 100,989 | 111,092 | 122,203 | 125,790 | 136,344 | 149,978 | 164,976 |
| 20 | 88,309 | 92,729 | 102,000 | 112,202 | 123,425 | 127,047 | 137,707 | 151,478 | 166,626 |
| 21 | 89,194 | 93,659 | 103,018 | 113,324 | 124,658 | 128,317 | 139,084 | 152,993 | 168,292 |
| 22 | 90,086 | 94,592 | 104,050 | 114,458 | 125,906 | 129,600 | 140,475 | 154,523 | 169,974 |
| 23 | 90,986 | 95,541 | 105,090 | 115,602 | 127,164 | 130,897 | 141,880 | 156,068 | 171,675 |
| 24 | 91,894 | 96,496 | 106,143 | 116,758 | 128,434 | 132,204 | 143,299 | 157,629 | 173,392 |
| 25 | 92,815 | 97,460 | 107,202 | 117,926 | 129,720 | 133,525 | 144,731 | 159,204 | 175,125 |
| 26 | 93,742 | 98,434 | 108,276 | 119,104 | 131,016 | 134,861 | 146,180 | 160,798 | 176,878 |
| 27 | 94,681 | 99,418 | 109,356 | 120,298 | 132,326 | 136,210 | 147,642 | 162,406 | 178,647 |
| 28 | 95,627 | 100,412 | 110,451 | 121,499 | 133,651 | 137,574 | 149,117 | 164,029 | 180,432 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.

District Level Placement
12-MONTH (250-DAYS) ANNUAL SALARY
FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 |
|-------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 0 | 36,057 | 39,611 | 43,521 | 47,819 | 52,542 | 56,123 | 61,734 | 67,911 |
| 1 | 36,415 | 40,002 | 43,947 | 48,290 | 53,063 | 56,683 | 62,352 | 68,587 |
| 2 | 36,774 | 40,395 | 44,382 | 48,768 | 53,586 | 57,254 | 62,975 | 69,275 |
| 3 | 37,135 | 40,793 | 44,823 | 49,250 | 54,120 | 57,824 | 63,604 | 69,968 |
| 4 | 37,500 | 41,197 | 45,266 | 49,736 | 54,656 | 58,401 | 64,240 | 70,665 |
| 5 | 37,872 | 41,602 | 45,711 | 50,227 | 55,195 | 58,987 | 64,881 | 71,373 |
| 6 | 38,246 | 42,014 | 46,166 | 50,725 | 55,741 | 59,576 | 65,529 | 72,086 |
| 7 | 38,622 | 42,427 | 46,621 | 51,227 | 56,294 | 60,173 | 66,186 | 72,809 |
| 8 | 39,000 | 42,848 | 47,082 | 51,736 | 56,853 | 60,775 | 66,848 | 73,536 |
| 9 | 39,384 | 43,270 | 47,547 | 52,249 | 57,417 | 61,379 | 67,517 | 74,271 |
| 10 | 39,775 | 43,698 | 48,019 | 52,765 | 57,984 | 61,995 | 68,191 | 75,015 |
| 11 | 40,168 | 44,129 | 48,492 | 53,287 | 58,558 | 62,615 | 68,875 | 75,762 |
| 12 | 40,563 | 44,567 | 48,972 | 53,816 | 59,139 | 63,241 | 69,562 | 76,523 |
| 13 | 40,966 | 45,009 | 49,456 | 54,346 | 59,725 | 63,874 | 70,258 | 77,285 |
| 14 | 41,369 | 45,448 | 49,944 | 54,884 | 60,317 | 64,513 | 70,960 | 78,059 |
| 15 | 41,777 | 45,899 | 50,437 | 55,428 | 60,914 | 65,158 | 71,670 | 78,841 |
| 16 | 42,188 | 46,352 | 50,939 | 55,976 | 61,519 | 65,811 | 72,387 | 79,628 |
| 17 | 42,609 | 46,812 | 51,442 | 56,532 | 62,126 | 66,466 | 73,113 | 80,425 |
| 18 | 43,025 | 47,272 | 51,951 | 57,091 | 62,743 | 67,130 | 73,841 | 81,229 |
| 19 | 43,453 | 47,742 | 52,466 | 57,658 | 63,365 | 67,804 | 74,580 | 82,042 |
| 20 | 43,880 | 48,216 | 52,985 | 58,229 | 63,994 | 68,481 | 75,327 | 82,863 |
| 21 | 44,315 | 48,689 | 53,509 | 58,805 | 64,628 | 69,165 | 76,078 | 83,690 |
| 22 | 44,752 | 49,175 | 54,037 | 59,387 | 65,272 | 69,861 | 76,839 | 84,526 |
| 23 | 45,193 | 49,658 | 54,575 | 59,978 | 65,918 | 70,556 | 77,609 | 85,374 |
| 24 | 45,638 | 50,150 | 55,114 | 60,574 | 66,572 | 71,262 | 78,386 | 86,225 |
| 25 | 46,091 | 50,646 | 55,661 | 61,174 | 67,232 | 71,975 | 79,170 | 87,088 |
| 26 | 46,546 | 51,146 | 56,213 | 61,778 | 67,898 | 72,696 | 79,962 | 87,960 |
| 27 | 47,009 | 51,654 | 56,770 | 62,389 | 68,573 | 73,422 | 80,760 | 88,840 |
| 28 | 47,470 | 52,167 | 57,330 | 63,010 | 69,253 | 74,155 | 81,567 | 89,727 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.

District Level Placement
12-MONTH (250-DAYS) ANNUAL SALARY
FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 9 | Level 10 | Level 11 | Level 12 | Level 13 | Level 14 | Level 15 | Level 16 | Level 17 |
|------|---------|----------|----------|----------|----------|----------|----------|----------|----------|
| 0 | 70,954 | 74,504 | 81,955 | 90,152 | 99,166 | 102,078 | 110,643 | 121,708 | 133,878 |
| 1 | 71,663 | 75,252 | 82,776 | 91,054 | 100,160 | 103,101 | 111,750 | 122,925 | 135,217 |
| 2 | 72,381 | 76,003 | 83,601 | 91,964 | 101,161 | 104,129 | 112,868 | 124,154 | 136,570 |
| 3 | 73,104 | 76,765 | 84,437 | 92,885 | 102,172 | 105,172 | 113,997 | 125,397 | 137,937 |
| 4 | 73,835 | 77,531 | 85,281 | 93,813 | 103,194 | 106,224 | 115,137 | 126,651 | 139,316 |
| 5 | 74,573 | 78,307 | 86,135 | 94,749 | 104,225 | 107,286 | 116,285 | 127,914 | 140,706 |
| 6 | 75,322 | 79,090 | 86,996 | 95,698 | 105,269 | 108,357 | 117,450 | 129,195 | 142,114 |
| 7 | 76,071 | 79,882 | 87,869 | 96,655 | 106,320 | 109,441 | 118,625 | 130,489 | 143,537 |
| 8 | 76,834 | 80,678 | 88,745 | 97,623 | 107,384 | 110,537 | 119,814 | 131,795 | 144,975 |
| 9 | 77,603 | 81,487 | 89,632 | 98,598 | 108,461 | 111,642 | 121,010 | 133,111 | 146,423 |
| 10 | 78,377 | 82,301 | 90,529 | 99,584 | 109,542 | 112,759 | 122,221 | 134,442 | 147,887 |
| 11 | 79,163 | 83,125 | 91,432 | 100,579 | 110,638 | 113,885 | 123,443 | 135,788 | 149,368 |
| 12 | 79,954 | 83,955 | 92,347 | 101,584 | 111,743 | 115,024 | 124,676 | 137,144 | 150,859 |
| 13 | 80,753 | 84,795 | 93,272 | 102,601 | 112,861 | 116,175 | 125,924 | 138,516 | 152,368 |
| 14 | 81,561 | 85,642 | 94,206 | 103,625 | 113,991 | 117,337 | 127,182 | 139,900 | 153,890 |
| 15 | 82,375 | 86,500 | 95,145 | 104,663 | 115,132 | 118,510 | 128,456 | 141,302 | 155,432 |
| 16 | 83,199 | 87,364 | 96,097 | 105,711 | 116,281 | 119,696 | 129,739 | 142,714 | 156,984 |
| 17 | 84,032 | 88,236 | 97,058 | 106,768 | 117,444 | 120,893 | 131,038 | 144,143 | 158,557 |
| 18 | 84,873 | 89,120 | 98,030 | 107,833 | 118,621 | 122,100 | 132,344 | 145,579 | 160,136 |
| 19 | 85,722 | 90,010 | 99,009 | 108,914 | 119,807 | 123,324 | 133,671 | 147,037 | 161,741 |
| 20 | 86,577 | 90,911 | 100,000 | 110,002 | 121,005 | 124,556 | 135,007 | 148,508 | 163,359 |
| 21 | 87,445 | 91,823 | 100,998 | 111,102 | 122,214 | 125,801 | 136,357 | 149,993 | 164,992 |
| 22 | 88,320 | 92,737 | 102,010 | 112,214 | 123,437 | 127,059 | 137,721 | 151,493 | 166,641 |
| 23 | 89,202 | 93,668 | 103,029 | 113,335 | 124,671 | 128,330 | 139,098 | 153,008 | 168,309 |
| 24 | 90,092 | 94,604 | 104,062 | 114,469 | 125,916 | 129,612 | 140,489 | 154,538 | 169,992 |
| 25 | 90,995 | 95,549 | 105,100 | 115,614 | 127,176 | 130,907 | 141,893 | 156,082 | 171,691 |
| 26 | 91,904 | 96,504 | 106,153 | 116,769 | 128,447 | 132,217 | 143,314 | 157,645 | 173,410 |
| 27 | 92,825 | 97,469 | 107,212 | 117,939 | 129,731 | 133,539 | 144,747 | 159,222 | 175,144 |
| 28 | 93,752 | 98,443 | 108,285 | 119,117 | 131,030 | 134,876 | 146,193 | 160,813 | 176,894 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.

DISTRICT LEVEL PLACEMENT
11-MONTH (216-DAY) ANNUAL SALARY
FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 |
|-------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 0 | 32,923 | 36,169 | 39,741 | 43,670 | 47,987 | 51,285 | 56,414 | 62,057 |
| 1 | 33,249 | 36,526 | 40,135 | 44,102 | 48,463 | 51,799 | 56,977 | 62,676 |
| 2 | 33,576 | 36,886 | 40,532 | 44,538 | 48,944 | 52,318 | 57,547 | 63,302 |
| 3 | 33,909 | 37,250 | 40,932 | 44,980 | 49,428 | 52,839 | 58,123 | 63,935 |
| 4 | 34,243 | 37,618 | 41,337 | 45,424 | 49,917 | 53,369 | 58,703 | 64,576 |
| 5 | 34,581 | 37,991 | 41,746 | 45,871 | 50,412 | 53,902 | 59,291 | 65,222 |
| 6 | 34,921 | 38,365 | 42,159 | 46,328 | 50,909 | 54,442 | 59,882 | 65,874 |
| 7 | 35,266 | 38,745 | 42,576 | 46,784 | 51,417 | 54,985 | 60,482 | 66,533 |
| 8 | 35,615 | 39,127 | 42,996 | 47,250 | 51,927 | 55,536 | 61,087 | 67,197 |
| 9 | 35,965 | 39,515 | 43,422 | 47,717 | 52,439 | 56,090 | 61,699 | 67,869 |
| 10 | 36,322 | 39,904 | 43,851 | 48,189 | 52,961 | 56,651 | 62,315 | 68,547 |
| 11 | 36,681 | 40,298 | 44,285 | 48,669 | 53,484 | 57,218 | 62,938 | 69,232 |
| 12 | 37,040 | 40,697 | 44,725 | 49,149 | 54,013 | 57,790 | 63,567 | 69,926 |
| 13 | 37,405 | 41,100 | 45,166 | 49,636 | 54,550 | 58,367 | 64,203 | 70,626 |
| 14 | 37,777 | 41,505 | 45,613 | 50,129 | 55,092 | 58,952 | 64,845 | 71,331 |
| 15 | 38,151 | 41,917 | 46,065 | 50,623 | 55,636 | 59,544 | 65,494 | 72,046 |
| 16 | 38,527 | 42,329 | 46,522 | 51,125 | 56,190 | 60,138 | 66,148 | 72,766 |
| 17 | 38,907 | 42,752 | 46,981 | 51,631 | 56,746 | 60,737 | 66,810 | 73,492 |
| 18 | 39,292 | 43,171 | 47,447 | 52,143 | 57,309 | 61,347 | 67,477 | 74,229 |
| 19 | 39,682 | 43,600 | 47,916 | 52,661 | 57,878 | 61,958 | 68,152 | 74,971 |
| 20 | 40,072 | 44,032 | 48,391 | 53,184 | 58,453 | 62,579 | 68,834 | 75,721 |
| 21 | 40,467 | 44,468 | 48,871 | 53,711 | 59,033 | 63,206 | 69,522 | 76,478 |
| 22 | 40,866 | 44,906 | 49,355 | 54,244 | 59,620 | 63,836 | 70,217 | 77,240 |
| 23 | 41,272 | 45,351 | 49,845 | 54,780 | 60,210 | 64,476 | 70,919 | 78,012 |
| 24 | 41,680 | 45,801 | 50,338 | 55,322 | 60,808 | 65,120 | 71,629 | 78,792 |
| 25 | 42,091 | 46,253 | 50,835 | 55,874 | 61,410 | 65,771 | 72,344 | 79,583 |
| 26 | 42,509 | 46,714 | 51,339 | 56,427 | 62,019 | 66,429 | 73,068 | 80,377 |
| 27 | 42,929 | 47,174 | 51,847 | 56,985 | 62,636 | 67,093 | 73,797 | 81,182 |
| 28 | 43,355 | 47,641 | 52,363 | 57,552 | 63,257 | 67,763 | 74,536 | 81,995 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree.

District Level Placement
11-Month (212-Days) Annual Salary
FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 |
|-------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 0 | 32,313 | 35,499 | 39,005 | 42,861 | 47,098 | 50,335 | 55,369 | 60,908 |
| 1 | 32,633 | 35,850 | 39,392 | 43,285 | 47,566 | 50,840 | 55,922 | 61,515 |
| 2 | 32,954 | 36,203 | 39,781 | 43,713 | 48,038 | 51,349 | 56,481 | 62,130 |
| 3 | 33,281 | 36,560 | 40,174 | 44,147 | 48,513 | 51,861 | 57,047 | 62,751 |
| 4 | 33,609 | 36,921 | 40,572 | 44,583 | 48,993 | 52,381 | 57,616 | 63,380 |
| 5 | 33,941 | 37,287 | 40,973 | 45,022 | 49,478 | 52,904 | 58,193 | 64,014 |
| 6 | 34,274 | 37,655 | 41,378 | 45,470 | 49,966 | 53,434 | 58,773 | 64,654 |
| 7 | 34,613 | 38,028 | 41,788 | 45,918 | 50,465 | 53,967 | 59,362 | 65,301 |
| 8 | 34,955 | 38,402 | 42,200 | 46,375 | 50,965 | 54,508 | 59,956 | 65,953 |
| 9 | 35,299 | 38,783 | 42,618 | 46,833 | 51,468 | 55,051 | 60,556 | 66,612 |
| 10 | 35,649 | 39,165 | 43,039 | 47,297 | 51,980 | 55,602 | 61,161 | 67,278 |
| 11 | 36,002 | 39,552 | 43,465 | 47,768 | 52,494 | 56,158 | 61,772 | 67,950 |
| 12 | 36,354 | 39,943 | 43,897 | 48,239 | 53,013 | 56,720 | 62,390 | 68,631 |
| 13 | 36,712 | 40,339 | 44,330 | 48,717 | 53,540 | 57,286 | 63,014 | 69,318 |
| 14 | 37,077 | 40,736 | 44,768 | 49,201 | 54,072 | 57,860 | 63,644 | 70,010 |
| 15 | 37,445 | 41,141 | 45,212 | 49,686 | 54,606 | 58,441 | 64,281 | 70,712 |
| 16 | 37,814 | 41,545 | 45,660 | 50,178 | 55,149 | 59,024 | 64,923 | 71,418 |
| 17 | 38,187 | 41,960 | 46,111 | 50,675 | 55,695 | 59,612 | 65,573 | 72,131 |
| 18 | 38,564 | 42,372 | 46,568 | 51,177 | 56,248 | 60,211 | 66,227 | 72,854 |
| 19 | 38,947 | 42,793 | 47,029 | 51,686 | 56,806 | 60,811 | 66,890 | 73,583 |
| 20 | 39,330 | 43,217 | 47,495 | 52,199 | 57,371 | 61,420 | 67,559 | 74,319 |
| 21 | 39,718 | 43,645 | 47,966 | 52,716 | 57,940 | 62,036 | 68,235 | 75,062 |
| 22 | 40,109 | 44,074 | 48,441 | 53,239 | 58,516 | 62,654 | 68,917 | 75,810 |
| 23 | 40,508 | 44,511 | 48,922 | 53,766 | 59,095 | 63,282 | 69,606 | 76,567 |
| 24 | 40,908 | 44,953 | 49,406 | 54,298 | 59,682 | 63,914 | 70,303 | 77,333 |
| 25 | 41,312 | 45,396 | 49,894 | 54,839 | 60,273 | 64,553 | 71,004 | 78,109 |
| 26 | 41,722 | 45,849 | 50,388 | 55,382 | 60,871 | 65,199 | 71,715 | 78,889 |
| 27 | 42,134 | 46,300 | 50,887 | 55,930 | 61,476 | 65,851 | 72,430 | 79,679 |
| 28 | 42,552 | 46,759 | 51,393 | 56,486 | 62,086 | 66,508 | 73,156 | 80,477 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree

District Level Placement
11-Month (212-Days) Annual Salary
FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 9 | Level 10 | Level 11 | Level 12 | Level 13 | Level 14 | Level 15 |
|------|---------|----------|----------|----------|----------|----------|----------|
| 0 | 63,637 | 66,824 | 73,503 | 80,857 | 88,942 | 91,553 | 99,234 |
| 1 | 64,274 | 67,491 | 74,239 | 81,666 | 89,832 | 92,467 | 100,227 |
| 2 | 64,918 | 68,166 | 74,981 | 82,480 | 90,730 | 93,392 | 101,230 |
| 3 | 65,566 | 68,850 | 75,729 | 83,306 | 91,639 | 94,326 | 102,243 |
| 4 | 66,222 | 69,538 | 76,489 | 84,138 | 92,554 | 95,269 | 103,263 |
| 5 | 66,884 | 70,233 | 77,254 | 84,981 | 93,477 | 96,222 | 104,298 |
| 6 | 67,551 | 70,935 | 78,026 | 85,829 | 94,414 | 97,184 | 105,339 |
| 7 | 68,229 | 71,644 | 78,807 | 86,686 | 95,357 | 98,159 | 106,393 |
| 8 | 68,913 | 72,358 | 79,593 | 87,556 | 96,309 | 99,140 | 107,458 |
| 9 | 69,600 | 73,083 | 80,389 | 88,431 | 97,275 | 100,129 | 108,532 |
| 10 | 70,297 | 73,815 | 81,195 | 89,314 | 98,246 | 101,133 | 109,618 |
| 11 | 70,997 | 74,550 | 82,005 | 90,208 | 99,229 | 102,143 | 110,713 |
| 12 | 71,709 | 75,297 | 82,825 | 91,110 | 100,221 | 103,164 | 111,820 |
| 13 | 72,424 | 76,051 | 83,655 | 92,022 | 101,224 | 104,193 | 112,940 |
| 14 | 73,151 | 76,810 | 84,489 | 92,942 | 102,237 | 105,237 | 114,067 |
| 15 | 73,882 | 77,580 | 85,335 | 93,871 | 103,258 | 106,290 | 115,209 |
| 16 | 74,620 | 78,356 | 86,189 | 94,813 | 104,292 | 107,353 | 116,360 |
| 17 | 75,369 | 79,138 | 87,051 | 95,758 | 105,333 | 108,426 | 117,524 |
| 18 | 76,120 | 79,932 | 87,923 | 96,714 | 106,388 | 109,512 | 118,700 |
| 19 | 76,883 | 80,731 | 88,802 | 97,683 | 107,453 | 110,604 | 119,887 |
| 20 | 77,651 | 81,538 | 89,688 | 98,661 | 108,525 | 111,712 | 121,087 |
| 21 | 78,428 | 82,354 | 90,586 | 99,647 | 109,613 | 112,827 | 122,297 |
| 22 | 79,212 | 83,176 | 91,491 | 100,642 | 110,708 | 113,956 | 123,520 |
| 23 | 80,005 | 84,007 | 92,407 | 101,649 | 111,815 | 115,097 | 124,755 |
| 24 | 80,803 | 84,850 | 93,330 | 102,666 | 112,933 | 116,248 | 126,003 |
| 25 | 81,612 | 85,696 | 94,265 | 103,693 | 114,062 | 117,408 | 127,264 |
| 26 | 82,426 | 86,555 | 95,207 | 104,727 | 115,203 | 118,586 | 128,533 |
| 27 | 83,253 | 87,419 | 96,158 | 105,775 | 116,354 | 119,769 | 129,822 |
| 28 | 84,085 | 88,293 | 97,119 | 106,832 | 117,518 | 120,966 | 131,118 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree

District Level Placement
10-Month (196-Days) Annual Salary
ANNUAL RATES FOR FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 |
|-------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 0 | 29,874 | 32,820 | 36,061 | 39,626 | 43,543 | 46,536 | 51,190 | 56,311 |
| 1 | 30,170 | 33,144 | 36,419 | 40,018 | 43,976 | 47,003 | 51,701 | 56,872 |
| 2 | 30,467 | 33,471 | 36,779 | 40,414 | 44,412 | 47,474 | 52,218 | 57,441 |
| 3 | 30,769 | 33,801 | 37,142 | 40,815 | 44,852 | 47,947 | 52,742 | 58,015 |
| 4 | 31,072 | 34,135 | 37,510 | 41,218 | 45,295 | 48,428 | 53,268 | 58,597 |
| 5 | 31,379 | 34,473 | 37,881 | 41,624 | 45,744 | 48,911 | 53,801 | 59,183 |
| 6 | 31,687 | 34,813 | 38,255 | 42,038 | 46,195 | 49,401 | 54,337 | 59,774 |
| 7 | 32,001 | 35,158 | 38,634 | 42,452 | 46,656 | 49,894 | 54,882 | 60,373 |
| 8 | 32,317 | 35,504 | 39,015 | 42,875 | 47,119 | 50,394 | 55,431 | 60,975 |
| 9 | 32,635 | 35,856 | 39,402 | 43,298 | 47,584 | 50,896 | 55,986 | 61,585 |
| 10 | 32,959 | 36,209 | 39,791 | 43,727 | 48,057 | 51,406 | 56,545 | 62,200 |
| 11 | 33,285 | 36,567 | 40,185 | 44,163 | 48,532 | 51,920 | 57,110 | 62,822 |
| 12 | 33,610 | 36,928 | 40,584 | 44,598 | 49,012 | 52,439 | 57,681 | 63,451 |
| 13 | 33,941 | 37,295 | 40,984 | 45,040 | 49,499 | 52,963 | 58,258 | 64,086 |
| 14 | 34,279 | 37,662 | 41,389 | 45,488 | 49,991 | 53,493 | 58,841 | 64,726 |
| 15 | 34,619 | 38,036 | 41,800 | 45,936 | 50,485 | 54,030 | 59,430 | 65,375 |
| 16 | 34,960 | 38,410 | 42,214 | 46,391 | 50,987 | 54,569 | 60,023 | 66,028 |
| 17 | 35,305 | 38,793 | 42,631 | 46,850 | 51,492 | 55,113 | 60,624 | 66,687 |
| 18 | 35,654 | 39,174 | 43,053 | 47,315 | 52,003 | 55,667 | 61,229 | 67,356 |
| 19 | 36,008 | 39,563 | 43,480 | 47,785 | 52,519 | 56,221 | 61,842 | 68,030 |
| 20 | 36,362 | 39,955 | 43,910 | 48,259 | 53,041 | 56,785 | 62,460 | 68,710 |
| 21 | 36,720 | 40,351 | 44,346 | 48,737 | 53,567 | 57,354 | 63,085 | 69,397 |
| 22 | 37,082 | 40,748 | 44,785 | 49,221 | 54,100 | 57,925 | 63,716 | 70,088 |
| 23 | 37,451 | 41,152 | 45,230 | 49,708 | 54,635 | 58,506 | 64,353 | 70,788 |
| 24 | 37,821 | 41,560 | 45,677 | 50,200 | 55,178 | 59,090 | 64,997 | 71,497 |
| 25 | 38,194 | 41,970 | 46,128 | 50,700 | 55,724 | 59,681 | 65,645 | 72,214 |
| 26 | 38,573 | 42,389 | 46,585 | 51,202 | 56,277 | 60,278 | 66,303 | 72,935 |
| 27 | 38,954 | 42,806 | 47,046 | 51,709 | 56,836 | 60,881 | 66,964 | 73,665 |
| 28 | 39,341 | 43,230 | 47,514 | 52,223 | 57,400 | 61,489 | 67,635 | 74,403 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree

District Level Placement
10-Month (196-Days) Annual Salary
ANNUAL RATES FOR FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 9 | Level 10 | Level 11 | Level 12 | Level 13 | Level 14 | Level 15 |
|------|---------|----------|----------|----------|----------|----------|----------|
| 0 | 58,834 | 61,781 | 67,956 | 74,755 | 82,229 | 84,643 | 91,745 |
| 1 | 59,423 | 62,397 | 68,636 | 75,503 | 83,052 | 85,488 | 92,663 |
| 2 | 60,019 | 63,021 | 69,322 | 76,255 | 83,882 | 86,344 | 93,590 |
| 3 | 60,618 | 63,654 | 70,014 | 77,019 | 84,723 | 87,207 | 94,527 |
| 4 | 61,224 | 64,290 | 70,716 | 77,788 | 85,569 | 88,079 | 95,470 |
| 5 | 61,836 | 64,932 | 71,424 | 78,567 | 86,422 | 88,960 | 96,426 |
| 6 | 62,453 | 65,581 | 72,137 | 79,351 | 87,288 | 89,849 | 97,389 |
| 7 | 63,080 | 66,237 | 72,859 | 80,144 | 88,160 | 90,751 | 98,363 |
| 8 | 63,712 | 66,897 | 73,586 | 80,948 | 89,040 | 91,658 | 99,348 |
| 9 | 64,347 | 67,567 | 74,322 | 81,757 | 89,933 | 92,572 | 100,341 |
| 10 | 64,992 | 68,244 | 75,067 | 82,573 | 90,831 | 93,500 | 101,345 |
| 11 | 65,639 | 68,924 | 75,816 | 83,400 | 91,740 | 94,434 | 102,357 |
| 12 | 66,297 | 69,614 | 76,574 | 84,234 | 92,657 | 95,378 | 103,381 |
| 13 | 66,958 | 70,311 | 77,341 | 85,077 | 93,584 | 96,329 | 104,416 |
| 14 | 67,630 | 71,013 | 78,112 | 85,928 | 94,521 | 97,295 | 105,458 |
| 15 | 68,306 | 71,725 | 78,895 | 86,786 | 95,465 | 98,268 | 106,514 |
| 16 | 68,988 | 72,442 | 79,684 | 87,657 | 96,421 | 99,251 | 107,578 |
| 17 | 69,681 | 73,165 | 80,481 | 88,531 | 97,383 | 100,243 | 108,654 |
| 18 | 70,375 | 73,899 | 81,287 | 89,415 | 98,359 | 101,247 | 109,742 |
| 19 | 71,081 | 74,638 | 82,100 | 90,311 | 99,343 | 102,257 | 110,839 |
| 20 | 71,791 | 75,384 | 82,919 | 91,215 | 100,334 | 103,281 | 111,948 |
| 21 | 72,509 | 76,139 | 83,749 | 92,126 | 101,340 | 104,312 | 113,067 |
| 22 | 73,234 | 76,899 | 84,586 | 93,046 | 102,353 | 105,356 | 114,198 |
| 23 | 73,967 | 77,667 | 85,433 | 93,977 | 103,376 | 106,410 | 115,340 |
| 24 | 74,705 | 78,446 | 86,286 | 94,918 | 104,410 | 107,475 | 116,493 |
| 25 | 75,453 | 79,228 | 87,151 | 95,867 | 105,454 | 108,547 | 117,659 |
| 26 | 76,205 | 80,023 | 88,022 | 96,823 | 106,508 | 109,636 | 118,832 |
| 27 | 76,970 | 80,821 | 88,901 | 97,792 | 107,573 | 110,730 | 120,024 |
| 28 | 77,739 | 81,629 | 89,789 | 98,769 | 108,649 | 111,836 | 121,222 |

\$1,000 supplement available for Specialist degree and \$2,000 supplement available for Doctorate degree

TECHNICAL SUPPORT PERSONNEL
LICENSED PRACTICAL NURSES (LPN) AND REGISTERED NURSES (RN)
HOURLY RATES FOR FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Licensed Practical Nurse | AA or AS Degree Registered Nurse / Nurse Supervisor | Bachelor's Registered Nurse / Nurse Supervisor | Master's Registered Nurse / Nurse Supervisor |
|-------------|---------------------------------|--|---|---|
| 1 | 17.00 | 22.03 | 26.12 | 28.41 |
| 2 | 17.38 | 22.46 | 26.48 | 28.83 |
| 3 | 17.77 | 22.91 | 26.88 | 29.27 |
| 4 | 18.16 | 23.37 | 27.45 | 29.72 |
| 5 | 18.55 | 23.83 | 27.74 | 30.15 |
| 6 | 18.96 | 24.30 | 28.09 | 30.60 |
| 7 | 19.39 | 24.79 | 28.54 | 31.05 |
| 8 | 19.82 | 25.32 | 28.95 | 31.53 |
| 9 | 20.25 | 25.82 | 29.39 | 31.99 |
| 10 | 20.70 | 26.33 | 29.85 | 32.46 |
| 11 | 21.16 | 26.84 | 30.28 | 32.97 |
| 12 | 21.63 | 27.40 | 30.73 | 33.48 |
| 13 | 22.12 | 27.93 | 31.22 | 34.04 |
| 14 | 22.62 | 28.50 | 31.75 | 34.55 |
| 15 | 23.10 | 29.07 | 32.31 | 35.14 |
| 16 | 23.63 | 29.60 | 32.89 | 35.78 |
| 17 | 24.05 | | | |

TECHNICAL SUPPORT PERSONNEL

Hourly Rates FOR FY2021-2022

PLEASE NOTE: Step does not equal years of service
 Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Deaf Interpreter Basic | Deaf Interpreter Apprentice | Deaf Interpreter Provisional | Deaf Interpreter Provisional +36 | Deaf Interpreter Proficient | School Guardian | Head Custodian |
|------|------------------------|-----------------------------|------------------------------|----------------------------------|-----------------------------|-----------------|----------------|
| 1 | 10.33 | 16.15 | 18.43 | 19.11 | 20.46 | 20.24 | 15.00 |
| 2 | 10.63 | 16.64 | 18.97 | 19.69 | 21.09 | 20.64 | 15.30 |
| 3 | 10.95 | 17.15 | 19.53 | 20.25 | 21.71 | 21.07 | 15.61 |
| 4 | 11.40 | 17.66 | 20.13 | 20.86 | 22.36 | | 15.92 |
| 5 | 11.71 | 18.19 | 20.71 | 21.50 | 23.03 | | 16.24 |
| 6 | 12.24 | 18.73 | 20.89 | 21.73 | 23.27 | | 16.56 |
| 7 | 12.79 | 19.12 | 21.36 | 22.16 | 23.72 | | 16.89 |
| 8 | 13.32 | 19.49 | 21.79 | 22.62 | 24.20 | | 17.23 |
| 9 | 13.83 | 19.88 | 22.20 | 23.04 | 24.66 | | 17.57 |
| 10 | 14.36 | 20.28 | 22.66 | 23.49 | 25.19 | | 17.92 |
| 11 | 14.69 | 20.74 | 23.18 | 24.03 | 25.77 | | 18.28 |
| 12 | 15.06 | 21.16 | 23.59 | 24.45 | 26.23 | | 18.65 |
| 13 | | | | | | | 19.02 |
| 14 | | | | | | | 19.40 |
| 15 | | | | | | | 19.79 |

EXTENDED DAY PERSONNEL

Hourly Rates for FY2021-2022

PLEASE NOTE: Step does not equal years of service
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

**EDEP Facilitator
BTB Site Leads**

EDEP Facilitator on Assignment

**EDEP Group Leader
BTB Assistant**

| Step | Non-Certificated | Certificated | Step | Non-Certificated | Certificated | Step | Non-Certificated | Certificated |
|------|------------------|--------------|------|------------------|--------------|------|------------------|--------------|
| 1 | 14.05 | 15.31 | 1 | 11.33 | 12.50 | 1 | 10.00 | 10.59 |
| 2 | 14.34 | 15.60 | 2 | 11.51 | 12.82 | 2 | 10.00 | 10.90 |
| 3 | 14.63 | 15.92 | 3 | 11.61 | 12.91 | 3 | 10.00 | 11.13 |
| 4 | 14.90 | 16.24 | 4 | 11.88 | 13.23 | 4 | 10.05 | 11.36 |
| 5 | 15.19 | 16.56 | 5 | 12.18 | 13.55 | 5 | 10.26 | 11.63 |
| 6 | 15.50 | 16.88 | 6 | 12.45 | 13.90 | 6 | 10.54 | 11.97 |
| 7 | 15.81 | 17.21 | 7 | 12.76 | 14.23 | 7 | 10.84 | 12.31 |
| 8 | 16.09 | 17.54 | 8 | 13.07 | 14.59 | 8 | 11.14 | 12.67 |
| 9 | 16.41 | 17.91 | 9 | 13.40 | 14.95 | 9 | 11.48 | 13.03 |
| 10 | 16.76 | 18.25 | 10 | 13.70 | 15.34 | 10 | 11.79 | 13.41 |
| 11 | 17.08 | 18.62 | 11 | 14.06 | 15.73 | 11 | 12.14 | 13.82 |
| 12 | 17.42 | 18.98 | 12 | 14.40 | 16.12 | 12 | 12.48 | 14.20 |
| 13 | 17.77 | 19.37 | 13 | 14.75 | 16.52 | 13 | 12.85 | 14.60 |
| 14 | 18.12 | 19.75 | 14 | 15.14 | 16.95 | 14 | 13.22 | 15.02 |
| 15 | 18.46 | 20.13 | 15 | 15.52 | 17.39 | 15 | 13.61 | 15.47 |
| 16 | 18.82 | 20.53 | 16 | 15.90 | 17.85 | 16 | 13.99 | 15.93 |
| 17 | 19.19 | 20.95 | 17 | 16.22 | 18.21 | 17 | 14.27 | 16.25 |

To apply for an Extended Day Educational Program (EDEP) position, you will need to complete drug screening (\$25) and Department of Children and Families (DCF) fingerprinting (\$75.00). You will need an in-person visit with the Human Resources department to complete all required DCF paperwork. Please contact (386) 734-7190 extension 20161 to set up an appointment. This fingerprinting is ONLY valid for EDEP positions. **All** other positions will require the standard fingerprint screening.

FY22 VUE Clerical Salary Schedule
 Hourly Rates for FY2021-2022

| Office Specialist I | | Office Specialist II | | Office Specialist III | |
|---------------------|--------|----------------------|--------|-----------------------|--------|
| Step | Amount | Step | Amount | Step | Amount |
| 01 | 10.00 | 01 | 10.02 | 01 | 13.42 |
| 02 | 10.00 | 02 | 10.35 | 02 | 13.87 |
| 03 | 10.00 | 03 | 10.72 | 03 | 14.36 |
| 04 | 10.00 | 04 | 11.07 | 04 | 14.87 |
| 05 | 10.03 | 05 | 11.44 | 05 | 15.36 |
| 06 | 10.36 | 06 | 11.85 | 06 | 15.89 |

**** LONGEVITY:** AFTER THE LAST STEP OF THE SCHEDULE, LONGEVITY OF \$0.15 PER HOUR PER YEAR OF SERVICE IN VOLUSIA COUNTY SCHOOLS IS ADDED TO HOURLY RATE THROUGH COMPLETION OF THE 16TH YEAR; \$0.20 PER HOUR PER YEAR OF SERVICE IN VOLUSIA COUNTY SCHOOLS IS ADDED TO HOURLY RATE THEREAFTER.

VESA PARAPROFESSIONAL SALARY SCHEDULE
Hourly Rates for FY20212022

| Paraprofessional 2 with CDA | | |
|--------------------------------|--------|---------------------|
| Step | Amount | Highly Qualified |
| 01 | 10.20 | 10.70 |
| 02 | 10.20 | 10.70 |
| 03 | 10.20 | 10.70 |
| 04 | 10.20 | 10.70 |
| 05 | 10.53 | 11.03 |
| 06 | 11.02 | 11.52 |

| Paraprofessional 3 with CDA | | |
|--------------------------------|--------|---------------------|
| Step | Amount | Highly Qualified |
| 01 | 10.20 | 10.70 |
| 02 | 10.20 | 10.70 |
| 03 | 10.20 | 10.70 |
| 04 | 10.29 | 10.79 |
| 05 | 10.78 | 11.28 |
| 06 | 11.26 | 11.76 |

| Paraprofessional 4 with CDA | | |
|--------------------------------|--------|---------------------|
| Step | Amount | Highly Qualified |
| 01 | 10.20 | 10.70 |
| 02 | 10.20 | 10.70 |
| 03 | 10.41 | 10.91 |
| 04 | 10.86 | 11.36 |
| 05 | 11.35 | 11.85 |
| 06 | 11.88 | 12.38 |

| Paraprofessional 2 no CDA | | |
|------------------------------|--------|---------------------|
| Step | Amount | Highly Qualified |
| 01 | 10.00 | 10.50 |
| 02 | 10.00 | 10.50 |
| 03 | 10.00 | 10.50 |
| 04 | 10.00 | 10.50 |
| 05 | 10.33 | 10.83 |
| 06 | 10.82 | 11.32 |

| Paraprofessional 3 no CDA | | |
|------------------------------|--------|---------------------|
| Step | Amount | Highly Qualified |
| 01 | 10.00 | 10.50 |
| 02 | 10.00 | 10.50 |
| 03 | 10.00 | 10.50 |
| 04 | 10.09 | 10.59 |
| 05 | 10.58 | 11.08 |
| 06 | 11.06 | 11.56 |

| Paraprofessional 4 no CDA | | |
|------------------------------|--------|---------------------|
| Step | Amount | Highly Qualified |
| 01 | 10.00 | 10.50 |
| 02 | 10.00 | 10.50 |
| 03 | 10.21 | 10.71 |
| 04 | 10.66 | 11.16 |
| 05 | 11.15 | 11.65 |
| 06 | 11.68 | 12.18 |

Longevity: After the last step of the schedule, longevity of \$0.15 per hour per year of service in Volusia County Schools is added to hourly rate through completion of the 16th year; \$0.20 per hour per year of service in Volusia County Schools is added to hourly rate thereafter.

Paraprofessional 2
Title I
Title I Parent Liaison

Paraprofessional 3
ESOL
VE Mild
Title I-SYSOP
Speech
Drop-out Prevention

Paraprofessional 4
E/BD
Multi-VE
Physically Impaired
Hearing Impaired
ESE Support
Vision
VPK
Teen Parent
Pre-K VE/Language
VE Moderate
ASD Para

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

Hourly Rates for FY2021-2022

PLEASE NOTE: Step does not equal years of service
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 | Dining Room Aide 1 | Dining Room Aide 2 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|--------------------|--------------------|
| 1 | 10.24 | 13.00 | 11.04 | 12.73 | 14.34 | 16.97 | 11.96 | 11.30 | 10.00 | 10.00 |
| 2 | 10.45 | 13.26 | 11.27 | 12.98 | 14.62 | 17.32 | 12.20 | 11.52 | 10.00 | 10.18 |
| 3 | 10.66 | 13.53 | 11.49 | 13.24 | 14.91 | 17.66 | 12.44 | 11.75 | 10.00 | 10.39 |
| 4 | 10.87 | 13.80 | 11.72 | 13.51 | 15.22 | 18.01 | 12.69 | 11.99 | 10.05 | 10.59 |
| 5 | 11.08 | 14.07 | 11.96 | 13.78 | 15.52 | 18.37 | 12.94 | 12.23 | 10.25 | 10.80 |
| 6 | 11.31 | 14.36 | 12.19 | 14.05 | 15.83 | 18.73 | 13.20 | 12.47 | 10.46 | 11.02 |
| 7 | 11.54 | 14.64 | 12.44 | 14.33 | 16.15 | 19.11 | 13.47 | 12.73 | 10.67 | 11.24 |
| 8 | 11.76 | 14.93 | 12.69 | 14.62 | 16.46 | 19.49 | 13.73 | 12.98 | 10.88 | 11.46 |
| 9 | 12.01 | 15.23 | 12.94 | 14.91 | 16.80 | 19.89 | 14.01 | 13.23 | 11.10 | 11.69 |
| 10 | 12.24 | 15.53 | 13.20 | 15.21 | 17.13 | 20.28 | 14.29 | 13.51 | 11.32 | 11.93 |
| 11 | 12.48 | 15.85 | 13.47 | 15.51 | 17.48 | 20.69 | 14.57 | 13.77 | 11.55 | 12.17 |
| 12 | 12.74 | 16.16 | 13.73 | 15.83 | 17.82 | 21.10 | 14.86 | 14.04 | 11.78 | 12.41 |
| 13 | 12.99 | 16.48 | 14.00 | 16.14 | 18.19 | 21.52 | 15.17 | 14.33 | 12.02 | 12.65 |
| 14 | 13.25 | 16.82 | 14.29 | 16.46 | 18.54 | 21.96 | 15.46 | 14.61 | 12.26 | 12.91 |
| 15 | 13.52 | 17.15 | 14.57 | 16.79 | 18.92 | 22.39 | 15.78 | 14.90 | 12.50 | 13.17 |
| 16 | 13.79 | 17.50 | 14.86 | 17.12 | 19.29 | 22.84 | 16.09 | 15.21 | 12.75 | 13.44 |
| 17 | 14.06 | 17.84 | 15.16 | 17.47 | 19.68 | 23.29 | 16.41 | 15.51 | 13.01 | 13.70 |
| 18 | 14.35 | 18.21 | 15.46 | 17.82 | 20.07 | 23.76 | 16.74 | 15.82 | 13.26 | 13.97 |
| 19 | 14.63 | 18.56 | 15.78 | 18.18 | 20.48 | 24.24 | 17.07 | 16.13 | 13.53 | 14.26 |
| 20 | 14.92 | 18.94 | 16.09 | 18.54 | 20.88 | 24.72 | 17.42 | 16.45 | 13.80 | 14.54 |
| 21 | 15.22 | 19.31 | 16.41 | 18.91 | 21.31 | 25.22 | 17.76 | 16.79 | 14.07 | 14.83 |
| 22 | 15.52 | 19.71 | 16.74 | 19.29 | 21.73 | 25.73 | 18.12 | 17.12 | 14.36 | 15.13 |
| 23 | 15.84 | 20.09 | 17.07 | 19.68 | 22.17 | 26.24 | 18.48 | 17.47 | 14.64 | 15.43 |
| 24 | 16.15 | 20.50 | 17.42 | 20.07 | 22.60 | 26.76 | 18.86 | 17.81 | 14.93 | 15.73 |
| 25 | 16.47 | 20.91 | 17.76 | 20.47 | 23.06 | 27.30 | 19.23 | 18.17 | 15.24 | 16.05 |
| 26 | 16.81 | 21.33 | 18.12 | 20.88 | 23.52 | 27.84 | 19.62 | 18.53 | 15.54 | 16.37 |
| 27 | 17.14 | 21.75 | 18.48 | 21.30 | 23.99 | 28.40 | 20.01 | 18.91 | 15.86 | 16.70 |
| 28 | 17.49 | 22.19 | 18.86 | 21.72 | 24.47 | 28.97 | 20.41 | 19.28 | 16.17 | 17.03 |
| 29 | 17.83 | 22.63 | 19.23 | 22.16 | 24.97 | 29.54 | 20.81 | 19.67 | 16.49 | 17.38 |
| 30 | 18.19 | 23.08 | 19.62 | 22.59 | 25.46 | 30.14 | 21.23 | 20.06 | 16.82 | 17.72 |
| 31 | 18.55 | 23.55 | 20.00 | 23.05 | 25.97 | 30.74 | 21.65 | 20.47 | 17.16 | 18.08 |
| 32 | 18.93 | 24.01 | 20.41 | 23.52 | 26.49 | 31.36 | 22.09 | 20.87 | 17.50 | 18.44 |
| 33 | 19.30 | 24.50 | 20.81 | 23.98 | 27.02 | 31.99 | 22.53 | 21.29 | 17.85 | 18.80 |
| 34 | 19.69 | 24.99 | 21.23 | 24.46 | 27.56 | 32.63 | 22.98 | 21.71 | 18.21 | 19.18 |
| 35 | 20.08 | 25.49 | 21.65 | 24.96 | 28.11 | 33.27 | 23.45 | 22.15 | 18.57 | 19.56 |
| 36 | 20.49 | 26.00 | 22.09 | 25.45 | 28.67 | 33.94 | 23.91 | 22.59 | 18.95 | 19.96 |
| 37 | 20.89 | 26.52 | 22.52 | 25.96 | 29.24 | 34.62 | 24.39 | 23.04 | 19.32 | 20.36 |
| 38 | 21.32 | 27.05 | 22.98 | 26.47 | 29.83 | 35.31 | 24.87 | 23.51 | 19.71 | 20.76 |
| 39 | 21.74 | 27.59 | 23.44 | 27.01 | 30.43 | 36.02 | 25.37 | 23.97 | 20.10 | 21.18 |
| 40 | 22.18 | 28.14 | 23.91 | 27.55 | 31.03 | 36.74 | 25.88 | 24.46 | 20.51 | 21.60 |

- Level 1 = Bus Attendant
- Level 2 = Bus Operator/Dispatcher, Equipment Operator
- Level 3 = Warehouse Person, Deliveryman, Mechanic Helper, Clinic Assistant Health Support Technician
- Level 4 = Employment Advisor
- Level 5 = Mechanic
- Level 6 = Facility Maintenance Technician, Lead Mechanic, Body Shop Technician, AV Technician
- Level 7 = Warehouseman/Freezer, Class A Delivery Person, Campus Advisor
- Level 8 = Warehouse Technician, Comp Install Technician, Utility Crew, Custodian

SCHOOL WAY CAFÉ PERSONNEL

SWC Assistants

HOURLY RATES FOR FY2021-2022

PLEASE NOTE: Step does not equal years of service
Contact (386) 734-7190 extension 20173 to discuss your rate of pay

| SWC ASSISTANTS | | | |
|----------------|----------------|----------------|------------------|
| Step | SWC Asst. 1 | SWC Asst. 2 | SWC Asst. 3/4 |
| 01 | 10.13 | 10.54 | 11.15 |
| 02 | 10.33 | 10.75 | 11.37 |
| 03 | 10.54 | 10.96 | 11.59 |
| 04 | 10.75 | 11.19 | 11.82 |
| 05 | 10.96 | 11.41 | 12.07 |
| 06 | 11.19 | 11.63 | 12.30 |
| 07 | 11.41 | 11.86 | 12.55 |
| 08 | 11.64 | 12.11 | 12.81 |
| 09 | 11.87 | 12.35 | 13.06 |
| 10 | 12.11 | 12.59 | 13.32 |
| 11 | 12.35 | 12.85 | 13.59 |
| 12 | 12.59 | 13.10 | 13.86 |
| 13 | 12.85 | 13.36 | 14.13 |
| 14 | 13.11 | 13.63 | 14.42 |
| 15 | 13.36 | 13.90 | 14.70 |
| 16 | 13.64 | 14.18 | 15.00 |
| 17 | 13.91 | 14.47 | 15.30 |
| 18 | 14.18 | 14.75 | 15.60 |
| 19 | 14.47 | 15.05 | 15.92 |
| 20 | 14.76 | 15.35 | 16.23 |
| 21 | 15.06 | 15.65 | 16.57 |
| 22 | 15.36 | 15.97 | 16.89 |
| 23 | 15.66 | 16.29 | 17.23 |
| 24 | 15.98 | 16.62 | 17.58 |
| 25 | 16.29 | 16.95 | 17.92 |
| 26 | 16.63 | 17.29 | 18.29 |
| 27 | 16.95 | 17.63 | 18.65 |
| 28 | 17.30 | 17.98 | 19.03 |
| 29 | 17.64 | 18.35 | 19.40 |
| 30 | 17.99 | 18.71 | 19.79 |
| 31 | 18.35 | 19.09 | 20.18 |
| 32 | 18.72 | 19.46 | 20.59 |
| 33 | 19.10 | 19.86 | 21.00 |
| 34 | 19.47 | 20.25 | 21.42 |
| 35 | 19.87 | 20.66 | 21.85 |
| 36 | 20.26 | 21.07 | 22.29 |
| 37 | 20.67 | 21.49 | 22.74 |
| 38 | 21.08 | 21.93 | 23.19 |
| 39 | 21.50 | 22.36 | 23.66 |
| 40 | 21.94 | 22.81 | 24.12 |

Interns: Candidates will receive \$1.00 above current pay and will remain on Assistant 2 or 3 pay scale

2nd Year Interns: Negotiated raise

SCHOOL WAY CAFÉ PERSONNEL

SWC Managers Hourly Rates for FY2021-2022

PLEASE NOTE: Step does not equal years of service

| Step | SWC Managers | | | | | |
|------|---------------------|--------------------|-----------------|----------------|---------------|--------------|
| | Elementary 0-399 | Elementary 400+ | Middle 0-499 | Middle 400+ | High 0-499 | High 499+ |
| 01 | 14.91 | 15.60 | 16.27 | 17.07 | 17.07 | 17.63 |
| 02 | 15.20 | 15.92 | 16.59 | 17.42 | 17.42 | 17.98 |
| 03 | 15.50 | 16.23 | 16.92 | 17.76 | 17.76 | 18.34 |
| 04 | 15.82 | 16.56 | 17.25 | 18.12 | 18.12 | 18.71 |
| 05 | 16.13 | 16.89 | 17.60 | 18.48 | 18.48 | 19.08 |
| 06 | 16.46 | 17.22 | 17.95 | 18.85 | 18.85 | 19.46 |
| 07 | 16.78 | 17.57 | 18.31 | 19.23 | 19.23 | 19.86 |
| 08 | 17.13 | 17.92 | 18.68 | 19.62 | 19.62 | 20.25 |
| 09 | 17.46 | 18.28 | 19.06 | 20.00 | 20.00 | 20.66 |
| 10 | 17.82 | 18.64 | 19.43 | 20.41 | 20.41 | 21.06 |
| 11 | 18.17 | 19.02 | 19.82 | 20.81 | 20.81 | 21.49 |
| 12 | 18.54 | 19.40 | 20.22 | 21.23 | 21.23 | 21.92 |
| 13 | 18.90 | 19.79 | 20.63 | 21.65 | 21.65 | 22.36 |
| 14 | 19.29 | 20.18 | 21.03 | 22.09 | 22.09 | 22.81 |
| 15 | 19.67 | 20.59 | 21.46 | 22.52 | 22.52 | 23.26 |
| 16 | 20.06 | 21.00 | 21.89 | 22.98 | 22.98 | 23.73 |
| 17 | 20.46 | 21.42 | 22.32 | 23.44 | 23.44 | 24.21 |
| 18 | 20.87 | 21.84 | 22.77 | 23.90 | 23.90 | 24.68 |
| 19 | 21.29 | 22.28 | 23.22 | 24.39 | 24.39 | 25.18 |
| 20 | 21.72 | 22.73 | 23.69 | 24.87 | 24.87 | 25.68 |
| 21 | 22.15 | 23.18 | 24.16 | 25.37 | 25.37 | 26.20 |
| 22 | 22.59 | 23.65 | 24.65 | 25.88 | 25.88 | 26.72 |
| 23 | 23.05 | 24.12 | 25.14 | 26.39 | 26.39 | 27.26 |
| 24 | 23.50 | 24.60 | 25.64 | 26.92 | 26.92 | 27.80 |
| 25 | 23.97 | 25.10 | 26.16 | 27.46 | 27.46 | 28.36 |
| 26 | 24.46 | 25.60 | 26.68 | 28.00 | 28.00 | 28.93 |
| 27 | 24.94 | 26.11 | 27.21 | 28.57 | 28.57 | 29.50 |
| 28 | 25.44 | 26.64 | 27.76 | 29.14 | 29.14 | 30.09 |
| 29 | 25.95 | 27.16 | 28.31 | 29.73 | 29.73 | 30.69 |
| 30 | 26.47 | 27.71 | 28.88 | 30.31 | 30.31 | 31.31 |
| 31 | 27.00 | 28.26 | 29.45 | 30.92 | 30.92 | 31.94 |
| 32 | 27.54 | 28.83 | 30.04 | 31.54 | 31.54 | 32.57 |
| 33 | 28.09 | 29.40 | 30.65 | 32.17 | 32.17 | 33.22 |
| 34 | 28.66 | 29.99 | 31.26 | 32.82 | 32.82 | 33.89 |
| 35 | 29.22 | 30.59 | 31.89 | 33.48 | 33.48 | 34.57 |
| 36 | 29.81 | 31.21 | 32.52 | 34.14 | 34.14 | 35.26 |
| 37 | 30.41 | 31.82 | 33.17 | 34.82 | 34.82 | 35.96 |
| 38 | 31.02 | 32.46 | 33.83 | 35.52 | 35.52 | 36.68 |
| 39 | 31.64 | 33.11 | 34.51 | 36.23 | 36.23 | 37.42 |
| 40 | 32.27 | 33.78 | 35.20 | 36.96 | 36.96 | 38.17 |

plus \$.35 for senior managers (current Sr. managers only) / plus \$.15 for one-year college/ plus \$.15 for 2nd year college

SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES

FY2021-2022

Unless otherwise required by a collective bargaining agreement or other board approved salary schedule or agreement, employees that are hired for additional part-time activities will be paid on an hourly basis as follows:

SUBSTITUTE TEACHERS

| POSITION/DEGREE | RATES | | |
|---|-----------|---------------------|--------------------|
| | All Other | Middle Schools Only | ESE-EBD/Multi VE** |
| AVID Tutors | \$10.00 | \$11.00 | \$11.00 |
| High School Diploma | \$ 10.00 | \$11.00 | \$11.00 |
| Associate Degree and/or 60 hrs. of college credit | \$10.74 | \$11.74 | \$11.74 |
| Bachelor's Degree | \$12.33 | \$13.33 | \$13.33 |
| Master's Degree or Higher | \$13.22 | \$14.22 | \$14.22 |
| Retired Volusia Teacher | \$15.09 | \$16.09 | \$16.09 |

***ESE-EBD/Multi VE Certification issued by ESE Department upon successful training completion.*

SUPPORT SUBSTITUTES

| POSITION | RATES |
|--|--|
| Extended Day Facilitator (Group Leaders only) | \$ 2.00 above employee's Group Leader rate |
| Bus Attendant Training | Minimum Wage* |
| Bus Operator Training | Minimum Wage* |
| School Way Café and Dining Room Hostess | |
| Without high school diploma | SWC Asst. 1-Dining Aides Step 1 pay rate |
| With high school diploma | SWC Asst. 2-Dining Aides Step 1 pay rate |
| Substitute Paraprofessional | Level 1 step 1 of Paraprofessional salary schedule |
| <i>All other substitute support employees are paid at Step 1 and level for the position category of the absent employee.</i> | |

All Substitute Personnel are enrolled in an alternative plan to social security.

OTHER NON-CONTRACTED HOURLY RATES

| POSITION OR ASSIGNMENT | RATES |
|--|---|
| Student Workers | Minimum Wage* |
| Temporary or Part-Time Personnel | Minimum Wage* |
| Ticket Taker/Gate Sales/Concession | Minimum Wage* |
| Scorekeeper/Timer/Announcer | \$ 10.00 |
| Judge/Referee/Umpire /Spotter | \$ 10.00 |
| Interpreters and Translators | \$ 15.00 |
| Audio and Video Equipment Technicians | \$ 15.00 |
| Driving Activities Bus | |
| Non-bus operator | Substitute Bus Operator rate |
| For Activity Coach or Club Sponsor | Included as part of total activity supplement |
| Disc Jockey (DJ) | \$100.00 per hour |
| Teachers for EDEP activities or facility usage | \$ 25.00 |
| Principal supplement for multiple sites | \$ 3,000 to \$ 5,000 per school year |

****Effective September 30, 2021, minimum wage in Florida is \$10.00.***

Security Clearance for Substitutes:

Note: Both fingerprinting and drug screening must have prior approval. Submission of fingerprints (\$55.00) and drug screening (\$25.00) must be completed prior to being approved to substitute. Applicant pays all screening fees. To be hired as a substitute teacher, you must have successfully completed the S.T.A.R. program or equivalent. For EDEP screening information see page 35.

PROFESSIONAL LEARNING OR SPECIAL PROJECT NON-CONTRACTED PAY RATES

| In-Service Instructors/Trainers/Facilitators/Participants | |
|---|--|
| <ul style="list-style-type: none"> Trainer rate for after-hours training | \$25.00 per hour of workshop facilitation \$25.00 per hour for planning of workshop (One-time occurrence) |
| <ul style="list-style-type: none"> Design work | \$25.00 per hour. Number of hours must be agreed upon in advance by the designer and the program manager. |
| <ul style="list-style-type: none"> Synchronous Online Course Facilitator | \$50.00 per week plus \$10.00 per course completer |
| <ul style="list-style-type: none"> Asynchronous Online Course Grader | \$8.00 per 10 hours coursework per course completer |
| <ul style="list-style-type: none"> Reading Endorsement Facilitator | \$30.00/hour x 60- hour course \$1800/course |
| <ul style="list-style-type: none"> Optional Workshops for Teachers (as participants) | \$15.00 per hour (if funding is available) plus in-service points |
| <ul style="list-style-type: none"> Mandated Workshops for Teachers <i>Mandatory means consequence for non-attendance</i> | Hourly Rate of Pay plus in-service points |
| Projects, Grants, Program, and Categorical Participants | |
| <ul style="list-style-type: none"> Instructional PLC's | \$25.00 per hour \$25.00 (after hours) |
| <ul style="list-style-type: none"> Positive Parenting by ESE Teacher | \$15.00 per hour |
| <ul style="list-style-type: none"> Instructional childcare Paraprofessionals providing childcare Others providing childcare | \$15.00 per hour Hourly Rate Minimum Wage |
| <ul style="list-style-type: none"> Substitute Teacher | Employee's regular substitute teacher pay rate |
| <ul style="list-style-type: none"> Hourly non-exempt employee | Employee's regular hourly rate or Substitute Teacher hourly rate – if qualified |
| <ul style="list-style-type: none"> Coordinator for Continuing Program | \$35.00 per hour |
| <ul style="list-style-type: none"> Extended core instruction/Intervention where student grade is impacted (i.e., before/after school, lunchtime, planning period, weekends, holidays etc.) | Hourly rate of pay |
| <ul style="list-style-type: none"> Tutoring (Active Teachers only) | \$30.00 per hour (before and after school); Hourly rate during the school day |
| <ul style="list-style-type: none"> Tutoring (Teachers on LOA) Tutoring (Non-instructional) | Appropriate sub teacher rate |
| Overtime | |
| Overtime rates may apply for non-exempt employees where combined paid hours exceed 40 for the workweek (Monday through Sunday). Double time rates will apply for non-exempt employee for any hours worked on a designated paid holiday. | |

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