

**DUVAL COUNTY PUBLIC SCHOOLS
2024-2025**

Specialist, Instructional Support (Grandfather)
12 Months (261 Days/8 Hours)
Pay Scale AB

GRADE 01		
Level	Annual	Hourly
01	52,888	25.32960
02	53,638	25.68879
03	54,388	26.04799
04	55,138	26.40718
05	55,888	26.76638
06	56,135	26.88458
07	57,535	27.55508
08	58,935	28.22557
09	60,435	28.94397
10	62,035	29.71025
11	63,635	30.47653
12	65,235	31.24282
13	66,835	32.00910
14	68,435	32.77538
15	70,035	33.54167
16	71,635	34.30795
17	73,235	35.07423
18	74,835	35.84052
19	76,435	36.60680
20	78,035	37.37308
21	79,635	38.13937
22	81,235	38.90565
23	82,835	39.67193
95	84,435	40.43822
AA	84,935	40.67768
BB	85,435	40.91715
CC	85,935	41.15661
DD	86,435	41.39607
EE	86,935	41.63554
FF	87,435	41.87500
GG	87,935	42.11446
HH	88,435	42.35393

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 GG for the 2023-2024 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

2024-2025

Specialist, Instructional Support (Performance Pay)

12 Months (261 Days/8 Hours)

Pay Scale AI

	Min	Max
Tier I	\$ 52,888	\$ 88,435

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.

Current Non-Instructional Employees

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

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.

12 month Speech Language Pathologists without any years of experience will be placed at a starting salary of \$56,472.

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

Employees on Performance Pay will receive \$1,000.50 for an effective rating on their 2023-2024 final summative evaluation and \$2,001 for a highly effective rating on their 2023-2024 final summative evaluation.

DUVAL COUNTY PUBLIC SCHOOLS

2024-2025

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
HH	72,900	50.74199	75,500	52.55172	77,000	53.59579	78,900	54.91828

Salary Placement

Employees with up to fourteen years of experience will be placed at a starting pay of \$48,700 on the performance pay scale.

*Denotes levels which are no longer occupied by active employees on the grandfather 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 GG for the 2023-2024 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.

Speech Language Pathologists

Newly hired Speech Language Pathologists will earn a minimum salary of \$52,000.

DUVAL COUNTY PUBLIC SCHOOLS

2024-2025

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

Min	Max
\$ 48,700	\$ 78,900

Advanced Degrees

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

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

Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

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.

Current Non-Instructional Employees

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

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 up 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 2023-2024 final summative evaluation and \$2,001 for a highly effective rating on their 2023-2024 final summative evaluation.

Audiologists

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

Speech Lanuguage Pathologists

Newly hired Speech Language Pathologists will earn a minimum salary of \$52,000.

DUVAL COUNTY PUBLIC SCHOOLS

2024-2025

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	41.97177	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
HH	36,822	50.74199	38,135	52.55172	38,893	53.59579	39,853	54.91828

Salary Placement

Employees with up to fourteen years of experience will be placed at a starting pay of \$24,598 on the performance pay scale.

*Denotes levels which are no longer occupied by active employees on the grandfather 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 GG for the 2023-2024 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

2024-2025

Teacher - Job Share (Performance Pay)

10 Months (99 Days/7.33 Hours)

Pay Scale JT

Min	Max
\$ 24,598	\$ 39,853

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

Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

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.

Current Non-Instructional Employees

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

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 2023-2024 final summative evaluation and \$1,010.70 for a highly effective rating on their 2023-2024 final summative evaluation.

**DUVAL COUNTY PUBLIC SCHOOLS
2024-2025**

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

GRADE Level	02 MASTERS		03 SPECIALIST		04 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
	1*	52,595	33.54273	54,245	34.59503	55,995
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
GG	76,395	48.72130	79,795	50.88967	80,795	51.52742

Salary Placement

Psychologists with up to thirteen years of experience will be placed at a starting salary 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 GG for the 2023-2024 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

2024-2025

Psychologist (Performance Pay)

10 Months (196 Days/8 Hours)

Pay Scale PC

Min	Max
\$ 52,595	\$ 80,795

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.

Current Non-Instructional Employees

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

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 Increases

All psychologists on Performance Pay will receive \$1,000.50 for an effective rating on their 20223-2024 final summative evaluation and \$2,001 for a highly effective rating on their 2023-2024 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

2024-2025

Psychologist (Grandfather)
12 Months Alt (241 Days/8 Hours)

Pay Scale TD

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	57,329	29.73496	58,177	30.17453	59,820	31.02671
02	57,329	29.73496	58,867	30.53242	60,510	31.38460
03	57,915	30.03864	59,557	30.89030	61,200	31.74248
04	58,605	30.39652	60,247	31.24818	61,890	32.10036
05	59,295	30.75441	60,937	31.60607	62,580	32.45825
06	60,215	31.23159	61,857	32.08325	63,500	32.93543
07	61,135	31.70877	62,777	32.56043	64,420	33.41260
08	62,235	32.27930	63,877	33.13096	65,520	33.98314
09	63,335	32.84984	64,977	33.70150	66,620	34.55368
10	64,435	33.42038	66,077	34.27204	67,720	35.12422
11	65,535	33.99092	67,177	34.84258	68,820	35.69476
12	66,635	34.56146	68,277	35.41312	69,920	36.26530
13	67,935	35.23574	69,577	36.08740	71,220	36.93957
14	69,235	35.91001	70,877	36.76167	72,520	37.61385
15	70,535	36.58428	72,177	37.43594	73,820	38.28812
16	71,835	37.25856	73,477	38.11022	75,120	38.96240
17	73,135	37.93283	74,777	38.78449	76,420	39.63667
18	74,635	38.71084	76,277	39.56250	77,920	40.41468
19	76,135	39.48885	77,777	40.34051	79,420	41.19269
20	77,635	40.26686	79,277	41.11852	80,920	41.97070
21	79,135	41.04487	80,777	41.89652	82,420	42.74870
95	80,635	41.82287	82,277	42.67453	83,920	43.52671
AA	81,135	42.08221	82,777	42.93387	84,420	43.78605
BB	81,635	42.34155	83,277	43.19321	84,920	44.04538
CC	82,135	42.60088	83,777	43.45254	85,420	44.30472
DD	82,635	42.86022	84,277	43.71188	85,920	44.56406
EE	83,135	43.11955	84,777	43.97121	86,420	44.82339
FF	83,635	43.37889	85,277	44.23055	86,920	45.08273
GG	84,135	43.63823	85,777	44.48989	87,420	45.34206
HH	84,635	43.89756	86,277	44.74922	87,920	45.60140

Salary Placement

Psychologists with up to two years of experience will be placed at a starting salary of \$57,329 on the performance pay scale (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 GG for the 2023-2024 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

2024-2025

Psychologist (Grandfather)

12 Months (261 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	65,424	31.33334	67,210	32.18869	69,000	33.04454
07	66,174	31.69254	67,960	32.54789	70,000	33.40374
08	67,174	32.15174	68,710	32.90709	71,000	33.76294
09	68,174	32.61094	69,460	33.26629	72,000	34.12214
10	69,174	33.07014	70,210	33.62549	73,000	34.48134
11	70,174	33.52934	70,960	33.98469	74,000	34.84054
12	71,174	33.98854	71,710	34.34389	75,000	35.19974
13	72,174	34.44774	72,460	34.70309	76,000	35.55894
14	73,174	34.90694	73,210	35.06229	77,000	35.91814
15	74,174	35.36614	73,960	35.42149	78,000	36.27734
16	75,174	35.82534	74,710	35.78069	79,000	36.63654
17	76,174	36.28454	75,460	36.13989	80,000	36.99574
18	77,174	36.74374	76,210	36.49909	81,000	37.35494
19	78,174	37.20294	76,960	36.85829	82,000	37.71414
20	79,174	37.66214	77,710	37.21749	83,000	38.07334
21	80,174	38.12134	78,460	37.57669	84,000	38.43254
95	81,174	38.58054	79,210	37.93589	85,000	38.79174
AA	82,174	39.03974	80,000	38.29509	86,000	39.15094
BB	83,174	39.49894	80,750	38.65429	87,000	39.51014
CC	84,174	39.95814	81,500	39.01349	88,000	39.86934
DD	85,174	40.41734	82,250	39.37269	89,000	40.22854
EE	86,174	40.87654	83,000	39.73189	90,000	40.58774
FF	87,174	41.33574	83,750	40.09109	91,000	40.94694
GG	88,174	41.79494	84,500	40.45029	92,000	41.30614
HH	89,174	42.25414	85,250	40.80949	93,000	41.66534

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 GG for the 2023-2024 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

DUVAL COUNTY PUBLIC SCHOOLS

2024-2025

Psychologist (Performance Pay)

12 Months (261 Days/8 Hours)/12 Months (241 Days/8 Hours)

Pay Scale PS

12 months		12 mos. Alt.	
Min	Max	Min	Max
\$62,488	\$95,497	\$57,329	\$87,920

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.

Current Non-Instructional Employees

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

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 2023-2024 final summative evaluation and \$2,001 for a highly effective rating on their 2023-2024 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

2024-2025

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

2024-2025

Occupational Therapist/Physical Therapist

10 Months (196 Days/7.33 Hours)

Pay Scale EQ

GRADE 01		
Level	Annual	Hourly
01*	53,700	37.37784
02*	53,700	37.37784
03*	53,700	37.37784
04	53,700	37.37784
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
HH	80,300	55.89275

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 GG for the 2023-2024 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 at a salary of \$53,700.

DUVAL COUNTY PUBLIC SCHOOLS

2024-2025

Teacher - ROTC

10 Months (196 Days/7.33 Hours)

Pay Scale TR

Min	Max
\$ 48,700	\$ 78,900

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 \$78,900 a supplement will be paid for the difference between MIP and the maximum Salary on the TR Salary Schedule.