

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

## COMPENSATION MANUAL

FY2022 – 2023

(Updated 07/27/2022)



### **SCHOOL BOARD MEMBERS**

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

### **SUPERINTENDENT OF SCHOOLS**

Dr. Carmen Balgobin

DeLand - (386) 734-7190  
Daytona Beach – 255-6475

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## EMPLOYEE BENEFITS

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### 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 \$6,780.00.

The School Board pays for life insurance coverage equal to the employee's salary. (The cost of such coverage is .096 cents per thousand dollars annually).

The School Board contributes an amount equal to 11.91 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 \$147,000 (tax year 2022) 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>.

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## **COLLECTIVE BARGAINING UNION GROUPS**

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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.

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# INSTRUCTIONAL SALARY INFORMATION

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## IN-SERVICE PARTICIPATION

Voluntary In-service, when approved by the Superintendent, shall be compensated at \$15.00 per hour. (Source: VUE Contract 2021-2022 Appendix H)

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:

	<b>All Others</b>
Substitute Teacher (No Benefits)	\$15.00
Retired Volusia Teacher	\$17.50

A substitute teacher who serves longer than thirty consecutive (30) days on *one* assignment, has a bachelor's degree or higher, maintains a current teaching certificate and is *eligible* to teach, shall be paid a first-year teacher's daily rate based on pay beginning on the 31<sup>st</sup> day of assignment.

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

Workday:

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

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# SALARY SCHEDULES

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**ANNUAL CONTRACT**  
**INSTRUCTIONAL**  
196/199-DAY PLACEMENT SCHEDULE

PERFORMANCE PAY

Salary Tier	Annual
A	47,575
B	47,575
C	47,575
D	47,575
E	47,575
F	47,575
G	47,575
H	47,575
I	47,575
J	47,575
K	47,575
L	47,575
M	47,575
N	47,575
O	47,575
P	47,575
Q	47,575
R	47,575
S	47,575
T	47,575
U	47,575

Due to Florida House Bill 641 mandating minimum salaries for instructional employees, Tiers A-U have been raised to \$47,575.

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:

<b>Years Exp.</b>	<b>196 Days</b>	<b>199 Days</b>	<b>216 Days</b>	<b>256 Days</b>
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
<b>0-2 years</b>				
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
<b>3-5 years</b>				
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
<b>6+ years</b>				
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	52,430
B	52,430
C	52,430
D	52,430
E	52,430
F	52,430
G	52,430
H	52,430
I	52,430
J	52,430
K	52,430
L	52,430
M	52,430
N	52,430
O	52,430
P	52,430
Q	52,430
R	52,430
S	52,430
T	52,430
U	52,430

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**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

<b>Salary Tier</b>	<b>Annual</b>
A	62,139
B	62,139
C	62,139
D	62,139
E	62,139
F	62,139
G	62,139
H	62,139
I	62,139
J	62,139
K	62,139
L	62,139
M	62,139
N	62,139
O	62,139
P	62,139
Q	62,139
R	62,139
S	62,139
T	62,139
U	62,139

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**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 - 2022-2023 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
<b>0</b>	3,216	<b>0</b>	2,842	<b>0</b>	1,549	<b>196</b>	3,794
<b>1</b>	3,864	<b>1</b>	2,842	<b>1</b>	1,549	<b>199</b>	3,794
<b>2</b>	4,512	<b>2</b>	2,842	<b>2</b>	1,549	<b>216</b>	3,794
<b>3</b>	5,160	<b>3</b>	2,842	<b>3</b>	1,549	<b>256</b>	3,794
<b>4</b>	5,809	<b>4</b>	2,842	<b>4</b>	1,549		
<b>5</b>	6,458	<b>5</b>	2,842	<b>5</b>	1,549		
<b>6</b>	7,106	<b>6</b>	3,077	<b>6</b>	1,910		
<b>7-25</b>	7,752	<b>7-25</b>	3,077	<b>7-25</b>	1,910		

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

## Sample 196-Day Salary

Below is a sample of a school year 2022-2023 teacher salary based on a bachelor's degree and its full impact on the district:

	<b>2022-2023</b>
Annual Salary – Bachelor's Degree	\$47,575.00
Average Board Contribution for Health & Dental	6,780.00
Board Contribution for Life Insurance Coverage of 1x annual salary	45.60
Board Contribution for Florida Retirement System	5,657.25
Board Contribution for Social Security	2,945.00
Board Contribution for Medicare	688.75
10-Days of leave per year	2,423.47
<b>Total Salary plus Benefits</b>	<b>\$66,115.07</b>

**COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS**

**FY2022-2023 Teacher Supplements**

<b>Description</b>	<b>High Schools</b>	<b>Middle Schools</b>	<b>Elementary Schools</b>
<b><u>Class A:</u></b>			
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		
<b><u>Class B:</u></b>			
<b>Extended Duty Supplement Amounts:</b>			
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
<b>Audio-Visual Specialist</b>	1,783	1,029	
<b>Supplemental Career &amp; Technical Education</b>	2,600	2,600	
<b><u>Athletics:</u></b>			
	<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		
<b><u>Athletic Trainer:</u></b>			
	<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		
<b><u>Cheerleader:</u></b>			
	<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 <sup>th</sup> -10 <sup>th</sup> grade/524 11 <sup>th</sup> -12 <sup>th</sup> 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.

**FY2022-2023 Stipends**

<b>Description</b>	<b>High Schools</b>	<b>Middle Schools</b>	<b>Elementary Schools</b>
	<5years/≥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
Agriculture Instructional Personnel	2,600	2,600	

*\*\*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:

<b><u>CATEGORY A</u></b>	<b><u>CATEGORY B</u></b>	<b><u>CATEGORY C</u></b>
Basketball	Baseball	All other approved sports
Football	Soccer	
	Softball	
	Track	
	Volleyball	
	Wrestling	

A high school teacher eligible to receive a coaching or cheerleader supplement for 9<sup>th</sup> grade responsibilities will receive 62.5% of the high school supplement. If coaching or cheerleading responsibilities are continued onto varsity responsibilities at the end of a 9<sup>th</sup> 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 24<sup>th</sup> 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**

FY2022-2023 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (250-Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	82,647	92,544	87,408	97,305	95,520	105,417
B	83,436	93,332	88,244	98,140	96,440	106,336
C	84,234	94,130	89,094	98,990	97,366	107,263
D	85,041	94,937	89,945	99,842	98,304	108,200
E	85,854	95,750	90,808	100,705	99,249	109,146
F	86,676	96,572	91,680	101,576	100,205	110,101
G	87,505	97,401	92,559	102,455	101,171	111,067
H	88,343	98,240	93,448	103,344	102,145	112,041
I	89,188	99,084	94,345	104,241	103,131	113,027
J	90,045	99,941	95,252	105,148	104,125	114,021
K	90,909	100,805	96,167	106,063	105,128	115,024
L	91,780	101,676	97,093	106,989	106,142	116,039
M	92,660	102,556	98,027	107,924	107,167	117,064
N	93,551	103,448	98,970	108,867	108,204	118,100
O	94,450	104,346	99,921	109,817	109,248	119,144
P	95,357	105,254	100,887	110,783	110,304	120,200
Q	96,274	106,170	101,856	111,752	111,369	121,265
R	97,198	107,095	102,838	112,734	112,446	122,342
S	98,134	108,030	103,830	113,726	113,535	123,431
T	99,080	108,976	104,832	114,729	114,631	124,528
U	100,033	109,930	105,842	115,738	115,743	125,639
V	100,997	110,893	106,866	116,762	116,863	126,759
W	101,968	111,864	107,896	117,792	117,994	127,891
X	102,952	112,848	108,938	118,834	119,137	129,034
Y	103,946	113,842	109,990	119,887	120,291	130,188
Z	104,947	114,844	111,054	120,950	121,457	131,353
AA	105,960	115,856	112,127	122,024	122,635	132,531
AB	106,983	116,879	113,212	123,108	123,824	133,720
AC	108,014	117,910	114,307	124,203	125,026	134,922

*\$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**

FY2022-2023 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (255-Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	84,301	94,397	89,158	99,253	97,432	107,527
B	85,105	95,200	90,010	100,105	98,370	108,465
C	85,920	96,015	90,876	100,971	99,315	109,410
D	86,742	96,837	91,745	101,840	100,271	110,366
E	87,571	97,667	92,625	102,721	101,235	111,331
F	88,410	98,505	93,514	103,610	102,209	112,305
G	89,255	99,351	94,411	104,506	103,195	113,291
H	90,111	100,207	95,317	105,412	104,188	114,284
I	90,972	101,068	96,232	106,328	105,194	115,289
J	91,846	101,942	97,158	107,253	106,209	116,304
K	92,728	102,823	98,091	108,186	107,231	117,326
L	93,617	103,712	99,035	109,130	108,266	118,361
M	94,513	104,609	99,989	110,084	109,311	119,407
N	95,423	105,518	100,950	111,046	110,368	120,464
O	96,340	106,435	101,920	112,016	111,434	121,530
P	97,266	107,361	102,905	113,001	112,510	122,606
Q	98,199	108,295	103,893	113,989	113,597	123,692
R	99,143	109,239	104,896	114,991	114,696	124,791
S	100,098	110,193	105,907	116,003	115,806	125,901
T	101,062	111,158	106,929	117,025	116,925	127,021
U	102,035	112,130	107,959	118,055	118,058	128,153
V	103,018	113,113	109,004	119,099	119,201	129,296
W	104,008	114,103	110,055	120,150	120,355	130,450
X	105,012	115,107	111,117	121,213	121,521	131,617
Y	106,025	116,121	112,191	122,286	122,698	132,793
Z	107,047	117,143	113,276	123,372	123,887	133,982
AA	108,079	118,175	114,371	124,466	125,088	135,184
AB	109,123	119,218	115,477	125,572	126,301	136,396
AC	110,175	120,271	116,593	126,688	127,528	137,623

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2022-2023 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	61,008	69,400	62,119	70,511	66,680	75,072
B	61,586	69,978	62,710	71,102	67,314	75,706
C	62,170	70,562	63,305	71,697	67,954	76,346
D	62,762	71,154	63,906	72,298	68,604	76,996
E	63,357	71,749	64,514	72,906	69,260	77,652
F	63,960	72,352	65,127	73,519	69,921	78,313
G	64,568	72,961	65,747	74,139	70,587	78,979
H	65,182	73,574	66,377	74,769	71,262	79,654
I	65,803	74,195	67,007	75,399	71,946	80,338
J	66,431	74,823	67,645	76,038	72,631	81,023
K	67,064	75,456	68,290	76,682	73,327	81,719
L	67,703	76,095	68,941	77,333	74,028	82,420
M	68,349	76,741	69,600	77,992	74,737	83,130
N	68,997	77,390	70,264	78,656	75,454	83,846
O	69,658	78,050	70,936	79,328	76,178	84,570
P	70,324	78,716	71,613	80,005	76,907	85,299
Q	70,995	79,387	72,298	80,690	77,647	86,040
R	71,674	80,066	72,990	81,382	78,392	86,784
S	72,360	80,753	73,691	82,083	79,144	87,536
T	73,054	81,446	74,395	82,787	79,906	88,298
U	73,751	82,143	75,106	83,499	80,670	89,062
V	74,459	82,851	75,827	84,219	81,447	89,839
W	75,170	83,562	76,553	84,945	82,230	90,622
X	75,892	84,284	77,289	85,681	83,022	91,414
Y	76,619	85,011	78,033	86,425	83,819	92,211
Z	77,354	85,746	78,779	87,171	84,626	93,018
AA	78,095	86,487	79,537	87,929	85,443	93,835
AB	78,847	87,239	80,300	88,692	86,263	94,655
AC	79,603	87,995	81,073	89,465	87,096	95,488

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2022-2023 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	68,225	78,121	69,461	79,357	74,546	84,442
B	68,868	78,765	70,119	80,015	75,253	85,149
C	69,519	79,415	70,783	80,679	75,969	85,866
D	70,177	80,073	71,455	81,352	76,692	86,588
E	70,842	80,739	72,132	82,028	77,423	87,319
F	71,515	81,411	72,817	82,713	78,159	88,055
G	72,193	82,090	73,508	83,405	78,903	88,799
H	72,877	82,773	74,205	84,102	79,656	89,553
I	73,570	83,466	74,911	84,807	80,416	90,312
J	74,267	84,163	75,624	85,520	81,183	91,079
K	74,974	84,870	76,343	86,239	81,959	91,855
L	75,688	85,584	77,067	86,964	82,742	92,638
M	76,406	86,302	77,803	87,699	83,531	93,427
N	77,133	87,029	78,544	88,441	84,329	94,226
O	77,869	87,765	79,293	89,189	85,135	95,031
P	78,610	88,506	80,049	89,945	85,951	95,847
Q	79,361	89,257	80,811	90,707	86,774	96,670
R	80,117	90,013	81,583	91,480	87,605	97,502
S	80,881	90,778	82,362	92,259	88,444	98,340
T	81,651	91,547	83,149	93,045	89,291	99,188
U	82,432	92,328	83,943	93,839	90,147	100,044
V	83,219	93,116	84,744	94,641	91,012	100,909
W	84,016	93,912	85,557	95,454	91,885	101,781
X	84,817	94,714	86,376	96,273	92,766	102,662
Y	85,629	95,525	87,201	97,098	93,658	103,554
Z	86,447	96,343	88,038	97,934	94,557	104,453
AA	87,276	97,173	88,881	98,778	95,466	105,362
AB	88,113	98,009	89,732	99,628	96,382	106,279
AC	88,955	98,851	90,592	100,488	97,310	107,206

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2022-2023 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	69,590	79,685	70,850	80,946	76,038	86,133
B	70,247	80,342	71,522	81,617	76,758	86,854
C	70,910	81,005	72,199	82,295	77,489	87,585
D	71,581	81,677	72,885	82,980	78,226	88,322
E	72,260	82,355	73,575	83,670	78,972	89,068
F	72,945	83,041	74,274	84,369	79,723	89,818
G	73,638	83,734	74,979	85,074	80,482	90,578
H	74,335	84,431	75,690	85,786	81,250	91,345
I	75,042	85,137	76,410	86,505	82,025	92,120
J	75,753	85,848	77,138	87,233	82,807	92,902
K	76,475	86,570	77,871	87,966	83,598	93,694
L	77,202	87,298	78,610	88,705	84,397	94,492
M	77,935	88,031	79,360	89,455	85,202	95,298
N	78,676	88,772	80,116	90,212	86,016	96,112
O	79,427	89,522	80,879	90,974	86,838	96,934
P	80,183	90,278	81,651	91,746	87,671	97,766
Q	80,949	91,044	82,428	92,523	88,510	98,605
R	81,719	91,815	83,216	93,311	89,358	99,453
S	82,499	92,595	84,010	94,106	90,214	100,309
T	83,285	93,380	84,812	94,907	91,078	101,173
U	84,081	94,176	85,623	95,718	91,951	102,046
V	84,885	94,980	86,441	96,536	92,834	102,929
W	85,696	95,792	87,269	97,364	93,723	103,819
X	86,514	96,610	88,104	98,200	94,622	104,718
Y	87,343	97,438	88,946	99,041	95,531	105,627
Z	88,177	98,272	89,800	99,895	96,449	106,544
AA	89,023	99,118	90,659	100,755	97,376	107,472
AB	89,875	99,971	91,528	101,623	98,311	108,407
AC	90,735	100,831	92,405	102,500	99,257	109,353

*\$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**  
**FY2022-2023**

PLEASE NOTE: Step does not equal years of service

<b>Step</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>
<b>0</b>	39,111	42,966	47,207	50,875	55,901	59,709	65,681	72,251
<b>1</b>	39,499	43,391	47,670	51,377	56,454	60,307	66,337	72,972
<b>2</b>	39,888	43,817	48,143	51,885	57,012	60,914	67,000	73,703
<b>3</b>	40,282	44,249	48,619	52,398	57,579	61,519	67,669	74,440
<b>4</b>	40,677	44,687	49,100	52,916	58,149	62,134	68,347	75,181
<b>5</b>	41,080	45,126	49,583	53,438	58,723	62,758	69,029	75,934
<b>6</b>	41,486	45,573	50,077	53,968	59,304	63,385	69,718	76,694
<b>7</b>	41,893	46,022	50,570	54,502	59,893	64,018	70,417	77,463
<b>8</b>	42,304	46,478	51,072	55,044	60,487	64,659	71,121	78,237
<b>9</b>	42,721	46,935	51,575	55,589	61,086	65,303	71,832	79,018
<b>10</b>	43,145	47,400	52,086	56,137	61,691	65,958	72,550	79,809
<b>11</b>	43,570	47,868	52,601	56,694	62,301	66,617	73,277	80,604
<b>12</b>	43,999	48,342	53,120	57,255	62,920	67,284	74,008	81,413
<b>13</b>	44,436	48,822	53,646	57,820	63,544	67,956	74,749	82,226
<b>14</b>	44,873	49,298	54,176	58,393	64,172	68,636	75,495	83,048
<b>15</b>	45,317	49,788	54,711	58,972	64,807	69,323	76,250	83,881
<b>16</b>	45,763	50,279	55,255	59,555	65,451	70,017	77,015	84,719
<b>17</b>	46,218	50,777	55,801	60,146	66,098	70,714	77,786	85,566
<b>18</b>	46,670	51,276	56,352	60,741	66,754	71,422	78,561	86,422
<b>19</b>	47,134	51,787	56,910	61,343	67,415	72,138	79,348	87,286
<b>20</b>	47,598	52,300	57,475	61,952	68,085	72,859	80,143	88,159
<b>21</b>	48,069	52,814	58,042	62,564	68,760	73,585	80,942	89,040
<b>22</b>	48,543	53,341	58,616	63,184	69,443	74,326	81,751	89,930
<b>23</b>	49,022	53,865	59,200	63,813	70,131	75,066	82,569	90,830
<b>24</b>	49,505	54,399	59,783	64,445	70,826	75,817	83,397	91,737
<b>25</b>	49,996	54,937	60,376	65,083	71,530	76,575	84,230	92,655
<b>26</b>	50,490	55,479	60,975	65,728	72,238	77,343	85,073	93,582
<b>27</b>	50,991	56,030	61,579	66,377	72,955	78,114	85,922	94,519
<b>28</b>	51,491	56,586	62,188	67,037	73,680	78,895	86,780	95,463

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

## DISTRICT LEVEL PLACEMENT

12-MONTH (255-DAYS) ANNUAL SALARY

FY2022-2023

PLEASE NOTE: Step does not equal years of service

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	38,359	42,140	46,299	49,897	54,826	58,561	64,418	70,862
1	38,739	42,557	46,753	50,389	55,368	59,147	65,061	71,569
2	39,121	42,974	47,217	50,887	55,916	59,743	65,712	72,286
3	39,507	43,398	47,684	51,390	56,472	60,336	66,368	73,008
4	39,895	43,828	48,156	51,898	57,031	60,939	67,033	73,735
5	40,290	44,258	48,629	52,410	57,594	61,551	67,702	74,474
6	40,688	44,697	49,114	52,930	58,164	62,166	68,377	75,219
7	41,087	45,137	49,598	53,454	58,741	62,787	69,063	75,973
8	41,490	45,584	50,090	53,985	59,324	63,416	69,753	76,732
9	41,899	46,032	50,583	54,520	59,911	64,047	70,451	77,498
10	42,315	46,488	51,084	55,057	60,505	64,690	71,155	78,274
11	42,732	46,947	51,589	55,604	61,103	65,336	71,868	79,054
12	43,153	47,412	52,098	56,154	61,710	65,990	72,585	79,847
13	43,581	47,883	52,614	56,708	62,322	66,649	73,312	80,645
14	44,010	48,350	53,134	57,270	62,938	67,316	74,043	81,451
15	44,446	48,831	53,659	57,838	63,561	67,990	74,784	82,268
16	44,883	49,312	54,192	58,410	64,192	68,671	75,534	83,090
17	45,329	49,801	54,728	58,989	64,827	69,354	76,290	83,921
18	45,773	50,290	55,268	59,573	65,470	70,049	77,050	84,760
19	46,228	50,791	55,816	60,163	66,119	70,751	77,822	85,607
20	46,683	51,294	56,370	60,761	66,776	71,458	78,602	86,464
21	47,145	51,798	56,926	61,361	67,438	72,170	79,385	87,328
22	47,609	52,315	57,489	61,969	68,108	72,897	80,179	88,201
23	48,079	52,829	58,062	62,586	68,782	73,622	80,981	89,083
24	48,553	53,353	58,633	63,206	69,464	74,359	81,793	89,973
25	49,035	53,881	59,215	63,831	70,154	75,102	82,610	90,873
26	49,519	54,412	59,802	64,464	70,849	75,856	83,437	91,782
27	50,010	54,953	60,395	65,101	71,552	76,612	84,270	92,701
28	50,501	55,498	60,992	65,748	72,263	77,378	85,111	93,627

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



**District Level Placement**  
**12-MONTH (255-DAYS) ANNUAL SALARY**  
**FY2022-2023**

PLEASE NOTE: Step does not equal years of service

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17
0	73,314	76,982	84,681	93,150	102,464	105,474	114,323	125,756	138,331
1	74,046	77,755	85,530	94,082	103,491	106,530	115,467	127,013	139,714
2	74,789	78,531	86,382	95,022	104,525	107,593	116,622	128,283	141,112
3	75,535	79,318	87,246	95,975	105,570	108,670	117,789	129,568	142,525
4	76,291	80,110	88,118	96,933	106,626	109,757	118,967	130,863	143,949
5	77,053	80,911	89,000	97,900	107,692	110,855	120,153	132,168	145,386
6	77,827	81,721	89,890	98,881	108,770	111,961	121,356	133,492	146,840
7	78,601	82,539	90,791	99,870	109,856	113,081	122,571	134,829	148,311
8	79,390	83,362	91,697	100,869	110,956	114,214	123,799	136,179	149,796
9	80,184	84,198	92,614	101,877	112,068	115,355	125,035	137,538	151,293
10	80,984	85,038	93,540	102,896	113,186	116,509	126,286	138,914	152,806
11	81,796	85,889	94,473	103,925	114,318	117,673	127,549	140,305	154,336
12	82,613	86,747	95,419	104,963	115,460	118,849	128,823	141,706	155,876
13	83,439	87,615	96,374	106,013	116,615	120,038	130,112	143,123	157,435
14	84,273	88,491	97,339	107,072	117,783	121,240	131,412	144,553	159,009
15	85,115	89,377	98,310	108,144	118,962	122,451	132,728	146,002	160,602
16	85,966	90,269	99,293	109,227	120,149	123,677	134,054	147,460	162,206
17	86,827	91,171	100,286	110,319	121,350	124,914	135,397	148,937	163,830
18	87,695	92,084	101,291	111,420	122,566	126,161	136,746	150,421	165,462
19	88,573	93,004	102,302	112,536	123,792	127,425	138,116	151,928	167,121
20	89,457	93,934	103,326	113,661	125,030	128,699	139,497	153,447	168,792
21	90,354	94,877	104,357	114,797	126,279	129,985	140,892	154,982	170,480
22	91,257	95,822	105,403	115,946	127,543	131,285	142,301	156,532	172,184
23	92,169	96,783	106,456	117,105	128,817	132,599	143,724	158,097	173,907
24	93,089	97,750	107,523	118,276	130,104	133,923	145,162	159,678	175,646
25	94,022	98,727	108,596	119,459	131,406	135,261	146,613	161,274	177,402
26	94,961	99,714	109,684	120,652	132,719	136,614	148,080	162,888	179,177
27	95,912	100,710	110,778	121,862	134,046	137,981	149,561	164,517	180,969
28	96,870	101,717	111,887	123,078	135,388	139,362	151,056	166,161	182,778

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

**District Level Placement**  
**12-MONTH (250-DAYS) ANNUAL SALARY**  
**FY2022-2023**

PLEASE NOTE: Step does not equal years of service

<b>Step</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>
<b>0</b>	37,607	41,314	45,391	48,919	53,751	57,413	63,155	69,473
<b>1</b>	37,979	41,723	45,836	49,401	54,282	57,987	63,785	70,166
<b>2</b>	38,354	42,131	46,291	49,889	54,820	58,572	64,424	70,869
<b>3</b>	38,732	42,547	46,749	50,382	55,365	59,153	65,067	71,576
<b>4</b>	39,113	42,969	47,212	50,880	55,913	59,744	65,719	72,289
<b>5</b>	39,500	43,390	47,675	51,382	56,465	60,344	66,375	73,014
<b>6</b>	39,890	43,821	48,151	51,892	57,024	60,947	67,036	73,744
<b>7</b>	40,281	44,252	48,625	52,406	57,589	61,556	67,709	74,483
<b>8</b>	40,676	44,690	49,108	52,926	58,161	62,173	68,385	75,227
<b>9</b>	41,077	45,129	49,591	53,451	58,736	62,791	69,070	75,978
<b>10</b>	41,485	45,576	50,082	53,977	59,319	63,422	69,760	76,739
<b>11</b>	41,894	46,026	50,577	54,514	59,905	64,055	70,459	77,504
<b>12</b>	42,307	46,482	51,076	55,053	60,500	64,696	71,162	78,281
<b>13</b>	42,726	46,944	51,582	55,596	61,100	65,342	71,875	79,064
<b>14</b>	43,147	47,402	52,092	56,147	61,704	65,996	72,591	79,854
<b>15</b>	43,575	47,874	52,607	56,704	62,315	66,657	73,318	80,655
<b>16</b>	44,003	48,345	53,129	57,265	62,933	67,325	74,053	81,461
<b>17</b>	44,440	48,825	53,655	57,832	63,556	67,994	74,794	82,275
<b>18</b>	44,875	49,304	54,184	58,405	64,186	68,675	75,539	83,098
<b>19</b>	45,322	49,795	54,722	58,983	64,823	69,364	76,296	83,928
<b>20</b>	45,768	50,288	55,265	59,570	65,467	70,057	77,061	84,769
<b>21</b>	46,221	50,782	55,810	60,158	66,116	70,755	77,828	85,616
<b>22</b>	46,675	51,289	56,362	60,754	66,773	71,468	78,607	86,472
<b>23</b>	47,136	51,793	56,924	61,359	67,433	72,178	79,393	87,336
<b>24</b>	47,601	52,307	57,483	61,967	68,102	72,901	80,189	88,209
<b>25</b>	48,074	52,825	58,054	62,579	68,778	73,629	80,990	89,091
<b>26</b>	48,548	53,345	58,629	63,200	69,460	74,369	81,801	89,982
<b>27</b>	49,029	53,875	59,211	63,825	70,149	75,110	82,618	90,883
<b>28</b>	49,511	54,410	59,796	64,459	70,846	75,861	83,442	91,791

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

**District Level Placement**  
**12-MONTH (250-DAYS) ANNUAL SALARY**  
**FY2022-2023**

PLEASE NOTE: Step does not equal years of service

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17
0	71,876	75,473	83,021	91,324	100,455	103,406	112,081	123,290	135,619
1	72,594	76,230	83,853	92,237	101,462	104,441	113,203	124,523	136,975
2	73,323	76,991	84,688	93,159	102,475	105,483	114,335	125,768	138,345
3	74,054	77,763	85,535	94,093	103,500	106,539	115,479	127,027	139,730
4	74,795	78,539	86,390	95,032	104,535	107,605	116,634	128,297	141,126
5	75,542	79,325	87,255	95,980	105,580	108,681	117,797	129,576	142,535
6	76,301	80,119	88,127	96,942	106,637	109,766	118,976	130,875	143,961
7	77,060	80,921	89,011	97,912	107,702	110,864	120,168	132,185	145,403
8	77,833	81,727	89,899	98,891	108,780	111,975	121,372	133,509	146,859
9	78,612	82,547	90,798	99,879	109,871	113,093	122,583	134,841	148,326
10	79,396	83,371	91,706	100,878	110,967	114,225	123,810	136,190	149,810
11	80,192	84,205	92,621	101,887	112,076	115,366	125,048	137,554	151,310
12	80,993	85,046	93,548	102,905	113,196	116,519	126,297	138,927	152,820
13	81,803	85,897	94,484	103,934	114,328	117,684	127,561	140,317	154,348
14	82,621	86,756	95,430	104,973	115,474	118,863	128,835	141,719	155,891
15	83,446	87,625	96,382	106,024	116,629	120,050	130,125	143,139	157,453
16	84,280	88,499	97,346	107,085	117,793	121,252	131,425	144,569	159,025
17	85,125	89,383	98,320	108,156	118,971	122,465	132,742	146,017	160,618
18	85,975	90,278	99,305	109,235	120,163	123,687	134,065	147,472	162,218
19	86,836	91,180	100,296	110,329	121,365	124,926	135,408	148,949	163,844
20	87,703	92,092	101,300	111,432	122,578	126,175	136,762	150,438	165,482
21	88,582	93,017	102,311	112,546	123,803	127,436	138,129	151,943	167,137
22	89,468	93,943	103,336	113,673	125,042	128,711	139,511	153,463	168,808
23	90,362	94,885	104,369	114,809	126,291	129,999	140,906	154,997	170,497
24	91,264	95,833	105,415	115,957	127,553	131,297	142,316	156,547	172,202
25	92,178	96,791	106,467	117,117	128,829	132,609	143,738	158,112	173,924
26	93,099	97,759	107,533	118,286	130,117	133,935	145,176	159,694	175,664
27	94,031	98,735	108,606	119,473	131,418	135,275	146,628	161,291	177,421
28	94,971	99,723	109,693	120,665	132,733	136,629	148,094	162,903	179,194

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

**DISTRICT LEVEL PLACEMENT**  
**11-MONTH (216-DAY) ANNUAL SALARY**  
**FY2022-2023**

PLEASE NOTE: Step does not equal years of service

<b>Step</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>
<b>0</b>	34,339	37,724	41,450	44,674	49,091	52,465	57,712	63,484
<b>1</b>	34,679	38,097	41,861	45,116	49,578	52,990	58,287	64,118
<b>2</b>	35,020	38,472	42,275	45,562	50,070	53,521	58,871	64,758
<b>3</b>	35,367	38,852	42,692	46,015	50,565	54,054	59,460	65,406
<b>4</b>	35,715	39,236	43,114	46,469	51,065	54,596	60,053	66,061
<b>5</b>	36,068	39,625	43,541	46,926	51,571	55,142	60,655	66,722
<b>6</b>	36,423	40,015	43,972	47,394	52,080	55,694	61,259	67,389
<b>7</b>	36,782	40,411	44,407	47,860	52,600	56,250	61,873	68,063
<b>8</b>	37,146	40,809	44,845	48,337	53,121	56,813	62,492	68,743
<b>9</b>	37,511	41,214	45,289	48,814	53,645	57,380	63,118	69,430
<b>10</b>	37,884	41,620	45,737	49,297	54,179	57,954	63,748	70,124
<b>11</b>	38,258	42,031	46,189	49,788	54,714	58,534	64,386	70,824
<b>12</b>	38,633	42,447	46,648	50,279	55,255	59,119	65,029	71,534
<b>13</b>	39,013	42,867	47,108	50,778	55,805	59,709	65,680	72,250
<b>14</b>	39,401	43,290	47,574	51,282	56,359	60,308	66,336	72,972
<b>15</b>	39,791	43,719	48,046	51,787	56,916	60,914	67,000	73,703
<b>16</b>	40,184	44,149	48,522	52,301	57,482	61,521	67,669	74,440
<b>17</b>	40,580	44,590	49,001	52,819	58,051	62,134	68,347	75,182
<b>18</b>	40,982	45,027	49,487	53,342	58,627	62,758	69,029	75,936
<b>19</b>	41,388	45,475	49,976	53,872	59,209	63,383	69,719	76,695
<b>20</b>	41,795	45,925	50,472	54,407	59,797	64,018	70,417	77,463
<b>21</b>	42,207	46,380	50,972	54,946	60,391	64,660	71,121	78,237
<b>22</b>	42,623	46,837	51,477	55,492	60,991	65,304	71,832	79,017
<b>23</b>	43,047	47,301	51,988	56,040	61,595	65,959	72,550	79,806
<b>24</b>	43,472	47,770	52,503	56,594	62,207	66,618	73,276	80,604
<b>25</b>	43,901	48,242	53,021	57,159	62,822	67,284	74,008	81,413
<b>26</b>	44,337	48,723	53,547	57,725	63,445	67,957	74,749	82,226
<b>27</b>	44,775	49,202	54,076	58,296	64,077	68,636	75,494	83,049
<b>28</b>	45,219	49,690	54,615	58,876	64,712	69,322	76,250	83,881

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

**District Level Placement**  
**11-Month (212-Days) Annual Salary**  
**FY2022-2023**

PLEASE NOTE: Step does not equal years of service

<b>Step</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>
<b>0</b>	33,703	37,025	40,682	43,847	48,182	51,493	56,643	62,308
<b>1</b>	34,037	37,392	41,086	44,281	48,660	52,009	57,208	62,931
<b>2</b>	34,371	37,760	41,492	44,718	49,143	52,530	57,781	63,559
<b>3</b>	34,712	38,133	41,901	45,163	49,629	53,053	58,359	64,195
<b>4</b>	35,054	38,509	42,316	45,608	50,119	53,585	58,941	64,838
<b>5</b>	35,400	38,891	42,735	46,057	50,616	54,121	59,532	65,486
<b>6</b>	35,749	39,274	43,158	46,516	51,116	54,663	60,125	66,141
<b>7</b>	36,101	39,663	43,585	46,974	51,626	55,208	60,727	66,803
<b>8</b>	36,458	40,053	44,015	47,442	52,137	55,761	61,335	67,470
<b>9</b>	36,816	40,451	44,450	47,910	52,652	56,317	61,949	68,144
<b>10</b>	37,182	40,849	44,890	48,384	53,176	56,881	62,567	68,825
<b>11</b>	37,550	41,253	45,334	48,866	53,701	57,450	63,194	69,512
<b>12</b>	37,918	41,661	45,784	49,348	54,232	58,024	63,825	70,209
<b>13</b>	38,291	42,073	46,236	49,838	54,772	58,603	64,464	70,912
<b>14</b>	38,671	42,488	46,693	50,332	55,315	59,191	65,108	71,621
<b>15</b>	39,054	42,909	47,156	50,828	55,862	59,786	65,759	72,338
<b>16</b>	39,440	43,331	47,623	51,332	56,418	60,382	66,416	73,061
<b>17</b>	39,829	43,764	48,094	51,841	56,976	60,983	67,081	73,790
<b>18</b>	40,223	44,193	48,571	52,354	57,541	61,596	67,751	74,530
<b>19</b>	40,622	44,633	49,051	52,874	58,113	62,209	68,428	75,275
<b>20</b>	41,021	45,075	49,537	53,399	58,690	62,832	69,113	76,029
<b>21</b>	41,425	45,521	50,028	53,928	59,273	63,463	69,804	76,788
<b>22</b>	41,834	45,970	50,524	54,464	59,862	64,095	70,502	77,554
<b>23</b>	42,250	46,425	51,025	55,002	60,454	64,738	71,206	78,328
<b>24</b>	42,667	46,885	51,531	55,546	61,055	65,384	71,919	79,111
<b>25</b>	43,088	47,349	52,039	56,101	61,659	66,038	72,637	79,905
<b>26</b>	43,516	47,821	52,555	56,656	62,270	66,699	73,365	80,703
<b>27</b>	43,946	48,291	53,075	57,216	62,890	67,365	74,096	81,511
<b>28</b>	44,382	48,770	53,604	57,786	63,514	68,038	74,838	82,328

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

**District Level Placement**  
**11-Month (212-Days) Annual Salary**  
**FY2022-2023**

PLEASE NOTE: Step does not equal years of service

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	64,464	67,693	74,459	81,908	90,098	92,743	100,524
1	65,110	68,368	75,204	82,728	91,000	93,669	101,530
2	65,762	69,052	75,956	83,552	91,909	94,606	102,546
3	66,418	69,745	76,713	84,389	92,830	95,552	103,572
4	67,083	70,442	77,483	85,232	93,757	96,507	104,605
5	67,753	71,146	78,258	86,086	94,692	97,473	105,654
6	68,429	71,857	79,040	86,945	95,641	98,447	106,708
7	69,116	72,575	79,831	87,813	96,597	99,435	107,776
8	69,809	73,299	80,628	88,694	97,561	100,429	108,855
9	70,505	74,033	81,434	89,581	98,540	101,431	109,943
10	71,211	74,775	82,251	90,475	99,523	102,448	111,043
11	71,920	75,519	83,071	91,381	100,519	103,471	112,152
12	72,641	76,276	83,902	92,294	101,524	104,505	113,274
13	73,366	77,040	84,743	93,218	102,540	105,548	114,408
14	74,102	77,809	85,587	94,150	103,566	106,605	115,550
15	74,842	78,589	86,444	95,091	104,600	107,672	116,707
16	75,590	79,375	87,309	96,046	105,648	108,749	117,873
17	76,349	80,167	88,183	97,003	106,702	109,836	119,052
18	77,110	80,971	89,066	97,971	107,771	110,936	120,243
19	77,882	81,781	89,956	98,953	108,850	112,042	121,446
20	78,660	82,598	90,854	99,944	109,936	113,164	122,661
21	79,448	83,425	91,764	100,942	111,038	114,294	123,887
22	80,242	84,257	92,680	101,950	112,147	115,437	125,126
23	81,045	85,099	93,608	102,970	113,269	116,593	126,377
24	81,853	85,953	94,543	104,001	114,401	117,759	127,641
25	82,673	86,810	95,490	105,041	115,545	118,934	128,918
26	83,498	87,680	96,445	106,088	116,701	120,128	130,204
27	84,335	88,555	97,408	107,150	117,867	121,326	131,510
28	85,178	89,441	98,382	108,221	119,046	122,539	132,823

*\$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 FY2022-2023**

PLEASE NOTE: Step does not equal years of service

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	31,159	34,231	37,612	40,538	44,546	47,607	52,368	57,606
1	31,468	34,570	37,985	40,939	44,988	48,084	52,890	58,181
2	31,777	34,910	38,361	41,343	45,434	48,565	53,420	58,762
3	32,092	35,255	38,739	41,754	45,883	49,049	53,955	59,350
4	32,408	35,603	39,122	42,166	46,336	49,541	54,493	59,945
5	32,728	35,956	39,510	42,581	46,796	50,036	55,039	60,544
6	33,051	36,310	39,901	43,005	47,258	50,537	55,587	61,149
7	33,376	36,670	40,296	43,429	47,730	51,041	56,144	61,761
8	33,706	37,030	40,693	43,861	48,202	51,553	56,706	62,378
9	34,037	37,398	41,095	44,294	48,678	52,067	57,274	63,001
10	34,376	37,766	41,502	44,732	49,163	52,588	57,845	63,631
11	34,716	38,140	41,913	45,178	49,648	53,114	58,425	64,266
12	35,056	38,517	42,329	45,624	50,139	53,645	59,008	64,910
13	35,401	38,898	42,746	46,077	50,638	54,180	59,599	65,560
14	35,752	39,281	43,169	46,533	51,140	54,724	60,194	66,216
15	36,107	39,671	43,597	46,992	51,646	55,274	60,796	66,879
16	36,463	40,061	44,029	47,458	52,160	55,825	61,403	67,547
17	36,823	40,461	44,464	47,928	52,676	56,381	62,018	68,221
18	37,187	40,858	44,905	48,403	53,198	56,947	62,638	68,905
19	37,556	41,264	45,349	48,884	53,727	57,514	63,264	69,594
20	37,925	41,673	45,798	49,369	54,261	58,090	63,897	70,291
21	38,299	42,085	46,252	49,858	54,800	58,673	64,536	70,993
22	38,677	42,501	46,711	50,354	55,344	59,258	65,181	71,701
23	39,061	42,921	47,174	50,851	55,891	59,852	65,832	72,416
24	39,447	43,347	47,642	51,354	56,447	60,449	66,491	73,140
25	39,836	43,775	48,112	51,867	57,005	61,054	67,155	73,874
26	40,232	44,212	48,589	52,380	57,570	61,665	67,828	74,612
27	40,629	44,646	49,069	52,898	58,144	62,281	68,504	75,359
28	41,032	45,089	49,558	53,425	58,720	62,903	69,190	76,115

*\$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 FY2022-2023**

PLEASE NOTE: Step does not equal years of service

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	59,599	62,584	68,839	75,726	83,298	85,744	92,937
1	60,196	63,208	69,528	76,484	84,132	86,600	93,867
2	60,799	63,841	70,223	77,246	84,972	87,466	94,807
3	61,405	64,481	70,923	78,020	85,824	88,341	95,755
4	62,020	65,126	71,635	78,799	86,681	89,223	96,710
5	62,640	65,776	72,352	79,589	87,545	90,117	97,680
6	63,265	66,434	73,075	80,383	88,423	91,017	98,655
7	63,900	67,098	73,806	81,186	89,307	91,930	99,642
8	64,540	67,767	74,543	82,000	90,198	92,849	100,640
9	65,184	68,446	75,288	82,820	91,103	93,776	101,645
10	65,837	69,132	76,043	83,647	92,012	94,716	102,662
11	66,492	69,819	76,801	84,484	92,933	95,662	103,688
12	67,159	70,519	77,570	85,328	93,862	96,618	104,725
13	67,829	71,226	78,347	86,183	94,801	97,582	105,773
14	68,509	71,937	79,128	87,044	95,750	98,559	106,829
15	69,194	72,658	79,920	87,914	96,706	99,546	107,899
16	69,885	73,384	80,720	88,797	97,675	100,542	108,977
17	70,587	74,117	81,528	89,682	98,649	101,546	110,067
18	71,290	74,860	82,344	90,577	99,637	102,563	111,168
19	72,004	75,609	83,167	91,485	100,635	103,586	112,280
20	72,723	76,364	83,997	92,401	101,639	104,623	113,404
21	73,452	77,129	84,838	93,324	102,658	105,668	114,537
22	74,186	77,898	85,685	94,256	103,683	106,725	115,683
23	74,928	78,676	86,543	95,199	104,720	107,794	116,839
24	75,675	79,466	87,408	96,152	105,767	108,872	118,008
25	76,434	80,258	88,283	97,113	106,825	109,958	119,188
26	77,196	81,063	89,166	98,081	107,893	111,062	120,377
27	77,970	81,872	90,056	99,063	108,971	112,169	121,585
28	78,749	82,691	90,957	100,053	110,061	113,291	122,799

*\$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 FY2022-2023**

PLEASE NOTE: Step does not equal years of service

<b>Step</b>	<b>Licensed Practical Nurse</b>	<b>AA or AS Degree Registered Nurse / Nurse Supervisor</b>	<b>Bachelor's Registered Nurse / Nurse Supervisor</b>	<b>Master's Registered Nurse / Nurse Supervisor</b>
1	17.68	22.91	27.16	29.55
2	17.90	23.13	27.41	29.84
3	18.30	23.60	27.82	30.29
4	18.70	24.07	28.41	30.76
5	19.11	24.54	28.71	31.21
6	19.53	25.03	29.07	31.67
7	19.97	25.53	29.54	32.14
8	20.41	26.08	29.96	32.63
9	20.86	26.59	30.42	33.11
10	21.32	27.12	30.89	33.60
11	21.79	27.65	31.34	34.12
12	22.28	28.22	31.81	34.65
13	22.78	28.77	32.31	35.23
14	23.30	29.36	32.86	35.76
15	23.79	29.94	33.44	36.37
16	24.34	30.49	34.04	37.03
17	24.77			

## TECHNICAL SUPPORT PERSONNEL

### Hourly Rates FOR FY2022-2023

PLEASE NOTE: Step does not equal years of service

Step	Deaf Interpreter Basic	Deaf Interpreter Apprentice	Deaf Interpreter Provisional	Deaf Interpreter Provisional +36	Deaf Interpreter Proficient	School Guardian	Head Custodian
1	15.00	16.80	19.17	19.87	21.28	21.05	15.60
2	15.00	17.06	19.44	20.38	21.83	21.26	15.76
3	15.00	17.58	20.02	20.96	22.47	21.70	16.08
4	15.00	18.10	20.63	21.59	23.14	22.12	16.40
5	15.00	18.64	21.23	22.25	23.84		16.73
6	15.00	19.20	21.41	22.49	24.08		17.06
7	15.00	19.60	21.89	22.94	24.55		17.40
8	15.00	19.98	22.33	23.41	25.05		17.75
9	15.00	20.38	22.76	23.85	25.52		18.10
10	15.00	20.79	23.23	24.31	26.07		18.46
11	15.00	21.26	23.76	24.87	26.67		18.83
12	15.44	21.69	24.18	25.31	27.15		19.21
13							19.59
14							19.98
15							20.38

**EXTENDED DAY PERSONNEL**

Hourly Rates for FY2022-2023

PLEASE NOTE: Step does not equal years of service

***EDEP Facilitator  
BTB Site Leads***

***EDEP Facilitator on Assignment***

***EDEP Group Leader  
BTB Assistant***

Step	Non-Certificated	Certificated
1	16.86	18.55
2	17.03	18.74
3	17.20	18.93
4	17.37	19.12
5	17.54	19.31
6	17.72	19.50
7	17.90	19.70
8	18.08	19.90
9	18.26	20.10
10	18.44	20.30
11	18.62	20.50
12	18.81	20.71
13	19.00	20.92
14	19.19	21.13
15	19.38	21.34
16	19.57	21.55
17	19.77	21.77

Step	Non-Certificated	Certificated
1	15.00	15.00
2	15.00	15.00
3	15.00	15.00
4	15.00	15.00
5	15.00	15.00
6	15.00	15.00
7	15.00	15.00
8	15.00	15.00
9	15.00	15.22
10	15.00	15.60
11	15.00	15.99
12	15.00	16.39
13	15.00	16.80
14	15.43	17.22
15	15.89	17.74
16	16.21	18.18
17	16.53	18.63

Step	Non-Certificated	Certificated
1	15.00	15.00
2	15.00	15.00
3	15.00	15.00
4	15.00	15.00
5	15.00	15.00
6	15.00	15.00
7	15.00	15.00
8	15.00	15.00
9	15.00	15.00
10	15.00	15.00
11	15.00	15.00
12	15.00	15.00
13	15.00	15.00
14	15.00	15.33
15	15.00	15.79
16	15.00	16.26
17	15.09	16.59

**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 FY2022-2023

Step	Office Specialist I	Office Specialist II	Office Specialist III
0	15.00	15.00	15.00
1	15.00	15.00	15.00
2	15.00	15.00	15.09
3	15.00	15.00	15.39
4	15.00	15.00	15.70
5	15.00	15.00	16.01
6	15.00	15.00	16.33
7	15.00	15.00	16.66
8	15.00	15.00	16.99
9	15.00	15.00	17.33
10	15.00	15.00	17.68
11	15.00	15.23	18.03
12	15.22	15.54	18.39
13	15.52	15.85	18.76
14	15.83	16.16	19.13
15	16.15	16.49	19.52
16	16.47	16.82	19.91
17	16.80	17.15	20.30
18	17.14	17.50	20.71
19	17.48	17.85	21.12
20	17.83	18.20	21.55
21	18.19	18.57	21.98
22	18.55	18.94	22.42
23	18.92	19.32	22.87
24	19.30	19.70	23.32
25	19.69	20.10	23.79
26	20.08	20.50	24.26
27	20.48	20.91	24.75
28	20.89	21.33	25.24
29	21.31	21.75	25.75
30	21.74	22.19	26.26
31	22.17	22.63	26.79
32	22.61	23.09	27.33
33	23.07	23.55	27.87
34	23.53	24.02	28.43
35	24.00	24.50	29.00
36	24.48	24.99	29.58
37	24.97	25.49	30.17
38	25.47	26.00	30.77
39	25.98	26.52	31.39
40	26.50	27.05	32.02

**FY23 VUE - PARAPROFESSIONAL SALARY SCHEDULE**  
Hourly Rates for FY2022-2023

Step	Paraprofessional with NO CDA						Paraprofessional With CDA					
	Para 2	Para 3	Para 4	Para 2 HQ	Para 3 HQ	Para 4 HQ	Para 2	Para 3	Para 4	Para 2 HQ	Para 3 HQ	Para 4 HQ
0	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00
1	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00
2	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00
3	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.07
4	15.00	15.00	15.00	15.00	15.00	15.15	15.00	15.00	15.00	15.00	15.10	15.37
5	15.00	15.00	15.00	15.00	15.18	15.46	15.00	15.00	15.00	15.13	15.40	15.68
6	15.00	15.00	15.00	15.20	15.48	15.77	15.00	15.00	15.00	15.43	15.71	15.99
7	15.00	15.00	15.00	15.51	15.79	16.08	15.00	15.00	15.16	15.74	16.02	16.31
8	15.00	15.00	15.23	15.82	16.11	16.40	15.00	15.00	15.47	16.05	16.34	16.64
9	15.00	15.00	15.54	16.13	16.43	16.73	15.00	15.18	15.78	16.37	16.67	16.97
10	15.00	15.24	15.85	16.46	16.76	17.07	15.00	15.48	16.09	16.70	17.00	17.31
11	15.00	15.54	16.16	16.79	17.10	17.41	15.17	15.79	16.41	17.03	17.35	17.66
12	15.22	15.85	16.49	17.12	17.44	17.76	15.47	16.11	16.74	17.37	17.69	18.01
13	15.52	16.17	16.82	17.46	17.79	18.11	15.78	16.43	17.08	17.72	18.05	18.37
14	15.83	16.49	17.15	17.81	18.14	18.47	16.10	16.76	17.42	18.08	18.41	18.74
15	16.15	16.82	17.50	18.17	18.51	18.84	16.42	17.09	17.77	18.44	18.77	19.11
16	16.47	17.16	17.85	18.53	18.88	19.22	16.75	17.43	18.12	18.81	19.15	19.49
17	16.80	17.50	18.20	18.90	19.25	19.60	17.08	17.78	18.48	19.18	19.53	19.88
18	17.14	17.85	18.57	19.28	19.64	20.00	17.42	18.14	18.85	19.57	19.92	20.28
19	17.48	18.21	18.94	19.67	20.03	20.40	17.77	18.5	19.23	19.96	20.32	20.69
20	17.83	18.57	19.32	20.06	20.43	20.80	18.13	18.87	19.61	20.36	20.73	21.10
21	18.19	18.95	19.70	20.46	20.84	21.22	18.49	19.25	20.01	20.76	21.14	21.52
22	18.55	19.32	20.10	20.87	21.26	21.64	18.86	19.63	20.41	21.18	21.57	21.95
23	18.92	19.71	20.50	21.29	21.68	22.08	19.24	20.03	20.82	21.60	22.00	22.39
24	19.30	20.11	20.91	21.71	22.12	22.52	19.62	20.43	21.23	22.04	22.44	22.84
25	19.69	20.51	21.33	22.15	22.56	22.97	20.02	20.84	21.66	22.48	22.89	23.30
26	20.08	20.92	21.75	22.59	23.01	23.43	20.42	21.25	22.09	22.93	23.34	23.76
27	20.48	21.34	22.19	23.04	23.47	23.90	20.82	21.68	22.53	23.38	23.81	24.24
28	20.89	21.76	22.63	23.50	23.94	24.37	21.24	22.11	22.98	23.85	24.29	24.72
29	21.31	22.20	23.09	23.97	24.42	24.86	21.67	22.55	23.44	24.33	24.77	25.22
30	21.74	22.64	23.55	24.45	24.91	25.36	22.10	23.00	23.91	24.82	25.27	25.72
31	22.17	23.09	24.02	24.94	25.40	25.87	22.54	23.46	24.39	25.31	25.77	26.24
32	22.61	23.56	24.50	25.44	25.91	26.38	22.99	23.93	24.88	25.82	26.29	26.76
33	23.07	24.03	24.99	25.95	26.43	26.91	23.45	24.41	25.37	26.33	26.82	27.30
34	23.53	24.51	25.49	26.47	26.96	27.45	23.92	24.90	25.88	26.86	27.35	27.84
35	24.00	25.00	26.00	27.00	27.50	28.00	24.40	25.40	26.40	27.40	27.90	28.40
36	24.48	25.50	26.52	27.54	28.05	28.56	24.89	25.91	26.93	27.95	28.46	28.97
37	24.97	26.01	27.05	28.09	28.61	29.13	25.38	26.42	27.47	28.51	29.03	29.55
38	25.47	26.53	27.59	28.65	29.18	29.71	25.89	26.95	28.01	29.08	29.61	30.14
39	25.98	27.06	28.14	29.22	29.77	30.31	26.41	27.49	28.57	29.66	30.20	30.74
40	26.50	27.60	28.70	29.81	30.36	30.91	26.94	28.04	29.15	30.25	30.80	31.35

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

## FY23 VUE SUPPORT – LONGEVITY COMPENSATION

VCS EXPERIENCE	RATE
11-14 YEARS	\$100
15-19-YEARS	\$200
20-24 YEARS	\$300
25 + YEARS	\$400

For the 2022-2023 school year, longevity supplements shall be paid to individuals with years of VCS service outlined above.

**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES**

**Hourly Rates for FY2022-2023**

PLEASE NOTE: Step does not equal years of service

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Dining Rm Aide 1	Dining Rm Aide 2
1	15.00	15.00	15.00	15.00	15.84	18.47	15.00	12.00	15.00	15.00
2	15.00	15.00	15.00	15.00	16.12	18.82	15.00	15.00	15.00	15.00
3	15.00	15.03	15.00	15.00	16.41	19.16	15.00	15.00	15.00	15.00
4	15.00	15.30	15.00	15.01	16.72	19.51	15.00	15.00	15.00	15.00
5	15.00	15.57	15.00	15.28	17.02	19.87	15.00	15.00	15.00	15.00
6	15.00	15.86	15.00	15.55	17.33	20.23	15.00	15.00	15.00	15.00
7	15.00	16.14	15.00	15.83	17.65	20.61	15.00	15.00	15.00	15.00
8	15.00	16.43	15.00	16.12	17.96	20.99	15.23	15.00	15.00	15.00
9	15.00	16.73	15.00	16.41	18.30	21.39	15.51	15.00	15.00	15.00
10	15.00	17.03	15.00	16.71	18.63	21.78	15.79	15.01	15.00	15.00
11	15.00	17.35	14.97	17.01	18.98	22.19	16.07	15.27	15.00	15.00
12	15.00	17.66	15.23	17.33	19.32	22.60	16.36	15.54	15.00	15.00
13	15.00	17.98	15.50	17.64	19.69	23.02	16.67	15.83	15.00	15.00
14	15.00	18.32	15.79	17.96	20.04	23.46	16.96	16.11	15.00	15.00
15	15.02	18.65	16.07	18.29	20.42	23.89	17.28	16.40	15.00	15.00
16	15.29	19.00	16.36	18.62	20.79	24.34	17.59	16.71	15.00	15.00
17	15.56	19.34	16.66	18.97	21.18	24.79	17.91	17.01	15.00	15.20
18	15.85	19.71	16.96	19.32	21.57	25.26	18.24	17.32	15.00	15.47
19	16.13	20.06	17.28	19.68	21.98	25.74	18.57	17.63	15.03	15.76
20	16.42	20.44	17.59	20.04	22.38	26.22	18.92	17.95	15.30	16.04
21	16.72	20.81	17.91	20.41	22.81	26.72	19.26	18.29	15.57	16.33
22	17.02	21.21	18.24	20.79	23.23	27.23	19.62	18.62	15.86	16.63
23	17.34	21.59	18.57	21.18	23.67	27.74	19.98	18.97	16.14	16.93
24	17.65	22.00	18.92	21.57	24.10	28.26	20.36	19.31	16.43	17.23
25	17.97	22.41	19.26	21.97	24.56	28.80	20.73	19.67	16.74	17.55
26	18.31	22.83	19.62	22.38	25.02	29.34	21.12	20.03	17.04	17.87
27	18.64	23.25	19.98	22.80	25.49	29.90	21.51	20.41	17.36	18.20
28	18.99	23.69	20.36	23.22	25.97	30.47	21.91	20.78	17.67	18.53
29	19.33	24.13	20.73	23.66	26.47	31.04	22.31	21.17	17.99	18.88
30	19.69	24.58	21.12	24.09	26.96	31.64	22.73	21.56	18.32	19.22
31	20.05	25.05	21.50	24.55	27.47	32.24	23.15	21.97	18.66	19.58
32	20.43	25.51	21.91	25.02	27.99	32.86	23.59	22.37	19.00	19.94
33	20.80	26.00	22.31	25.48	28.52	33.49	24.03	22.79	19.35	20.30
34	21.19	26.49	22.73	25.96	29.06	34.13	24.48	23.21	19.71	20.68
35	21.58	26.99	23.15	26.46	29.61	34.77	24.95	23.65	20.07	21.06
36	21.99	27.50	23.59	26.95	30.17	35.44	25.41	24.09	20.45	21.46
37	22.39	28.02	24.02	27.46	30.74	36.12	25.89	24.54	20.82	21.86
38	22.82	28.55	24.48	27.97	31.33	36.81	26.37	25.01	21.21	22.26
39	23.24	29.09	24.94	28.51	31.93	37.52	26.87	25.47	21.60	22.68
40	23.68	29.64	25.41	29.05	32.53	38.24	27.38	25.96	22.01	23.10

**Level 1** = Bus Attendant / **Level 2** = Bus Operator, Dispatcher, Equipment Operator, Class A Delivery Person

**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, Mechanic II, Heavy Equipment Operator II

**Level 7** = Warehouse/Freezer Person, Campus Advisor

**Level 8** = Warehouse Technician, Comp Install Technician, Utility Crew, Custodians

**Dining Room Aide 1 / Dining Room Aide 2**

# SCHOOL WAY CAFÉ PERSONNEL

## SWC Assistants

HOURLY RATES FOR FY2022-2023

PLEASE NOTE: Step does not equal years of service

Step	SWC Asst. 1	SWC Asst. 2	SWC Asst. 3/4
01	15.00	15.00	15.00
02	15.00	15.00	15.00
03	15.00	15.00	15.00
04	15.00	15.00	15.00
05	15.00	15.00	15.00
06	15.00	15.00	15.00
07	15.00	15.00	15.00
08	15.00	15.00	15.00
09	15.00	15.00	15.00
10	15.00	15.00	15.00
11	15.00	15.00	15.09
12	15.00	15.00	15.36
13	15.00	15.00	15.63
14	15.00	15.13	15.92
15	15.00	15.40	16.20
16	15.14	15.68	16.50
17	15.41	15.97	16.80
18	15.68	16.25	17.10
19	15.97	16.55	17.42
20	16.26	16.85	17.73
21	16.56	17.15	18.07
22	16.86	17.47	18.39
23	17.16	17.79	18.73
24	17.48	18.12	19.08
25	17.79	18.45	19.42
26	18.13	18.79	19.79
27	18.45	19.13	20.15
28	18.80	19.48	20.53
29	19.14	19.85	20.90
30	19.49	20.21	21.29
31	19.85	20.59	21.68
32	20.22	20.96	22.09
33	20.60	21.36	22.50
34	20.97	21.75	22.92
35	21.37	22.16	23.35
36	21.76	22.57	23.79
37	22.17	22.99	24.24
38	22.58	23.43	24.69
39	23.00	23.86	25.16
40	23.44	24.31	25.62

**Interns:** 6.50 percent above current salary

**2nd Year Interns:** Negotiated raise



## SCHOOL WAY CAFÉ PERSONNEL

### SWC Managers Hourly Rates for FY2022-2023

Step	SWC Managers					
	Elementary 0-399	Elementary 400+	Middle 0-499	Middle 500+	High 0-499	High 500+
01	16.41	17.10	17.77	18.57	18.57	19.13
02	16.70	17.42	18.09	18.92	18.92	19.48
03	17.00	17.73	18.42	19.26	19.26	19.84
04	17.32	18.06	18.75	19.62	19.62	20.21
05	17.63	18.39	19.10	19.98	19.98	20.58
06	17.96	18.72	19.45	20.35	20.35	20.96
07	18.28	19.07	19.81	20.73	20.73	21.36
08	18.63	19.42	20.18	21.12	21.12	21.75
09	18.96	19.78	20.56	21.50	21.50	22.16
10	19.32	20.14	20.93	21.91	21.91	22.56
11	19.67	20.52	21.32	22.31	22.31	22.99
12	20.04	20.90	21.72	22.73	22.73	23.42
13	20.40	21.29	22.13	23.15	23.15	23.86
14	20.79	21.68	22.53	23.59	23.59	24.31
15	21.17	22.09	22.96	24.02	24.02	24.76
16	21.56	22.50	23.39	24.48	24.48	25.23
17	21.96	22.92	23.82	24.94	24.94	25.71
18	22.37	23.34	24.27	25.40	25.40	26.18
19	22.79	23.78	24.72	25.89	25.89	26.68
20	23.22	24.23	25.19	26.37	26.37	27.18
21	23.65	24.68	25.66	26.87	26.87	27.70
22	24.09	25.15	26.15	27.38	27.38	28.22
23	24.55	25.62	26.64	27.89	27.89	28.76
24	25.00	26.10	27.14	28.42	28.42	29.30
25	25.47	26.60	27.66	28.96	28.96	29.86
26	25.96	27.10	28.18	29.50	29.50	30.43
27	26.44	27.61	28.71	30.07	30.07	31.00
28	26.94	28.14	29.26	30.64	30.64	31.59
29	27.45	28.66	29.81	31.23	31.23	32.19
30	27.97	29.21	30.38	31.81	31.81	32.81
31	28.50	29.76	30.95	32.42	32.42	33.44
32	29.04	30.33	31.54	33.04	33.04	34.07
33	29.59	30.90	32.15	33.67	33.67	34.72
34	30.16	31.49	32.76	34.32	34.32	35.39
35	30.72	32.09	33.39	34.98	34.98	36.07
36	31.31	32.71	34.02	35.64	35.64	36.76
37	31.91	33.32	34.67	36.32	36.32	37.46
38	32.52	33.96	35.33	37.02	37.02	38.18
39	33.14	34.61	36.01	37.73	37.73	38.92
40	33.77	35.28	36.70	38.46	38.46	39.67

NOTE: Step does not equal years of service

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

## SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES

FY2022-2023

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	RATES
AVID Tutors	\$15.00
Substitute Teacher without benefits	\$15.00
Retired Volusia Teacher	\$17.50

### SUPPORT SUBSTITUTES

POSITION	RATES
Extended Day Facilitator (Group Leaders only)	\$2.00 above employee's Group Leader rate
Substitute Support Employees	Equal to Step 1 and level for the position category of the absent employee

*All Substitute Personnel are enrolled in an alternative plan to social security except for the School Based Substitute.*

### OTHER NON-CONTRACTED HOURLY RATES

POSITION OR ASSIGNMENT	RATES
Student Workers	\$15.00
Temporary or Part-Time Personnel	\$15.00
Ticket Taker/Gate Sales/Concession	\$15.00
Scorekeeper/Timer/Announcer	\$15.00
Judge/Referee/Umpire /Spotter	\$15.00
Interpreters and Translators	\$20.00
Audio and Video Equipment Technicians	\$20.00
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

#### **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**

<b>In-Service Instructors/Trainers/Facilitators/Participants</b>	
• Trainer rate for after-hours training	\$25.00 per hour of workshop facilitation \$25.00 per hour for planning of workshop (One-time occurrence)
• Design work	\$25.00 per hour. Number of hours must be agreed upon in advance by the designer and the program manager.
• Synchronous Online Course Facilitator	\$50.00 per week plus \$10.00 per course completer
• Asynchronous Online Course Grader	\$8.00 per 10 hours coursework per course completer
• Reading Endorsement	\$25.00 per hour for face-to-face training \$8.00 per 10 hours of course work per course computer
• Optional Workshops for Teachers (as participants)	\$15.00 per hour (if funding is available) plus in-service points
• Mandated Workshops for Teachers <i>Mandatory means consequence for non-attendance</i>	Hourly Rate of Pay plus in-service points
<b>Projects, Grants, Program, and Categorical Participants</b>	
• Instructional	\$25.00 per hour
• PLC's	\$25.00 (after hours)
• Positive Parenting by ESE Teacher	\$15.00 per hour
• Instructional childcare	\$15.00 per hour
• Paraprofessionals providing childcare	Hourly Rate
• Others providing childcare	\$15.00
• Substitute Teacher	Employee's regular substitute teacher pay rate
• Hourly non-exempt employee	Employee's regular hourly rate or Substitute Teacher hourly rate – if qualified
• Coordinator for Continuing Program	\$35.00 per hour
• Extended core instruction/Intervention where student grade is impacted (i.e., before/after school, lunchtime, planning period, weekends, holidays etc.)	Hourly rate of pay
• Tutoring (Active Teachers only)	\$30.00 per hour (before and after school); Hourly rate during the school day
• Tutoring (Teachers on LOA)	Appropriate sub teacher rate
• Tutoring (Non-instructional)	
<b>Overtime</b>	
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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