

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

## COMPENSATION MANUAL

FY2023 – 2024  
(Updated 11/17/2023)



### **SCHOOL BOARD MEMBERS**

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

### **SUPERINTENDENT OF SCHOOLS**

Dr. Carmen Balgobin  
  
DeLand - (386) 734-7190  
Daytona Beach (386) 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	48,670
B	48,670
C	48,670
D	48,670
E	48,670
F	48,670
G	48,670
H	48,670
I	48,670
J	48,670
K	48,670
L	48,670
M	48,670
N	48,670
O	48,670
P	48,670
Q	48,670
R	48,670
S	48,670
T	48,670
U	48,670

Allow one year of service credit, not to exceed twenty-five (25) years, for each good year of service in public K-12 school systems, including public and private institutions of higher learning and private K-12 schools which require state certification based upon a baccalaureate degree as a precondition to employment, and the teacher will have held such certificate at the time of service. Individuals who verify more than twenty (20) years of experience will be placed on the Tier for twenty (20) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over twenty (20) 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

\*years experience will coincide with experience credit for salary purposes as it is applied to the regular assignment.

**ANNUAL CONTRACT**

**INSTRUCTIONAL**

**216-DAY SCHEDULE**

PERFORMANCE PAY

<b>Salary Tier</b>	<b>Annual</b>
A	53,637
B	53,637
C	53,637
D	53,637
E	53,637
F	53,637
G	53,637
H	53,637
I	53,637
J	53,637
K	53,637
L	53,637
M	53,637
N	53,637
O	53,637
P	53,637
Q	53,637
R	53,637
S	53,637
T	53,637
U	53,637

Allow one year of service credit, not to exceed twenty-five (25) years, for each good year of service in public K-12 school systems, including public and private institutions of higher learning and private K-12 schools which require state certification based upon a baccalaureate degree as a precondition to employment, and the teacher will have held such certificate at the time of service. Individuals who verify more than twenty (20) years of experience will be placed on the Tier for twenty (20) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over twenty (20) years added to his/her base salary.

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



**ANNUAL CONTRACT**  
**INSTRUCTIONAL**  
 256-DAY SCHEDULE

PERFORMANCE PAY

Salary Tier	Annual
A	63,570
B	63,570
C	63,570
D	63,570
E	63,570
F	63,570
G	63,570
H	63,570
I	63,570
J	63,570
K	63,570
L	63,570
M	63,570
N	63,570
O	63,570
P	63,570
Q	63,570
R	63,570
S	63,570
T	63,570
U	63,570

Allow one year of service credit, not to exceed twenty-five (25) years, for each good year of service in public K-12 school systems, including public and private institutions of higher learning and private K-12 schools which require state certification based upon a baccalaureate degree as a precondition to employment, and the teacher will have held such certificate at the time of service. Individuals who verify more than twenty (20) years of experience will be placed on the Tier for twenty (20) years of experience on the salary schedule and receive a flat rate of \$300 for each year of verified experience over twenty (20) years added to his/her base salary.

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

## Salary Stipend Information - 2023-2024 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	\$48,103.00
Average Board Contribution for Health & Dental	6,780.00
Board Contribution for Life Insurance Coverage of 1x annual salary	47.00
Board Contribution for Florida Retirement System	5,729.07
Board Contribution for Social Security	2,982.39
Board Contribution for Medicare	697.49
10-Days of leave per year	2,454.24
<b>Total Salary plus Benefits</b>	<b>\$66,793.19</b>

**COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS**

**FY2023-2024 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		

**COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS**

**FY2023-20243 Teacher Supplements**

<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.

**FY2023-2024 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:

### **CATEGORY A**

Basketball

Football

### **CATEGORY B**

Baseball

Soccer

Softball

Track

Volleyball

Wrestling

### **CATEGORY C**

All other approved sports

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

FY2023-2024 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

<b>Principals (250-Days)</b>						
	<b>Elementary</b>		<b>Middle</b>		<b>High</b>	
<b>Tier</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
A	84,333	97,787	89,094	102,548	97,206	110,660
B	85,122	98,575	89,930	103,383	98,126	111,579
C	85,920	99,373	90,780	104,233	99,052	112,506
D	86,727	100,180	91,631	105,085	99,990	113,443
E	87,540	100,993	92,494	105,948	100,935	114,389
F	88,362	101,815	93,366	106,819	101,891	115,344
G	89,191	102,644	94,245	107,698	102,857	116,310
H	90,029	103,483	95,134	108,587	103,831	117,284
I	90,874	104,327	96,031	109,484	104,817	118,270
J	91,731	105,184	96,938	110,391	105,811	119,264
K	92,595	106,048	97,853	111,306	106,814	120,267
L	93,466	106,919	98,779	112,232	107,828	121,282
M	94,346	107,799	99,713	113,167	108,853	122,307
N	95,237	108,691	100,656	114,110	109,890	123,343
O	96,136	109,589	101,607	115,060	110,934	124,387
P	97,043	110,497	102,573	116,026	111,990	125,443
Q	97,960	111,413	103,542	116,995	113,055	126,508
R	98,884	112,338	104,524	117,977	114,132	127,585
S	99,820	113,273	105,516	118,969	115,221	128,674
T	100,766	114,219	106,518	119,972	116,317	129,771
U	101,719	115,173	107,528	120,981	117,429	130,882
V	102,683	116,136	108,552	122,005	118,549	132,002
W	103,654	117,107	109,582	123,035	119,680	133,134
X	104,638	118,091	110,624	124,077	120,823	134,277
Y	105,632	119,085	111,676	125,130	121,977	135,431
Z	106,633	120,087	112,740	126,193	123,143	136,596
AA	107,646	121,099	113,813	127,267	124,321	137,774
AB	108,669	122,122	114,898	128,351	125,510	138,963
AC	109,700	123,153	115,993	129,446	126,712	140,165

***\$2,000 supplement available for Specialist degree and \$4,000 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**

FY2023-2024 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (255-Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	86,021	99,745	90,878	104,601	99,152	112,875
B	86,825	100,548	91,730	105,453	100,090	113,813
C	87,640	101,363	92,596	106,319	101,035	114,758
D	88,462	102,185	93,465	107,188	101,991	115,714
E	89,291	103,015	94,345	108,069	102,955	116,679
F	90,130	103,853	95,234	108,958	103,929	117,653
G	90,975	104,699	96,131	110,834	104,915	118,639
H	91,831	105,555	97,037	110,760	105,908	119,632
I	92,692	106,416	97,952	111,676	106,914	120,637
J	93,566	107,290	98,878	112,601	107,929	121,652
K	94,448	108,171	99,811	113,534	108,951	122,674
L	95,337	109,060	100,755	114,478	109,986	123,709
M	96,233	109,957	101,709	115,432	111,031	124,755
N	97,143	110,866	102,670	116,394	112,088	125,812
O	98,060	111,783	103,640	117,364	113,154	126,878
P	98,986	112,709	104,625	118,349	114,230	127,954
Q	99,919	113,643	105,613	119,337	115,317	129,040
R	100,863	114,587	106,616	120,339	116,416	130,139
S	101,818	115,541	107,627	121,351	117,526	131,249
T	102,782	116,506	108,649	122,373	118,645	132,369
U	103,755	117,478	109,679	123,403	119,778	133,501
V	104,738	118,461	110,724	124,447	120,921	134,644
W	105,728	119,451	111,775	125,498	122,075	135,798
X	106,732	120,455	112,837	126,561	123,241	136,965
Y	107,745	121,469	113,911	127,634	124,418	138,141
Z	108,767	122,491	114,996	128,720	125,607	139,330
AA	109,799	123,523	116,091	129,814	126,808	140,532
AB	110,843	124,566	117,197	130,920	128,021	141,744
AC	111,895	125,619	118,313	132,036	129,248	142,971

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2023-2024 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	62,438	73,846	63,549	74,957	68,110	79,518
B	63,016	74,461	64,140	75,548	68,744	80,152
C	63,600	75,008	64,735	76,143	69,384	80,792
D	64,192	75,600	65,336	76,744	70,034	81,442
E	64,787	76,195	65,944	77,352	70,690	82,098
F	65,390	76,798	66,557	77,965	71,351	82,759
G	65,998	77,407	67,177	78,585	72,017	83,425
H	66,612	78,020	67,807	79,215	72,692	84,100
I	67,233	78,641	68,437	79,845	73,376	84,784
J	67,861	79,269	69,075	80,484	74,061	85,469
K	68,494	79,902	69,720	81,128	74,757	86,165
L	69,133	80,541	70,371	81,779	75,458	86,866
M	69,779	81,187	71,030	82,438	76,167	87,576
N	70,427	81,836	71,694	83,102	76,884	88,292
O	71,088	82,496	72,366	83,774	77,608	89,016
P	71,754	83,162	73,043	84,451	78,337	89,745
Q	72,425	83,833	73,728	85,136	79,077	90,486
R	73,104	84,512	74,420	85,828	79,822	91,230
S	73,790	85,199	75,121	86,529	80,574	91,982
T	74,484	85,892	75,825	87,233	81,336	92,744
U	75,181	86,589	76,536	87,945	82,100	93,508
V	75,889	87,297	77,257	88,665	82,877	94,285
W	76,600	88,008	77,983	89,391	83,660	95,068
X	77,322	88,730	78,719	90,127	84,452	95,860
Y	78,049	89,457	79,463	90,871	85,249	96,657
Z	78,784	90,192	80,209	91,617	86,056	97,464
AA	79,525	90,933	80,967	92,375	86,873	98,281
AB	80,277	91,685	81,730	93,138	87,693	99,101
AC	81,033	92,441	82,503	93,911	88,526	99,934

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2023-2024 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	69,911	83,364	71,147	84,900	76,232	89,685
B	70,554	84,008	71,805	85,258	76,939	90,392
C	71,205	84,658	72,469	85,922	77,655	91,109
D	71,863	85,316	73,141	86,595	78,378	91,831
E	72,528	85,982	73,818	87,271	79,109	92,562
F	73,201	86,654	74,503	87,956	79,845	93,298
G	73,879	87,333	75,194	88,648	80,589	94,042
H	74,563	88,016	75,891	89,345	81,342	94,796
I	75,256	88,709	76,597	90,050	82,102	95,555
J	75,953	89,406	77,310	90,763	82,869	96,322
K	76,660	90,113	78,029	91,482	83,645	97,098
L	77,374	90,827	78,753	92,207	84,428	97,881
M	78,092	91,545	79,489	92,942	85,217	98,670
N	78,819	92,272	80,230	93,684	86,015	99,469
O	79,555	93,008	80,979	94,432	86,821	100,274
P	80,296	93,749	81,735	95,188	87,637	101,090
Q	81,047	94,500	82,497	95,950	88,460	101,913
R	81,803	95,256	83,269	96,723	89,291	102,745
S	82,567	96,021	84,048	97,502	90,130	103,583
T	83,337	96,790	84,835	98,288	90,977	104,431
U	84,118	97,571	85,629	99,082	91,833	105,287
V	84,905	98,359	86,430	99,884	92,698	106,152
W	85,702	99,155	87,243	100,697	93,571	107,024
X	86,503	99,957	88,062	101,516	94,452	107,905
Y	87,315	100,768	88,887	102,341	95,344	108,797
Z	88,133	101,586	89,724	103,177	96,243	109,696
AA	88,962	102,416	90,567	104,021	97,152	110,605
AB	89,799	103,252	91,418	104,871	98,068	111,522
AC	90,641	104,094	92,278	105,731	98,996	112,449

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY2023-2024 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	71,310	85,033	72,570	86,294	77,758	91,481
B	71,967	85,690	73,242	86,965	78,478	92,202
C	72,630	86,353	73,919	87,643	79,209	92,933
D	73,301	87,025	74,605	88,328	79,946	93,670
E	73,980	87,703	75,295	89,018	80,692	94,416
F	74,665	88,389	75,994	89,717	81,443	95,166
G	75,358	89,082	76,699	90,422	82,202	95,926
H	76,055	89,779	77,410	91,134	82,970	96,693
I	76,762	90,485	78,130	91,853	83,745	97,468
J	77,473	91,196	78,858	92,581	84,527	98,250
K	78,195	91,918	79,591	93,314	85,318	99,042
L	78,922	92,646	80,330	94,053	86,117	99,840
M	79,655	93,379	81,080	94,803	86,922	100,646
N	80,396	94,120	81,836	95,560	87,736	101,460
O	81,147	94,870	82,599	96,322	88,558	102,282
P	81,903	95,626	83,371	97,094	89,391	103,114
Q	82,669	96,392	84,148	97,871	90,230	103,953
R	83,439	97,163	84,936	98,659	91,078	104,801
S	84,219	97,943	85,730	99,454	91,934	105,657
T	85,005	98,728	86,532	100,255	92,798	106,521
U	85,801	99,524	87,343	101,066	93,671	107,394
V	86,605	100,328	88,161	101,884	94,554	108,277
W	87,416	101,140	88,989	102,712	95,443	109,167
X	88,234	101,958	89,824	103,548	96,342	110,066
Y	89,063	102,786	90,666	104,389	97,251	110,975
Z	89,897	103,620	91,520	105,243	98,169	111,892
AA	90,743	104,466	92,379	106,103	99,096	112,820
AB	91,595	105,319	93,248	106,971	100,031	113,755
AC	92,455	106,179	94,125	107,848	100,977	114,701

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

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**DISTRICT LEVEL PLACEMENT**  
**12-MONTH (260-DAY) ANNUAL SALARY**  
**FY2023-2024**

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	40,127	44,082	48,433	52,191	57,347	61,253	67,380	74,120
1	40,525	44,517	48,908	52,706	57,914	61,867	68,053	74,860
2	40,924	44,955	49,393	53,227	58,487	62,490	68,733	75,610
3	41,328	45,399	49,882	53,754	59,068	63,111	69,419	76,365
4	41,734	45,847	50,375	54,285	59,653	63,741	70,115	77,126
5	42,147	46,298	50,871	54,821	60,242	64,382	70,814	77,898
6	42,563	46,757	51,377	55,364	60,838	65,025	71,522	78,678
7	42,981	47,217	51,884	55,912	61,442	65,674	72,239	79,467
8	43,403	47,685	52,398	56,467	62,052	66,331	72,960	80,261
9	43,830	48,154	52,914	57,027	62,666	66,992	73,690	81,062
10	44,266	48,631	53,439	57,589	63,287	67,664	74,426	81,874
11	44,701	49,111	53,967	58,161	63,913	68,340	75,173	82,689
12	45,142	49,598	54,500	58,736	64,547	69,024	75,923	83,520
13	45,590	50,090	55,039	59,316	65,188	69,714	76,683	84,353
14	46,038	50,578	55,583	59,904	65,832	70,411	77,448	85,197
15	46,494	51,081	56,132	60,498	66,483	71,117	78,222	86,050
16	46,952	51,584	56,690	61,096	67,144	71,828	79,007	86,910
17	47,418	52,096	57,250	61,702	67,808	72,543	79,798	87,779
18	47,882	52,608	57,816	62,312	68,481	73,270	80,594	88,657
19	48,358	53,131	58,388	62,930	69,158	74,004	81,401	89,544
20	48,834	53,658	58,968	63,555	69,847	74,744	82,216	90,439
21	49,317	54,185	59,550	64,182	70,539	75,488	83,036	91,344
22	49,804	54,726	60,138	64,819	71,240	76,249	83,866	92,256
23	50,295	55,264	60,737	65,464	71,945	77,008	84,705	93,180
24	50,790	55,812	61,335	66,112	72,658	77,779	85,554	94,110
25	51,294	56,364	61,944	66,767	73,381	78,556	86,409	95,052
26	51,802	56,920	62,559	67,429	74,107	79,344	87,274	96,002
27	52,315	57,486	63,178	68,095	74,843	80,135	88,145	96,964
28	52,828	58,055	63,803	68,771	75,586	80,936	89,025	97,932

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**DISTRICT LEVEL PLACEMENT**  
**12-MONTH (255-DAYS) ANNUAL SALARY**  
**FY2023-2024**

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	39,355	43,234	47,502	51,187	56,244	60,075	66,084	72,695
1	39,746	43,661	47,967	51,692	56,800	60,677	66,744	73,420
2	40,137	44,090	48,443	52,203	57,362	61,288	67,411	74,156
3	40,533	44,526	48,923	52,720	57,932	61,897	68,084	74,896
4	40,931	44,965	49,406	53,241	58,506	62,515	68,767	75,643
5	41,336	45,408	49,893	53,767	59,084	63,144	69,452	76,400
6	41,744	45,858	50,389	54,299	59,668	63,775	70,147	77,165
7	42,154	46,309	50,886	54,837	60,260	64,411	70,850	77,939
8	42,568	46,768	51,390	55,381	60,859	65,055	71,557	78,718
9	42,987	47,228	51,896	55,930	61,461	65,704	72,273	79,503
10	43,415	47,696	52,411	56,482	62,070	66,363	72,995	80,300
11	43,841	48,167	52,929	57,043	62,684	67,026	73,727	81,099
12	44,274	48,644	53,452	57,606	63,306	67,697	74,463	81,914
13	44,713	49,127	53,981	58,175	63,934	68,373	75,208	82,731
14	45,153	49,605	54,514	58,752	64,566	69,057	75,959	83,559
15	45,600	50,099	55,053	59,335	65,204	69,749	76,718	84,395
16	46,049	50,592	55,600	59,921	65,853	70,447	77,488	85,239
17	46,506	51,094	56,149	60,515	66,504	71,148	78,263	86,091
18	46,961	51,596	56,704	61,114	67,164	71,861	79,044	86,952
19	47,428	52,109	57,265	61,720	67,828	72,581	79,836	87,822
20	47,895	52,626	57,834	62,333	68,504	73,307	80,635	88,700
21	48,369	53,143	58,405	62,948	69,182	74,036	81,439	89,587
22	48,846	53,674	58,982	63,572	69,870	74,783	82,253	90,482
23	49,328	54,201	59,569	64,205	70,561	75,527	83,076	91,388
24	49,813	54,739	60,155	64,841	71,261	76,283	83,909	92,300
25	50,308	55,280	60,753	65,483	71,970	77,045	84,747	93,224
26	50,806	55,825	61,356	66,132	72,682	77,818	85,596	94,156
27	51,309	56,381	61,963	66,785	73,404	78,594	86,450	95,099
28	51,812	56,939	62,576	67,448	74,132	79,380	87,313	96,049

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**District Level Placement**  
**12-MONTH (255-DAYS) ANNUAL SALARY**  
**FY2023-2024**

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	75,211	78,974	86,872	95,561	105,116	108,204	117,281	129,011	141,911
1	75,962	79,767	87,743	96,516	106,169	109,287	118,455	130,300	143,329
2	76,725	80,563	88,617	97,481	107,230	110,377	119,640	131,603	144,764
3	77,490	81,371	89,504	98,458	108,302	111,482	120,838	132,921	146,213
4	78,266	82,183	90,398	99,442	109,386	112,597	122,046	134,250	147,674
5	79,047	83,005	91,303	100,434	110,479	113,724	123,263	135,589	149,148
6	79,841	83,836	92,216	101,440	111,585	114,858	124,496	136,947	150,641
7	80,635	84,675	93,141	102,455	112,699	116,007	125,743	138,319	152,149
8	81,444	85,519	94,070	103,479	113,828	117,170	127,003	139,703	153,673
9	82,259	86,377	95,011	104,514	114,968	118,340	128,271	141,097	155,209
10	83,080	87,239	95,961	105,559	116,115	119,524	129,554	142,509	156,761
11	83,913	88,112	96,918	106,614	117,276	120,719	130,850	143,936	158,330
12	84,751	88,992	97,889	107,679	118,448	121,925	132,157	145,373	159,910
13	85,598	89,882	98,868	108,756	119,633	123,145	133,479	146,827	161,509
14	86,454	90,781	99,858	109,843	120,831	124,377	134,813	148,294	163,124
15	87,318	91,690	100,854	110,943	122,040	125,620	136,163	149,781	164,758
16	88,191	92,605	101,862	112,053	123,259	126,878	137,524	151,276	166,404
17	89,074	93,531	102,881	113,174	124,490	128,147	138,901	152,792	168,070
18	89,964	94,467	103,913	114,304	125,738	129,426	140,285	154,313	169,744
19	90,865	95,411	104,949	115,448	126,995	130,723	141,690	155,860	171,446
20	91,772	96,365	106,000	116,602	128,265	132,030	143,107	157,418	173,160
21	92,692	97,333	107,058	117,768	129,547	133,349	144,538	158,993	174,892
22	93,619	98,302	108,131	118,946	130,844	134,682	145,984	160,583	176,640
23	94,554	99,288	109,211	120,136	132,150	136,030	147,444	162,188	178,407
24	95,498	100,280	110,305	121,337	133,471	137,389	148,919	163,810	180,192
25	96,455	101,281	111,407	122,550	134,807	138,761	150,407	165,448	181,993
26	97,419	102,295	112,522	123,774	136,153	140,150	151,913	167,103	183,814
27	98,394	103,316	113,645	125,016	137,515	141,552	153,431	168,774	185,652
28	99,377	104,349	114,782	126,264	138,892	142,969	154,965	170,462	187,508

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***



**District Level Placement**  
**12-MONTH (250-DAYS) ANNUAL SALARY**  
**FY2023-2024**

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	38,583	42,386	46,571	50,183	55,141	58,897	64,788	71,270
1	38,967	42,805	47,026	50,678	55,686	59,487	65,435	71,980
2	39,350	43,225	47,493	51,179	56,237	60,086	66,089	72,702
3	39,738	43,653	47,964	51,686	56,796	60,683	66,749	73,427
4	40,128	44,083	48,437	52,197	57,359	61,289	67,419	74,160
5	40,525	44,518	48,915	52,713	57,925	61,906	68,090	74,902
6	40,925	44,959	49,401	53,234	58,498	62,525	68,772	75,652
7	41,327	45,401	49,888	53,762	59,078	63,148	69,461	76,411
8	41,733	45,851	50,382	54,295	59,666	63,779	70,154	77,175
9	42,144	46,302	50,878	54,833	60,256	64,416	70,856	77,944
10	42,564	46,761	51,383	55,375	60,853	65,062	71,564	78,725
11	42,981	47,223	51,891	55,925	61,455	65,712	72,281	79,509
12	43,406	47,690	52,404	56,476	62,065	66,370	73,003	80,308
13	43,836	48,164	52,923	57,034	62,680	67,032	73,733	81,109
14	44,268	48,632	53,445	57,600	63,300	67,703	74,470	81,921
15	44,706	49,117	53,974	58,172	63,925	68,381	75,214	82,740
16	45,146	49,600	54,510	58,746	64,562	69,066	75,969	83,568
17	45,594	50,092	55,048	59,328	65,200	69,753	76,728	84,403
18	46,040	50,584	55,592	59,916	65,847	70,452	77,494	85,247
19	46,498	51,087	56,142	60,510	66,498	71,158	78,271	86,100
20	46,956	51,594	56,700	61,111	67,161	71,870	79,054	86,961
21	47,421	52,101	57,260	61,714	67,825	72,584	79,842	87,830
22	47,888	52,622	57,825	62,325	68,500	73,317	80,640	88,708
23	48,361	53,138	58,401	62,946	69,177	74,046	81,447	89,596
24	48,836	53,666	58,975	63,570	69,864	74,787	82,264	90,490
25	49,322	54,196	59,562	64,199	70,559	75,534	83,085	91,396
26	49,810	54,730	60,153	64,835	71,257	76,292	83,918	92,310
27	50,303	55,275	60,748	65,475	71,965	77,053	84,755	93,234
28	50,796	55,823	61,349	66,125	72,678	77,824	85,601	94,166

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**District Level Placement**  
**12-MONTH (250-DAYS) ANNUAL SALARY**  
**FY2023-2024**

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	73,736	77,425	85,169	93,687	103,055	106,082	114,981	126,481	139,128
1	74,473	78,203	86,023	94,624	104,087	107,144	116,132	127,745	140,519
2	75,221	78,983	86,879	95,570	105,127	108,213	117,294	129,023	141,925
3	75,971	79,775	87,749	96,527	106,178	109,296	118,469	130,315	143,346
4	76,731	80,572	88,625	97,492	107,241	110,389	119,653	131,618	144,778
5	77,497	81,377	89,513	98,465	108,313	111,494	120,846	132,930	146,224
6	78,275	82,192	90,408	99,451	109,397	112,606	122,055	134,262	147,687
7	79,054	83,015	91,315	100,446	110,489	113,732	123,277	135,607	149,166
8	79,847	83,842	92,225	101,450	111,596	114,873	124,513	136,964	150,660
9	80,646	84,683	93,148	102,465	112,714	116,020	125,756	138,330	152,166
10	81,451	85,528	94,079	103,489	113,838	117,180	127,014	139,715	153,687
11	82,268	86,384	95,018	104,524	114,976	118,352	128,284	141,114	155,225
12	83,089	87,247	95,970	105,568	116,125	119,534	129,566	142,523	156,775
13	83,920	88,120	96,929	106,624	117,287	120,730	130,862	143,948	158,342
14	84,759	89,001	97,900	107,689	118,462	121,938	132,170	145,386	159,925
15	85,606	89,892	98,876	108,768	119,647	123,157	133,493	146,844	161,527
16	86,462	90,789	99,865	109,856	120,842	124,390	134,827	148,310	163,141
17	87,327	91,697	100,864	110,955	122,049	125,634	136,177	149,796	164,775
18	88,200	92,615	101,875	112,063	123,273	126,888	137,534	151,287	166,416
19	89,083	93,540	102,891	113,184	124,505	128,160	138,912	152,804	168,084
20	89,973	94,475	103,922	114,316	125,750	129,441	140,301	154,331	169,765
21	90,875	95,425	104,959	115,459	127,007	130,734	141,704	155,875	171,463
22	91,783	96,375	106,011	116,614	128,278	132,041	143,122	157,434	173,176
23	92,700	97,341	107,070	117,780	129,559	133,363	144,553	159,008	174,909
24	93,625	98,314	108,142	118,958	130,854	134,695	145,999	160,598	176,659
25	94,564	99,295	109,223	120,147	132,164	136,040	147,458	162,204	178,425
26	95,509	100,289	110,316	121,347	133,483	137,402	148,934	163,826	180,210
27	96,465	101,290	111,417	122,565	134,819	138,776	150,423	165,465	182,012
28	97,428	102,303	112,531	123,788	136,169	140,166	151,926	167,120	183,831

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**DISTRICT LEVEL PLACEMENT**  
**11-MONTH (216-DAY) ANNUAL SALARY**  
**FY2023-2024**

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	35,227	38,699	42,522	45,830	50,360	53,822	59,204	65,125
1	35,576	39,082	42,943	46,282	50,861	54,361	59,794	65,776
2	35,926	39,467	43,368	46,740	51,365	54,905	60,394	66,433
3	36,281	39,856	43,796	47,205	51,873	55,452	60,998	67,098
4	36,638	40,250	44,229	47,671	52,385	56,007	61,606	67,770
5	37,001	40,649	44,667	48,139	52,905	56,568	62,223	68,448
6	37,365	41,050	45,109	48,619	53,427	57,134	62,843	69,132
7	37,733	41,456	45,555	49,097	53,960	57,705	63,473	69,823
8	38,106	41,864	46,005	49,587	54,495	58,282	64,108	70,521
9	38,481	42,280	46,460	50,076	55,032	58,864	64,750	71,225
10	38,864	42,696	46,920	50,572	55,580	59,453	65,396	71,937
11	39,247	43,118	47,384	51,076	56,129	60,048	66,051	72,656
12	39,632	43,544	47,855	51,579	56,683	60,648	66,711	73,383
13	40,022	43,976	48,326	52,091	57,248	61,253	67,379	74,118
14	40,420	44,409	48,804	52,608	57,816	61,868	68,051	74,859
15	40,820	44,850	49,288	53,126	58,388	62,489	68,732	75,609
16	41,223	45,290	49,776	53,653	58,968	63,112	69,419	76,365
17	41,629	45,743	50,268	54,185	59,552	63,741	70,115	77,126
18	42,042	46,191	50,767	54,721	60,143	64,381	70,814	77,900
19	42,458	46,651	51,269	55,265	60,740	65,022	71,522	78,678
20	42,875	47,113	51,777	55,813	61,343	65,673	72,238	79,466
21	43,299	47,580	52,290	56,367	61,953	66,332	72,960	80,260
22	43,725	48,049	52,809	56,927	62,568	66,993	73,689	81,060
23	44,161	48,524	53,332	57,489	63,187	67,664	74,426	81,870
24	44,596	49,005	53,860	58,058	63,816	68,340	75,171	82,688
25	45,037	49,489	54,392	58,638	64,446	69,023	75,921	83,519
26	45,483	49,982	54,931	59,218	65,086	69,715	76,682	84,352
27	45,933	50,475	55,474	59,804	65,734	70,411	77,446	85,197
28	46,388	50,975	56,028	60,399	66,385	71,115	78,222	86,050

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree.***

**District Level Placement**  
**11-Month (212-Days) Annual Salary**  
**FY2023-2024**

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>	34,575	37,982	41,735	44,981	49,427	52,825	58,108	63,919
<b>1</b>	34,917	38,358	42,148	45,425	49,919	53,354	58,687	64,558
<b>2</b>	35,261	38,736	42,565	45,874	50,414	53,888	59,276	65,203
<b>3</b>	35,609	39,118	42,985	46,331	50,912	54,425	59,868	65,855
<b>4</b>	35,960	39,505	43,410	46,788	51,415	54,970	60,465	66,515
<b>5</b>	36,316	39,896	43,840	47,248	51,925	55,520	61,071	67,180
<b>6</b>	36,673	40,290	44,274	47,719	52,438	56,076	61,679	67,852
<b>7</b>	37,034	40,688	44,711	48,188	52,961	56,636	62,298	68,530
<b>8</b>	37,400	41,089	45,153	48,669	53,486	57,203	62,921	69,215
<b>9</b>	37,768	41,497	45,600	49,149	54,013	57,774	63,551	69,906
<b>10</b>	38,144	41,905	46,051	49,635	54,551	58,352	64,185	70,605
<b>11</b>	38,520	42,320	46,507	50,130	55,090	58,936	64,828	71,311
<b>12</b>	38,898	42,738	46,969	50,624	55,633	59,525	65,476	72,024
<b>13</b>	39,281	43,162	47,431	51,126	56,188	60,119	66,131	72,745
<b>14</b>	39,671	43,587	47,900	51,634	56,745	60,722	66,791	73,473
<b>15</b>	40,064	44,019	48,375	52,142	57,307	61,332	67,459	74,209
<b>16</b>	40,460	44,451	48,854	52,659	57,876	61,943	68,133	74,951
<b>17</b>	40,858	44,896	49,337	53,182	58,449	62,561	68,817	75,698
<b>18</b>	41,263	45,336	49,827	53,708	59,029	63,189	69,503	76,457
<b>19</b>	41,672	45,787	50,320	54,242	59,615	63,818	70,198	77,221
<b>20</b>	42,081	46,241	50,818	54,779	60,207	64,457	70,900	77,994
<b>21</b>	42,497	46,699	51,322	55,323	60,806	65,104	71,609	78,774
<b>22</b>	42,915	47,159	51,831	55,873	61,409	65,752	72,324	79,559
<b>23</b>	43,343	47,625	52,344	56,424	62,017	66,411	73,048	80,354
<b>24</b>	43,770	48,098	52,863	56,983	62,634	67,074	73,779	81,157
<b>25</b>	44,203	48,573	53,385	57,552	63,253	67,745	74,515	81,972
<b>26</b>	44,641	49,056	53,914	58,121	63,881	68,424	75,262	82,790
<b>27</b>	45,082	49,540	54,447	58,697	64,517	69,107	76,012	83,619
<b>28</b>	45,529	50,031	54,990	59,281	65,156	69,798	76,773	84,456

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

**District Level Placement**  
**11-Month (212-Days) Annual Salary**  
**FY2023-2024**

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	66,131	69,444	76,384	84,026	92,427	95,141	103,123
1	66,794	70,136	77,149	84,868	93,353	96,091	104,155
2	67,462	70,837	77,920	85,712	94,285	97,052	105,198
3	68,135	71,548	78,697	86,571	95,230	98,023	106,251
4	68,817	72,264	79,486	87,436	96,181	99,003	107,310
5	69,505	72,986	80,281	88,312	97,141	99,993	108,387
6	70,199	73,715	81,084	89,193	98,114	100,993	109,468
7	70,903	74,451	81,895	90,084	99,095	102,006	110,563
8	71,614	75,194	82,713	90,988	100,084	103,026	111,669
9	72,328	75,948	83,540	91,898	101,088	104,054	112,786
10	73,053	76,709	84,377	92,814	102,097	105,097	113,915
11	73,779	77,471	85,219	93,744	103,118	106,147	115,052
12	74,519	78,248	86,072	94,681	104,149	107,207	116,203
13	75,263	79,032	86,935	95,628	105,192	108,277	117,366
14	76,018	79,821	87,800	96,584	106,245	109,362	118,538
15	76,777	80,621	88,680	97,550	107,304	110,456	119,725
16	77,545	81,427	89,567	98,530	108,380	111,561	120,921
17	78,323	82,240	90,463	99,511	109,462	112,676	122,130
18	79,104	83,065	91,369	100,504	110,558	113,804	123,353
19	79,896	83,896	92,282	101,512	111,664	114,939	124,586
20	80,694	84,734	93,203	102,528	112,779	116,090	125,833
21	81,503	85,582	94,137	103,552	113,909	117,250	127,090
22	82,317	86,436	95,077	104,587	115,047	118,422	128,361
23	83,141	87,300	96,028	105,632	116,198	119,608	129,645
24	83,969	88,176	96,988	106,690	117,359	120,804	130,942
25	84,811	89,055	97,959	107,757	118,533	122,010	132,251
26	85,658	89,948	98,939	108,831	119,719	123,234	133,571
27	86,516	90,845	99,927	109,920	120,915	124,463	134,911
28	87,380	91,753	100,926	111,020	122,124	125,708	136,257

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

**District Level Placement**  
**10-Month (196-Days) Annual Salary**  
**ANNUAL RATES FOR FY2023-2024**

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	31,966	35,115	38,585	41,586	45,697	48,838	53,722	59,095
1	32,282	35,463	38,967	41,997	46,152	49,327	54,258	59,686
2	32,600	35,813	39,353	42,412	46,609	49,821	54,802	60,282
3	32,922	36,166	39,741	42,834	47,070	50,317	55,350	60,885
4	33,246	36,523	40,134	43,257	47,535	50,821	55,902	61,495
5	33,575	36,885	40,531	43,682	48,006	51,330	56,462	62,110
6	33,905	37,249	40,933	44,118	48,480	51,844	57,024	62,731
7	34,239	37,617	41,337	44,551	48,964	52,362	57,596	63,358
8	34,577	37,988	41,745	44,996	49,449	52,886	58,172	63,991
9	34,918	38,365	42,158	45,440	49,937	53,414	58,755	64,630
10	35,265	38,742	42,575	45,889	50,434	53,948	59,341	65,276
11	35,613	39,126	42,997	46,347	50,932	54,488	59,935	65,929
12	35,962	39,512	43,424	46,803	51,434	55,033	60,534	66,588
13	36,316	39,904	43,851	47,267	51,947	55,582	61,140	67,255
14	36,677	40,297	44,285	47,737	52,462	56,139	61,750	67,928
15	37,040	40,697	44,724	48,207	52,982	56,703	62,368	68,608
16	37,406	41,096	45,167	48,685	53,508	57,268	62,991	69,294
17	37,774	41,508	45,613	49,168	54,038	57,839	63,623	69,985
18	38,149	41,914	46,066	49,655	54,574	58,420	64,257	70,687
19	38,527	42,331	46,522	50,148	55,116	59,002	64,900	71,393
20	38,905	42,751	46,983	50,645	55,663	59,592	65,549	72,108
21	39,290	43,175	47,449	51,148	56,217	60,190	66,205	72,829
22	39,676	43,600	47,919	51,656	56,774	60,790	66,866	73,555
23	40,072	44,031	48,394	52,166	57,336	61,399	67,535	74,290
24	40,467	44,468	48,873	52,682	57,907	62,012	68,211	75,032
25	40,867	44,907	49,356	53,208	58,479	62,632	68,891	75,785
26	41,272	45,354	49,845	53,735	59,060	63,260	69,582	76,542
27	41,680	45,801	50,338	54,267	59,648	63,891	70,275	77,308
28	42,093	46,255	50,840	54,807	60,239	64,530	70,979	78,082

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

**District Level Placement**  
**10-Month (196-Days) Annual Salary**  
**ANNUAL RATES FOR FY2023-2024**

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	61,140	64,203	70,619	77,684	85,451	87,961	95,340
1	61,753	64,843	71,326	78,463	86,307	88,839	96,294
2	62,371	65,491	72,039	79,243	87,169	89,727	97,259
3	62,993	66,148	72,758	80,037	88,043	90,625	98,232
4	63,623	66,810	73,487	80,837	88,922	91,531	99,211
5	64,259	67,478	74,222	81,647	89,810	92,446	100,207
6	64,901	68,152	74,964	82,461	90,709	93,371	101,206
7	65,552	68,832	75,714	83,285	91,616	94,307	102,219
8	66,209	69,519	76,471	84,121	92,530	95,250	103,241
9	66,869	70,216	77,235	84,962	93,459	96,201	104,274
10	67,540	70,920	78,009	85,809	94,392	97,165	105,318
11	68,211	71,624	78,787	86,669	95,336	98,136	106,369
12	68,895	72,342	79,576	87,535	96,289	99,116	107,433
13	69,583	73,067	80,374	88,411	97,253	100,105	108,508
14	70,281	73,797	81,174	89,295	98,227	101,108	109,592
15	70,983	74,536	81,987	90,188	99,206	102,120	110,689
16	71,693	75,282	82,807	91,094	100,200	103,141	111,795
17	72,412	76,033	83,636	92,001	101,201	104,172	112,913
18	73,134	76,796	84,473	92,919	102,214	105,215	114,043
19	73,866	77,564	85,317	93,851	103,237	106,264	115,183
20	74,604	78,339	86,169	94,790	104,267	107,328	116,336
21	75,352	79,123	87,032	95,737	105,312	108,401	117,498
22	76,104	79,913	87,901	96,694	106,364	109,484	118,673
23	76,866	80,711	88,781	97,660	107,428	110,581	119,860
24	77,632	81,521	89,668	98,638	108,502	111,687	121,060
25	78,410	82,334	90,566	99,624	109,587	112,802	122,270
26	79,193	83,159	91,472	100,617	110,684	113,933	123,490
27	79,986	83,989	92,385	101,624	111,789	115,070	124,729
28	80,785	84,828	93,309	102,641	112,907	116,221	125,973

***\$2,000 supplement available for Specialist degree and \$4,000 supplement available for Doctorate degree***

**TECHNICAL SUPPORT PERSONNEL**  
**LICENSED PRACTICAL NURSES (LPN) AND REGISTERED NURSES (RN)**  
**HOURLY RATES FOR FY2023-2024**

PLEASE NOTE: Step does not equal years of service

Step	Licensed Practical Nurse	AA or AS Degree Registered Nurse / Nurse Supervisor	Bachelor's Registered Nurse / Nurse Supervisor	Master's Registered Nurse / Nurse Supervisor
1	18.30	23.60	27.82	30.29
2	18.70	24.07	28.41	30.90
3	19.11	24.54	28.98	31.38
4	19.53	25.03	29.28	31.83
5	19.97	25.53	29.65	32.30
6	20.41	26.08	30.13	32.78
7	20.86	26.59	30.56	33.28
8	21.32	27.12	31.03	33.77
9	21.79	27.65	31.51	34.27
10	22.28	28.22	31.97	34.80
11	22.78	28.78	32.45	35.34
12	23.30	29.36	32.96	35.93
13	23.79	29.94	33.52	36.48
14	24.34	30.49	34.11	37.10
15	24.77	31.10	34.72	37.77
16	25.27	31.72	35.41	38.53
17	25.78	32.35	36.12	39.30
18	26.30	33.00	36.84	40.09
19	26.83			

\*Psychology Interns – District Minimum Wage (3/28/23)



## TECHNICAL SUPPORT PERSONNEL

### Hourly Rates FOR FY2023-2024

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	Lead School Guardian	Head Custodian
1	15.00	17.58	20.02	20.96	22.47	25.29	16.08
2	15.30	18.10	20.63	21.59	23.14	25.80	16.40
3	15.35	18.64	21.23	22.25	23.84	26.32	16.73
4	15.40	19.20	21.65	22.70	24.32	26.85	17.06
5	15.45	19.60	21.89	22.94	24.55	27.39	17.40
6	15.50	19.98	22.33	23.41	25.05	27.94	17.75
7	15.56	20.38	22.76	23.85	25.52	28.50	18.10
8	15.61	20.79	23.23	24.31	26.07	29.07	18.46
9	15.66	21.26	23.76	24.87	26.67	29.65	18.83
10	15.71	21.69	24.24	25.37	27.20	30.24	19.21
11	15.81	22.12	24.72	25.88	27.74	30.84	19.59
12	15.91	22.56	25.21	26.40	28.29	31.46	19.98
13	16.01	23.01	25.65	26.87	28.80	32.09	20.38
14	16.66					32.73	20.79
15						33.38	21.21
16						34.05	21.63
17						34.73	22.06
18						35.42	
19						36.13	

**EXTENDED DAY PERSONNEL**  
Hourly Rates for FY2023-2024

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	17.30	19.03
2	17.60	19.36
3	17.93	19.74
4	18.12	19.94
5	18.30	20.13
6	18.48	20.34
7	18.66	20.54
8	18.85	20.75
9	19.04	20.96
10	19.24	21.18
11	19.43	21.38
12	19.61	21.59
13	19.81	21.81
14	20.01	22.03
15	20.22	22.26
16	20.42	22.48
17	20.61	22.71
18	20.82	22.93

Step	Non-Certificated	Certificated
1	15.40	15.55
2	15.66	15.81
3	15.71	15.86
4	15.76	15.91
5	15.81	15.96
6	15.86	16.01
7	15.91	16.07
8	15.96	16.12
9	16.01	16.17
10	16.07	16.22
11	16.12	16.32
12	16.17	16.58
13	16.22	17.09
14	16.27	17.49
15	16.32	17.95
16	16.37	18.41
17	16.73	18.97
18	17.15	19.64

Step	Non-Certificated	Certificated
1	15.05	15.15
2	15.25	15.40
3	15.30	15.45
4	15.35	15.50
5	15.40	15.56
6	15.45	15.61
7	15.50	15.66
8	15.55	15.71
9	15.60	15.76
10	15.65	15.81
11	15.70	15.86
12	15.75	15.91
13	15.80	15.96
14	15.85	16.01
15	15.90	16.12
16	15.95	16.17
17	16.00	16.63
18	16.01	17.43

**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 20185 to set up an appointment. This fingerprinting is ONLY valid for EDEP positions. All other positions will require the standard fingerprint screening.**

## FY24 VUE - Clerical Salary Schedule

Hourly Rates for FY2023-2024

Step	Office Specialist I	Office Specialist II	Office Specialist III
0	15.00	15.25	16.50
1	15.38	15.63	16.91
2	15.44	15.69	16.97
3	15.50	15.75	17.05
4	15.56	15.82	17.11
5	15.62	15.88	17.17
6	15.68	15.94	17.24
7	15.74	16.00	17.48
8	15.81	16.07	17.73
9	15.87	16.14	18.05
10	15.93	16.22	18.34
11	15.99	16.29	18.66
12	16.05	16.36	19.05
13	16.12	16.44	19.43
14	16.23	16.69	19.82
15	16.38	16.93	20.22
16	16.57	17.18	20.76
17	16.86	17.45	21.17
18	17.22	17.71	21.68
19	17.63	18.05	22.15
20	17.94	18.40	22.57
21	18.30	18.74	23.18
22	18.71	19.02	23.80
23	19.12	19.48	24.28
24	19.53	19.91	24.76
25	19.92	20.30	25.30
26	20.24	20.69	25.81
27	20.60	21.12	26.32
28	20.97	21.43	26.84
29	21.37	21.78	27.38
30	21.83	22.10	27.92
31	22.29	22.42	28.47
32	22.70	22.86	29.05
33	23.01	23.32	29.63
34	23.33	23.83	30.23
35	23.70	24.34	30.83
36	24.26	24.86	31.21
37	24.75	25.37	32.03
38	25.18	25.88	32.80
39	25.63	26.39	33.57
40	26.14	26.91	34.34

**FY24 VUE - PARAPROFESSIONAL SALARY SCHEDULE**  
Hourly Rates for FY2023-2024

Step	Paraprofessional NO CDA			Paraprofessional With CDA*		
	Para 2 HQ	Para 3 HQ	Para 4 HQ	Para 2 HQ	Para 3 HQ	Para 4 HQ
0	15.00	15.20	15.40	15.20	15.40	15.60
1	15.38	15.58	15.79	15.58	15.79	15.99
2	15.44	15.64	15.85	15.64	15.85	16.05
3	15.50	15.70	15.91	15.70	15.91	16.11
4	15.56	15.76	15.97	15.76	15.97	16.17
5	15.62	15.83	16.04	15.83	16.04	16.24
6	15.68	15.89	16.11	15.89	16.11	16.30
7	15.74	15.95	16.28	15.95	16.17	16.46
8	15.81	16.02	16.44	16.02	16.25	16.63
9	15.87	16.08	16.61	16.08	16.35	16.79
10	15.93	16.15	16.77	16.15	16.67	16.96
11	15.99	16.24	16.94	16.24	16.94	17.13
12	16.07	16.45	17.12	16.45	17.12	17.30
13	16.25	16.66	17.29	16.66	17.29	17.48
14	16.45	16.87	17.47	16.87	17.47	17.66
15	16.74	17.05	17.65	17.05	17.65	17.86
16	16.98	17.30	17.86	17.30	17.86	18.06
17	17.24	17.56	18.07	17.56	18.07	18.27
18	17.50	17.82	18.28	17.82	18.28	18.47
19	17.76	18.09	18.48	18.09	18.48	18.71
20	18.03	18.36	18.76	18.36	18.76	18.96
21	18.30	18.63	19.04	18.63	19.04	19.22
22	18.58	18.91	19.32	18.91	19.32	19.48
23	18.94	19.20	19.61	19.20	19.61	19.73
24	19.27	19.49	19.94	19.49	19.94	20.04
25	19.66	19.78	20.27	19.78	20.27	20.35
26	20.05	20.17	20.76	20.27	20.76	20.87
27	20.46	20.62	21.26	20.78	21.26	21.35
28	20.91	21.03	21.68	21.30	21.78	21.85
29	21.37	21.63	22.29	21.83	22.29	22.36
30	21.78	22.22	22.81	22.38	22.81	22.88
31	22.10	22.81	23.35	22.94	23.32	23.42
32	22.45	23.39	23.83	23.39	23.83	23.93
33	22.79	23.86	24.34	23.86	24.34	24.45
34	23.12	24.34	24.86	24.34	24.86	24.96
35	23.58	24.83	25.37	24.83	25.37	25.47
36	24.09	25.33	25.88	25.33	25.88	25.98
37	24.60	25.93	26.39	25.83	26.39	26.50
38	25.11	26.42	26.91	26.34	26.91	27.06
39	25.63	26.88	27.42	26.88	27.42	27.68
40	26.14	27.41	27.93	27.41	27.93	29.32

Paraprofessional 2  
Title I  
Title I Parent Liaison

Paraprofessional 3  
ESOL  
VE Mild  
Title I-SYSOP  
Speech

Paraprofessional 4  
E/BD  
Multi-VE  
Physically Impaired  
Hearing Impaired  
ESE Support

Vision  
VPK  
Teen Parent  
Pre-K VE/Language  
VE/Moderate  
ASD

**FY24 VUE SUPPORT – LONGEVITY COMPENSATION**

<b>VCS EXPERIENCE</b>	<b>RATE</b>
5-10 YEARS	\$150
11-14 YEARS	\$300
15-19 YEARS	\$600
20-24 YEARS	\$800
25-29 YEARS	\$1,000
30-39 YEARS	\$ 1,200

For the 2023-2024 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 FY2023-2024**

PLEASE NOTE: Step does not equal years of service

Tier	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Dining Rm Aide	School Guardian
A20	15.10	17.27	15.10	15.85	17.80	20.60	15.15	15.10	18.85	15.10	21.70
A21	15.18	17.36	15.25	15.93	17.98	20.81	15.30	15.18	18.94	15.25	22.12
A22	15.25	17.44	15.40	16.01	18.16	20.91	15.38	15.25	19.04	15.40	22.67
A23	15.33	17.53	15.48	16.17	18.34	21.01	15.53	15.33	19.13	15.56	23.24
A24	15.40	17.62	15.56	16.41	18.52	21.12	15.61	15.40	19.23	15.71	23.82
A25	15.48	17.71	15.64	16.74	18.71	21.44	15.92	15.48	19.33	15.87	24.30
A26	15.56	17.79	15.71	17.07	18.90	21.76	16.24	15.56	19.42	16.03	24.79
A27	15.64	17.88	15.79	17.42	19.27	22.19	16.48	15.79	19.52	16.19	25.29
A28	15.71	18.15	15.95	17.76	19.66	22.64	16.81	16.03	19.62	16.35	25.80
A29	15.79	18.42	16.11	18.12	20.05	22.98	17.15	16.35	19.91	16.51	26.32
A30	15.87	18.70	16.35	18.48	20.45	23.44	17.49	16.68	20.21	16.76	26.85
A31	15.95	18.98	16.60	18.85	20.76	23.90	17.75	17.01	20.61	17.01	27.39
A32	16.03	19.27	16.85	19.23	21.07	24.38	18.02	17.35	21.03	17.27	27.94
A33	16.11	19.65	17.18	19.52	21.39	24.87	18.29	17.70	21.45	17.53	28.50
A34	16.19	20.04	17.53	19.81	21.81	25.37	18.66	18.05	21.88	17.79	29.07
A35	16.43	20.44	17.88	20.11	22.25	25.75	19.03	18.41	22.31	18.06	29.65
A36	16.76	20.85	18.23	20.51	22.70	26.26	19.41	18.69	22.76	18.33	30.24
A37	17.10	21.27	18.60	20.92	23.04	26.79	19.80	18.97	23.10	18.60	30.84
A38	17.44	21.70	18.88	21.34	23.50	27.32	20.20	19.25	23.45	18.88	31.46
A39	17.79	22.13	19.16	21.76	23.97	27.73	20.50	19.54	23.92	19.17	32.09
A40	18.15	22.57	19.45	22.20	24.33	28.15	20.81	19.93	24.40	19.55	32.73
A41	18.51	23.02	19.74	22.64	24.69	28.71	21.22	20.33	24.88	19.94	33.38
A42	18.88	23.37	20.04	23.10	25.19	29.29	21.65	20.74	25.38	20.34	34.05
A43	19.26	23.72	20.44	23.44	25.69	29.73	22.08	21.15	25.89	20.75	34.73
A44	19.64	24.08	20.85	23.79	26.20	30.32	22.52	21.58	26.41	21.16	35.42
A45	20.03	24.44	21.26	24.15	26.60	30.93	22.97	22.01	26.93	21.58	36.13
A46	20.43	24.93	21.69	24.51	26.99	31.55	23.43	22.45	27.47	22.02	36.85
A47	20.84	25.42	22.12	24.88	27.53	32.18	23.78	22.78	27.89	22.46	37.59
A48	21.26	25.93	22.56	25.25	28.09	32.82	24.26	23.13	28.44	22.91	38.34
A49	21.69	26.45	23.02	25.63	28.51	33.48	24.74	23.47	29.01	23.36	39.11
A50	22.12	26.98	23.48	26.02	29.08	34.15	25.24	23.83	29.59	23.83	39.89
A51	22.56	27.52	23.95	26.41	29.66	34.83	25.74	24.18	30.18	24.31	40.69
A52	22.67	28.07	24.42	26.80	30.25	35.53	26.26	24.67	30.79	24.79	41.50
A53	23.13	28.63	24.91	27.21	30.86	36.24	26.78	25.16	31.40	25.29	42.33
A54	23.59	29.20	25.41	27.61	31.32	36.96	27.32	25.66	32.03	25.79	43.18

A55	24.06	29.79	25.92	28.03	31.95	37.70	27.86	26.18	32.67	26.31	44.04
A56	24.54	30.38	26.44	28.45	32.58	38.46	28.42	26.70	33.33	26.84	44.92
A57	25.03	30.99	26.97	28.88	33.24	39.22	28.99	27.23	33.99	27.37	45.82
A58	25.54	31.61	27.51	29.31	33.90	40.01	29.57	27.78	34.67	27.92	46.74
A59	26.05	32.24	28.06	29.75	34.58	40.81	30.16	28.33	35.37	28.48	47.67
A60	26.57	32.73	28.56	30.28	35.20	41.54	30.70	28.84	36.00	28.99	48.62
A61	27.10	33.22	29.07	30.83	35.83	42.29	31.25	29.36	36.65	29.51	49.59
A62	27.64	33.72	29.59	31.38	36.47	43.05	31.81	29.89	37.31	30.04	50.58
A63	28.19	34.23	30.12	31.94	37.13	43.82	32.38	30.43	37.98	30.58	51.59
A64	28.75	34.74	30.66	32.51	37.80	44.61	32.96	30.98	38.66	31.13	52.62
A65	29.33	35.26	31.21	33.10	38.48	45.41	33.55	31.54	39.36	31.69	53.67
A66	29.92	35.79	31.77	33.70	39.17	46.23	34.15	32.11	40.07	32.26	54.74
A67	30.52	36.33	32.34	34.31	39.88	47.06	34.76	32.69	40.79	32.84	55.83
A68	31.13	36.87	32.92	34.93	40.60	47.91	35.39	33.28	41.52	33.43	56.95
A69	31.75	37.42	33.51	35.56	41.33	48.77	36.03	33.88	42.27	34.03	58.09
A70	32.39	37.99	34.11	36.20	42.07	49.65	36.68	34.49	43.03	34.64	59.25

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

**Level 3** = Warehouse Person, Deliveryman, Mechanic Helper, Vehicle Tech Assistant, Transp, 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, School Safety Monitor

**Level 8** = Warehouse Technician, Comp Install Technician, Utility Crew, Custodian / **Level 9** = Vehicle Technician

**Dining Room Aide**

**School Guardian**

# SCHOOL WAY CAFÉ PERSONNEL

## SWC Assistants

### HOURLY RATES FOR FY2023-2024

PLEASE NOTE: Step does not equal years of service

Tier	SWC Managers		
	Elementary	Middle	High
A20	16.00	16.50	17.25
A21	16.05	16.60	17.34
A22	16.09	16.70	17.42
A23	16.13	16.79	17.51
A24	16.17	16.83	17.60
A25	16.21	16.87	17.69
A26	16.25	16.91	17.77
A27	16.29	16.95	17.86
A28	16.35	16.99	17.95
A29	16.40	17.20	18.04
A30	16.44	17.24	18.13
A31	16.48	17.28	18.22
A32	16.52	17.32	18.50
A33	16.57	17.36	18.77
A34	16.62	17.45	19.06
A35	16.91	17.75	19.34
A36	17.25	18.10	19.73
A37	17.59	18.45	20.12
A38	17.97	18.78	20.52
A39	18.29	19.18	20.94
A40	18.60	19.54	21.35
A41	18.92	19.87	21.78
A42	19.25	20.22	22.22
A43	19.59	20.58	22.66
A44	19.93	20.93	23.11
A45	20.28	21.31	23.58
A46	20.64	21.68	24.05
A47	20.99	22.07	24.53
A48	21.37	22.45	25.02
A49	21.74	22.86	25.52
A50	22.13	23.26	26.03
A51	22.52	23.68	26.55
A52	22.93	24.10	27.08
A53	23.33	24.53	27.62
A54	23.75	24.98	28.18
A55	24.17	25.43	28.74
A56	24.61	25.89	29.31
A57	25.06	26.10	29.90
A58	25.50	26.84	30.50



A59	25.97	27.32	31.11
A60	26.41	27.80	31.42
A61	26.85	28.26	31.73
A62	27.39	28.74	32.05
A63	27.94	29.21	32.37
A64	28.50	29.68	32.69
A65	29.07	30.27	33.02
A66	29.65	30.88	33.35
A67	30.24	31.50	33.68
A68	30.84	32.13	34.02
A69	31.46	32.77	34.36
A70	32.09	33.43	34.70
A71	32.73	34.10	35.05
A72	33.38	34.78	35.40
A73	34.05	35.48	35.75

A59	37.27	40.27	39.50
A60	37.88	40.95	40.25
A61	38.52	41.65	41.00
A62	39.15	42.37	41.78
A63	39.81	43.11	42.53
A64	40.48	43.86	43.32
A65	41.17	44.74	44.19
A66	41.99	45.63	45.07
A67	42.83	46.54	45.97
A68	43.69	47.47	46.89
A69	44.56	48.42	47.83
A70	45.45	49.39	48.79
A71	46.36	50.38	49.77
A72	47.29	51.39	50.77
A73	48.24	52.42	51.79

Interns: 6.5 percent above current salary  
**2nd Year Interns:** Negotiated raise

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

**SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES  
FY2023-2024**

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**

<b>POSITION</b>	<b>RATES</b>
AVID Tutors	\$15.00
Substitute Teacher without benefits	\$15.00
Retired Volusia Teacher	\$17.50

*\*Additional \$1.00 per hour will be paid for Substitute Teachers at Middle Schools and in ESE Low Incident positions (EBD, Multi, Modified, ASD) (Substitute Teachers can only receive 1 additional dollar per hour regardless of being part of both groups 3/28/23)*

**SUPPORT SUBSTITUTES**

<b>POSITION</b>	<b>RATES</b>
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**

<b>POSITION OR ASSIGNMENT</b>	<b>RATES</b>
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

In-Service Instructors/Trainers/Facilitators/Participants	
• 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
Projects, Grants, Program, and Categorical Participants	
• 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)	\$35.00 per hour (before and after school); Hourly rate during the school day
• Tutoring (Teachers on LOA)	Appropriate sub teacher rate
• Tutoring (Non-instructional)	
Overtime	
Overtime rates may apply for non-exempt employees where combined paid hours exceed 40 for the workweek (Monday through Sunday). Double time rates will apply for non-exempt employee for any hours worked on a designated paid holiday.	

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