

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

## COMPENSATION MANUAL

FY2016 – 2017

(Updated 1/9/17)

### **SCHOOL BOARD MEMBERS**

Mrs. Melody Johnson, Chairman  
Mrs. Linda Cuthbert, Vice-Chairman  
Mrs. Ida Wright  
Dr. John Hill  
Mr. Carl Persis

### **SUPERINTENDENT**

Mr. James T. Russell

DeLand  
(386) 734-7190

Daytona Beach  
(386) 255-6475

New Smyrna Beach  
(386) 427-5223

Osteen  
(407) 860-3322

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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 \$6,270.

The School Board pays for life insurance coverage equal to the employee's salary. (The cost of such coverage is \$2.30 per thousand dollars annually).

The School Board contributes an amount equal to 7.52 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 \$118,500 (tax year 2016) 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 <http://www.volusia.k12.fl.us>.

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## OTHER BENEFITS

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Clerical and paraprofessionals personnel shall refer to the Volusia Educational Support Association (VESA) 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 Teachers Organization (VTO) 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: VTO Contract 2015-2018 Article 26.B.1.)

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

### SUMMER SCHOOL COMPENSATION

Programs which generate FTE: Hourly Rate x Hours Worked

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

### ADDITIONAL DAYS BEYOND TEN OR ELEVEN MONTH CONTRACT

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

### SUBSTITUTE INSTRUCTIONAL HOURLY RATES:

High School Diploma	\$ 9.54
Associate Degree and/or 60 hours of college credit	\$10.74
Bachelor's Degree	\$12.33
Master's or Higher Degree	\$13.22

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

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

#### Work Day:

- Elementary schools are 7.00 hours
- Middle and High schools are 7.50 hours per day
- Instructional substitutes are paid a minimum of one-half day:
  - Elementary schools = 3.50 hours
  - Middle and High schools = 3.75 hours.

## SALARY SCHEDULES

**GRANDFATHERED  
INSTRUCTIONAL  
196-DAY SCHEDULE  
2016-2017**

Salary Tier	Bachelor's w/Salary Adjust.	Bachelor's COLA Only	Master's w/Salary Adjust.	Master's COLA Only	Specialist's w/Salary Adjust.	Specialist's COLA Only	Doctorate w/Salary Adjust.	Doctorate COLA Only
A	39,062	38,318	41,058	40,314	42,489	41,745	43,427	42,683
B	39,162	38,418	41,562	40,818	43,062	42,318	44,662	43,918
C	39,262	38,518	42,137	41,393	43,562	42,818	45,316	44,572
D	39,462	38,718	42,687	41,943	44,062	43,318	45,862	45,118
E	40,062	39,318	43,262	42,518	44,812	44,068	46,519	45,775
F	40,587	39,843	43,912	43,168	45,432	44,688	47,186	46,442
G	41,137	40,393	44,540	43,796	46,072	45,328	47,863	47,119
H	41,737	40,993	45,177	44,433	46,812	46,068	48,550	47,806
I	42,287	41,543	45,812	45,068	47,487	46,743	49,212	48,468
J	42,862	42,118	46,452	45,708	48,162	47,418	49,912	49,168
K	43,462	42,718	47,112	46,368	48,812	48,068	50,630	49,886
L	44,112	43,368	47,812	47,068	49,562	48,818	51,358	50,614
M	44,737	43,993	48,452	47,708	50,262	49,518	52,098	51,354
N	45,362	44,618	49,202	48,458	51,012	50,268	52,962	52,218
O	46,062	45,318	50,002	49,258	51,862	51,118	53,712	52,968
P	46,842	46,098	50,822	50,078	52,712	51,968	54,612	53,868
Q	47,612	46,868	51,652	50,908	53,612	52,868	55,562	54,818
R	48,387	47,643	52,512	51,768	54,512	53,768	56,462	55,718
S	49,283	48,539	53,392	52,648	55,412	54,668	57,812	57,068
T	50,197	49,453	54,537	53,793	56,712	55,968	58,962	58,218
U	51,562	50,818	56,012	55,268	58,062	57,318	61,062	60,318
V	53,562	52,818	58,062	57,318	60,062	59,318	62,462	61,718
W	55,562	54,818	59,812	59,068	61,862	61,118	64,262	63,518
X	58,012	57,268	62,162	61,418	64,162	63,418	66,662	65,918
Y	60,462	59,718	64,662	63,918	66,762	66,018	69,562	68,818
Z	62,462	61,718	67,562	66,818	69,362	68,618	72,262	71,518
AA	64,062	63,318	68,762	68,018	71,562	70,818	74,062	73,318
AB	65,160	64,416	70,008	69,264	72,119	71,375	74,787	74,043

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

PERFORMANCE PAY

<b>Salary Tier</b>	<b>Annual</b>
A	38,318
B	38,418
C	38,518
D	38,718
E	39,318
F	39,843
G	40,393
H	40,993
I	41,543
J	42,118
K	42,718

This schedule is for placement only, for individuals on annual contract beginning July 1, 2016 or later. All current employees can find current salary by going to ePortal, click on Human Resources and Job Information.



**INSTRUCTIONAL**  
Advanced Degree Supplement

**Salary for Advanced Degrees:**

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

Years Exp.*	196 Days	199 Days	216 Days	256 Days
	Amount	Amount	Amount	Amount
<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 of experience will coincide with experience credit for salary purposes as it is applied to the regular assignment.

**GRANDFATHERED  
INSTRUCTIONAL  
216-DAY SCHEDULE  
2016-2017**

Salary Tier	Bachelor's w/Salary Adjust.	Bachelor's COLA Only	Master's w/Salary Adjust	Master's COLA Only	Specialist's w/Salary Adjust.	Specialist's COLA Only	Doctorate w/Salary Adjust.	Doctorate COLA Only
A	43,048	42,228	45,247	44,427	46,824	46,004	47,858	47,038
B	43,158	42,338	45,803	44,983	47,456	46,636	49,219	48,399
C	43,268	42,448	46,436	45,616	48,007	47,187	49,940	49,120
D	43,488	42,668	47,042	46,222	48,558	47,738	50,541	49,721
E	44,150	43,330	47,676	46,856	49,384	48,564	51,265	50,445
F	44,728	43,908	48,392	47,572	50,068	49,248	52,000	51,180
G	45,334	44,514	49,084	48,264	50,773	49,953	52,746	51,926
H	45,995	45,175	49,786	48,966	51,588	50,768	53,504	52,684
I	46,602	45,782	50,486	49,666	52,332	51,512	54,233	53,413
J	47,235	46,415	51,192	50,372	53,076	52,256	55,005	54,185
K	47,896	47,076	51,919	51,099	53,792	52,972	55,796	54,976
L	48,613	47,793	52,690	51,870	54,619	53,799	56,598	55,778
M	49,302	48,482	53,396	52,576	55,390	54,570	57,414	56,594
N	49,990	49,170	54,222	53,402	56,217	55,397	58,366	57,546
O	50,762	49,942	55,104	54,284	57,154	56,334	59,192	58,372
P	51,621	50,801	56,008	55,188	58,090	57,270	60,184	59,364
Q	52,470	51,650	56,922	56,102	59,082	58,262	61,231	60,411
R	53,324	52,504	57,870	57,050	60,074	59,254	62,223	61,403
S	54,311	53,491	58,840	58,020	61,066	60,246	63,711	62,891
T	55,319	54,499	60,102	59,282	62,499	61,679	64,978	64,158
U	56,823	56,003	61,727	60,907	63,986	63,166	67,292	66,472
V	59,027	58,207	63,986	63,166	66,190	65,370	68,835	68,015
W	61,231	60,411	65,915	65,095	68,174	67,354	70,819	69,999
X	63,931	63,111	68,505	67,685	70,709	69,889	73,464	72,644
Y	66,631	65,811	71,260	70,440	73,574	72,754	76,660	75,840
Z	68,835	68,015	74,456	73,636	76,439	75,619	79,635	78,815
AA	70,599	69,779	75,778	74,958	78,864	78,044	81,619	80,799
AB	71,809	70,989	77,151	76,331	79,478	78,658	82,418	81,598

**ANNUAL CONTRACT  
INSTRUCTIONAL  
216-DAY SCHEDULE  
2016-2017**

PERFORMANCE PAY

<b>Salary Tier</b>	<b>Annual</b>
A	42,228
B	42,338
C	42,448
D	42,668
E	43,330
F	43,908
G	44,514
H	45,175
I	45,782
J	46,415
K	47,076

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**GRANDFATHERED  
INSTRUCTIONAL  
256-DAY SCHEDULE  
2016-2017**

Salary Tier	Bachelor's w/Salary Adjust.	Bachelor's COLA Only	Master's w/Salary Adjust.	Master's COLA Only	Specialist's w/Salary Adjust.	Specialist's COLA Only	Doctorate w/Salary Adjust.	Doctorate COLA Only
A	51,020	50,048	53,627	52,655	55,496	54,524	56,721	55,749
B	51,150	50,178	54,285	53,313	56,244	55,272	58,334	57,362
C	51,281	50,309	55,036	54,064	56,897	55,925	59,188	58,216
D	51,542	50,570	55,754	54,782	57,550	56,578	59,901	58,929
E	52,326	51,354	56,505	55,533	58,530	57,558	60,759	59,787
F	53,011	52,039	57,354	56,382	59,340	58,368	61,630	60,658
G	53,730	52,758	58,174	57,202	60,175	59,203	62,515	61,543
H	54,513	53,541	59,006	58,034	61,142	60,170	63,412	62,440
I	55,232	54,260	59,836	58,864	62,024	61,052	64,277	63,305
J	55,983	55,011	60,672	59,700	62,905	61,933	65,191	64,219
K	56,766	55,794	61,534	60,562	63,754	62,782	66,129	65,157
L	57,615	56,643	62,448	61,476	64,734	63,762	67,080	66,108
M	58,432	57,460	63,284	62,312	65,648	64,676	68,046	67,074
N	59,248	58,276	64,264	63,292	66,628	65,656	69,175	68,203
O	60,162	59,190	65,309	64,337	67,738	66,766	70,154	69,182
P	61,181	60,209	66,380	65,408	68,848	67,876	71,330	70,358
Q	62,187	61,215	67,464	66,492	70,024	69,052	72,571	71,599
R	63,199	62,227	68,587	67,615	71,199	70,227	73,746	72,774
S	64,369	63,397	69,736	68,764	72,375	71,403	75,509	74,537
T	65,563	64,591	71,232	70,260	74,073	73,101	77,011	76,039
U	67,346	66,374	73,158	72,186	75,836	74,864	79,754	78,782
V	69,958	68,986	75,836	74,864	78,448	77,476	81,583	80,611
W	72,571	71,599	78,122	77,150	80,799	79,827	83,934	82,962
X	75,771	74,799	81,191	80,219	83,803	82,831	87,069	86,097
Y	78,971	77,999	84,456	83,484	87,199	86,227	90,856	89,884
Z	81,583	80,611	88,244	87,272	90,595	89,623	94,383	93,411
AA	83,673	82,701	89,811	88,839	93,469	92,497	96,734	95,762
AB	85,107	84,135	91,439	90,467	94,196	93,224	97,681	96,709

**ANNUAL CONTRACT**  
**INSTRUCTIONAL**  
256-DAY SCHEDULE  
2016-2017

PERFORMANCE PAY

<b>Salary Tier</b>	<b>Annual</b>
A	50,048
B	50,178
C	50,309
D	50,570
E	51,354
F	52,039
G	52,758
H	53,541
I	54,260
J	55,011
K	55,794

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### SALARY STIPEND INFORMATION

Psychologist		Specialist V*		Guidance (196 day)	
Step	Amount	Step	Amount	Step	Amount
0	3,030	0	2,677	0	1,460
1	3,641	1	2,677	1	1,460
2	4,252	2	2,677	2	1,460
3	4,863	3	2,677	3	1,460
4	5,474	4	2,677	4	1,460
5	6,085	5	2,677	5	1,460
6	6,696	6	2,900	6	1,800
7-25	7,305	7-25	2,900	7-25	1,800

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

Below is a sample of a school year 2016-2017 teacher salary based on a bachelor's degree (step 0) and its full impact on the District:

	<b>2016-2017</b>
Annual Salary	\$38,318.00
Average School Board Health and Dental Insurance	6,270.00
Life Insurance Coverage (.2304%) of 1x annual salary	88.28
Contribution to Florida Retirement System (7.52%)	2,881.51
School Board contribution to Social Security (6.2%)	2,375.72
School Board contribution to Medicare (1.45%)	555.61
<b>Total Salary plus Benefits</b>	<b>\$50,489.12</b>

## COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

### TEACHER SUPPLEMENTS

Description	High Schools	Middle Schools	Elementary Schools
<b>Class A:</b>			
<i>Each additional teacher or major fraction</i>	\$189	\$189	\$189
Supervisory Duty (Morning or Afternoon)	900	900	900
Test Chairperson			900
Child Study Team Chairperson	1,000	1,000	1,000
Guidance Chairperson	3,575		
Guidance Counselor – Elementary			<5 years =1,460 ≥5 years = 1,700
Instructional Leader – Elementary			1,500
Instructional Leader – Secondary	1,500	1,500	
<b>Class B:</b>			
<b>Extended Duty Supplement Amounts:</b>			
One item checked under duties & responsibilities	950	950	950
Two items checked under duties & responsibilities	1,150	1,150	1,150
Three items checked under duties & responsibilities	1,550	1,550	1,550
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>	1,680	970	
<b>Vo-Ag.</b>	2,450	2,450	
<b>Athletics:</b>	<b>&lt;5 years/ ≥5 years</b>		
Athletic Director	4,011/ 5,061		
Category A-Head Coach	4,011/ 5,061		
Category B-Head Coach	2,733/ 3,444		
Category C-Head Coach	2,467/ 3,108		
Category A-Assistant Coach	2,467/ 3,108		

Description	High Schools	Middle Schools	Elementary Schools
Category B-Assistant Coach	1,983/ 2,499		
Category C-Assistant Coach	1,850/ 2,331		
<b>Athletic Trainer:</b>	<b>&lt;5 years/≥5 years</b>		
	4,011/ 4,820		
Certified – Head	Per semester		
	2,773/ 3,494		
Associate or Certified Asst.	Per semester		
	1,542/ 1,943		
Appointed	Per semester		
	<b>&lt;5 years/≥5 years</b>		
	1,390/1,600		
<b>Cheerleader</b>	Per semester		
<b>Class C:</b>			
<b>Sponsors:</b>			
Academic Team	1,460		
Dance	1,460		
Flag Corps	1,460		
Majorettes	1,460		
Class Sponsor:			
9 <sup>th</sup> and 10 <sup>th</sup> grade	494		
11 <sup>th</sup> and 12 <sup>th</sup> grade	600		
Drama/Music Production	971	500	500
Intramural	971	971	971
Publications	1,460	971	
Safety Patrol	500	500	500
Service Club	500	500	
Special Interest Club Activities	500	500	500
Student Government	1,460	500	
Yearbook	2,035	971	
Television Production	1,460	971	



<b>Description</b>	<b>High Schools</b>	<b>Middle Schools</b>	<b>Elementary Schools</b>
	<b>&lt;5 years/≥5 years</b>	<b>&lt;5 years/≥5 years</b>	<b>&lt;5 years/≥5 years</b>
Band Director	4,011/5,061	2,662/2,950	
Assistant Band Director	1,773/2,000	1,110 /1,260	
Choral Director	2,662/3,150	2,121 /2,550	
Orchestra Director	2,662/3,150	2,662/3,150	
Guidance Dept. Chairperson	3,575	*1,000/+1,200	1,460/1,700
Social Worker	2,677/2,900	2,677/2,900	2,677/2,900
Caseworker	2,677/2,900	2,677/2,900	2,677/2,900
Speech & Language (3 C's)	3,000/3,500	3,000/3,500	3,000/3,500
Placement Specialists	2,677/2,900	2,677/2,900	2,677/2,900
Program Specialists	2,677/2,900	2,677/2,900	2,677/2,900

\*Lead Teacher / Subject Contact A; + Lead Teacher/ Subject Area Contact B

## **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	Cross Country
Football	Softball	Golf
	Soccer	Swimming
	Track	Tennis
	Volleyball	Weight Lifting
	Wrestling	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 on to 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.

### **CLASSLOAD SUPPLEMENT STUDENT COUNT ANNUAL SUPPLEMENT**

A high school, middle school, or combined middle/high school teacher assigned to teach six (6) classes, who is assigned more than 180 students as of the Friday of October and February FTE count weeks, and not including study hall, shall receive a supplement as provided below.

Disbursement shall be for one-half the amount listed if the October count exceeds 180 students and one-half if the February count exceeds 180 students:

Beginning with FY 2011: \$1,500.00 (annual basis).

## ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

### FY17 PERFORMANCE PAY SALARY SCHEDULE

#### SCHOOL-BASED ADMINISTRATORS

#### 12-MONTH PRINCIPALS

Tier	Principals (250 Days)					
	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	78,123	81,052	82,768	85,697	90,682	93,611
B	78,892	81,821	83,583	86,512	91,579	94,508
C	79,671	82,600	84,412	87,341	92,483	95,412
D	80,458	83,387	85,243	88,172	93,398	96,327
E	81,251	84,180	86,085	89,014	94,320	97,249
F	82,053	84,982	86,935	89,864	95,252	98,181
G	82,862	85,791	87,793	90,722	96,195	99,124
H	83,680	86,609	88,660	91,589	97,145	100,074
I	84,504	87,433	89,535	92,464	98,107	101,036
J	85,340	88,269	90,420	93,349	99,077	102,006
K	86,183	89,112	91,313	94,242	100,055	102,984
L	87,033	89,962	92,216	95,145	101,045	103,974
M	87,891	90,820	93,128	96,057	102,045	104,974
N	88,761	91,690	94,048	96,977	103,056	105,985
O	89,638	92,567	94,975	97,904	104,075	107,004
P	90,523	93,452	95,918	98,847	105,105	108,034
Q	91,417	94,346	96,863	99,792	106,144	109,073
R	92,319	95,248	97,821	100,750	107,195	110,124
S	93,232	96,161	98,789	101,718	108,257	111,186
T	94,155	97,084	99,767	102,696	109,327	112,256
U	95,085	98,014	100,752	103,681	110,411	113,340
V	96,025	98,954	101,751	104,680	111,504	114,433
W	96,972	99,901	102,756	105,685	112,608	115,537
X	97,932	100,861	103,772	106,701	113,723	116,652
Y	98,902	101,831	104,799	107,728	114,849	117,778
Z	99,879	102,808	105,837	108,766	115,986	118,915
AA	100,867	103,796	106,884	109,813	117,135	120,064
AB	101,865	104,794	107,942	110,871	118,295	121,224
AC	102,871	105,800	109,010	111,939	119,468	122,397

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

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## ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

### FY17 PERFORMANCE PAY SALARY SCHEDULE

#### SCHOOL-BASED ADMINISTRATORS

#### 12-MONTH PRINCIPALS

Tier	Principals (255 Days)					
	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	79,686	82,674	84,424	87,412	92,496	95,484
B	80,470	83,458	85,255	88,243	93,411	96,399
C	81,265	84,253	86,100	89,088	94,333	97,321
D	82,067	85,055	86,948	89,936	95,266	98,254
E	82,876	85,864	87,807	90,795	96,207	99,195
F	83,694	86,682	88,674	91,662	97,157	100,145
G	84,519	87,507	89,549	92,537	98,119	101,107
H	85,354	88,342	90,433	93,421	99,088	102,076
I	86,194	89,182	91,326	94,314	100,069	103,057
J	87,047	90,035	92,229	95,217	101,059	104,047
K	87,907	90,895	93,139	96,127	102,056	105,044
L	88,774	91,762	94,060	97,048	103,066	106,054
M	89,649	92,637	94,991	97,979	104,086	107,074
N	90,536	93,524	95,929	98,917	105,117	108,105
O	91,431	94,419	96,875	99,863	106,157	109,145
P	92,334	95,322	97,836	100,824	107,207	110,195
Q	93,245	96,233	98,800	101,788	108,267	111,255
R	94,166	97,154	99,778	102,766	109,339	112,327
S	95,097	98,085	100,765	103,753	110,422	113,410
T	96,038	99,026	101,762	104,750	111,514	114,502
U	96,987	99,975	102,767	105,755	112,619	115,607
V	97,946	100,934	103,786	106,774	113,734	116,722
W	98,912	101,900	104,811	107,799	114,860	117,848
X	99,891	102,879	105,848	108,836	115,998	118,986
Y	100,880	103,868	106,895	109,883	117,146	120,134
Z	101,877	104,865	107,954	110,942	118,306	121,294
AA	102,884	105,872	109,022	112,010	119,478	122,466
AB	103,902	106,890	110,101	113,089	120,661	123,649
AC	104,929	107,917	111,190	114,178	121,858	124,846

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

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## ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

### FY17 PERFORMANCE PAY SALARY SCHEDULE

#### SCHOOL-BASED ADMINISTRATORS

#### 11-MONTH ASSISTANT PRINCIPALS

2016-2017

Tier	11-Month Assistant Principals (212 Days)					
	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	57,392	59,876	58,476	60,960	62,926	65,410
B	57,956	60,440	59,053	61,537	63,545	66,029
C	58,526	61,010	59,633	62,117	64,169	66,653
D	59,104	61,588	60,220	62,704	64,803	67,287
E	59,684	62,168	60,813	63,297	65,443	67,927
F	60,272	62,756	61,411	63,895	66,088	68,572
G	60,866	63,350	62,016	64,500	66,738	69,222
H	61,465	63,949	62,630	65,114	67,396	69,880
I	62,070	64,554	63,245	65,729	68,064	70,548
J	62,683	65,167	63,868	66,352	68,732	71,216
K	63,301	65,785	64,497	66,981	69,411	71,895
L	63,924	66,408	65,132	67,616	70,095	72,579
M	64,554	67,038	65,775	68,259	70,787	73,271
N	65,187	67,671	66,423	68,907	71,486	73,970
O	65,831	68,315	67,078	69,562	72,192	74,676
P	66,481	68,965	67,739	70,223	72,904	75,388
Q	67,136	69,620	68,407	70,891	73,626	76,110
R	67,798	70,282	69,082	71,566	74,352	76,836
S	68,468	70,952	69,766	72,250	75,086	77,570
T	69,145	71,629	70,453	72,937	75,829	78,313
U	69,825	72,309	71,147	73,631	76,575	79,059
V	70,515	72,999	71,850	74,334	77,333	79,817
W	71,209	73,693	72,558	75,042	78,097	80,581
X	71,913	74,397	73,276	75,760	78,869	81,353
Y	72,623	75,107	74,002	76,486	79,647	82,131
Z	73,340	75,824	74,730	77,214	80,434	82,918
AA	74,063	76,547	75,469	77,953	81,231	83,715
AB	74,796	77,280	76,214	78,698	82,031	84,515
AC	75,534	78,018	76,968	79,452	82,844	85,328

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY17 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH ASSISTANT PRINCIPALS (250-DAYS)

2016-2017

Tier	12-Month Assistant Principals (250 Days)					
	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	64,052	66,981	65,258	68,187	70,219	73,148
B	64,680	67,609	65,900	68,829	70,909	73,838
C	65,315	68,244	66,548	69,477	71,608	74,537
D	65,957	68,886	67,204	70,133	72,313	75,242
E	66,606	69,535	67,864	70,793	73,026	75,955
F	67,262	70,191	68,532	71,461	73,744	76,673
G	67,924	70,853	69,207	72,136	74,470	77,399
H	68,591	71,520	69,887	72,816	75,205	78,134
I	69,267	72,196	70,575	73,504	75,946	78,875
J	69,947	72,876	71,271	74,200	76,694	79,623
K	70,637	73,566	71,972	74,901	77,451	80,380
L	71,333	74,262	72,679	75,608	78,215	81,144
M	72,034	74,963	73,397	76,326	78,985	81,914
N	72,743	75,672	74,120	77,049	79,764	82,693
O	73,461	76,390	74,850	77,779	80,550	83,479
P	74,184	77,113	75,588	78,517	81,346	84,275
Q	74,917	77,846	76,331	79,260	82,149	85,078
R	75,654	78,583	77,085	80,014	82,960	85,889
S	76,400	79,329	77,845	80,774	83,778	86,707
T	77,151	80,080	78,612	81,541	84,605	87,534
U	77,913	80,842	79,387	82,316	85,440	88,369
V	78,681	81,610	80,169	83,098	86,284	89,213
W	79,458	82,387	80,962	83,891	87,135	90,064
X	80,240	83,169	81,761	84,690	87,995	90,924
Y	81,032	83,961	82,566	85,495	88,865	91,794
Z	81,830	84,759	83,382	86,311	89,742	92,671
AA	82,639	85,568	84,205	87,134	90,629	93,558
AB	83,455	86,384	85,035	87,964	91,523	94,452
AC	84,277	87,206	85,874	88,803	92,428	95,357

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY17 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH ASSISTANT PRINCIPALS (255-DAYS)

2016-2017

<b>12-Month Assistant Principals (255 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	65,333	68,321	66,563	69,551	71,624	74,612
B	65,974	68,962	67,218	70,206	72,327	75,315
C	66,621	69,609	67,879	70,867	73,040	76,028
D	67,276	70,264	68,548	71,536	73,759	76,747
E	67,938	70,926	69,221	72,209	74,487	77,475
F	68,607	71,595	69,903	72,891	75,219	78,207
G	69,283	72,271	70,591	73,579	75,960	78,948
H	69,963	72,951	71,285	74,273	76,709	79,697
I	70,652	73,640	71,987	74,975	77,465	80,453
J	71,346	74,334	72,697	75,685	78,228	81,216
K	72,050	75,038	73,412	76,400	79,000	81,988
L	72,760	75,748	74,133	77,121	79,779	82,767
M	73,475	76,463	74,865	77,853	80,565	83,553
N	74,198	77,186	75,603	78,591	81,359	84,347
O	74,930	77,918	76,347	79,335	82,161	85,149
P	75,668	78,656	77,100	80,088	82,973	85,961
Q	76,415	79,403	77,858	80,846	83,792	86,780
R	77,167	80,155	78,627	81,615	84,619	87,607
S	77,928	80,916	79,402	82,390	85,454	88,442
T	78,694	81,682	80,184	83,172	86,297	89,285
U	79,471	82,459	80,975	83,963	87,149	90,137
V	80,255	83,243	81,773	84,761	88,010	90,998
W	81,047	84,035	82,581	85,569	88,878	91,866
X	81,845	84,833	83,396	86,384	89,755	92,743
Y	82,653	85,641	84,217	87,205	90,642	93,630
Z	83,467	86,455	85,050	88,038	91,537	94,525
AA	84,292	87,280	85,889	88,877	92,442	95,430
AB	85,124	88,112	86,736	89,724	93,354	96,342
AC	85,963	88,951	87,592	90,580	94,277	97,265

\$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**  
**2016-2017**

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

<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>	35,069	38,525	42,327	46,508	51,103	54,585	60,043	66,049
<b>1</b>	35,417	38,905	42,744	46,968	51,609	55,130	60,644	66,709
<b>2</b>	35,765	39,288	43,167	47,432	52,119	55,684	61,249	67,376
<b>3</b>	36,118	39,676	43,594	47,901	52,636	56,239	61,862	68,050
<b>4</b>	36,472	40,068	44,025	48,374	53,158	56,802	62,481	68,728
<b>5</b>	36,833	40,462	44,459	48,852	53,683	57,371	63,104	69,416
<b>6</b>	37,198	40,863	44,901	49,336	54,214	57,944	63,734	70,111
<b>7</b>	37,563	41,265	45,343	49,824	54,752	58,523	64,373	70,813
<b>8</b>	37,932	41,674	45,792	50,319	55,295	59,108	65,017	71,521
<b>9</b>	38,306	42,084	46,244	50,817	55,843	59,699	65,666	72,236
<b>10</b>	38,686	42,500	46,702	51,319	56,395	60,296	66,323	72,959
<b>11</b>	39,068	42,921	47,164	51,827	56,953	60,898	66,989	73,685
<b>12</b>	39,451	43,345	47,630	52,340	57,519	61,508	67,656	74,425
<b>13</b>	39,842	43,775	48,101	52,857	58,089	62,122	68,332	75,168
<b>14</b>	40,235	44,204	48,576	53,381	58,664	62,745	69,016	75,920
<b>15</b>	40,633	44,642	49,056	53,910	59,245	63,373	69,706	76,681
<b>16</b>	41,033	45,082	49,543	54,444	59,833	64,008	70,404	77,447
<b>17</b>	41,440	45,529	50,033	54,983	60,424	64,645	71,109	78,221
<b>18</b>	41,847	45,977	50,527	55,528	61,025	65,291	71,818	79,004
<b>19</b>	42,262	46,434	51,028	56,078	61,628	65,946	72,537	79,794
<b>20</b>	42,678	46,894	51,534	56,634	62,241	66,606	73,263	80,592
<b>21</b>	43,100	47,356	52,043	57,193	62,859	67,270	73,995	81,397
<b>22</b>	43,525	47,826	52,558	57,760	63,483	67,945	74,734	82,211
<b>23</b>	43,955	48,297	53,080	58,335	64,111	68,623	75,482	83,034
<b>24</b>	44,389	48,775	53,603	58,913	64,748	69,309	76,238	83,863
<b>25</b>	44,829	49,258	54,135	59,497	65,390	70,002	77,000	84,702
<b>26</b>	45,271	49,745	54,672	60,086	66,038	70,705	77,770	85,549
<b>27</b>	45,721	50,239	55,213	60,680	66,693	71,410	78,547	86,406
<b>28</b>	46,170	50,737	55,760	61,283	67,356	72,123	79,332	87,269

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



**DISTRICT LEVEL PLACEMENT**  
**12 Month (255 Days) Annual Salary**  
**2016-2017**

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

<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>	34,395	37,784	41,513	45,613	50,121	53,535	58,888	64,778
<b>1</b>	34,734	38,156	41,923	46,064	50,617	54,070	59,477	65,426
<b>2</b>	35,077	38,533	42,337	46,520	51,118	54,614	60,071	66,080
<b>3</b>	35,422	38,914	42,755	46,979	51,624	55,157	60,672	66,741
<b>4</b>	35,771	39,297	43,178	47,445	52,135	55,709	61,279	67,407
<b>5</b>	36,124	39,686	43,604	47,911	52,652	56,266	61,891	68,082
<b>6</b>	36,481	40,077	44,037	48,387	53,172	56,830	62,510	68,761
<b>7</b>	36,840	40,472	44,472	48,866	53,698	57,397	63,135	69,450
<b>8</b>	37,204	40,871	44,912	49,351	54,232	57,972	63,766	70,146
<b>9</b>	37,570	41,275	45,354	49,840	54,767	58,551	64,404	70,846
<b>10</b>	37,942	41,683	45,804	50,331	55,312	59,135	65,049	71,556
<b>11</b>	38,317	42,095	46,257	50,830	55,858	59,727	65,699	72,270
<b>12</b>	38,694	42,511	46,713	51,332	56,412	60,326	66,356	72,993
<b>13</b>	39,075	42,932	47,176	51,840	56,971	60,928	67,019	73,723
<b>14</b>	39,462	43,354	47,642	52,355	57,534	61,538	67,690	74,461
<b>15</b>	39,851	43,784	48,112	52,873	58,106	62,154	68,366	75,205
<b>16</b>	40,244	44,215	48,591	53,397	58,682	62,777	69,051	75,957
<b>17</b>	40,642	44,654	49,070	53,925	59,263	63,403	69,741	76,718
<b>18</b>	41,043	45,094	49,557	54,459	59,852	64,037	70,437	77,485
<b>19</b>	41,448	45,540	50,048	54,999	60,445	64,677	71,143	78,259
<b>20</b>	41,859	45,993	50,543	55,545	61,043	65,324	71,854	79,042
<b>21</b>	42,271	46,445	51,044	56,094	61,650	65,977	72,573	79,831
<b>22</b>	42,689	46,904	51,549	56,650	62,262	66,639	73,297	80,629
<b>23</b>	43,110	47,369	52,059	57,213	62,878	67,304	74,030	81,436
<b>24</b>	43,536	47,837	52,573	57,780	63,502	67,977	74,772	82,249
<b>25</b>	43,968	48,310	53,094	58,351	64,132	68,657	75,519	83,073
<b>26</b>	44,401	48,789	53,620	58,930	64,767	69,345	76,274	83,904
<b>27</b>	44,842	49,272	54,152	59,513	65,409	70,037	77,035	84,743
<b>28</b>	45,284	49,761	54,687	60,106	66,061	70,736	77,808	85,591

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

**District Level Placement**  
**12 Month (255 Days) Annual Salary**  
**2016-2017**

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

<b>Step</b>	<b>Level 9</b>	<b>Level 10</b>	<b>Level 11</b>	<b>Level 12</b>	<b>Level 13</b>	<b>Level 14</b>	<b>Level 15</b>
<b>0</b>	68,015	71,420	78,561	86,419	95,060	97,852	106,061
<b>1</b>	68,696	72,136	79,349	87,284	96,012	98,831	107,122
<b>2</b>	69,384	72,857	80,140	88,155	96,972	99,818	108,195
<b>3</b>	70,076	73,586	80,941	89,039	97,942	100,816	109,277
<b>4</b>	70,779	74,321	81,750	89,928	98,921	101,825	110,369
<b>5</b>	71,486	75,064	82,568	90,826	99,909	102,844	111,471
<b>6</b>	72,202	75,815	83,394	91,736	100,910	103,870	112,587
<b>7</b>	72,921	76,574	84,229	92,652	101,918	104,909	113,713
<b>8</b>	73,653	77,338	85,071	93,580	102,938	105,960	114,852
<b>9</b>	74,390	78,113	85,921	94,515	103,969	107,020	115,999
<b>10</b>	75,132	78,893	86,780	95,461	105,006	108,090	117,160
<b>11</b>	75,885	79,682	87,647	96,415	106,056	109,169	118,332
<b>12</b>	76,644	80,479	88,524	97,379	107,117	110,261	119,515
<b>13</b>	77,409	81,285	89,409	98,353	108,188	111,363	120,710
<b>14</b>	78,184	82,096	90,305	99,335	109,272	112,478	121,916
<b>15</b>	78,965	82,918	91,206	100,329	110,364	113,603	123,137
<b>16</b>	79,754	83,747	92,119	101,334	111,467	114,740	124,367
<b>17</b>	80,552	84,584	93,039	102,347	112,581	115,887	125,612
<b>18</b>	81,358	85,429	93,971	103,369	113,708	117,044	126,865
<b>19</b>	82,172	86,283	94,909	104,404	114,845	118,216	128,135
<b>20</b>	82,992	87,147	95,859	105,447	115,994	119,398	129,417
<b>21</b>	83,825	88,020	96,816	106,501	117,153	120,592	130,711
<b>22</b>	84,662	88,898	97,786	107,567	118,326	121,799	132,018
<b>23</b>	85,508	89,789	98,763	108,643	119,509	123,016	133,339
<b>24</b>	86,361	90,687	99,752	109,730	120,703	124,245	134,673
<b>25</b>	87,227	91,593	100,748	110,826	121,910	125,487	136,018
<b>26</b>	88,099	92,508	101,757	111,933	123,129	126,742	137,379
<b>27</b>	88,981	93,433	102,773	113,056	124,359	128,009	138,754
<b>28</b>	89,870	94,367	103,802	114,184	125,604	129,291	140,140

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

**District Level Placement**  
**12 Month (250 Days) Annual Salary**  
**2016-2017**

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

<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>	33,721	37,043	40,699	44,718	49,138	52,485	57,733	63,508
<b>1</b>	34,053	37,408	41,101	45,161	49,625	53,010	58,311	64,144
<b>2</b>	34,389	37,777	41,507	45,608	50,116	53,543	58,893	64,784
<b>3</b>	34,728	38,151	41,917	46,058	50,611	54,076	59,482	65,432
<b>4</b>	35,069	38,526	42,332	46,515	51,113	54,616	60,077	66,085
<b>5</b>	35,416	38,908	42,749	46,972	51,620	55,163	60,678	66,747
<b>6</b>	35,766	39,291	43,174	47,438	52,129	55,716	61,284	67,413
<b>7</b>	36,118	39,679	43,600	47,908	52,645	56,271	61,897	68,088
<b>8</b>	36,475	40,070	44,031	48,384	53,168	56,835	62,516	68,771
<b>9</b>	36,833	40,466	44,465	48,862	53,694	57,403	63,141	69,457
<b>10</b>	37,198	40,865	44,906	49,344	54,227	57,976	63,773	70,153
<b>11</b>	37,566	41,270	45,350	49,833	54,763	58,556	64,411	70,853
<b>12</b>	37,935	41,678	45,797	50,326	55,306	59,143	65,055	71,561
<b>13</b>	38,308	42,090	46,251	50,824	55,854	59,733	65,704	72,277
<b>14</b>	38,688	42,504	46,708	51,329	56,406	60,331	66,362	73,001
<b>15</b>	39,070	42,925	47,169	51,836	56,967	60,936	67,025	73,731
<b>16</b>	39,455	43,348	47,639	52,350	57,531	61,546	67,697	74,468
<b>17</b>	39,845	43,778	48,108	52,868	58,101	62,160	68,374	75,214
<b>18</b>	40,238	44,210	48,585	53,391	58,678	62,781	69,056	75,966
<b>19</b>	40,635	44,647	49,067	53,921	59,259	63,409	69,748	76,725
<b>20</b>	41,038	45,091	49,552	54,456	59,847	64,043	70,445	77,492
<b>21</b>	41,442	45,535	50,043	54,994	60,441	64,683	71,150	78,266
<b>22</b>	41,852	45,985	50,538	55,540	61,041	65,332	71,860	79,048
<b>23</b>	42,265	46,441	51,039	56,092	61,645	65,984	72,579	79,840
<b>24</b>	42,683	46,899	51,542	56,647	62,257	66,644	73,305	80,636
<b>25</b>	43,106	47,363	52,053	57,207	62,874	67,311	74,038	81,444
<b>26</b>	43,531	47,833	52,569	57,775	63,497	67,985	74,778	82,259
<b>27</b>	43,963	48,306	53,090	58,346	64,127	68,663	75,524	83,082
<b>28</b>	44,396	48,785	53,615	58,927	64,765	69,349	76,283	83,913

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

**District Level Placement**  
**12 Month (250 Days) Annual Salary**  
**2016-2017**

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

<b>Step</b>	<b>Level 9</b>	<b>Level 10</b>	<b>Level 11</b>	<b>Level 12</b>	<b>Level 13</b>	<b>Level 14</b>	<b>Level 15</b>
<b>0</b>	66,681	70,020	77,020	84,725	93,196	95,933	103,982
<b>1</b>	67,349	70,721	77,793	85,573	94,130	96,893	105,021
<b>2</b>	68,024	71,429	78,568	86,426	95,071	97,861	106,073
<b>3</b>	68,702	72,143	79,354	87,293	96,021	98,840	107,134
<b>4</b>	69,391	72,864	80,147	88,164	96,981	99,829	108,205
<b>5</b>	70,084	73,592	80,949	89,045	97,950	100,828	109,285
<b>6</b>	70,786	74,329	81,759	89,937	98,932	101,833	110,379
<b>7</b>	71,492	75,073	82,578	90,836	99,920	102,852	111,484
<b>8</b>	72,209	75,822	83,403	91,745	100,920	103,883	112,600
<b>9</b>	72,931	76,581	84,236	92,662	101,930	104,921	113,725
<b>10</b>	73,659	77,346	85,078	93,589	102,947	105,971	114,863
<b>11</b>	74,397	78,120	85,928	94,524	103,977	107,029	116,011
<b>12</b>	75,141	78,901	86,789	95,470	105,016	108,099	117,172
<b>13</b>	75,891	79,691	87,656	96,424	106,067	109,180	118,343
<b>14</b>	76,651	80,486	88,534	97,387	107,129	110,273	119,525
<b>15</b>	77,416	81,292	89,418	98,362	108,200	111,375	120,723
<b>16</b>	78,191	82,105	90,312	99,347	109,281	112,490	121,928
<b>17</b>	78,972	82,926	91,214	100,340	110,373	113,614	123,149
<b>18</b>	79,763	83,754	92,128	101,342	111,479	114,749	124,378
<b>19</b>	80,560	84,591	93,048	102,357	112,593	115,898	125,623
<b>20</b>	81,365	85,438	93,980	103,380	113,720	117,057	126,879
<b>21</b>	82,181	86,294	94,918	104,413	114,856	118,227	128,148
<b>22</b>	83,002	87,155	95,869	105,458	116,005	119,411	129,429
<b>23</b>	83,831	88,029	96,826	106,512	117,165	120,604	130,725
<b>24</b>	84,668	88,908	97,796	107,578	118,337	121,809	132,032
<b>25</b>	85,516	89,797	98,773	108,653	119,520	123,026	133,351
<b>26</b>	86,372	90,694	99,762	109,739	120,714	124,257	134,686
<b>27</b>	87,236	91,601	100,758	110,839	121,921	125,499	136,033
<b>28</b>	88,108	92,517	101,767	111,945	123,141	126,756	137,392

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

## 11 MONTH (216-DAY) ANNUAL SALARY

2016-2017

PLEASE NOTE: Step does not equal years of service

Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	30,789	33,825	37,166	40,840	44,877	47,962	52,758	58,035
1	31,094	34,158	37,534	41,244	45,322	48,442	53,284	58,615
2	31,401	34,495	37,905	41,652	45,772	48,927	53,818	59,200
3	31,711	34,836	38,279	42,064	46,225	49,415	54,357	59,792
4	32,024	35,181	38,658	42,480	46,682	49,909	54,899	60,391
5	32,340	35,529	39,040	42,898	47,145	50,410	55,448	60,994
6	32,658	35,879	39,427	43,325	47,610	50,914	56,002	61,604
7	32,980	36,234	39,817	43,753	48,084	51,422	56,562	62,221
8	33,306	36,592	40,210	44,188	48,562	51,937	57,128	62,842
9	33,634	36,954	40,607	44,625	49,041	52,455	57,700	63,471
10	33,967	37,318	41,010	45,066	49,528	52,980	58,276	64,105
11	34,303	37,687	41,415	45,515	50,018	53,510	58,859	64,746
12	34,640	38,060	41,826	45,964	50,513	54,044	59,447	65,394
13	34,981	38,437	42,239	46,419	51,015	54,585	60,042	66,048
14	35,329	38,815	42,657	46,880	51,521	55,131	60,643	66,709
15	35,678	39,201	43,079	47,343	52,031	55,684	61,249	67,376
16	36,030	39,587	43,507	47,813	52,549	56,240	61,862	68,050
17	36,385	39,980	43,937	48,285	53,069	56,802	62,481	68,729
18	36,745	40,373	44,372	48,765	53,595	57,371	63,104	69,418
19	37,110	40,775	44,811	49,248	54,126	57,943	63,735	70,112
20	37,475	41,178	45,255	49,737	54,664	58,523	64,373	70,813
21	37,844	41,586	45,704	50,230	55,207	59,109	65,017	71,521
22	38,218	41,996	46,157	50,728	55,756	59,700	65,666	72,235
23	38,597	42,412	46,614	51,231	56,307	60,297	66,323	72,957
24	38,979	42,833	47,075	51,737	56,867	60,899	66,988	73,685
25	39,363	43,256	47,542	52,252	57,431	61,508	67,656	74,425
26	39,754	43,687	48,012	52,770	58,000	62,123	68,332	75,168
27	40,148	44,117	48,487	53,292	58,576	62,745	69,015	75,921
28	40,544	44,554	48,969	53,823	59,157	63,372	69,706	76,681

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

## 11 Month (212 Days) Annual Salary

2016-2017

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

<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>	30,219	33,198	36,478	40,083	44,046	47,074	51,780	56,959
<b>1</b>	30,517	33,525	36,838	40,480	44,482	47,546	52,297	57,529
<b>2</b>	30,818	33,857	37,203	40,881	44,924	48,022	52,822	58,105
<b>3</b>	31,124	34,191	37,570	41,284	45,368	48,501	53,349	58,685
<b>4</b>	31,430	34,529	37,942	41,693	45,817	48,984	53,883	59,273
<b>5</b>	31,740	34,870	38,317	42,105	46,272	49,475	54,422	59,864
<b>6</b>	32,054	35,215	38,698	42,522	46,730	49,972	54,965	60,464
<b>7</b>	32,369	35,563	39,079	42,944	47,193	50,470	55,515	61,067
<b>8</b>	32,688	35,914	39,465	43,370	47,662	50,975	56,070	61,678
<b>9</b>	33,010	36,270	39,855	43,800	48,133	51,484	56,632	62,296
<b>10</b>	33,337	36,627	40,250	44,232	48,609	51,999	57,196	62,918
<b>11</b>	33,667	36,991	40,649	44,670	49,092	52,518	57,768	63,546
<b>12</b>	33,999	37,355	41,051	45,112	49,578	53,044	58,347	64,184
<b>13</b>	34,333	37,725	41,458	45,558	50,071	53,573	58,930	64,824
<b>14</b>	34,673	38,096	41,868	46,011	50,567	54,111	59,521	65,473
<b>15</b>	35,018	38,476	42,283	46,467	51,067	54,652	60,115	66,129
<b>16</b>	35,363	38,856	42,700	46,927	51,576	55,198	60,716	66,789
<b>17</b>	35,712	39,240	43,124	47,392	52,086	55,750	61,323	67,456
<b>18</b>	36,066	39,628	43,551	47,862	52,604	56,307	61,937	68,133
<b>19</b>	36,421	40,020	43,981	48,336	53,124	56,871	62,555	68,814
<b>20</b>	36,781	40,417	44,416	48,817	53,652	57,440	63,181	69,502
<b>21</b>	37,146	40,815	44,857	49,299	54,186	58,014	63,814	70,197
<b>22</b>	37,511	41,218	45,300	49,788	54,722	58,594	64,451	70,898
<b>23</b>	37,882	41,626	45,750	50,282	55,266	59,179	65,095	71,607
<b>24</b>	38,257	42,040	46,201	50,780	55,813	59,772	65,747	72,324
<b>25</b>	38,635	42,455	46,661	51,284	56,366	60,368	66,404	73,046
<b>26</b>	39,017	42,877	47,122	51,792	56,925	60,974	67,068	73,777
<b>27</b>	39,405	43,301	47,589	52,306	57,493	61,583	67,738	74,514
<b>28</b>	39,793	43,729	48,062	52,826	58,062	62,198	68,417	75,261

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

## 10 MONTH (196 DAYS) ANNUAL SALARY

2016-2017

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

<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>	27,858	30,604	33,629	36,952	40,605	43,394	47,732	52,508
<b>1</b>	28,134	30,907	33,960	37,317	41,008	43,828	48,211	53,032
<b>2</b>	28,411	31,211	34,296	37,686	41,411	44,267	48,692	53,563
<b>3</b>	28,692	31,521	34,634	38,058	41,824	44,708	49,179	54,098
<b>4</b>	28,975	31,832	34,978	38,435	42,237	45,155	49,670	54,638
<b>5</b>	29,261	32,146	35,323	38,815	42,656	45,609	50,167	55,186
<b>6</b>	29,548	32,464	35,674	39,199	43,078	46,065	50,668	55,737
<b>7</b>	29,841	32,783	36,024	39,587	43,506	46,525	51,176	56,295
<b>8</b>	30,135	33,108	36,382	39,981	43,936	46,990	51,688	56,858
<b>9</b>	30,431	33,434	36,742	40,378	44,371	47,460	52,204	57,426
<b>10</b>	30,733	33,766	37,106	40,775	44,812	47,934	52,725	58,001
<b>11</b>	31,038	34,099	37,472	41,180	45,256	48,413	53,254	58,580
<b>12</b>	31,341	34,437	37,842	41,588	45,703	48,898	53,785	59,166
<b>13</b>	31,651	34,778	38,218	41,998	46,157	49,387	54,323	59,757
<b>14</b>	31,964	35,119	38,597	42,415	46,616	49,882	54,867	60,355
<b>15</b>	32,282	35,468	38,978	42,836	47,078	50,381	55,416	60,959
<b>16</b>	32,599	35,818	39,364	43,260	47,545	50,885	55,969	61,569
<b>17</b>	32,922	36,174	39,754	43,689	48,016	51,393	56,530	62,184
<b>18</b>	33,247	36,531	40,147	44,121	48,492	51,907	57,095	62,806
<b>19</b>	33,575	36,893	40,546	44,559	48,972	52,424	57,666	63,435
<b>20</b>	33,907	37,258	40,946	45,000	49,458	52,950	58,243	64,068
<b>21</b>	34,243	37,626	41,352	45,446	49,950	53,479	58,826	64,709
<b>22</b>	34,581	37,999	41,762	45,897	50,446	54,015	59,413	65,355
<b>23</b>	34,921	38,374	42,175	46,354	50,946	54,554	60,007	66,010
<b>24</b>	35,268	38,754	42,591	46,813	51,452	55,097	60,608	66,671
<b>25</b>	35,616	39,139	43,015	47,277	51,962	55,650	61,214	67,336
<b>26</b>	35,968	39,526	43,440	47,745	52,477	56,207	61,826	68,011
<b>27</b>	36,325	39,917	43,871	48,219	52,997	56,768	62,444	68,689
<b>28</b>	36,684	40,312	44,307	48,696	53,524	57,337	63,068	69,377

*\$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 2016-2017

PLEASE NOTE: Step does not equal years of service

Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Licensed Practical Nurse	AA or AS Degree Registered Nurse / Nurse Supervisor	Bachelors RN	Masters RN
1	16.57	21.40	25.26	27.47
2	16.93	21.82	25.61	27.88
3	17.31	22.27	25.99	28.30
4	17.69	22.71	26.54	28.73
5	18.08	23.16	26.82	29.15
6	18.48	23.61	27.17	29.59
7	18.89	24.10	27.59	30.04
8	19.31	24.59	28.00	30.48
9	19.74	25.09	28.42	30.93
10	20.17	25.59	28.85	31.40
11	20.61	26.08	29.28	31.88
12	21.08	26.62	29.72	32.37
13	21.55	27.15	30.17	32.91
14	22.04	27.69	30.70	33.41
15	22.52	28.26	31.25	33.99



## TECHNICAL SUPPORT PERSONNEL

HOURLY RATES for 2016-2017

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

Step	Dispatcher	Deaf Interpreter Basic	Deaf Interpreter Apprentice	Deaf Interpreter Provisional	Deaf Interpreter Provisional +36	Deaf Interpreter Proficient
1	11.92	10.14	15.77	17.96	18.62	19.94
2	12.20	10.44	16.25	18.49	19.18	20.56
3	12.51	10.75	16.75	19.03	19.74	21.16
4	12.80	11.18	17.24	19.62	20.34	21.80
5	13.12	11.49	17.76	20.19	20.95	22.45
6	13.45	12.02	18.30	20.37	21.18	22.68
7	13.77	12.55	18.67	20.81	21.60	23.12
8	14.10	13.07	19.03	21.24	22.04	23.58
9	14.47	13.57	19.41	21.64	22.46	24.04
10	14.81	14.09	19.81	22.08	22.89	24.55
11	15.18					
12	15.55					
13	15.94					
14	16.33					
15	16.72					
16	17.15					
17	17.58					
18	17.99					
19	18.42					
20	18.88					

## EXTENDED DAY PERSONNEL

Hourly Rates for 2016-2017

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

### *Facilitator - Over 100 Students*

Step	Non-Certificated	Certificated
1	13.80	15.04
2	14.09	15.33
3	14.37	15.64
4	14.64	15.96
5	14.93	16.27
6	15.23	16.58
7	15.53	16.91
8	15.81	17.24
9	16.13	17.59
10	16.46	17.93
11	16.78	18.30
12	17.12	18.65
13	17.46	19.03
14	17.80	19.40
15	18.14	19.78
16	18.49	20.17

### *Facilitator - Less Than 100 Students*

Step	Non-Certificated	Certificated
1	12.55	13.77
2	12.83	14.08
3	13.10	14.40
4	13.40	14.71
5	13.70	15.03
6	14.00	15.37
7	14.30	15.72
8	14.62	16.06
9	14.94	16.42
10	15.28	16.77
11	15.62	17.15
12	15.96	17.52
13	16.31	17.92
14	16.68	18.32
15	17.04	18.72
16	17.43	19.14

### *Facilitator on Assignment*

Step	Non-Certificated	Certificated
1	11.18	12.34
2	11.36	12.66
3	11.46	12.75
4	11.73	13.06
5	12.03	13.38
6	12.30	13.72
7	12.60	14.05
8	12.90	14.41
9	13.23	14.77
10	13.53	15.14
11	13.88	15.53
12	14.22	15.92
13	14.57	16.31
14	14.94	16.74
15	15.32	17.17
16	15.70	17.62

### *Group Leader*

Step	Non-Certificated	Certificated
1	9.29	10.46
2	9.47	10.77
3	9.57	10.86
4	9.83	11.18
5	10.13	11.48
6	10.41	11.82
7	10.71	12.16
8	11.00	12.51
9	11.33	12.87
10	11.64	13.24
11	11.99	13.64
12	12.33	14.02
13	12.69	14.42
14	13.05	14.84
15	13.44	15.27
16	13.81	15.73

## FY17 VESA Clerical Salary Schedule

Hourly Rates for 2016-2017

<b>Office Specialist I</b>	
<b>Step</b>	<b>Amount</b>
<b>01</b>	8.54
<b>02</b>	8.62
<b>03</b>	8.94
<b>04</b>	9.22
<b>05</b>	9.54
<b>06</b>	9.85

<b>Office Specialist II</b>	
<b>Step</b>	<b>Amount</b>
<b>01</b>	9.53
<b>02</b>	9.84
<b>03</b>	10.19
<b>04</b>	10.51
<b>05</b>	10.87
<b>06</b>	11.26

<b>Office Specialist III</b>	
<b>Step</b>	<b>Amount</b>
<b>01</b>	12.76
<b>02</b>	13.19
<b>03</b>	13.65
<b>04</b>	14.13
<b>05</b>	14.60
<b>06</b>	15.10

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

COOPERATIVE EDUCATION STUDENT WORKERS
\$8.10 - minimum hourly wage in Florida as of January 1, 2017.

**FY17 VESA PARAPROFESSIONAL SALARY SCHEDULE**  
Hourly Rates for 2016-2017

Paraprofessional 2 with CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.24	9.74
<b>02</b>	9.24	9.74
<b>03</b>	9.24	9.74
<b>04</b>	9.59	10.09
<b>05</b>	10.02	10.52
<b>06</b>	10.49	10.99

Paraprofessional 3 with CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.24	9.74
<b>02</b>	9.24	9.74
<b>03</b>	9.38	9.88
<b>04</b>	9.80	10.30
<b>05</b>	10.25	10.75
<b>06</b>	10.70	11.20

Paraprofessional 4 with CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.49	9.99
<b>02</b>	9.49	9.99
<b>03</b>	9.91	10.41
<b>04</b>	10.33	10.83
<b>05</b>	10.79	11.29
<b>06</b>	11.30	11.80

Paraprofessional 2 no CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.04	9.54
<b>02</b>	9.04	9.54
<b>03</b>	9.04	9.54
<b>04</b>	9.39	9.89
<b>05</b>	9.82	10.32
<b>06</b>	10.29	10.79

Paraprofessional 3 no CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.04	9.54
<b>02</b>	9.04	9.54
<b>03</b>	9.18	9.68
<b>04</b>	9.60	10.10
<b>05</b>	10.05	10.55
<b>06</b>	10.50	11.00

Paraprofessional 4 no CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.29	9.79
<b>02</b>	9.29	9.79
<b>03</b>	9.71	10.21
<b>04</b>	10.13	10.63
<b>05</b>	10.59	11.09
<b>06</b>	11.10	11.60

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

Paraprofessional 2  
Title I  
Title I Parent Liaison

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

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

## AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

Hourly Rates for 2016-2017

PLEASE NOTE: Step does not equal years of service

Contact (386) 734-7190 extension 20173 to discuss your rate of pay

Step	Level 1	Level 3	Level 5	Level 6	Level 7A	Level 7	Level 9	Level 10	Level 11	Level 12	Level 13	Level 15	Level 16	Utility Crew
1	9.57	9.56	10.15	10.15	11.23	11.65	11.02	11.93	13.31	15.80	11.06	10.41	11.07	10.43
2	10.08	9.92	10.61	10.61	11.68	11.73	11.39	12.33	13.75	16.11	11.61	10.74	11.48	10.75
3	10.40	10.25	10.91	10.91	12.15	12.20	11.68	12.62	14.08	16.42	11.92	10.97	11.76	10.96
4	10.72	10.56	11.23	11.47	12.57	12.66	12.00	13.03	14.49	16.70	12.23	11.30	12.12	11.27
5	11.16	10.85	11.56	12.00	13.06	13.15	12.32	13.48	14.80	17.03	12.53	11.79	12.42	11.59
6	11.91	11.19	11.85	12.54	13.49	13.62	12.63	13.94	15.11	17.32	12.86	12.25	12.75	11.89
7	12.30	11.51	12.18	13.11	13.95	14.09	12.94	14.41	15.45	17.62	13.18	12.73	13.06	12.20
8	12.56	11.81	12.48	13.66	14.40	14.56	13.26	14.87	15.74	17.92	13.48	13.19	13.48	12.50
9	12.65	12.13	12.81	15.08	14.86	15.02	13.55	15.40	16.07	18.22	13.79	13.66	13.85	12.85
10		12.42	13.11	16.07	15.34	15.50	13.89	15.84	16.37	18.66	14.11	14.12	14.52	13.15
11		12.76	13.43	16.40	15.79	15.97	14.22	16.31	16.67	18.96	14.43	14.60	14.95	13.45
12		13.40	13.74	16.52	16.67	16.92	14.53	16.77	17.01	19.28	15.02	15.05	15.25	13.78
13		14.49	14.07		17.94	18.11	14.82	17.25	17.31	19.61	16.19	15.55	15.36	14.09
14		14.59	14.68		18.32	18.24	15.14	17.72	17.62	19.90	16.30	16.01		14.39
15			15.88		18.45		15.78	18.66	18.31	20.62		16.98		15.03
16			16.01				17.05	19.98	19.71	21.98		18.15		16.24
17							17.17	20.13	19.86	22.14		18.28		16.35

**Level 1** = Bus Attendant; **Level 3** = Truck Driver; **Level 5** = Warehouse, Deliverymen; **Level 6** = Mechanic Helper, Health Support Technician; **Level 7** = Bus Operator, Bus Dispatcher; **Level 7A** = Class A Deliverymen; **Level 9** = Heavy Equipment Operator; **Level 10** = Mental Health Technician/Caseworker; **Level 11** = Mechanic; **Level 12** = Facility Maintenance Technician, Lead Mechanic; **Level 13** = Warehouseman/Freezer; **Level 15** = Technician, Environmental Mechanic Helpers; **Level 16** = Campus Advisor.

## SCHOOL WAY CAFÉ PERSONNEL

HOURLY RATES FOR 2016-2017

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

Step	SWC Asst. 1	SWC Asst. 2	SWC Asst. 3	Dining Room Aide 1	Dining Room Aide 2
01	9.45	9.87	10.45	8.45	8.87
02	9.55	10.13	10.71	8.55	9.13
03	9.84	10.39	11.02	8.84	9.39
04	10.08	10.68	11.33	9.08	9.68
05	10.34	10.99	11.61	9.34	9.99
06	10.63	11.29	11.93	9.63	10.29
07	10.93	11.57	12.26	9.93	10.57
08	11.20	11.89	12.59	10.20	10.89
09	11.51	12.22	13.28	10.51	11.22
10	11.82	12.57	13.64	10.82	11.57
11	12.13	12.91	14.03	11.13	11.91
12	12.47	13.26	14.40	11.47	12.26
13	12.73	13.50	14.69	11.73	12.50
14	12.81	13.59	14.79	11.81	12.59

**Interns:** 6.50 percent above current salary

**2nd Year Interns:** Negotiated raise

SWC Managers						
Step	Elementary 0-399	Elementary 400+	Middle 0-499	Middle 500+	High 0-499	High 500+
01	13.98	14.67	15.36	16.06	16.06	16.76
02	14.35	15.07	15.77	16.54	16.54	17.22
03	14.76	15.50	16.22	16.98	16.98	17.72
04	15.17	15.90	16.67	17.45	17.45	18.22
05	15.61	16.35	17.13	17.97	17.97	18.74
06	16.04	16.80	17.62	18.45	18.45	19.25
07	16.51	17.28	18.11	18.99	18.99	19.80
08	16.96	17.79	18.62	19.52	19.52	20.37
09	17.42	18.27	19.16	20.06	20.06	20.93
10	17.92	18.79	19.71	20.63	20.63	21.53
11	18.42	19.32	20.26	21.23	21.23	22.14
12	18.96	19.87	20.84	21.83	21.83	22.78
13	19.54	20.44	21.42	22.45	22.45	23.42
14	19.67	20.59	21.58	22.62	22.62	23.59

plus \$ .35 for **senior managers**  
plus \$.15 for **one year college**  
plus \$.15 for **2nd year college**

## SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES

FY2016-2017

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

<u>RATES</u>	<u>DEGREES</u>
\$9.54	AVID Tutors
\$ 9.54	High School Diploma
\$10.74	Associate Degree and/or 60 hours of college credit
\$12.33	Bachelor's Degree
\$13.22	Master's Degree or Higher

### SUPPORT SUBSTITUTES

<u>POSITION</u>	<u>RATES</u>
Extended Day Facilitator (group leaders only)	\$ 2.00 above employee's group leader rate
Bus Attendant/Operator Training	Minimum Wage*
School Way Café and Dining Room Hostess	
Without High School Diploma	SWC Asst. 1-Dining Aides Step 1 pay rate
With High School Diploma	SWC Asst. 2-Dining Aides Step 1 pay rate
Substitute Paraprofessional	Minimum Wage – all levels

All other substitute support employees are paid at the Step 1 pay level for the position category of the absent employee. *All Substitute Personnel are enrolled in an alternative plan to social security*

### OTHER NON-CONTRACTED HOURLY RATES

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

\*Effective January 1, 2017 minimum wage in Florida is \$8.10.

### **Security Clearance**

Note: Both fingerprinting and drug screening must have prior approval. Submission of fingerprints (\$48.00) and drug screening (\$25.00) must be completed prior to being approved to substitute. Applicant pays all fees. In order to be a substitute teacher, you must have successfully completed the S.T.A.R. program or equivalent.

**VCS Board Approved: 8/9/16**

**Effective: 7/1/16**



**STAFF DEVELOPMENT OR SPECIAL PROJECT NON-CONTRACTED PAY RATES**

<b>In-Service Instructors/Trainers/Facilitators/Participants</b>	
<ul style="list-style-type: none"> <li>Trainer rate for after-hours training</li> </ul>	\$25.00 per hour of workshop facilitation \$25.00 per hour for planning of workshop (One time occurrence)
<ul style="list-style-type: none"> <li>Design work</li> </ul>	\$25.00 per hour. Number of hours must be agreed upon in advance by the designer and the program manager.
<ul style="list-style-type: none"> <li>Synchronous Online Course Facilitator</li> </ul>	\$50.00 per week plus \$10.00 per course completer
<ul style="list-style-type: none"> <li>Asynchronous Online Course Grader</li> </ul>	\$8.00 per 10 hours coursework per course completer
<ul style="list-style-type: none"> <li>Reading Endorsement</li> </ul>	\$25.00 per hour for face-to-face training \$8.10 per 10 hours coursework per course completer
<ul style="list-style-type: none"> <li>Optional Workshops for Teachers (as participants)</li> </ul>	\$15.00 per hour (if funding is available) plus in-service points
<ul style="list-style-type: none"> <li>Mandated Workshops for Teachers <i>Mandatory means consequence for non-attendance</i></li> </ul>	Hourly Rate of Pay plus in-service points
<b>Projects, Grants, Program, and Categorical Participants</b>	
<ul style="list-style-type: none"> <li>Instructional</li> <li>PLC's</li> </ul>	\$25.00 per hour \$25.00 (after hours)
<ul style="list-style-type: none"> <li>Positive Parenting by ESE Teacher</li> </ul>	\$15.00 per hour
<ul style="list-style-type: none"> <li>Instructional child care</li> <li>Paraprofessionals providing child care</li> <li>Others providing child care</li> </ul>	\$15.00 per hour Hourly Rate Minimum Wage
<ul style="list-style-type: none"> <li>Substitute Teacher</li> </ul>	Employee's regular substitute teacher pay rate
<ul style="list-style-type: none"> <li>Hourly non-exempt employee</li> </ul>	Employee's regular hourly rate or Substitute Teacher hourly rate – if qualified
<ul style="list-style-type: none"> <li>Coordinator for Continuing Program</li> </ul>	\$35.00 per hour
<ul style="list-style-type: none"> <li>Extended core instruction/Intervention where student grade is impacted (i.e., before/after school, lunchtime, planning period, weekends, holidays etc.)</li> </ul>	Hourly rate of pay
<ul style="list-style-type: none"> <li>Tutoring (Active Teachers only)</li> </ul>	\$30.00 per hour (before and after school); Hourly rate during the school day
<ul style="list-style-type: none"> <li>Tutoring (Teachers on LOA)</li> <li>Tutoring (Non-instructional)</li> </ul>	Appropriate sub teacher rate
<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.	

**VCS Board Approved: 8/9/16**

**Effective: 7/1/16**