

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

COMPENSATION MANUAL

FY2024 – 2025

(Updated 01/29/25)



SCHOOL BOARD MEMBERS

Mrs. Jamie Haynes, Chair
Mr. Ruben Colón, Vice-Chair
Mrs. Donna Brosemer
Mrs. Krista Goodrich

SUPERINTENDENT OF SCHOOLS

Dr. Carmen J. Balgobin

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EMPLOYEE BENEFITS

FOR REGULARLY ESTABLISHED POSITIONS

Enrollment in the Group Health Insurance Program is available for:

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

The average School Board match for such coverage is \$7,260.

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 13.63 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 \$168,600 (tax year 2024) 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/directory/departments/office-of-general-counsel/union-contracts>

COLLECTIVE BARGAINING UNION GROUPS

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

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

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

INSTRUCTIONAL SALARY INFORMATION

IN-SERVICE PARTICIPATION

Voluntary In-service, when approved by the Superintendent, shall be compensated at \$15.00 per hour. (Source: VUE Contract 2024-2027 Appendix G)

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

SUMMER SCHOOL COMPENSATION

Programs which generate FTE: Hourly Rate x Hours Worked

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

ADDITIONAL DAYS BEYOND TEN- OR ELEVEN-MONTH CONTRACT

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

SUBSTITUTE INSTRUCTIONAL HOURLY RATES:

	All Others
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 31st 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

SALARY SCHEDULES

ANNUAL CONTRACT INSTRUCTIONAL

FY 2024-2025

196/199-Day Placement Schedule

PERFORMANCE PAY

Salary Tier	Annual
A	49,201
B	49,201
C	49,201
D	49,201
E	49,201
F	49,201
G	49,201
H	49,201
I	49,201
J	49,201
K	49,201
L	49,201
M	49,201
N	49,201
O	49,201
P	49,201
Q	49,201
R	49,201
S	49,201
T	49,201
U	49,201

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
 FY 2024-2025

Salary for Advanced Degrees:

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

Years Exp.	196 Days	199 Days	216 Days	256 Days
	Amount	Amount	Amount	Amount
0-2 years				
Master's	\$3,081	\$3,081	\$3,396	\$4,024
Specialist's	\$4,546	\$4,546	\$5,011	\$5,938
Doctorate	\$6,070	\$6,070	\$6,690	\$7,928
3-5 years				
Master's	\$3,222	\$3,222	\$3,550	\$4,208
Specialist's	\$4,754	\$4,754	\$5,240	\$6,210
Doctorate	\$6,346	\$6,346	\$6,994	\$8,288
6+ years				
Master's	\$3,368	\$3,368	\$3,711	\$4,399
Specialist's	\$4,973	\$4,973	\$5,480	\$6,495
Doctorate	\$6,637	\$6,637	\$7,314	\$8,670

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

ANNUAL CONTRACT INSTRUCTIONAL

FY 2024-2025

216-DAY SCHEDULE

PERFORMANCE PAY

Salary Tier	Annual
A	54,222
B	54,222
C	54,222
D	54,222
E	54,222
F	54,222
G	54,222
H	54,222
I	54,222
J	54,222
K	54,222
L	54,222
M	54,222
N	54,222
O	54,222
P	54,222
Q	54,222
R	54,222
S	54,222
T	54,222
U	54,222

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

FY 2024-2025

256-DAY SCHEDULE

PERFORMANCE PAY

Salary Tier	Annual
A	64,264
B	64,264
C	64,264
D	64,264
E	64,264
F	64,264
G	64,264
H	64,264
I	64,264
J	64,264
K	64,264
L	64,264
M	64,264
N	64,264
O	64,264
P	64,264
Q	64,264
R	64,264
S	64,264
T	64,264
U	64,264

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 - 2024-2025 School year

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

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

Sample 196-Day Salary

Below is a sample of a school year 2024-2025 teacher salary based on a bachelor's degree and its full impact on the district:

	2024-2025
Annual Salary – Bachelor's Degree	\$49,201.00
Average Board Contribution for Health & Dental	7,260.00
Board Contribution for Life Insurance Coverage of 1x annual salary	47.72
Board Contribution for Florida Retirement System	6,706.10
Board Contribution for Social Security	3,050.46
Board Contribution for Medicare	713.41
10-Days of leave per year	2,510.26
Total Salary plus Benefits	\$69,488.95

COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

FY2024-2025 Teacher Supplements

Description	High Schools	Middle Schools	Elementary Schools
<u>Class A:</u>			
Department/Grade Chairperson*	803	803	803
Each additional teacher or major fraction; the amount will only apply for up to five teachers.	211	211	211
Supervisory Duty (Morning or Afternoon)	1,003	1,003	1,003
Curriculum Committee Chairperson*			712
Test Chairperson			1,281
Problem Solving Team Chairperson	1,114	1,114	1,114
Certified School Counselor Chairperson	3,986		
<u>Class B:</u>			
Extended Duty Supplement Amounts:			
One item checked under duties & responsibilities	1,059	1,059	1,059
Two items checked under duties & responsibilities	1,281	1,281	1,281
Three items checked under duties & responsibilities	1,728	1,728	1,728
Loss of planning for extra class	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour
Audio-Visual Specialist	1,874	1,082	
Supplemental Career & Technical Education	2,732	2,732	
<u>Athletics:</u>			
	<5 years/≥5 years		
Athletic Director	4,471/5,641		
Category A-Head Coach	4,471/5,641		
Category B-Head Coach	3,048/3,840		
Category C-Head Coach	2,749/3,465		
Category A-Assistant Coach	2,749/3,465		
Category B-Assistant Coach	2,210/2,786		
Category C-Assistant Coach	2,063/2,601		
<u>Athletic Trainer:</u>			
	<5 years/≥5 years		
Certified – Head	4,471/5,372 per semester		
Associate or Certified Asst.	3,092/3,895		
Appointed	1,719/2,166 per semester		
<u>Cheerleader:</u>			
	<5 years/≥5 years		
Cheerleader	1,550/1,784 per semester		

COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

FY2024-2025 Teacher Supplements

<u>Class C:</u>			
<u>Sponsors:</u>			
Academic Team	1,627		
Dance	1,627		
Flag Corps	1,627		
Majorettes	1,627		
Class Sponsor	9 th -10 th grade/550 11 th -12 th grade/668		
Drama/Music Production	1,083	557	557
Intramural	1,083	1,083	1,083
Publications	1,627	1,083	
Safety Patrol	557	557	557
Service Club	557	557	
Special Interest Club Activities	557	557	557
Student Government	1,627	557	
Yearbook	2,269	1,083	
Television Production	1,627	1,083	

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

FY2024-2025 Stipends

Description	High Schools	Middle Schools	Elementary Schools
	<5years/≥5 years	<5 years/≥5 years	<5 years/≥5 years
Band Director	4,384/5,531	2,909/3,443	
Assistant Band Director	1,937/2,187	1,213/1,377	
Choral Director	2,909/3,443	2,909/3,443	
Orchestra Director		2,909/3,443	
Fine Arts Teacher	1,213/1,337		
Certified School Counselors	5,983/7,319	5,983/7,319	5,983/7,319
Social Worker	5,983/7,319	5,983/7,319	5,983/7,319
Caseworker	2,927/3,169	2,927/3,169	2,927/3,169
Speech & Language (3 C's)	5,983/7,319	5,983/7,319	5,983/7,319
Placement Specialists	2,927/3,169	2,927/3,169	2,927/3,169
Program Specialists	2,927/3,169	2,927/3,169	2,927/3,169
Academic Coach	1,595/1,967	1,549/1,910	1,549/1,910
Agriculture Instructional Personnel	2,678	2,678	

****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 election of the teacher, will be paid in either one lump sum after the completion of duty or over two paychecks; one at the end of each semester. The payouts will occur at the end of the first semester, prior to Spring Break or at the end of the year, depending on the date of the completion of the duty.

- 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 9th 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 9th grade schedule, the high school supplements apply.

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

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

LONGEVITY SUPPLEMENTS FOR INSTRUCTIONAL PERSONNEL

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

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

This supplement is subject to bargaining.

VUE INSTRUCTIONAL RETENTION SUPPLEMENT

(for each year of VCS Service)

YEARS	AMOUNT
5 – 14	\$75
15 – 19	\$100
20 – 24	\$125
25 +	\$170

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2024-2025 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (250-Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	85,325	101,437	90,086	106,198	98,198	114,310
B	86,114	102,225	90,922	107,033	99,118	115,229
C	86,912	103,023	91,772	107,883	100,044	116,156
D	87,719	103,830	92,623	108,735	100,982	117,093
E	88,532	104,643	93,486	109,598	101,927	118,039
F	89,354	105,465	94,358	110,469	102,883	118,994
G	90,183	106,294	95,237	111,348	103,849	119,960
H	91,021	107,133	96,126	112,237	104,823	120,934
I	91,866	107,977	97,023	113,134	105,809	121,920
J	92,723	108,834	97,930	114,041	106,803	122,914
K	93,587	109,698	98,845	114,956	107,806	123,917
L	94,458	110,569	99,771	115,882	108,820	124,932
M	95,338	111,449	100,705	116,817	109,845	125,957
N	96,229	112,341	101,648	117,760	110,882	126,993
O	97,128	113,239	102,599	118,710	111,926	128,037
P	98,035	114,147	103,565	119,676	112,982	129,093
Q	98,952	115,063	104,534	120,645	114,047	130,158
R	99,876	115,988	105,516	121,627	115,124	131,235
S	100,812	116,923	106,508	122,619	116,213	132,324
T	101,758	117,869	107,510	123,622	117,309	133,421
U	102,711	118,823	108,520	124,631	118,421	134,532
V	103,675	119,786	109,544	125,655	119,541	135,652
W	104,646	120,757	110,574	126,685	120,672	136,784
X	105,630	121,741	111,616	127,727	121,815	137,927
Y	106,624	122,735	112,668	128,780	122,969	139,081
Z	107,625	123,737	113,732	129,843	124,135	140,246
AA	108,638	124,749	114,805	130,917	125,313	141,424
AB	109,661	125,772	115,890	132,001	126,502	142,613
AC	110,692	126,803	116,985	133,096	127,704	143,815

\$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

FY2024-2025 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (255-Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	87,033	103,468	91,890	108,324	100,164	116,598
B	87,837	104,271	92,742	109,176	101,102	117,536
C	88,652	105,086	93,608	110,042	102,047	118,481
D	89,474	105,908	94,477	110,911	103,003	119,437
E	90,303	106,738	95,357	111,792	103,967	120,402
F	91,142	107,576	96,246	112,681	104,941	121,376
G	91,987	108,422	97,143	114,557	105,927	122,362
H	92,843	109,278	98,049	114,483	106,920	123,355
I	93,704	110,139	98,964	115,399	107,926	124,360
J	94,578	111,013	99,890	116,324	108,941	125,375
K	95,460	111,894	100,823	117,257	109,963	126,397
L	96,349	112,783	101,767	118,201	110,998	127,432
M	97,245	113,680	102,721	119,155	112,043	128,478
N	98,155	114,589	103,682	120,117	113,100	129,535
O	99,072	115,506	104,652	121,087	114,166	130,601
P	99,998	116,432	105,637	122,072	115,242	131,677
Q	100,931	117,366	106,625	123,060	116,329	132,763
R	101,875	118,310	107,628	124,062	117,428	133,862
S	102,830	119,264	108,639	125,074	118,538	134,972
T	103,794	120,229	109,661	126,096	119,657	136,092
U	104,767	121,201	110,691	127,126	120,790	137,224
V	105,750	122,184	111,736	128,170	121,933	138,367
W	106,740	123,174	112,787	129,221	123,087	139,521
X	107,744	124,178	113,849	130,284	124,253	140,688
Y	108,757	125,192	114,923	131,357	125,430	141,864
Z	109,779	126,214	116,008	132,443	126,619	143,053
AA	110,811	127,246	117,103	133,537	127,820	144,255
AB	111,855	128,289	118,209	134,643	129,033	145,467
AC	112,907	129,342	119,325	135,759	130,260	146,694

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

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ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2024-2025 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	63,279	76,941	64,390	78,052	68,951	82,613
B	63,857	77,556	64,981	78,643	69,585	83,247
C	64,441	78,103	65,576	79,238	70,225	83,887
D	65,033	78,695	66,177	79,839	70,875	84,537
E	65,628	79,290	66,785	80,447	71,531	85,193
F	66,231	79,893	67,398	81,060	72,192	85,854
G	66,839	80,502	68,018	81,680	72,858	86,520
H	67,453	81,115	68,648	82,310	73,533	87,195
I	68,074	81,736	69,278	82,940	74,217	87,879
J	68,702	82,364	69,916	83,579	74,902	88,564
K	69,335	82,997	70,561	84,223	75,598	89,260
L	69,974	83,636	71,212	84,874	76,299	89,961
M	70,620	84,282	71,871	85,533	77,008	90,671
N	71,268	84,931	72,535	86,197	77,725	91,387
O	71,929	85,591	73,207	86,869	78,449	92,111
P	72,595	86,257	73,884	87,546	79,178	92,840
Q	73,266	86,928	74,569	88,231	79,918	93,581
R	73,945	87,607	75,261	88,923	80,663	94,325
S	74,631	88,294	75,962	89,624	81,415	95,077
T	75,325	88,987	76,666	90,328	82,177	95,839
U	76,022	89,684	77,377	91,040	82,941	96,603
V	76,730	90,392	78,098	91,760	83,718	97,380
W	77,441	91,103	78,824	92,486	84,501	98,163
X	78,163	91,825	79,560	93,222	85,293	98,955
Y	78,890	92,552	80,304	93,966	86,090	99,752
Z	79,625	93,287	81,050	94,712	86,897	100,559
AA	80,366	94,028	81,808	95,470	87,714	101,376
AB	81,118	94,780	82,571	96,233	88,534	102,196
AC	81,874	95,536	83,344	97,006	89,367	103,029

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

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ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2024-2025 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	70,903	87,014	72,139	88,550	77,224	93,335
B	71,546	87,658	72,797	88,908	77,931	94,042
C	72,197	88,308	73,461	89,572	78,647	94,759
D	72,855	88,966	74,133	90,245	79,370	95,481
E	73,520	89,632	74,810	90,921	80,101	96,212
F	74,193	90,304	75,495	91,606	80,837	96,948
G	74,871	90,983	76,186	92,298	81,581	97,692
H	75,555	91,666	76,883	92,995	82,334	98,446
I	76,248	92,359	77,589	93,700	83,094	99,205
J	76,945	93,056	78,302	94,413	83,861	99,972
K	77,652	93,763	79,021	95,132	84,637	100,748
L	78,366	94,477	79,745	95,857	85,420	101,531
M	79,084	95,195	80,481	96,592	86,209	102,320
N	79,811	95,922	81,222	97,334	87,007	103,119
O	80,547	96,658	81,971	98,082	87,813	103,924
P	81,288	97,399	82,727	98,838	88,629	104,740
Q	82,039	98,150	83,489	99,600	89,452	105,563
R	82,795	98,906	84,261	100,373	90,283	106,395
S	83,559	99,671	85,040	101,152	91,122	107,233
T	84,329	100,440	85,827	101,938	91,969	108,081
U	85,110	101,221	86,621	102,732	92,825	108,937
V	85,897	102,009	87,422	103,534	93,690	109,802
W	86,694	102,805	88,235	104,347	94,563	110,674
X	87,495	103,607	89,054	105,166	95,444	111,555
Y	88,307	104,418	89,879	105,991	96,336	112,447
Z	89,125	105,236	90,716	106,827	97,235	113,346
AA	89,954	106,066	91,559	107,671	98,144	114,255
AB	90,791	106,902	92,410	108,521	99,060	115,172
AC	91,633	107,744	93,270	109,381	99,988	116,099

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

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ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2024-2025 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	72,322	88,756	73,582	90,017	78,770	95,204
B	72,979	89,413	74,254	90,688	79,490	95,925
C	73,642	90,076	74,931	91,366	80,221	96,656
D	74,313	90,748	75,617	92,051	80,958	97,393
E	74,992	91,426	76,307	92,741	81,704	98,139
F	75,677	92,112	77,006	93,440	82,455	98,889
G	76,370	92,805	77,711	94,145	83,214	99,649
H	77,067	93,502	78,422	94,857	83,982	100,416
I	77,774	94,208	79,142	95,576	84,757	101,191
J	78,485	94,919	79,870	96,304	85,539	101,973
K	79,207	95,641	80,603	97,037	86,330	102,765
L	79,934	96,369	81,342	97,776	87,129	103,563
M	80,667	97,102	82,092	98,526	87,934	104,369
N	81,408	97,843	82,848	99,283	88,748	105,183
O	82,159	98,593	83,611	100,045	89,570	106,005
P	82,915	99,349	84,383	100,817	90,403	106,837
Q	83,681	100,115	85,160	101,594	91,242	107,676
R	84,451	100,886	85,948	102,382	92,090	108,524
S	85,231	101,666	86,742	103,177	92,946	109,380
T	86,017	102,451	87,544	103,978	93,810	110,244
U	86,813	103,247	88,355	104,789	94,683	111,117
V	87,617	104,051	89,173	105,607	95,566	112,000
W	88,428	104,863	90,001	106,435	96,455	112,890
X	89,246	105,681	90,836	107,271	97,354	113,789
Y	90,075	106,509	91,678	108,112	98,263	114,698
Z	90,909	107,343	92,532	108,966	99,181	115,615
AA	91,755	108,189	93,391	109,826	100,108	116,543
AB	92,607	109,042	94,260	110,694	101,043	117,478
AC	93,467	109,902	95,137	111,571	101,989	118,424

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

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ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY2024-2025 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

Administrative Dean (196 Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	53,310	57,494	54,256	58,440	55,326	59,510
B	53,940	58,124	54,898	59,082	55,981	60,165
C	54,578	58,762	55,547	59,731	56,643	60,827
D	55,224	59,408	56,204	60,388	57,313	61,497
E	55,877	60,061	56,869	61,053	57,991	62,175
F	56,538	60,722	57,542	61,726	58,678	62,862
G	57,207	61,391	58,223	62,407	59,373	63,557
H	57,884	62,068	58,912	63,096	60,076	64,260
I	58,569	62,753	59,610	63,794	60,788	64,972
J	59,262	63,446	60,316	64,500	61,508	65,692
K	59,964	64,148	61,030	65,214	62,237	66,421
L	60,674	64,858	61,753	65,937	62,975	67,159
M	61,393	65,577	62,485	66,669	63,721	67,905
N	62,120	66,304	63,225	67,409	64,476	68,660
O	62,856	67,040	63,974	68,158	65,240	69,424
P	63,601	67,785	64,732	68,916	66,014	70,198
Q	64,355	68,539	65,499	69,683	66,797	70,981
R	65,118	69,302	66,276	70,460	67,589	71,773
S	65,890	70,074	67,062	71,246	68,391	72,575
T	66,671	70,855	67,857	72,041	69,202	73,386
U	67,462	71,646	68,662	72,846	70,023	74,207
V	68,262	72,446	69,477	73,661	70,854	75,038
W	69,072	73,256	70,301	74,485	71,695	75,879
X	69,892	74,076	71,135	75,319	72,546	76,730
Y	70,721	74,905	71,979	76,163	73,407	77,591
Z	71,560	75,744	72,833	77,017	74,279	78,463
AA	72,409	76,593	73,698	77,882	75,161	79,345
AB	73,269	77,453	74,573	78,757	76,054	80,238
AC	74,139	78,323	75,459	79,643	76,957	81,141

\$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
FY2024-2025

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	40,946	44,981	49,421	53,252	58,512	62,498	68,749	75,626
1	41,352	45,425	49,906	53,777	59,091	63,124	69,436	76,381
2	41,759	45,872	50,401	54,309	59,675	63,760	70,130	77,146
3	42,171	46,325	50,900	54,846	60,268	64,393	70,830	77,917
4	42,585	46,782	51,403	55,388	60,865	65,036	71,540	78,693
5	43,007	47,242	51,909	55,935	61,466	65,690	72,253	79,481
6	43,431	47,711	52,425	56,489	62,074	66,346	72,975	80,277
7	43,858	48,180	52,942	57,048	62,691	67,008	73,707	81,082
8	44,288	48,658	53,467	57,614	63,313	67,679	74,443	81,892
9	44,724	49,136	53,993	58,186	63,939	68,353	75,187	82,709
10	45,169	49,623	54,529	58,759	64,573	69,039	75,938	83,538
11	45,613	50,113	55,068	59,343	65,212	69,729	76,701	84,369
12	46,063	50,610	55,612	59,930	65,859	70,427	77,466	85,217
13	46,520	51,112	56,162	60,521	66,513	71,131	78,241	86,067
14	46,977	51,610	56,717	61,121	67,170	71,842	79,022	86,928
15	47,442	52,123	57,277	61,727	67,834	72,562	79,811	87,799
16	47,910	52,636	57,846	62,337	68,508	73,288	80,612	88,676
17	48,385	53,159	58,418	62,956	69,186	74,017	81,419	89,563
18	48,859	53,681	58,995	63,578	69,873	74,759	82,232	90,459
19	49,345	54,215	59,579	64,209	70,563	75,508	83,055	91,364
20	49,830	54,753	60,171	64,846	71,266	76,263	83,887	92,277
21	50,323	55,290	60,765	65,486	71,972	77,022	84,723	93,200
22	50,820	55,842	61,365	66,136	72,688	77,798	85,570	94,131
23	51,321	56,391	61,976	66,794	73,407	78,573	86,426	95,073
24	51,826	56,951	62,586	67,455	74,134	79,359	87,292	96,022
25	52,340	57,514	63,208	68,124	74,872	80,152	88,165	96,983
26	52,859	58,081	63,835	68,799	75,613	80,956	89,047	97,953
27	53,382	58,659	64,467	69,479	76,364	81,763	89,936	98,934
28	53,906	59,239	65,105	70,168	77,122	82,581	90,834	99,922

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

DISTRICT LEVEL PLACEMENT
12-MONTH (255-DAYS) ANNUAL SALARY
FY2024-2025

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	40,159	44,116	48,471	52,228	57,387	61,296	67,427	74,172
1	40,557	44,551	48,946	52,743	57,955	61,910	68,101	74,912
2	40,956	44,990	49,432	53,265	58,527	62,534	68,781	75,662
3	41,360	45,434	49,921	53,791	59,109	63,155	69,468	76,419
4	41,766	45,882	50,414	54,323	59,695	63,785	70,164	77,180
5	42,180	46,334	50,911	54,859	60,284	64,427	70,864	77,953
6	42,596	46,793	51,417	55,403	60,880	65,070	71,572	78,733
7	43,015	47,253	51,924	55,951	61,485	65,719	72,290	79,523
8	43,436	47,722	52,439	56,506	62,095	66,377	73,011	80,317
9	43,864	48,191	52,955	57,067	62,709	67,039	73,741	81,118
10	44,300	48,669	53,480	57,629	63,331	67,711	74,478	81,932
11	44,736	49,149	54,009	58,202	63,958	68,388	75,226	82,747
12	45,177	49,637	54,543	58,778	64,592	69,073	75,976	83,578
13	45,625	50,129	55,082	59,357	65,234	69,763	76,736	84,412
14	46,074	50,618	55,626	59,946	65,878	70,460	77,502	85,256
15	46,530	51,121	56,176	60,540	66,530	71,167	78,276	86,111
16	46,989	51,624	56,734	61,138	67,191	71,879	79,062	86,971
17	47,455	52,137	57,295	61,745	67,856	72,594	79,853	87,841
18	47,919	52,649	57,860	62,355	68,529	73,321	80,651	88,719
19	48,396	53,172	58,433	62,974	69,206	74,056	81,458	89,607
20	48,872	53,700	59,014	63,599	69,896	74,796	82,274	90,502
21	49,355	54,227	59,596	64,227	70,588	75,541	83,094	91,408
22	49,843	54,768	60,185	64,864	71,290	76,302	83,924	92,321
23	50,334	55,307	60,784	65,510	71,995	77,062	84,764	93,245
24	50,829	55,856	61,382	66,158	72,708	77,833	85,613	94,175
25	51,333	56,408	61,992	66,814	73,432	78,611	86,470	95,118
26	51,842	56,964	62,607	67,476	74,159	79,399	87,335	96,069
27	52,355	57,531	63,227	68,143	74,895	80,191	88,206	97,031
28	52,869	58,100	63,853	68,819	75,639	80,993	89,087	98,000

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

District Level Placement
12-MONTH (255-DAYS) ANNUAL SALARY
FY2024-2025

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	76,730	80,593	88,653	97,520	107,271	110,422	119,685	131,656	144,820
1	77,496	81,402	89,542	98,495	108,345	111,527	120,883	132,971	146,267
2	78,275	82,215	90,434	99,479	109,428	112,640	122,093	134,301	147,732
3	79,055	83,039	91,339	100,476	110,522	113,767	123,315	135,646	149,210
4	79,847	83,868	92,251	101,481	111,628	114,905	124,548	137,002	150,701
5	80,644	84,707	93,175	102,493	112,744	116,055	125,790	138,369	152,206
6	81,454	85,555	94,106	103,520	113,872	117,213	127,048	139,754	153,729
7	82,264	86,411	95,050	104,555	115,009	118,385	128,321	141,155	155,268
8	83,089	87,272	95,998	105,600	116,161	119,572	129,607	142,567	156,823
9	83,921	88,148	96,959	106,657	117,325	120,766	130,901	143,989	158,391
10	84,758	89,027	97,928	107,723	118,495	121,974	132,210	145,430	159,975
11	85,608	89,918	98,905	108,800	119,680	123,194	133,532	146,887	161,576
12	86,463	90,816	99,896	109,886	120,876	124,424	134,866	148,353	163,188
13	87,327	91,725	100,895	110,985	122,085	125,669	136,215	149,837	164,820
14	88,200	92,642	101,905	112,095	123,308	126,927	137,577	151,334	166,468
15	89,082	93,570	102,922	113,217	124,542	128,195	138,954	152,852	168,136
16	89,972	94,503	103,950	114,350	125,786	129,479	140,343	154,377	169,815
17	90,873	95,448	104,990	115,494	127,042	130,774	141,748	155,924	171,515
18	91,781	96,404	106,043	116,647	128,316	132,079	143,161	157,476	173,224
19	92,700	97,367	107,100	117,815	129,598	133,403	144,595	159,055	174,961
20	93,626	98,340	108,173	118,992	130,894	134,737	146,041	160,645	176,710
21	94,564	99,328	109,253	120,182	132,203	136,083	147,501	162,252	178,477
22	95,510	100,317	110,348	121,384	133,526	137,443	148,977	163,875	180,261
23	96,464	101,323	111,450	122,599	134,859	138,819	150,467	165,513	182,064
24	97,427	102,336	112,566	123,824	136,207	140,205	151,972	167,168	183,886
25	98,403	103,357	113,691	125,062	137,571	141,606	153,490	168,840	185,724
26	99,387	104,392	114,829	126,311	138,944	143,023	155,027	170,529	187,582
27	100,382	105,434	115,975	127,579	140,334	144,454	156,576	172,234	189,458
28	101,384	106,488	117,135	128,852	141,739	145,900	158,142	173,956	191,352

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

District Level Placement
12-MONTH (250-DAYS) ANNUAL SALARY
FY2024-2025

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	39,372	43,251	47,521	51,204	56,262	60,094	66,105	72,718
1	39,762	43,677	47,986	51,709	56,819	60,696	66,766	73,443
2	40,153	44,108	48,463	52,221	57,379	61,308	67,432	74,178
3	40,549	44,543	48,942	52,736	57,950	61,917	68,106	74,921
4	40,947	44,982	49,425	53,258	58,525	62,534	68,788	75,667
5	41,353	45,425	49,913	53,783	59,102	63,164	69,475	76,425
6	41,761	45,875	50,409	54,317	59,686	63,794	70,169	77,189
7	42,172	46,326	50,906	54,854	60,279	64,430	70,873	77,964
8	42,584	46,786	51,411	55,398	60,877	65,075	71,579	78,742
9	43,004	47,246	51,917	55,948	61,479	65,725	72,295	79,527
10	43,431	47,715	52,431	56,499	62,089	66,383	73,018	80,325
11	43,859	48,185	52,950	57,061	62,704	67,047	73,751	81,125
12	44,291	48,664	53,474	57,625	63,325	67,719	74,486	81,939
13	44,730	49,146	54,002	58,193	63,955	68,395	75,231	82,757
14	45,171	49,625	54,535	58,771	64,586	69,078	75,982	83,584
15	45,618	50,119	55,075	59,353	65,225	69,772	76,741	84,423
16	46,068	50,612	55,622	59,939	65,874	70,470	77,512	85,266
17	46,525	51,115	56,172	60,534	66,525	71,171	78,287	86,119
18	46,979	51,617	56,725	61,132	67,185	71,883	79,070	86,979
19	47,447	52,129	57,287	61,739	67,849	72,604	79,861	87,850
20	47,914	52,647	57,857	62,352	68,525	73,329	80,661	88,727
21	48,387	53,164	58,427	62,968	69,204	74,060	81,465	89,616
22	48,866	53,694	59,005	63,592	69,892	74,806	82,278	90,511
23	49,347	54,223	59,592	64,225	70,583	75,551	83,102	91,417
24	49,832	54,761	60,178	64,861	71,282	76,307	83,934	92,328
25	50,326	55,302	60,776	65,504	71,992	77,070	84,775	93,253
26	50,825	55,847	61,379	66,153	72,705	77,842	85,623	94,185
27	51,328	56,403	61,987	66,807	73,426	78,619	86,476	95,128
28	51,832	56,961	62,601	67,470	74,156	79,405	87,340	96,078

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

District Level Placement
12-MONTH (250-DAYS) ANNUAL SALARY
FY2024-2025

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	75,225	79,013	86,915	95,608	105,168	108,257	117,338	129,075	141,980
1	75,976	79,806	87,786	96,564	106,221	109,340	118,513	130,364	143,399
2	76,740	80,603	88,661	97,528	107,282	110,431	119,699	131,668	144,835
3	77,505	81,411	89,548	98,506	108,355	111,536	120,897	132,986	146,284
4	78,281	82,224	90,442	99,491	109,439	112,652	122,106	134,316	147,746
5	79,063	83,046	91,348	100,483	110,533	113,779	123,324	135,656	149,222
6	79,857	83,877	92,261	101,490	111,639	114,915	124,557	137,014	150,715
7	80,651	84,717	93,186	102,505	112,754	116,064	125,805	138,387	152,224
8	81,460	85,561	94,116	103,529	113,883	117,227	127,066	139,772	153,748
9	82,275	86,420	95,058	104,566	115,025	118,398	128,334	141,166	155,285
10	83,096	87,281	96,008	105,611	116,172	119,582	129,618	142,578	156,838
11	83,929	88,155	96,966	106,667	117,333	120,778	130,914	144,007	158,408
12	84,768	89,035	97,937	107,731	118,506	121,984	132,222	145,444	159,988
13	85,615	89,926	98,917	108,809	119,691	123,205	133,544	146,899	161,588
14	86,471	90,825	99,907	109,897	120,890	124,438	134,879	148,367	163,204
15	87,335	91,735	100,904	110,997	122,100	125,681	136,229	149,855	164,839
16	88,208	92,650	101,912	112,108	123,320	126,940	137,591	151,350	166,485
17	89,091	93,576	102,931	113,229	124,551	128,210	138,969	152,867	168,152
18	89,981	94,514	103,964	114,360	125,800	129,489	140,354	154,388	169,827
19	90,882	95,458	105,000	115,505	127,057	130,787	141,760	155,936	171,530
20	91,790	96,412	106,052	116,659	128,327	132,095	143,177	157,495	173,245
21	92,710	97,380	107,111	117,825	129,611	133,415	144,609	159,071	174,977
22	93,637	98,350	108,184	119,004	130,908	134,748	146,056	160,662	176,726
23	94,573	99,336	109,265	120,195	132,215	136,097	147,517	162,268	178,494
24	95,517	100,329	110,359	121,396	133,536	137,456	148,992	163,890	180,280
25	96,474	101,330	111,462	122,610	134,874	138,829	150,480	165,529	182,082
26	97,438	102,345	112,577	123,834	136,220	140,219	151,987	167,185	183,904
27	98,414	103,367	113,701	125,077	137,582	141,622	153,506	168,857	185,743
28	99,396	104,400	114,838	126,325	138,960	143,039	155,041	170,545	187,600

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

DISTRICT LEVEL PLACEMENT

11-MONTH (216-DAY) ANNUAL SALARY

FY2024-2025

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	35,942	39,485	43,385	46,760	51,382	54,915	60,406	66,447
1	36,298	39,875	43,815	47,222	51,893	55,465	61,008	67,111
2	36,655	40,268	44,248	47,689	52,408	56,020	61,620	67,782
3	37,018	40,665	44,685	48,163	52,926	56,578	62,236	68,460
4	37,382	41,067	45,127	48,639	53,448	57,144	62,857	69,146
5	37,752	41,474	45,574	49,116	53,979	57,716	63,486	69,837
6	38,124	41,883	46,025	49,606	54,512	58,294	64,119	70,535
7	38,499	42,298	46,480	50,094	55,055	58,876	64,762	71,240
8	38,880	42,714	46,939	50,594	55,601	59,465	65,409	71,953
9	39,262	43,138	47,403	51,093	56,149	60,059	66,064	72,671
10	39,653	43,563	47,872	51,599	56,708	60,660	66,724	73,397
11	40,044	43,993	48,346	52,113	57,268	61,267	67,392	74,131
12	40,437	44,428	48,826	52,626	57,834	61,879	68,065	74,873
13	40,834	44,869	49,307	53,148	58,410	62,496	68,747	75,623
14	41,241	45,311	49,795	53,676	58,990	63,124	69,432	76,379
15	41,649	45,760	50,289	54,204	59,573	63,758	70,127	77,144
16	42,060	46,209	50,786	54,742	60,165	64,393	70,828	77,915
17	42,474	46,672	51,288	55,285	60,761	65,035	71,538	78,692
18	42,895	47,129	51,798	55,832	61,364	65,688	72,252	79,481
19	43,320	47,598	52,310	56,387	61,973	66,342	72,974	80,275
20	43,745	48,069	52,828	56,946	62,588	67,006	73,704	81,079
21	44,178	48,546	53,351	57,511	63,211	67,679	74,441	81,889
22	44,613	49,024	53,881	58,083	63,838	68,353	75,185	82,706
23	45,057	49,509	54,415	58,656	64,470	69,038	75,937	83,532
24	45,501	50,000	54,953	59,237	65,111	69,727	76,697	84,367
25	45,951	50,494	55,496	59,828	65,754	70,424	77,462	85,214
26	46,406	50,997	56,046	60,420	66,407	71,130	78,239	86,064
27	46,865	51,500	56,600	61,018	67,068	71,840	79,018	86,926
28	47,330	52,010	57,165	61,625	67,733	72,559	79,810	87,797

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

District Level Placement
11-Month (212-Days) Annual Salary
FY2024-2025

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	35,276	38,754	42,582	45,894	50,430	53,898	59,287	65,217
1	35,626	39,137	43,004	46,348	50,932	54,438	59,878	65,868
2	35,976	39,522	43,429	46,806	51,437	54,983	60,479	66,527
3	36,332	39,912	43,858	47,271	51,946	55,530	61,083	67,192
4	36,690	40,307	44,291	47,738	52,458	56,086	61,693	67,866
5	37,053	40,706	44,730	48,206	52,979	56,647	62,310	68,544
6	37,418	41,107	45,173	48,687	53,503	57,214	62,932	69,229
7	37,786	41,515	45,619	49,166	54,035	57,786	63,563	69,921
8	38,160	41,923	46,070	49,657	54,571	58,364	64,198	70,621
9	38,535	42,339	46,525	50,147	55,109	58,947	64,841	71,325
10	38,919	42,756	46,985	50,643	55,658	59,537	65,488	72,038
11	39,302	43,178	47,451	51,148	56,207	60,132	66,144	72,758
12	39,688	43,605	47,922	51,651	56,763	60,733	66,805	73,486
13	40,078	44,038	48,394	52,164	57,328	61,339	67,474	74,223
14	40,477	44,472	48,873	52,682	57,898	61,955	68,146	74,965
15	40,878	44,913	49,358	53,200	58,470	62,577	68,828	75,715
16	41,281	45,353	49,846	53,728	59,051	63,201	69,516	76,472
17	41,687	45,808	50,338	54,261	59,636	63,831	70,213	77,235
18	42,101	46,256	50,839	54,798	60,228	64,472	70,914	78,009
19	42,518	46,717	51,341	55,343	60,825	65,113	71,623	78,788
20	42,935	47,179	51,850	55,891	61,429	65,765	72,339	79,578
21	43,360	47,647	52,363	56,446	62,040	66,426	73,062	80,373
22	43,787	48,116	52,883	57,007	62,656	67,087	73,793	81,174
23	44,223	48,592	53,407	57,570	63,276	67,760	74,531	81,985
24	44,658	49,074	53,935	58,140	63,905	68,436	75,277	82,805
25	45,100	49,559	54,468	58,720	64,536	69,120	76,028	83,636
26	45,547	50,053	55,008	59,301	65,177	69,813	76,790	84,470
27	45,997	50,546	55,552	59,888	65,826	70,510	77,555	85,316
28	46,454	51,047	56,106	60,484	66,479	71,215	78,332	86,171

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

District Level Placement
11-Month (212-Days) Annual Salary
FY2024-2025

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	67,473	70,854	77,935	85,732	94,303	97,072	105,216
1	68,150	71,560	78,715	86,591	95,248	98,042	106,269
2	68,831	72,275	79,502	87,452	96,199	99,022	107,334
3	69,518	73,000	80,295	88,328	97,163	100,013	108,408
4	70,214	73,731	81,100	89,211	98,133	101,013	109,488
5	70,916	74,468	81,911	90,105	99,113	102,023	110,587
6	71,624	75,211	82,730	91,004	100,106	103,043	111,690
7	72,342	75,962	83,557	91,913	101,107	104,077	112,807
8	73,068	76,720	84,392	92,835	102,116	105,117	113,936
9	73,796	77,490	85,236	93,764	103,140	106,166	115,076
10	74,536	78,266	86,090	94,698	104,170	107,230	116,227
11	75,277	79,044	86,949	95,647	105,211	108,302	117,388
12	76,032	79,836	87,819	96,603	106,263	109,383	118,562
13	76,791	80,636	88,700	97,569	107,327	110,475	119,749
14	77,561	81,441	89,582	98,545	108,402	111,582	120,944
15	78,336	82,258	90,480	99,530	109,482	112,698	122,155
16	79,119	83,080	91,385	100,530	110,580	113,826	123,376
17	79,913	83,909	92,299	101,531	111,684	114,963	124,609
18	80,710	84,751	93,224	102,544	112,802	116,114	125,857
19	81,518	85,599	94,155	103,573	113,931	117,272	127,115
20	82,332	86,454	95,095	104,609	115,068	118,447	128,387
21	83,158	87,319	96,048	105,654	116,221	119,630	129,670
22	83,988	88,191	97,007	106,710	117,382	120,826	130,967
23	84,829	89,072	97,977	107,776	118,557	122,036	132,277
24	85,674	89,966	98,957	108,856	119,741	123,256	133,600
25	86,533	90,863	99,948	109,944	120,939	124,487	134,936
26	87,397	91,774	100,947	111,040	122,149	125,736	136,282
27	88,272	92,689	101,956	112,151	123,370	126,990	137,650
28	89,154	93,616	102,975	113,274	124,603	128,260	139,023

\$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 FY2024-2025

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	32,614	35,829	39,368	42,430	46,624	49,830	54,813	60,295
1	32,937	36,183	39,758	42,850	47,088	50,329	55,359	60,897
2	33,261	36,539	40,151	43,273	47,555	50,833	55,915	61,506
3	33,590	36,900	40,548	43,703	48,026	51,339	56,473	62,121
4	33,921	37,265	40,948	44,135	48,499	51,853	57,037	62,744
5	34,257	37,634	41,354	44,568	48,981	52,372	57,607	63,371
6	34,594	38,005	41,764	45,013	49,465	52,896	58,182	64,004
7	34,934	38,382	42,176	45,455	49,957	53,425	58,766	64,644
8	35,280	38,759	42,593	45,909	50,452	53,959	59,353	65,291
9	35,627	39,144	43,014	46,362	50,950	54,498	59,947	65,942
10	35,982	39,529	43,439	46,821	51,457	55,044	60,546	66,601
11	36,336	39,919	43,870	47,288	51,965	55,594	61,152	67,267
12	36,693	40,314	44,305	47,753	52,479	56,149	61,763	67,940
13	37,053	40,714	44,742	48,227	53,001	56,710	62,382	68,621
14	37,422	41,116	45,184	48,706	53,528	57,279	63,003	69,307
15	37,793	41,523	45,633	49,185	54,057	57,854	63,633	70,001
16	38,165	41,930	46,084	49,673	54,594	58,431	64,270	70,701
17	38,541	42,351	46,539	50,166	55,135	59,014	64,914	71,406
18	38,924	42,765	47,002	50,662	55,682	59,606	65,562	72,122
19	39,309	43,191	47,466	51,166	56,234	60,199	66,217	72,842
20	39,695	43,618	47,937	51,673	56,793	60,802	66,879	73,572
21	40,088	44,051	48,411	52,186	57,358	61,413	67,548	74,307
22	40,482	44,485	48,892	52,705	57,927	62,024	68,224	75,048
23	40,885	44,925	49,376	53,225	58,500	62,646	68,906	75,797
24	41,288	45,370	49,864	53,752	59,082	63,271	69,596	76,556
25	41,696	45,819	50,357	54,288	59,665	63,903	70,290	77,324
26	42,109	46,275	50,856	54,825	60,258	64,544	70,995	78,095
27	42,526	46,731	51,359	55,368	60,858	65,188	71,702	78,877
28	42,948	47,194	51,872	55,919	61,462	65,840	72,420	79,668

\$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 FY2024-2025

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	62,381	65,507	72,053	79,262	87,186	89,746	97,275
1	63,007	66,159	72,774	80,056	88,059	90,643	98,249
2	63,636	66,820	73,502	80,852	88,939	91,549	99,233
3	64,271	67,491	74,235	81,662	89,830	92,465	100,226
4	64,915	68,166	74,979	82,478	90,727	93,389	101,225
5	65,564	68,848	75,729	83,305	91,633	94,323	102,241
6	66,218	69,535	76,486	84,136	92,551	95,266	103,261
7	66,882	70,229	77,251	84,976	93,476	96,222	104,293
8	67,553	70,930	78,023	85,829	94,409	97,184	105,337
9	68,226	71,642	78,803	86,687	95,356	98,153	106,391
10	68,911	72,359	79,593	87,551	96,308	99,137	107,455
11	69,596	73,078	80,387	88,428	97,271	100,128	108,529
12	70,294	73,811	81,191	89,312	98,243	101,128	109,614
13	70,995	74,550	82,006	90,205	99,227	102,137	110,711
14	71,707	75,295	82,821	91,108	100,221	103,161	111,816
15	72,424	76,050	83,651	92,018	101,219	104,192	112,936
16	73,148	76,810	84,488	92,943	102,234	105,235	114,065
17	73,882	77,576	85,333	93,868	103,255	106,287	115,205
18	74,619	78,355	86,188	94,805	104,289	107,351	116,358
19	75,366	79,139	87,049	95,756	105,332	108,421	117,521
20	76,118	79,929	87,918	96,714	106,384	109,508	118,697
21	76,882	80,729	88,799	97,680	107,450	110,601	119,884
22	77,649	81,535	89,686	98,656	108,523	111,707	121,083
23	78,427	82,350	90,583	99,642	109,609	112,826	122,294
24	79,208	83,176	91,489	100,640	110,704	113,954	123,517
25	80,002	84,005	92,405	101,646	111,812	115,092	124,752
26	80,801	84,848	93,328	102,660	112,930	116,246	125,997
27	81,610	85,694	94,261	103,687	114,059	117,406	127,261
28	82,425	86,551	95,203	104,725	115,199	118,580	128,531

\$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 FY2024-2025

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	18.67	24.07	28.38	30.90
2	18.85	24.31	28.65	31.20
3	19.26	24.79	29.26	31.83
4	19.68	25.28	29.85	32.32
5	20.12	25.78	30.16	32.78
6	20.57	26.30	30.54	33.27
7	21.02	26.86	31.03	33.76
8	21.49	27.39	31.48	34.28
9	21.96	27.93	31.96	34.78
10	22.44	28.48	32.46	35.30
11	22.95	29.07	32.93	35.84
12	23.46	29.64	33.42	36.40
13	24.00	30.24	33.95	37.01
14	24.50	30.84	34.53	37.57
15	25.07	31.40	35.13	38.21
16	25.51	32.03	35.76	38.90
17	26.03	32.67	36.47	39.69
18	26.55	33.32	37.20	40.48
19	27.09			
20	27.63			

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

TECHNICAL SUPPORT PERSONNEL

Hourly Rates FOR FY2024-2025

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	Head Custodian
1	15.30	17.93	20.42	21.38	22.92	16.40
2	15.45	18.11	20.62	21.59	23.14	16.56
3	15.76	18.64	21.25	22.24	23.83	16.89
4	15.81	19.20	21.87	22.92	24.56	17.23
5	15.86	19.78	22.30	23.38	25.05	17.57
6	15.91	20.19	22.55	23.63	25.29	17.92
7	15.97	20.58	23.00	24.11	25.80	18.28
8	16.03	20.99	23.44	24.57	26.29	18.64
9	16.08	21.41	23.93	25.04	26.85	19.01
10	16.13	21.90	24.47	25.62	27.47	19.39
11	16.18	22.34	24.97	26.13	28.02	19.79
12	16.28	22.78	25.46	26.66	28.57	20.18
13	16.39	23.24	25.97	27.19	29.14	20.58
14	16.49	23.70	26.42	27.68	29.66	20.99
15	16.82					21.41
16						21.85
17						22.28
18						22.72

EXTENDED DAY PERSONNEL
Hourly Rates for FY2024-2025

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	Step	Non-Certificated	Certificated	Step	Non-Certificated	Certificated
1	17.65	19.41	1	15.71	15.86	1	15.05	15.15
2	17.82	19.60	2	15.86	16.02	2	15.25	15.40
3	18.13	19.94	3	16.13	16.28	3	15.30	15.45
4	18.47	20.33	4	16.18	16.34	4	15.35	15.50
5	18.66	20.54	5	16.23	16.39	5	15.40	15.56
6	18.85	20.73	6	16.28	16.44	6	15.45	15.61
7	19.03	20.95	7	16.34	16.49	7	15.50	15.66
8	19.22	21.16	8	16.39	16.55	8	15.55	15.71
9	19.42	21.37	9	16.44	16.60	9	15.60	15.76
10	19.61	21.59	10	16.49	16.66	10	15.65	15.81
11	19.82	21.82	11	16.55	16.71	11	15.70	15.86
12	20.01	22.02	12	16.60	16.81	12	15.75	15.91
13	20.20	22.24	13	16.66	17.11	13	15.80	15.96
14	20.40	22.46	14	16.71	17.60	14	15.85	16.01
15	20.61	22.69	15	16.76	18.01	15	15.90	16.12
16	20.83	22.93	16	16.81	18.49	16	15.95	16.17
17	21.03	23.15	17	16.88	19.04	17	16.00	16.63
18	21.23	23.39	18	17.25	19.69	18	16.01	17.43
19	21.44	23.62	19	17.66	20.23	19	16.49	17.95

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 FY2024-2025

Step	Office Specialist I	Office Specialist II	Office Specialist III
0	15.00	15.25	16.50
1	15.30	15.56	16.83
2	15.69	15.94	17.25
3	16.10	16.35	17.70
4	16.15	16.40	17.75
5	16.20	16.50	17.80
6	16.25	16.55	17.90
7	16.30	16.60	18.00
8	16.40	16.70	18.20
9	16.45	16.75	18.50
10	16.50	16.80	18.80
11	16.60	16.90	19.10
12	16.65	17.00	19.50
13	16.70	17.05	19.90
14	16.80	17.10	20.30
15	16.90	17.40	20.70
16	17.10	17.60	21.10
17	17.30	17.90	21.60
18	17.60	18.20	22.10
19	18.00	18.50	22.60
20	18.40	18.80	23.10
21	18.70	19.20	23.50
22	19.10	19.50	24.20
23	19.50	19.80	24.80
24	19.90	20.30	25.30
25	20.40	20.80	25.80
26	20.80	21.20	26.40
27	21.10	21.60	26.90
28	21.50	22.00	27.40
29	21.90	22.30	28.00
30	22.30	22.70	28.50
31	22.80	23.00	29.10
32	23.20	23.40	29.70
33	23.70	23.80	30.30
34	24.00	24.30	30.90
35	24.30	24.80	31.50
36	24.70	25.40	32.10
37	25.30	25.90	32.50
38	25.80	26.40	33.40
39	26.30	27.00	34.20
40	26.70	27.50	35.00

FY25 VUE - PARAPROFESSIONAL SALARY SCHEDULE
Hourly Rates for FY2024-2025

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	15.30	15.50	15.71		15.50	15.71	15.91
2	15.69	15.89	16.11		15.89	16.11	16.31
3	16.10	16.30	16.50		16.30	16.50	16.70
4	16.15	16.35	16.55		16.35	16.55	16.80
5	16.20	16.40	16.60		16.40	16.60	16.85
6	16.25	16.50	16.70		16.50	16.70	16.90
7	16.30	16.55	16.80		16.55	16.80	17.00
8	16.40	16.60	17.00		16.60	16.85	17.20
9	16.45	16.70	17.10		16.70	16.90	17.30
10	16.50	16.75	17.30		16.75	17.00	17.50
11	16.60	16.80	17.50		16.80	17.40	17.70
12	16.70	16.90	17.70		16.90	17.70	17.90
13	16.80	17.10	17.80		17.10	17.80	18.00
14	16.90	17.40	18.00		17.40	18.00	18.20
15	17.10	17.60	18.20		17.60	18.20	18.40
16	17.50	17.80	18.40		17.80	18.40	18.60
17	17.70	18.00	18.60		18.00	18.60	18.80
18	18.00	18.30	18.80		18.30	18.80	19.00
19	18.20	18.60	19.10		18.60	19.10	19.30
20	18.50	18.90	19.30		18.90	19.30	19.50
21	18.80	19.10	19.60		19.10	19.60	19.80
22	19.10	19.40	19.80		19.40	19.80	20.00
23	19.40	19.70	20.10		19.70	20.10	20.30
24	19.70	20.00	20.40		20.00	20.40	20.60
25	20.10	20.30	20.80		20.30	20.80	20.90
26	20.50	20.60	21.10		20.60	21.10	21.20
27	20.90	21.00	21.60		21.10	21.60	21.80
28	21.30	21.50	22.20		21.70	22.20	22.30
29	21.80	21.90	22.60		22.20	22.70	22.80
30	22.30	22.50	23.20		22.80	23.20	23.30
31	22.70	23.20	23.80		23.30	23.80	23.90
32	23.00	23.80	24.30		23.90	24.30	24.40
33	23.40	24.40	24.80		24.40	24.80	24.90
34	23.80	24.90	25.40		24.90	25.40	25.50
35	24.10	25.40	25.90		25.40	25.90	26.00
36	24.60	25.90	26.40		25.90	26.40	26.60
37	25.10	26.40	27.00		26.40	27.00	27.10
38	25.60	27.00	27.50		26.90	27.50	27.60
39	26.20	27.50	28.10		27.50	28.10	28.20
40	26.70	28.00	28.60		28.00	28.60	28.90

Paraprofessional 2
Title I
Title I Parent Liaison

Paraprofessional 3
ESOL
VE Mild
Title I-SYSOP
Speech
General Education

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

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

FY25 VUE SUPPORT – LONGEVITY COMPENSATION

VCS EXPERIENCE	RATE
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 2024-2025 school year, longevity supplements shall be paid to individuals with years of VCS service outlined above.

**NON-INSTRUCTIONAL - NON-BARGAINING
(FORMERLY AFSCME)**

Hourly Rates for FY2024-2025

PLEASE NOTE: Step does not equal years of service

Tier	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Dining Rm Aide	School Guardian
A20	17.62	15.40	16.17	18.16	21.01	15.45	15.40	15.40	22.13
A21	17.79	15.55	16.33	18.33	21.22	15.60	15.55	15.55	22.35
A22	17.88	15.71	16.41	18.52	21.43	15.76	15.64	15.71	22.78
A23	17.96	15.86	16.49	18.70	21.54	15.84	15.71	15.86	23.35
A24	18.06	15.94	16.66	18.89	21.64	16.00	15.79	16.03	23.94
A25	18.15	16.03	16.90	19.08	21.75	16.08	15.86	16.18	24.53
A26	18.24	16.11	17.24	19.27	22.08	16.40	15.94	16.35	25.03
A27	18.32	16.18	17.58	19.47	22.41	16.73	16.03	16.51	25.53
A28	18.42	16.26	17.94	19.85	22.86	16.97	16.26	16.68	26.05
A29	18.69	16.43	18.29	20.25	23.32	17.31	16.51	16.84	26.57
A30	18.97	16.59	18.66	20.65	23.67	17.66	16.84	17.01	27.11
A31	19.26	16.84	19.03	21.06	24.14	18.01	17.18	17.26	27.66
A32	19.55	17.10	19.42	21.38	24.62	18.28	17.52	17.52	28.21
A33	19.85	17.36	19.81	21.70	25.11	18.56	17.87	17.79	28.78
A34	20.24	17.70	20.11	22.03	25.62	18.84	18.23	18.06	29.36
A35	20.64	18.06	20.40	22.46	26.13	19.22	18.59	18.32	29.94
A36	21.05	18.42	20.71	22.92	26.52	19.60	18.96	18.60	30.54
A37	21.48	18.78	21.13	23.38	27.05	19.99	19.25	18.88	31.15
A38	21.91	19.16	21.55	23.73	27.59	20.39	19.54	19.16	31.77
A39	22.35	19.45	21.98	24.21	28.14	20.81	19.83	19.45	32.40
A40	22.79	19.73	22.41	24.69	28.56	21.12	20.13	19.75	33.05
A41	23.25	20.03	22.87	25.06	28.99	21.43	20.53	20.14	33.71
A42	23.71	20.33	23.32	25.43	29.57	21.86	20.94	20.54	34.38
A43	24.07	20.64	23.79	25.95	30.17	22.30	21.36	20.95	35.07
A44	24.43	21.05	24.14	26.46	30.62	22.74	21.78	21.37	35.77
A45	24.80	21.48	24.50	26.99	31.23	23.20	22.23	21.79	36.48
A46	25.17	21.90	24.87	27.40	31.86	23.66	22.67	22.23	37.21
A47	25.68	22.34	25.25	27.80	32.50	24.13	23.12	22.68	37.96
A48	26.18	22.78	25.63	28.36	33.15	24.49	23.46	23.13	38.72
A49	26.71	23.24	26.01	28.93	33.80	24.99	23.82	23.60	39.49
A50	27.24	23.71	26.40	29.37	34.48	25.48	24.17	24.06	40.28
A51	27.79	24.18	26.80	29.95	35.17	26.00	24.54	24.54	41.09
A52	28.35	24.67	27.20	30.55	35.87	26.51	24.91	25.04	41.91
A53	28.91	25.15	27.60	31.16	36.60	27.05	25.41	25.53	42.75
A54	29.49	25.66	28.03	31.79	37.33	27.58	25.91	26.05	43.60
A55	30.08	26.17	28.44	32.26	38.07	28.14	26.43	26.56	44.48
A56	30.68	26.70	28.87	32.91	38.83	28.70	26.97	27.10	45.36
A57	31.29	27.23	29.30	33.56	39.61	29.27	27.50	27.65	46.27
A58	31.92	27.78	29.75	34.24	40.40	29.86	28.05	28.19	47.19
A59	32.56	28.34	30.19	34.92	41.21	30.46	28.61	28.76	48.14
A60	33.21	28.90	30.64	35.62	42.03	31.06	29.18	29.33	49.10
A61	33.71	29.42	31.19	36.26	42.79	31.62	29.71	29.86	50.08
A62	34.22	29.94	31.75	36.90	43.56	32.19	30.24	30.40	51.08
A63	34.73	30.48	32.32	37.56	44.34	32.76	30.79	30.94	52.10
A64	35.26	31.02	32.90	38.24	45.13	33.35	31.34	31.50	53.14
A65	35.78	31.58	33.49	38.93	45.95	33.95	31.91	32.06	54.20
A66	36.32	32.15	34.09	39.63	46.77	34.56	32.49	32.64	55.28
A67	36.86	32.72	34.71	40.35	47.62	35.17	33.07	33.23	56.38

Tier	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Dining Rm Aide	School Guardian
A68	37.42	33.31	35.34	41.08	48.47	35.80	33.67	33.83	57.50
A69	37.98	33.91	35.98	41.82	49.35	36.45	34.28	34.43	58.66
A70	38.54	34.52	36.63	42.57	50.23	37.11	34.90	35.05	59.83

Level 2 = Equipment Operator, Class A Delivery Person

Level 3 = Warehouse Person, Deliveryman, Mechanic Helper, Clinic Assistant, Health Support Technician

Level 4 = Employment Advisor / **Level 5** = Mechanic (Maintenance Dept.)

Level 6 = Facility Maintenance Technician, Lead Mechanic, 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

Dining Room Aide

School Guardian

STUDENT TRANSPORTATION

HOURLY RATES FOR FY2024-2025

PLEASE NOTE: Step does not equal years of service

Tier	Bus Attendant	Bus Operator/ Dispatcher	Vehicle Technician Assistant	Mechanic	Vehicle Technician	Technician, Audio-Visual; Technician, Auto Body
A20	16.40	20.62	18.40	21.16	22.23	24.01
A21	16.55	20.79	18.55	21.33	22.42	24.22
A22	16.64	20.88	18.71	21.52	22.51	24.43
A23	16.71	20.96	18.86	21.70	22.61	24.54
A24	16.79	21.06	18.94	21.89	22.70	24.64
A25	16.86	21.15	19.03	22.08	22.81	24.75
A26	16.94	21.24	19.11	22.27	22.91	25.08
A27	17.03	21.32	19.18	22.47	23.00	25.41
A28	17.11	21.42	19.26	22.85	23.11	25.86
A29	17.18	21.69	19.43	23.25	23.21	26.32
A30	17.26	21.97	19.59	23.65	23.51	26.67
A31	17.35	22.26	19.84	24.06	23.82	27.14
A32	17.43	22.55	20.10	24.38	24.23	27.62
A33	17.51	22.85	20.36	24.70	24.66	28.11
A34	17.59	23.24	20.70	25.03	25.09	28.62
A35	17.68	23.64	21.06	25.46	25.54	29.13
A36	17.92	24.05	21.42	25.92	25.98	29.52
A37	18.26	24.48	21.78	26.38	26.44	30.05
A38	18.61	24.91	22.16	26.73	26.79	30.59
A39	18.96	25.35	22.45	27.21	27.15	31.14
A40	19.32	25.79	22.73	27.69	27.64	31.56
A41	19.69	26.25	23.03	28.06	28.13	31.99
A42	20.07	26.71	23.33	28.43	28.63	32.57
A43	20.45	27.07	23.64	28.95	29.14	33.17
A44	20.84	27.43	24.05	29.46	29.67	33.62
A45	21.23	27.80	24.48	29.99	30.20	34.23
A46	21.63	28.17	24.90	30.40	30.74	34.86
A47	22.04	28.68	25.34	30.80	31.29	35.50
A48	22.47	29.18	25.78	31.36	31.73	36.15
A49	22.90	29.71	26.24	31.93	32.29	36.80
A50	23.34	30.24	26.71	32.37	32.88	37.48
A51	23.78	30.79	27.18	32.95	33.48	38.17
A52	24.24	31.35	27.67	33.55	34.09	38.87
A53	24.35	31.91	28.15	34.16	34.71	39.60
A54	24.82	32.49	28.66	34.79	35.34	40.33
A55	25.30	33.08	29.17	35.26	35.99	41.07
A56	25.78	33.68	29.70	35.91	36.65	41.83
A57	26.28	34.29	30.23	36.56	37.33	42.61
A58	26.78	34.92	30.78	37.24	38.01	43.40
A59	27.31	35.56	31.34	37.92	38.71	44.21
A60	27.83	36.21	31.90	38.62	39.43	45.03
A61	28.37	36.71	32.42	39.26	40.08	45.79
A62	28.91	37.22	32.94	39.90	40.75	46.56
A63	29.47	37.73	33.48	40.56	41.43	47.34
A64	30.04	38.26	34.02	41.24	42.12	48.13
A65	30.61	38.78	34.58	41.93	42.82	48.95
A66	31.21	39.32	35.15	42.63	43.54	49.77
A67	31.82	39.86	35.72	43.35	44.27	50.62
A68	32.44	40.42	36.31	44.08	45.01	51.47
A69	33.06	40.98	36.91	44.82	45.77	52.35
A70	33.70	41.54	37.52	45.57	46.54	53.23

SCHOOL WAY CAFÉ PERSONNEL

SWC Assistants

HOURLY RATES FOR FY2024-2025

PLEASE NOTE: Step does not equal years of service

Tier	SWC Asst 2	SWC Asst 3	SWC Asst 4	SWC Managers			
				Tier	Elementary	Middle	High
A20	16.32	16.83	17.60	A20	19.92	21.95	23.22
A21	16.48	17.00	17.77	A21	20.12	22.17	23.44
A22	16.53	17.10	17.86	A22	20.24	22.22	23.88
A23	16.57	17.20	17.94	A23	20.34	22.27	24.32
A24	16.61	17.29	18.04	A24	20.45	22.33	24.47
A25	16.66	17.33	18.13	A25	20.56	22.38	24.53
A26	16.70	17.38	18.22	A26	20.64	22.56	24.62
A27	16.74	17.42	18.30	A27	21.01	22.79	24.67
A28	16.78	17.46	18.40	A28	21.38	23.21	24.72
A29	16.84	17.50	18.49	A29	21.77	23.60	24.77
A30	16.89	17.72	18.58	A30	22.15	24.06	24.82
A31	16.93	17.76	18.67	A31	22.55	24.47	24.87
A32	16.97	17.80	18.77	A32	22.97	24.95	24.98
A33	17.02	17.84	19.06	A33	23.38	25.39	25.03
A34	17.07	17.88	19.33	A34	23.78	25.85	25.18
A35	17.12	17.97	19.63	A35	24.27	26.35	25.65
A36	17.42	18.28	19.92	A36	24.70	26.83	26.14
A37	17.77	18.64	20.32	A37	25.17	27.30	26.63
A38	18.12	19.00	20.72	A38	25.64	27.81	27.14
A39	18.51	19.34	21.14	A39	26.11	28.33	27.71
A40	18.84	19.76	21.57	A40	26.58	28.84	28.20
A41	19.16	20.13	21.99	A41	27.06	29.44	28.74
A42	19.49	20.47	22.43	A42	27.55	29.99	29.25
A43	19.83	20.83	22.89	A43	28.05	30.54	29.80
A44	20.18	21.20	23.34	A44	28.56	31.11	30.33
A45	20.53	21.56	23.80	A45	29.10	31.68	30.90
A46	20.89	21.95	24.29	A46	29.72	32.25	31.47
A47	21.26	22.33	24.77	A47	30.25	32.86	32.03
A48	21.62	22.73	25.27	A48	30.81	33.46	32.63
A49	22.01	23.12	25.77	A49	31.36	34.08	33.25
A50	22.39	23.55	26.29	A50	31.94	34.70	33.84
A51	22.79	23.96	26.81	A51	32.53	35.35	34.45
A52	23.20	24.39	27.35	A52	33.14	36.01	35.10
A53	23.62	24.82	27.89	A53	33.73	36.68	35.76
A54	24.03	25.27	28.45	A54	34.36	37.37	36.44
A55	24.46	25.73	29.03	A55	35.00	38.07	37.10
A56	24.90	26.19	29.60	A56	35.66	38.87	37.80
A57	25.35	26.67	30.19	A57	36.31	39.42	38.50
A58	25.81	26.88	30.80	A58	36.99	40.09	39.22
A59	26.27	27.65	31.42	A59	37.68	40.78	39.95
A60	26.75	28.14	32.04	A60	38.39	41.48	40.69
A61	27.20	28.63	32.36	A61	39.02	42.18	41.46

Tier	SWC Asst 2	SWC Asst 3	SWC Asst 4	SWC Managers			
				Tier	Elementary	Middle	High
A62	27.66	29.11	32.68	A62	39.68	42.90	42.23
A63	28.21	29.60	33.01	A63	40.32	43.64	43.03
A64	28.78	30.09	33.34	A64	41.00	44.40	43.81
A65	29.36	30.57	33.67	A65	41.69	45.18	44.62
A66	29.94	31.18	34.01	A66	42.41	46.08	45.52
A67	30.54	31.81	34.35	A67	43.25	47.00	46.42
A68	31.15	32.45	34.69	A68	44.11	47.94	47.35
A69	31.77	33.09	35.04	A69	45.00	48.89	48.30
A70	32.40	33.75	35.39	A70	45.90	49.87	49.26
A71	33.05	34.43	35.74	A71	46.81	50.87	50.25
A72	33.71	35.12	36.10	A72	47.75	51.89	51.26
A73	34.38	35.82	36.46	A73	48.71	52.93	52.29

Interns: 6.5 percent above current salary

plus \$.35 for **senior managers**
(current Senior Managers only)

2nd Year Interns: Negotiated raise

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

POSITION	RATES
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

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

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

OTHER NON-CONTRACTED HOURLY RATES

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