

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

COMPENSATION MANUAL

FY2017 – 2018

(Updated 11/14/17)

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AFSCME Personnel

Bus Attendants, Truck Drivers, Warehouse Deliveryman, Warehouse, Deliverymen; Mechanic Helper, Health Support Technician; Bus Operator, Bus Dispatcher; Deliverymen; Heavy Equipment Operator; Mental Health Technician/Caseworker; Mechanic; Facility Maintenance Technician, Lead Mechanic; Warehouseman/Freezer; Technician, Environmental Mechanic Helpers; Campus Advisor/ Hourly Rates for 2017-2018..... 36

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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 \$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>.

OTHER BENEFITS

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.

INSTRUCTIONAL SALARY INFORMATION

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 31st 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

ANNUAL CONTRACT
INSTRUCTIONAL
196/197-DAY PLACEMENT SCHEDULE

PERFORMANCE PAY

Salary Tier	Annual
A	38,712
B	38,812
C	38,912
D	39,112
E	39,712
F	40,237
G	40,787
H	41,387
I	41,937
J	42,512
K	43,112

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.

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

INSTRUCTIONAL
ADVANCED DEGREE SUPPLEMENT

Salary for Advanced Degrees:

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

Years Exp.*	196 Days	197 Days	216 Days	256 Days
	Amount	Amount	Amount	Amount
0-2 years				
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
3-5 years				
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
6+ years				
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.

**ANNUAL CONTRACT
INSTRUCTIONAL
216-DAY SCHEDULE**

PERFORMANCE PAY

Salary Tier	Annual
A	42,662
B	42,772
C	42,882
D	43,102
E	43,764
F	44,342
G	44,948
H	45,609
I	46,216
J	46,849
K	47,510

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.

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

**ANNUAL CONTRACT
INSTRUCTIONAL
256-DAY SCHEDULE**

PERFORMANCE PAY

Salary Tier	Annual
A	50,563
B	50,693
C	50,824
D	51,085
E	51,869
F	52,554
G	53,273
H	54,056
I	54,775
J	55,526
K	56,309

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.

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

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 2017-2018 teacher salary based on a bachelor's degree (step 0) and its full impact on the District:

	2017-2018
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
Total Salary plus Benefits	\$50,489.12

COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

TEACHER SUPPLEMENTS

Description	High Schools	Middle Schools	Elementary Schools
Class A:			
<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	
Class B:			
Extended Duty Supplement Amounts:			
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
Audio-Visual Specialist	1,680	970	
Vo-Ag.	2,450	2,450	
Athletics:	**<5 years/ ≥5 years		
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		

***The higher rate applies after the completion of the fifth (5) year.*

Description	High Schools	Middle Schools	Elementary Schools
Category A-Assistant Coach	2,467/ 3,108		
Category B-Assistant Coach	1,983/ 2,499		
Category C-Assistant Coach	1,850/ 2,331		
Athletic Trainer:	**<5 years/≥5 years		
	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		
	**<5 years/≥5 years		
	1,390/1,600		
Cheerleader	Per semester		
Class C:			
Sponsors:			
Academic Team	1,460		
Dance	1,460		
Flag Corps	1,460		
Majorettes	1,460		
Class Sponsor:			
9 th and 10 th grade	494		
11 th and 12 th 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	

****The higher rate applies after the completion of the fifth (5) year.**

<u>Description</u>	High Schools	Middle Schools	Elementary Schools
	**<5 years/≥5 years	**<5 years/≥5 years	**<5 years/≥5 years
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

***The higher rate applies after the completion of the fifth (5) year.*

TEACHER STIPENDS AND SUPPLEMENTS

All supplements listed are paid for the performance of duties beyond the regular working day and normal job responsibilities and are not approved based solely on position classification or previous supplement payment. Additional time spent fulfilling job responsibilities does not constitute a basis for compensation beyond the teachers' regular salary.

Supplements, at the discretion of the teacher, will be paid in eight installments, one per month or one lump sum at the end of the year. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.

- Supplements are rounded to the nearest dollar.
- Supervisory Duty supplement may be paid for morning or afternoon duty. One person may be supplemented for both morning and afternoon supervisory duty.

All Junior Varsity Coaches are classified as Assistant Coaches.

Athletic sports will be divided into three (3) categories:

<u>CATEGORY A</u>	<u>CATEGORY B</u>	<u>CATEGORY C</u>
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 9th 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 9th 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 24th 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

FY18 PERFORMANCE PAY SALARY SCHEDULE

FY 2017-2018 COMPENSATION INFORMATION MANUAL

SCHOOL-BASED ADMINISTRATORS
12-MONTH PRINCIPALS

Principals (250 Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	78,777	83,459	83,422	88,104	91,336	96,018
B	79,546	84,228	84,237	88,919	92,233	96,915
C	80,325	85,007	85,066	89,748	93,137	97,819
D	81,112	85,794	85,897	90,579	94,052	98,734
E	81,905	86,587	86,739	91,421	94,974	99,656
F	82,707	87,389	87,589	92,271	95,906	100,588
G	83,516	88,198	88,447	93,129	96,849	101,531
H	84,334	89,016	89,314	93,996	97,799	102,481
I	85,158	89,840	90,189	94,871	98,761	103,443
J	85,994	90,676	91,074	95,756	99,731	104,413
K	86,837	91,519	91,967	96,649	100,709	105,391
L	87,687	92,369	92,870	97,552	101,699	106,381
M	88,545	93,227	93,782	98,464	102,699	107,381
N	89,415	94,097	94,702	99,384	103,710	108,392
O	90,292	94,974	95,629	100,311	104,729	109,411
P	91,177	95,859	96,572	101,254	105,759	110,441
Q	92,071	96,753	97,517	102,199	106,798	111,480
R	92,973	97,655	98,475	103,157	107,849	112,531
S	93,886	98,568	99,443	104,125	108,911	113,593
T	94,809	99,491	100,421	105,103	109,981	114,663
U	95,739	100,421	101,406	106,088	111,065	115,747
V	96,679	101,361	102,405	107,087	112,158	116,840
W	97,626	102,308	103,410	108,092	113,262	117,944
X	98,586	103,268	104,426	109,108	114,377	119,059
Y	99,556	104,238	105,453	110,135	115,503	120,185
Z	100,533	105,215	106,491	111,173	116,640	121,322
AA	101,521	106,203	107,538	112,220	117,789	122,471
AB	102,519	107,201	108,596	113,278	118,949	123,631
AC	103,525	108,207	109,664	114,346	120,122	124,804

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

This information included for placement only for individuals hired or appointed into school-based administrator positions July 1, 2016 or later. All current school-based administrators can access salary information in ePortal by clicking on Human Resources and Job Information.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY18 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (255 Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	80,353	85,129	85,091	89,867	93,163	97,939
B	81,137	85,913	85,922	90,698	94,078	98,854
C	81,932	86,708	86,767	91,543	95,000	99,776
D	82,734	87,510	87,615	92,391	95,933	100,709
E	83,543	88,319	88,474	93,250	96,874	101,650
F	84,361	89,137	89,341	94,117	97,824	102,600
G	85,186	89,962	90,216	94,992	98,786	103,562
H	86,021	90,797	91,100	95,876	99,755	104,531
I	86,861	91,637	91,993	96,769	100,736	105,512
J	87,714	92,490	92,896	97,672	101,726	106,502
K	88,574	93,350	93,806	98,582	102,723	107,499
L	89,441	94,217	94,727	99,503	103,733	108,509
M	90,316	95,092	95,658	100,434	104,753	109,529
N	91,203	95,979	96,596	101,372	105,784	110,560
O	92,098	96,874	97,542	102,318	106,824	111,600
P	93,001	97,777	98,503	103,279	107,874	112,650
Q	93,912	98,688	99,467	104,243	108,934	113,710
R	94,833	99,609	100,445	105,221	110,006	114,782
S	95,764	100,540	101,432	106,208	111,089	115,865
T	96,705	101,481	102,429	107,205	112,181	116,957
U	97,654	102,430	103,434	108,210	113,286	118,062
V	98,613	103,389	104,453	109,229	114,401	119,177
W	99,579	104,355	105,478	110,254	115,527	120,303
X	100,558	105,334	106,515	111,291	116,665	121,441
Y	101,547	106,323	107,562	112,338	117,813	122,589
Z	102,544	107,320	108,621	113,397	118,973	123,749
AA	103,551	108,327	109,689	114,465	120,145	124,921
AB	104,569	109,345	110,768	115,544	121,328	126,104
AC	105,596	110,372	111,857	116,633	122,525	127,301

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

This information included for placement only for individuals hired or appointed into school-based administrator positions July 1, 2016 or later. All current school-based administrators can access salary information in ePortal by clicking on Human Resources and Job Information.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY18 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

11-MONTH ASSISTANT PRINCIPALS

11-Month Assistant Principals (212 Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	57,947	61,917	59,031	63,001	63,481	67,451
B	58,511	62,481	59,608	63,578	64,100	68,070
C	59,081	63,051	60,188	64,158	64,724	68,694
D	59,659	63,629	60,775	64,745	65,358	69,328
E	60,239	64,209	61,368	65,338	65,998	69,968
F	60,827	64,797	61,966	65,936	66,643	70,613
G	61,421	65,391	62,571	66,541	67,293	71,263
H	62,020	65,990	63,185	67,155	67,951	71,921
I	62,625	66,595	63,800	67,770	68,619	72,589
J	63,238	67,208	64,423	68,393	69,287	73,257
K	63,856	67,826	65,052	69,022	69,966	73,936
L	64,479	68,449	65,687	69,657	70,650	74,620
M	65,109	69,079	66,330	70,300	71,342	75,312
N	65,742	69,712	66,978	70,948	72,041	76,011
O	66,386	70,356	67,633	71,603	72,747	76,717
P	67,036	71,006	68,294	72,264	73,459	77,429
Q	67,691	71,661	68,962	72,932	74,181	78,151
R	68,353	72,323	69,637	73,607	74,907	78,877
S	69,023	72,993	70,321	74,291	75,641	79,611
T	69,700	73,670	71,008	74,978	76,384	80,354
U	70,380	74,350	71,702	75,672	77,130	81,100
V	71,070	75,040	72,405	76,375	77,888	81,858
W	71,764	75,734	73,113	77,083	78,652	82,622
X	72,468	76,438	73,831	77,801	79,424	83,394
Y	73,178	77,148	74,557	78,527	80,202	84,172
Z	73,895	77,865	75,285	79,255	80,989	84,959
AA	74,618	78,588	76,024	79,994	81,786	85,756
AB	75,351	79,321	76,769	80,739	82,586	86,556
AC	76,089	80,059	77,523	81,493	83,399	87,369

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

This information included for placement only for individuals hired or appointed into school-based administrator positions July 1, 2016 or later. All current school-based administrators can access salary information in ePortal by clicking on Human Resources and Job Information.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY18 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	64,706	69,388	65,912	70,594	70,873	75,555
B	65,334	70,016	66,554	71,236	71,563	76,245
C	65,969	70,651	67,202	71,884	72,262	76,944
D	66,611	71,293	67,858	72,540	72,967	77,649
E	67,260	71,942	68,518	73,200	73,680	78,362
F	67,916	72,598	69,186	73,868	74,398	79,080
G	68,578	73,260	69,861	74,543	75,124	79,806
H	69,245	73,927	70,541	75,223	75,859	80,541
I	69,921	74,603	71,229	75,911	76,600	81,282
J	70,601	75,283	71,925	76,607	77,348	82,030
K	71,291	75,973	72,626	77,308	78,105	82,787
L	71,987	76,669	73,333	78,015	78,869	83,551
M	72,688	77,370	74,051	78,733	79,639	84,321
N	73,397	78,079	74,774	79,456	80,418	85,100
O	74,115	78,797	75,504	80,186	81,204	85,886
P	74,838	79,520	76,242	80,924	82,000	86,682
Q	75,571	80,253	76,985	81,667	82,803	87,485
R	76,308	80,990	77,739	82,421	83,614	88,296
S	77,054	81,736	78,499	83,181	84,432	89,114
T	77,805	82,487	79,266	83,948	85,259	89,941
U	78,567	83,249	80,041	84,723	86,094	90,776
V	79,335	84,017	80,823	85,505	86,938	91,620
W	80,112	84,794	81,616	86,298	87,789	92,471
X	80,894	85,576	82,415	87,097	88,649	93,331
Y	81,686	86,368	83,220	87,902	89,519	94,201
Z	82,484	87,166	84,036	88,718	90,396	95,078
AA	83,293	87,975	84,859	89,541	91,283	95,965
AB	84,109	88,791	85,689	90,371	92,177	96,859
AC	84,931	89,613	86,528	91,210	93,082	97,764

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

This information included for placement only for individuals hired or appointed into school based administrator positions July 1, 2016 or later. All current school based administrators can access salary information in ePortal by clicking on Human Resources and Job Information.

ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

FY18 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH ASSISTANT PRINCIPALS (255-DAYS)

12-Month Assistant Principals (255 Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	66,000	70,776	67,230	72,006	72,291	77,067
B	66,641	71,417	67,885	72,661	72,994	77,770
C	67,288	72,064	68,546	73,322	73,707	78,483
D	67,943	72,719	69,215	73,991	74,426	79,202
E	68,605	73,381	69,888	74,664	75,154	79,930
F	69,274	74,050	70,570	75,346	75,886	80,662
G	69,950	74,726	71,258	76,034	76,627	81,403
H	70,630	75,406	71,952	76,728	77,376	82,152
I	71,319	76,095	72,654	77,430	78,132	82,908
J	72,013	76,789	73,364	78,140	78,895	83,671
K	72,717	77,493	74,079	78,855	79,667	84,443
L	73,427	78,203	74,800	79,576	80,446	85,222
M	74,142	78,918	75,532	80,308	81,232	86,008
N	74,865	79,641	76,270	81,046	82,026	86,802
O	75,597	80,373	77,014	81,790	82,828	87,604
P	76,335	81,111	77,767	82,543	83,640	88,416
Q	77,082	81,858	78,525	83,301	84,459	89,235
R	77,834	82,610	79,294	84,070	85,286	90,062
S	78,595	83,371	80,069	84,845	86,121	90,897
T	79,361	84,137	80,851	85,627	86,964	91,740
U	80,138	84,914	81,642	86,418	87,816	92,592
V	80,922	85,698	82,440	87,216	88,677	93,453
W	81,714	86,490	83,248	88,024	89,545	94,321
X	82,512	87,288	84,063	88,839	90,422	95,198
Y	83,320	88,096	84,884	89,660	91,309	96,085
Z	84,134	88,910	85,717	90,493	92,204	96,980
AA	84,959	89,735	86,556	91,332	93,109	97,885
AB	85,791	90,567	87,403	92,179	94,021	98,797
AC	86,630	91,406	88,259	93,035	94,944	99,720

\$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

2017-2018

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	35,623	39,134	42,996	47,243	51,910	55,447	60,992	67,093
1	35,977	39,520	43,419	47,710	52,424	56,001	61,602	67,763
2	36,330	39,909	43,849	48,181	52,942	56,564	62,217	68,441
3	36,689	40,303	44,283	48,658	53,468	57,128	62,839	69,125
4	37,048	40,701	44,721	49,138	53,998	57,699	63,468	69,814
5	37,415	41,101	45,161	49,624	54,531	58,277	64,101	70,513
6	37,786	41,509	45,610	50,116	55,071	58,860	64,741	71,219
7	38,156	41,917	46,059	50,611	55,617	59,448	65,390	71,932
8	38,531	42,332	46,516	51,114	56,169	60,042	66,044	72,651
9	38,911	42,749	46,975	51,620	56,725	60,642	66,704	73,377
10	39,297	43,172	47,440	52,130	57,286	61,249	67,371	74,112
11	39,685	43,599	47,909	52,646	57,853	61,860	68,047	74,849
12	40,074	44,030	48,383	53,167	58,428	62,480	68,725	75,601
13	40,472	44,467	48,861	53,692	59,007	63,104	69,412	76,356
14	40,871	44,902	49,344	54,224	59,591	63,736	70,106	77,120
15	41,275	45,347	49,831	54,762	60,181	64,374	70,807	77,893
16	41,681	45,794	50,326	55,304	60,778	65,019	71,516	78,671
17	42,095	46,248	50,824	55,852	61,379	65,666	72,233	79,457
18	42,508	46,703	51,325	56,405	61,989	66,323	72,953	80,252
19	42,930	47,168	51,834	56,964	62,602	66,988	73,683	81,055
20	43,352	47,635	52,348	57,529	63,224	67,658	74,421	81,865
21	43,781	48,104	52,865	58,097	63,852	68,333	75,164	82,683
22	44,213	48,582	53,388	58,673	64,486	69,019	75,915	83,510
23	44,649	49,060	53,919	59,257	65,124	69,707	76,675	84,346
24	45,090	49,546	54,450	59,844	65,771	70,404	77,443	85,188
25	45,537	50,036	54,990	60,437	66,423	71,108	78,217	86,040
26	45,986	50,531	55,536	61,035	67,081	71,822	78,999	86,901
27	46,443	51,033	56,085	61,639	67,747	72,538	79,788	87,771
28	46,899	51,539	56,641	62,251	68,420	73,263	80,585	88,648

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

DISTRICT LEVEL PLACEMENT

12 MONTH (255 DAYS) ANNUAL SALARY

2017-2018

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	34,938	38,381	42,169	46,334	50,912	54,381	59,819	65,803
1	35,285	38,760	42,584	46,793	51,416	54,924	60,417	66,460
2	35,631	39,142	43,006	47,254	51,924	55,476	61,021	67,125
3	35,983	39,528	43,431	47,722	52,440	56,029	61,631	67,796
4	36,336	39,918	43,861	48,193	52,960	56,589	62,247	68,471
5	36,695	40,311	44,293	48,670	53,482	57,156	62,868	69,157
6	37,059	40,711	44,733	49,152	54,012	57,728	63,496	69,849
7	37,422	41,111	45,173	49,638	54,547	58,305	64,133	70,549
8	37,790	41,518	45,621	50,131	55,089	58,887	64,774	71,254
9	38,163	41,927	46,072	50,627	55,634	59,476	65,421	71,966
10	38,541	42,342	46,528	51,128	56,184	60,071	66,075	72,687
11	38,922	42,761	46,988	51,634	56,740	60,670	66,738	73,410
12	39,303	43,183	47,453	52,145	57,304	61,278	67,403	74,147
13	39,694	43,612	47,921	52,659	57,872	61,890	68,077	74,888
14	40,085	44,039	48,395	53,181	58,445	62,510	68,758	75,637
15	40,481	44,475	48,873	53,709	59,024	63,136	69,445	76,395
16	40,879	44,913	49,358	54,240	59,609	63,769	70,141	77,158
17	41,285	45,359	49,847	54,778	60,199	64,403	70,844	77,929
18	41,691	45,805	50,338	55,320	60,797	65,048	71,550	78,709
19	42,104	46,261	50,837	55,869	61,398	65,700	72,266	79,496
20	42,518	46,719	51,341	56,423	62,008	66,357	72,990	80,291
21	42,939	47,179	51,848	56,980	62,624	67,019	73,719	81,093
22	43,363	47,648	52,361	57,545	63,246	67,692	74,455	81,904
23	43,790	48,117	52,882	58,117	63,872	68,366	75,200	82,724
24	44,223	48,593	53,403	58,693	64,506	69,050	75,954	83,550
25	44,661	49,074	53,933	59,275	65,146	69,741	76,713	84,385
26	45,102	49,559	54,468	59,861	65,791	70,441	77,480	85,230
27	45,550	50,052	55,006	60,454	66,444	71,143	78,254	86,083
28	45,997	50,548	55,552	61,054	67,104	71,854	79,035	86,943

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

District Level Placement
12 MONTH (255 DAYS) ANNUAL SALARY
2017-2018

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

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	69,090	72,548	79,802	87,784	96,562	99,398	107,737
1	69,781	73,276	80,603	88,663	97,529	100,393	108,815
2	70,480	74,008	81,406	89,548	98,504	101,395	109,904
3	71,183	74,749	82,220	90,446	99,489	102,409	111,004
4	71,897	75,495	83,042	91,349	100,484	103,434	112,113
5	72,615	76,250	83,873	92,261	101,488	104,469	113,232
6	73,343	77,013	84,712	93,185	102,504	105,511	114,366
7	74,073	77,784	85,560	94,116	103,528	106,567	115,510
8	74,817	78,560	86,415	95,059	104,564	107,634	116,667
9	75,565	79,347	87,279	96,008	105,612	108,711	117,832
10	76,319	80,140	88,151	96,969	106,665	109,798	119,011
11	77,084	80,941	89,032	97,938	107,732	110,894	120,202
12	77,855	81,751	89,923	98,918	108,809	112,003	121,403
13	78,632	82,569	90,822	99,907	109,897	113,123	122,617
14	79,419	83,393	91,732	100,904	110,998	114,255	123,842
15	80,213	84,228	92,647	101,914	112,108	115,398	125,083
16	81,014	85,070	93,574	102,935	113,228	116,553	126,332
17	81,825	85,920	94,509	103,964	114,360	117,718	127,597
18	82,643	86,779	95,456	105,002	115,505	118,893	128,869
19	83,470	87,646	96,409	106,054	116,660	120,084	130,160
20	84,303	88,524	97,374	107,113	117,827	121,284	131,462
21	85,149	89,411	98,346	108,184	119,004	122,497	132,776
22	86,000	90,303	99,331	109,267	120,196	123,723	134,104
23	86,859	91,208	100,323	110,360	121,397	124,960	135,446
24	87,726	92,120	101,328	111,464	122,610	126,208	136,801
25	88,605	93,040	102,340	112,577	123,836	127,470	138,167
26	89,491	93,970	103,365	113,702	125,074	128,745	139,550
27	90,387	94,909	104,397	114,842	126,324	130,032	140,946
28	91,290	95,858	105,442	115,988	127,589	131,334	142,354

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

District Level Placement

12 MONTH (250 DAYS) ANNUAL SALARY

2017-2018

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	34,253	37,628	41,342	45,425	49,914	53,315	58,646	64,513
1	34,593	38,000	41,749	45,875	50,408	53,847	59,232	65,157
2	34,932	38,375	42,163	46,327	50,906	54,388	59,825	65,809
3	35,277	38,753	42,579	46,786	51,412	54,930	60,423	66,467
4	35,624	39,135	43,001	47,248	51,922	55,479	61,026	67,128
5	35,975	39,521	43,425	47,716	52,433	56,035	61,635	67,801
6	36,332	39,913	43,856	48,188	52,953	56,596	62,251	68,479
7	36,688	40,305	44,287	48,665	53,477	57,162	62,875	69,166
8	37,049	40,704	44,726	49,148	54,009	57,732	63,504	69,857
9	37,415	41,105	45,169	49,634	54,543	58,310	64,138	70,555
10	37,785	41,512	45,616	50,125	55,082	58,893	64,779	71,262
11	38,159	41,923	46,067	50,622	55,627	59,480	65,429	71,971
12	38,532	42,336	46,523	51,123	56,180	60,076	66,081	72,693
13	38,916	42,757	46,981	51,626	56,737	60,676	66,742	73,420
14	39,299	43,175	47,446	52,138	57,299	61,284	67,410	74,154
15	39,687	43,603	47,915	52,656	57,867	61,898	68,083	74,897
16	40,077	44,032	48,390	53,176	58,440	62,519	68,766	75,645
17	40,475	44,470	48,870	53,704	59,019	63,140	69,455	76,401
18	40,874	44,907	49,351	54,235	59,605	63,773	70,147	77,166
19	41,278	45,354	49,840	54,774	60,194	64,412	70,849	77,937
20	41,684	45,803	50,334	55,317	60,792	65,056	71,559	78,717
21	42,097	46,254	50,831	55,863	61,396	65,705	72,274	79,503
22	42,513	46,714	51,334	56,417	62,006	66,365	72,995	80,298
23	42,931	47,174	51,845	56,977	62,620	67,025	73,725	81,102
24	43,356	47,640	52,356	57,542	63,241	67,696	74,465	81,912
25	43,785	48,112	52,875	58,113	63,869	68,374	75,209	82,730
26	44,218	48,587	53,400	58,687	64,501	69,060	75,961	83,559
27	44,657	49,071	53,927	59,269	65,141	69,748	76,720	84,395
28	45,095	49,557	54,463	59,857	65,788	70,445	77,485	85,238

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

District Level Placement
12 MONTH (250 DAYS) ANNUAL SALARY
2017-2018

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

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	67,735	71,125	78,237	86,063	94,669	97,449	105,625
1	68,413	71,839	79,023	86,925	95,617	98,425	106,681
2	69,098	72,557	79,810	87,792	96,573	99,407	107,749
3	69,787	73,283	80,608	88,673	97,538	100,401	108,827
4	70,487	74,015	81,414	89,558	98,514	101,406	109,915
5	71,191	74,755	82,228	90,452	99,498	102,421	111,012
6	71,905	75,503	83,051	91,358	100,494	103,442	112,124
7	72,621	76,259	83,882	92,271	101,498	104,477	113,245
8	73,350	77,020	84,721	93,195	102,514	105,524	114,379
9	74,083	77,791	85,568	94,125	103,541	106,579	115,522
10	74,823	78,569	86,423	95,068	104,574	107,645	116,677
11	75,573	79,354	87,286	96,018	105,620	108,720	117,845
12	76,328	80,148	88,160	96,978	106,675	109,807	119,023
13	77,090	80,950	89,041	97,948	107,742	110,905	120,213
14	77,862	81,758	89,933	98,925	108,822	112,015	121,414
15	78,640	82,576	90,830	99,916	109,910	113,135	122,630
16	79,425	83,402	91,739	100,917	111,008	114,268	123,855
17	80,221	84,235	92,656	101,925	112,118	115,410	125,095
18	81,023	85,077	93,584	102,943	113,240	116,562	126,342
19	81,833	85,927	94,519	103,975	114,373	117,729	127,608
20	82,650	86,788	95,465	105,013	115,517	118,906	128,884
21	83,479	87,658	96,418	106,063	116,671	120,095	130,173
22	84,314	88,532	97,383	107,125	117,839	121,297	131,475
23	85,156	89,420	98,356	108,196	119,017	122,510	132,790
24	86,006	90,314	99,341	109,278	120,206	123,733	134,119
25	86,868	91,216	100,333	110,370	121,408	124,971	135,458
26	87,736	92,127	101,338	111,473	122,622	126,221	136,814
27	88,615	93,048	102,350	112,590	123,847	127,482	138,182
28	89,500	93,978	103,375	113,714	125,087	128,759	139,563

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

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

2017-2018

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	31,275	34,359	37,753	41,485	45,586	48,720	53,592	58,952
1	31,585	34,698	38,127	41,896	46,038	49,207	54,126	59,541
2	31,897	35,040	38,504	42,310	46,495	49,700	54,668	60,135
3	32,212	35,386	38,884	42,729	46,955	50,196	55,216	60,737
4	32,530	35,737	39,269	43,151	47,420	50,698	55,766	61,345
5	32,851	36,090	39,657	43,576	47,890	51,206	56,324	61,958
6	33,174	36,446	40,050	44,010	48,362	51,718	56,887	62,577
7	33,501	36,806	40,446	44,444	48,844	52,234	57,456	63,204
8	33,832	37,170	40,845	44,886	49,329	52,758	58,031	63,835
9	34,165	37,538	41,249	45,330	49,816	53,284	58,612	64,474
10	34,504	37,908	41,658	45,778	50,311	53,817	59,197	65,118
11	34,845	38,282	42,069	46,234	50,808	54,355	59,789	65,769
12	35,187	38,661	42,487	46,690	51,311	54,898	60,386	66,427
13	35,534	39,044	42,906	47,152	51,821	55,447	60,991	67,092
14	35,887	39,428	43,331	47,621	52,335	56,002	61,601	67,763
15	36,242	39,820	43,760	48,091	52,853	56,564	62,217	68,441
16	36,599	40,212	44,194	48,568	53,379	57,129	62,839	69,125
17	36,960	40,612	44,631	49,048	53,907	57,699	63,468	69,815
18	37,326	41,011	45,073	49,535	54,442	58,277	64,101	70,515
19	37,696	41,419	45,519	50,026	54,981	58,858	64,742	71,220
20	38,067	41,829	45,970	50,523	55,528	59,448	65,390	71,932
21	38,442	42,243	46,426	51,024	56,079	60,043	66,044	72,651
22	38,822	42,660	46,886	51,530	56,637	60,643	66,704	73,376
23	39,207	43,082	47,351	52,040	57,197	61,250	67,371	74,110
24	39,595	43,510	47,819	52,554	57,765	61,861	68,046	74,849
25	39,985	43,939	48,293	53,078	58,338	62,480	68,725	75,601
26	40,382	44,377	48,771	53,604	58,916	63,105	69,412	76,356
27	40,782	44,814	49,253	54,134	59,502	63,736	70,105	77,121
28	41,185	45,258	49,743	54,673	60,092	64,373	70,807	77,893

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

District Level Placement
11 Month (212 Days) Annual Salary
2017-2018

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	30,696	33,723	37,054	40,717	44,742	47,818	52,600	57,860
1	31,000	34,055	37,421	41,120	45,185	48,296	53,124	58,438
2	31,306	34,391	37,791	41,526	45,634	48,780	53,656	59,021
3	31,615	34,731	38,164	41,938	46,085	49,266	54,193	59,612
4	31,928	35,075	38,542	42,352	46,542	49,759	54,733	60,209
5	32,243	35,422	38,923	42,769	47,003	50,258	55,281	60,811
6	32,560	35,771	39,308	43,195	47,466	50,760	55,834	61,418
7	32,881	36,124	39,697	43,621	47,939	51,267	56,392	62,034
8	33,205	36,482	40,089	44,055	48,416	51,781	56,956	62,653
9	33,532	36,843	40,485	44,491	48,893	52,297	57,527	63,280
10	33,865	37,206	40,887	44,930	49,379	52,820	58,101	63,912
11	34,200	37,573	41,290	45,378	49,867	53,348	58,682	64,551
12	34,535	37,945	41,700	45,825	50,361	53,881	59,268	65,197
13	34,876	38,321	42,111	46,279	50,861	54,420	59,862	65,850
14	35,222	38,698	42,529	46,739	51,366	54,965	60,460	66,508
15	35,571	39,083	42,950	47,200	51,874	55,517	61,065	67,174
16	35,921	39,467	43,376	47,669	52,391	56,071	61,675	67,845
17	36,276	39,860	43,805	48,140	52,909	56,631	62,293	68,522
18	36,635	40,252	44,238	48,618	53,434	57,198	62,914	69,209
19	36,998	40,652	44,676	49,100	53,963	57,768	63,543	69,901
20	37,362	41,054	45,119	49,587	54,500	58,347	64,179	70,600
21	37,730	41,461	45,566	50,079	55,041	58,931	64,821	71,306
22	38,103	41,870	46,018	50,576	55,588	59,520	65,469	72,017
23	38,481	42,284	46,474	51,076	56,138	60,116	66,123	72,738
24	38,862	42,704	46,933	51,581	56,695	60,715	66,786	73,463
25	39,245	43,125	47,399	52,095	57,258	61,323	67,452	74,201
26	39,634	43,555	47,868	52,611	57,825	61,936	68,127	74,942
27	40,027	43,984	48,341	53,132	58,400	62,556	68,807	75,693
28	40,422	44,420	48,822	53,661	58,979	63,181	69,496	76,451

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

District Level Placement
11 Month (212 Days) Annual Salary
2017-2018

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

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	60,750	63,793	70,169	77,190	84,909	87,400	94,734
1	61,359	64,430	70,872	77,961	85,757	88,274	95,682
2	61,974	65,074	71,580	78,739	86,615	89,157	96,639
3	62,592	65,727	72,294	79,528	87,482	90,048	97,606
4	63,218	66,384	73,019	80,322	88,356	90,948	98,580
5	63,851	67,048	73,750	81,127	89,237	91,858	99,567
6	64,488	67,717	74,487	81,937	90,132	92,776	100,562
7	65,135	68,394	75,232	82,755	91,033	93,707	101,568
8	65,788	69,077	75,984	83,585	91,942	94,643	102,585
9	66,443	69,769	76,744	84,420	92,863	95,588	103,609
10	67,109	70,467	77,512	85,264	93,790	96,546	104,646
11	67,777	71,170	78,286	86,117	94,729	97,511	105,693
12	68,456	71,882	79,068	86,978	95,676	98,485	106,749
13	69,140	72,602	79,861	87,848	96,634	99,468	107,817
14	69,833	73,327	80,657	88,726	97,600	100,464	108,894
15	70,532	74,062	81,465	89,613	98,575	101,469	109,984
16	71,236	74,802	82,280	90,512	99,562	102,484	111,083
17	71,950	75,549	83,102	91,416	100,556	103,508	112,194
18	72,668	76,307	83,935	92,329	101,563	104,545	113,316
19	73,395	77,069	84,775	93,252	102,580	105,588	114,449
20	74,129	77,840	85,620	94,186	103,603	106,646	115,595
21	74,871	78,619	86,477	95,127	104,641	107,711	116,751
22	75,619	79,404	87,341	96,078	105,688	108,788	117,918
23	76,376	80,197	88,215	97,039	106,744	109,878	119,097
24	77,138	81,001	89,098	98,009	107,811	110,976	120,288
25	77,910	81,809	89,989	98,990	108,889	112,084	121,492
26	78,688	82,629	90,889	99,977	109,978	113,207	122,704
27	79,477	83,454	91,797	100,978	111,078	114,337	123,934
28	80,271	84,288	92,714	101,987	112,188	115,480	125,171

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

District Level Placement
10 Month (196 Days) Annual Salary
2017-2018

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	28,379	31,178	34,257	37,644	41,365	44,209	48,630	53,493
1	28,660	31,485	34,597	38,017	41,775	44,651	49,115	54,028
2	28,943	31,795	34,939	38,392	42,190	45,098	49,606	54,567
3	29,229	32,110	35,284	38,773	42,607	45,548	50,103	55,113
4	29,518	32,428	35,633	39,156	43,029	46,004	50,602	55,665
5	29,810	32,749	35,985	39,541	43,456	46,465	51,109	56,221
6	30,103	33,071	36,341	39,935	43,884	46,929	51,620	56,783
7	30,399	33,398	36,701	40,329	44,321	47,398	52,136	57,352
8	30,699	33,729	37,063	40,730	44,762	47,873	52,657	57,924
9	31,001	34,062	37,430	41,133	45,203	48,350	53,185	58,504
10	31,309	34,398	37,801	41,539	45,652	48,834	53,716	59,088
11	31,619	34,737	38,174	41,953	46,103	49,322	54,253	59,679
12	31,929	35,081	38,553	42,367	46,560	49,815	54,795	60,276
13	32,244	35,429	38,933	42,786	47,022	50,313	55,344	60,880
14	32,564	35,777	39,319	43,212	47,489	50,817	55,897	61,489
15	32,886	36,133	39,708	43,638	47,959	51,327	56,456	62,104
16	33,210	36,488	40,102	44,071	48,437	51,839	57,020	62,725
17	33,538	36,852	40,499	44,507	48,916	52,357	57,592	63,351
18	33,870	37,214	40,899	44,949	49,401	52,881	58,166	63,986
19	34,206	37,584	41,304	45,394	49,890	53,408	58,747	64,625
20	34,542	37,956	41,714	45,845	50,387	53,943	59,335	65,272
21	34,882	38,332	42,127	46,299	50,887	54,483	59,929	65,924
22	35,227	38,710	42,545	46,759	51,393	55,028	60,528	66,582
23	35,577	39,093	42,967	47,221	51,901	55,579	61,133	67,248
24	35,929	39,481	43,391	47,688	52,416	56,133	61,746	67,919
25	36,283	39,870	43,822	48,163	52,937	56,695	62,361	68,601
26	36,643	40,268	44,255	48,640	53,461	57,262	62,985	69,286
27	37,006	40,664	44,693	49,122	53,992	57,835	63,614	69,980
28	37,371	41,068	45,137	49,611	54,528	58,413	64,251	70,681

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

District Level Placement
10 Month (196 Days) Annual Salary
2017-2018

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

Step	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	56,165	58,978	64,873	71,364	78,501	80,804	87,584
1	56,728	59,567	65,523	72,077	79,285	81,612	88,461
2	57,297	60,163	66,178	72,796	80,078	82,428	89,345
3	57,868	60,766	66,838	73,526	80,880	83,252	90,240
4	58,447	61,374	67,508	74,260	81,688	84,084	91,140
5	59,032	61,988	68,184	75,004	82,502	84,925	92,053
6	59,621	62,606	68,865	75,753	83,330	85,774	92,972
7	60,219	63,232	69,554	76,509	84,163	86,635	93,902
8	60,823	63,864	70,249	77,277	85,003	87,500	94,843
9	61,428	64,503	70,952	78,049	85,854	88,374	95,789
10	62,044	65,149	71,662	78,829	86,712	89,260	96,748
11	62,662	65,799	72,378	79,618	87,580	90,152	97,716
12	63,290	66,457	73,101	80,414	88,455	91,052	98,692
13	63,922	67,123	73,834	81,218	89,341	91,961	99,680
14	64,563	67,793	74,570	82,030	90,234	92,882	100,676
15	65,209	68,472	75,317	82,850	91,135	93,811	101,683
16	65,860	69,157	76,070	83,681	92,048	94,749	102,699
17	66,520	69,847	76,830	84,517	92,967	95,696	103,727
18	67,184	70,548	77,600	85,361	93,898	96,655	104,764
19	67,856	71,252	78,377	86,214	94,838	97,619	105,811
20	68,534	71,965	79,158	87,078	95,784	98,597	106,871
21	69,220	72,685	79,950	87,948	96,744	99,582	107,940
22	69,912	73,411	80,749	88,827	97,712	100,578	109,019
23	70,612	74,144	81,557	89,715	98,688	101,585	110,109
24	71,316	74,888	82,374	90,612	99,674	102,600	111,210
25	72,030	75,635	83,197	91,519	100,671	103,625	112,323
26	72,749	76,393	84,029	92,432	101,678	104,663	113,443
27	73,479	77,156	84,869	93,357	102,695	105,708	114,580
28	74,213	77,927	85,717	94,290	103,721	106,765	115,724

\$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 2017-2018

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	16.68	21.55	25.43	27.66
2	17.05	21.97	25.78	28.07
3	17.43	22.42	26.17	28.49
4	17.81	22.86	26.72	28.93
5	18.20	23.32	27.00	29.35
6	18.61	23.77	27.35	29.79
7	19.02	24.26	27.78	30.24
8	19.44	24.76	28.19	30.69
9	19.87	25.26	28.61	31.14
10	20.31	25.76	29.05	31.61
11	20.75	26.26	29.48	32.10
12	21.22	26.80	29.92	32.59
13	21.70	27.33	30.38	33.13
14	22.19	27.88	30.91	33.64
15	22.67	28.45	31.46	34.22

TECHNICAL SUPPORT PERSONNEL

Hourly Rates FOR 2017-2018

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	12.00	10.21	15.88	18.08	18.75	20.08
2	12.28	10.51	16.36	18.62	19.31	20.70
3	12.60	10.82	16.86	19.16	19.87	21.30
4	12.89	11.26	17.36	19.75	20.48	21.95
5	13.21	11.57	17.88	20.33	21.09	22.60
6	13.54	12.10	18.42	20.51	21.32	22.83
7	13.86	12.64	18.80	20.95	21.75	23.28
8	14.20	13.16	19.16	21.38	22.19	23.74
9	14.57	13.66	19.54	21.79	22.61	24.20
10	14.91	14.19	19.94	22.23	23.05	24.72
11	15.28					
12	15.66					
13	16.05					
14	16.44					
15	16.83					
16	17.27					
17	17.70					
18	18.11					
19	18.55					
20	19.01					

EXTENDED DAY PERSONNEL

Hourly Rates for 2017-2018

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	13.91	15.16
2	14.20	15.45
3	14.48	15.76
4	14.75	16.08
5	15.04	16.40
6	15.35	16.71
7	15.65	17.04
8	15.93	17.37
9	16.25	17.73
10	16.59	18.07
11	16.91	18.44
12	17.25	18.79
13	17.59	19.18
14	17.94	19.55
15	18.28	19.93
16	18.63	20.33

Facilitator - Less Than 100 Students

Step	Non-Certificated	Certificated
1	12.65	13.88
2	12.93	14.19
3	13.20	14.51
4	13.50	14.82
5	13.81	15.15
6	14.11	15.49
7	14.41	15.84
8	14.73	16.18
9	15.06	16.55
10	15.40	16.90
11	15.74	17.28
12	16.08	17.65
13	16.44	18.06
14	16.81	18.46
15	17.17	18.86
16	17.56	19.29

Facilitator on Assignment

Step	Non-Certificated	Certificated
1	11.27	12.44
2	11.45	12.76
3	11.55	12.85
4	11.82	13.16
5	12.12	13.48
6	12.39	13.83
7	12.70	14.16
8	13.00	14.52
9	13.33	14.88
10	13.63	15.26
11	13.99	15.65
12	14.33	16.04
13	14.68	16.44
14	15.06	16.87
15	15.44	17.30
16	15.82	17.76

Group Leader

Step	Non-Certificated	Certificated
1	9.36	10.54
2	9.54	10.85
3	9.64	10.94
4	9.91	11.27
5	10.21	11.57
6	10.49	11.91
7	10.79	12.25
8	11.08	12.61
9	11.42	12.97
10	11.73	13.34
11	12.08	13.75
12	12.42	14.13
13	12.79	14.53
14	13.15	14.95
15	13.54	15.39
16	13.92	15.85

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 (\$63). You will need an in-person visit with the Human Resources department to complete all required DCF paperwork. Please contact (386) 734-7190 extension 20161 to set up an appointment. This fingerprinting is ONLY valid for EDEP positions. **All other positions will require the standard fingerprint screening.**

FY18 VESA Clerical Salary Schedule

Hourly Rates for 2017-2018

Office Specialist I	
Step	Amount
01	8.65
02	8.73
03	9.05
04	9.34
05	9.66
06	9.97

Office Specialist II	
Step	Amount
01	9.65
02	9.96
03	10.32
04	10.64
05	11.01
06	11.40

Office Specialist III	
Step	Amount
01	12.92
02	13.35
03	13.82
04	14.31
05	14.78
06	15.29

**** 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.

FY18 VESA PARAPROFESSIONAL SALARY SCHEDULE
Hourly Rates for 2017-2018

Paraprofessional 2 with CDA		
Step	Amount	Highly Qualified
01	9.35	9.85
02	9.35	9.85
03	9.35	9.85
04	9.71	10.21
05	10.14	10.64
06	10.62	11.12

Paraprofessional 3 with CDA		
Step	Amount	Highly Qualified
01	9.35	9.85
02	9.35	9.85
03	9.49	9.99
04	9.92	10.42
05	10.38	10.88
06	10.83	11.33

Paraprofessional 4 with CDA		
Step	Amount	Highly Qualified
01	9.61	10.11
02	9.61	10.11
03	10.03	10.53
04	10.46	10.96
05	10.92	11.42
06	11.44	11.94

Paraprofessional 2 no CDA		
Step	Amount	Highly Qualified
01	9.15	9.65
02	9.15	9.65
03	9.15	9.65
04	9.51	10.01
05	9.94	10.44
06	10.42	10.92

Paraprofessional 3 no CDA		
Step	Amount	Highly Qualified
01	9.15	9.65
02	9.15	9.65
03	9.29	9.79
04	9.72	10.22
05	10.18	10.68
06	10.63	11.13

Paraprofessional 4 no CDA		
Step	Amount	Highly Qualified
01	9.41	9.91
02	9.41	9.91
03	9.83	10.33
04	10.26	10.76
05	10.72	11.22
06	11.24	11.74

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.

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 2017-2018

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	9.81	9.80	10.40	10.40	11.51	11.94	11.30	12.23	13.64	16.20	11.34	10.67	11.35	10.69
2	10.33	10.17	10.88	10.88	11.97	12.02	11.67	12.64	14.09	16.51	11.90	11.01	11.77	11.02
3	10.66	10.51	11.18	11.18	12.45	12.51	11.97	12.94	14.43	16.83	12.22	11.24	12.05	11.23
4	10.99	10.82	11.51	11.76	12.88	12.98	12.30	13.36	14.85	17.12	12.54	11.58	12.42	11.55
5	11.44	11.12	11.85	12.30	13.39	13.48	12.63	13.82	15.17	17.46	12.84	12.08	12.73	11.88
6	12.21	11.47	12.15	12.85	13.83	13.96	12.95	14.29	15.49	17.75	13.18	12.56	13.07	12.19
7	12.61	11.80	12.48	13.44	14.30	14.44	13.26	14.77	15.84	18.06	13.51	13.05	13.39	12.51
8	12.87	12.11	12.79	14.00	14.76	14.92	13.59	15.24	16.13	18.37	13.82	13.52	13.82	12.81
9	12.97	12.43	13.13	15.46	15.23	15.40	13.89	15.79	16.47	18.68	14.13	14.00	14.20	13.17
10		12.73	13.44	16.47	15.72	15.89	14.24	16.24	16.78	19.13	14.46	14.47	14.88	13.48
11		13.08	13.77	16.81	16.18	16.37	14.58	16.72	17.09	19.43	14.79	14.97	15.32	13.79
12		13.74	14.08	16.93	17.09	17.34	14.89	17.19	17.44	19.76	15.40	15.43	15.63	14.12
13		14.85	14.42		18.39	18.56	15.19	17.68	17.74	20.10	16.59	15.94	15.74	14.44
14		14.95	15.05		18.78	18.70	15.52	18.16	18.06	20.40	16.71	16.41		14.75
15			16.28		18.91		16.17	19.13	18.77	21.14		17.40		15.41
16			16.41				17.48	20.48	20.20	22.53		18.60		16.65
17							17.60	20.63	20.36	22.69		18.74		16.76

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

SWC Assistants and Dining Room Aides

HOURLY RATES FOR 2017-2018

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 Aides 1	Dining Aides 2
01	9.69	10.12	10.71	8.66	9.09
02	9.79	10.38	10.98	8.76	9.36
03	10.09	10.65	11.30	9.06	9.62
04	10.33	10.95	11.61	9.31	9.92
05	10.60	11.26	11.90	9.57	10.24
06	10.90	11.57	12.23	9.87	10.55
07	11.20	11.86	12.57	10.18	10.83
08	11.48	12.19	12.90	10.46	11.16
09	11.80	12.53	13.61	10.77	11.50
10	12.12	12.88	13.98	11.09	11.86
11	12.43	13.23	14.38	11.41	12.21
12	12.78	13.59	14.76	11.76	12.57
13	13.05	13.84	15.06	12.02	12.81
14	13.13	13.93	15.16	12.11	12.90

Interns: 6.50 percent above current salary

2nd Year Interns: Negotiated raise

SCHOOL WAY CAFÉ PERSONNEL

SWC Managers

Hourly Rates for 2017-2018

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

Step	SWC Managers					
	Elementary 0-399	Elementary 400+	Middle 0-499	Middle 500+	High 0-499	High 500+
01	14.33	15.04	15.74	16.46	16.46	17.18
02	14.71	15.45	16.16	16.95	16.95	17.65
03	15.13	15.89	16.63	17.40	17.40	18.16
04	15.55	16.30	17.09	17.89	17.89	18.68
05	16.00	16.76	17.56	18.42	18.42	19.21
06	16.44	17.22	18.06	18.91	18.91	19.73
07	16.92	17.71	18.56	19.46	19.46	20.30
08	17.38	18.23	19.09	20.01	20.01	20.88
09	17.86	18.73	19.64	20.56	20.56	21.45
10	18.37	19.26	20.20	21.15	21.15	22.07
11	18.88	19.80	20.77	21.76	21.76	22.69
12	19.43	20.37	21.36	22.38	22.38	23.35
13	20.03	20.95	21.96	23.01	23.01	24.01
14	20.16	21.10	22.12	23.19	23.19	24.18

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

SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES

FY2017-2018

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>
\$9.29	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

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, 2018, the minimum wage in the State of Florida will increase from \$8.10 per hour to \$8.25.*

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. For EDEP screening information see page 33.

VCS Board Approved: 8/9/16

Effective: 7/1/16

STAFF DEVELOPMENT 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 \$8.10 per 10 hours coursework per course completer
• 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 • PLC's	\$25.00 per hour \$25.00 (after hours)
• Positive Parenting by ESE Teacher	\$15.00 per hour
• Instructional child care • Paraprofessionals providing child care • Others providing child care	\$15.00 per hour Hourly Rate Minimum Wage
• Substitute Teacher	Employee's regular substitute teacher pay rate
• Hourly non-exempt employee	Employee's regular hourly rate or Substitute Teacher hourly rate – if qualified
• Coordinator for Continuing Program	\$35.00 per hour
• Extended core instruction/Intervention where student grade is impacted (i.e., before/after school, lunchtime, planning period, weekends, holidays etc.)	Hourly rate of pay
• Tutoring (Active Teachers only)	\$30.00 per hour (before and after school); Hourly rate during the school day
• Tutoring (Teachers on LOA) • Tutoring (Non-instructional)	Appropriate sub teacher rate
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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