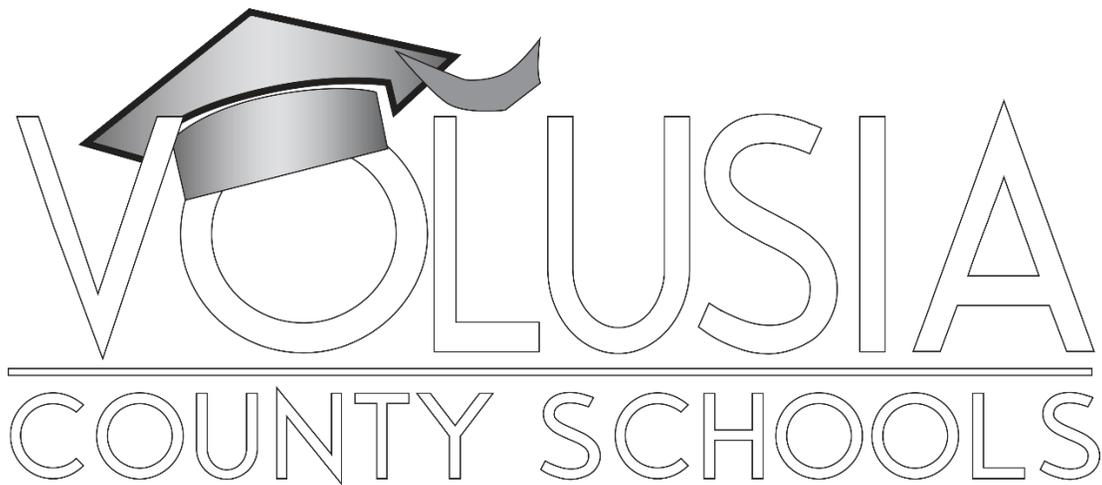


SCHOOL DISTRICT OF VOLUSIA COUNTY, FL  
200 N. CLARA AVENUE  
P.O. BOX 2118  
DELAND, FL 32721-2118

## COMPENSATION MANUAL

FY2019 – 2020

(Updated 12/2/2019)



### **SCHOOL BOARD MEMBERS**

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

### **SUPERINTENDENT**

Dr. Scott Fritz

DeLand  
(386) 734-7190  
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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; Employment Advisor; Mechanic; Facility Maintenance Technician, Lead Mechanic; Warehouseman/Freezer; Technician, Environmental Mechanic Helpers; Campus Advisor/ Hourly Rates for 2018-2019* ..... 41

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## EMPLOYEE BENEFITS

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### FOR REGULARLY ESTABLISHED POSITIONS

Enrollment in the Group Health Insurance Program is available for:

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

The average School Board match for such coverage is \$6,590.64.

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 8.47 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 \$137,700 (tax year 2020) 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.vcsedu.org>.

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## OTHER BENEFITS

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

Maintenance and trade personnel shall refer to American Federation of State, County, and Municipal Employees (AFSCME) collective bargaining agreement.

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

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

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# INSTRUCTIONAL SALARY INFORMATION

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## IN-SERVICE PARTICIPATION

Voluntary In-service, when approved by the Superintendent, shall be compensated at \$15.00 per hour. (Source: VUE Contract 2018-2021 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:

	All Others	Middle School Only	ESE/EBD Multi VE*
High School Diploma	\$ 9.54	10.54	10.54
Associate Degree and/or 60 hours of college credit	\$10.74	11.74	11.74
Bachelor's Degree	\$12.33	13.33	13.33
Master's or Higher Degree	\$13.22	14.22	14.22
Retired Volusia Teacher	\$15.09	16.09	16.09

**\*ESE/EBD Multi-VE Certification issued by ESE Department upon successful training completion.**

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

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

Workday:

- Elementary schools are 7.25 hours per day
- 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.

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# SALARY SCHEDULES

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

PERFORMANCE PAY

Salary Tier	Annual
A	39,609
B	39,709
C	39,809
D	40,009
E	40,609
F	41,134
G	41,684
H	42,284
I	42,834
J	43,409
K	44,009

Individual who are newly hired by VCS July 1, 2019 or later can verify up to twenty-five years of previous instructional experience. Individuals who verify more than ten (10) years of experience will be placed on the Tier for ten (10) years of experience on the salary schedule and receive a flat rate of \$150 for each year verified experience over ten (10) years added to his/her base salary for the 2019-2020 school year. These individuals will receive an additional \$150 for each year of verified experience in the 2020-2021 school year.

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

**INSTRUCTIONAL**  
ADVANCED DEGREE SUPPLEMENT

**Salary for Advanced Degrees:**

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

<b>Years Exp.</b>	<b>196 Days</b>	<b>199 Days</b>	<b>216 Days</b>	<b>256 Days</b>
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
<b>0-2 years</b>				
Master's	\$2,991	\$2,991	\$3,297	\$3,907
Specialist's	\$4,414	\$4,414	\$4,865	\$5,765
Doctorate	\$5,893	\$5,893	\$6,495	\$7,697
<b>3-5 years</b>				
Master's	\$3,128	\$3,128	\$3,447	\$4,085
Specialist's	\$4,616	\$4,616	\$5,087	\$6,029
Doctorate	\$6,161	\$6,161	\$6,790	\$8,047
<b>6+ years</b>				
Master's	\$3,270	\$3,270	\$3,603	\$4,271
Specialist's	\$4,828	\$4,828	\$5,320	\$6,306
Doctorate	\$6,444	\$6,444	\$7,101	\$8,417

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

PERFORMANCE PAY

Salary Tier	Annual
A	43,651
B	43,761
C	43,871
D	44,091
E	44,753
F	45,331
G	45,937
H	46,598
I	47,205
J	47,838
K	48,499

Individual who are newly hired by VCS July 1, 2019 or later can verify up to twenty-five years of previous instructional experience. Individuals who verify more than ten (10) years of experience will be placed on the Tier for ten (10) years of experience on the salary schedule and receive a flat rate of \$150 for each year verified experience over ten (10) years added to his/her base salary for the 2019-2020 school year. These individuals will receive an additional \$150 for each year of verified experience in the 2020-2021 school year.

**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	51,735
B	51,865
C	51,996
D	52,257
E	53,041
F	53,726
G	54,445
H	55,228
I	55,947
J	56,698
K	57,481

Individual who are newly hired by VCS July 1, 2019 or later can verify up to twenty-five years of previous instructional experience. Individuals who verify more than ten (10) years of experience will be placed on the Tier for ten (10) years of experience on the salary schedule and receive a flat rate of \$150 for each year verified experience over ten (10) years added to his/her base salary for the 2019-2020 school year. These individuals will receive an additional \$150 for each year of verified experience in the 2020-2021 school year.

**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 - 2019-2020 School year**

Psychologist		Specialist V*		Guidance (196 day)		Guidance Chair	
Years of Exp.	Amount	Years of Exp.	Amount	Years of Exp.	Amount	Days	Amount
0	3,153	0	2,786	0	1,519	196	3,720
1	3,788	1	2,786	1	1,519	199	3,720
2	4,424	2	2,786	2	1,519	216	3,720
3	5,059	3	2,786	3	1,519	256	3,720
4	5,695	4	2,786	4	1,519		
5	6,331	5	2,786	5	1,519		
6	6,967	6	3,017	6	1,873		
7-25	7,600	7-25	3,017	7-25	1,873		

**Salary Stipend Information - 2020-2021 School year**

Psychologist		Specialist V*		Guidance (196 day)		Guidance 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 2019-2020 teacher salary based on a bachelor's degree (step 0) and its full impact on the District:

	<b>2019-2020</b>
Annual Salary – Bachelor's Degree	\$39,606.00
Average Board Contribution for Health & Dental	6,590.64
Board Contribution for Life Insurance Coverage (.2304%) of 1x annual salary	91.26
Board Contribution for Florida Retirement System (8.47%)	3,354.88
Board Contribution for Social Security (6.2%)	2,455.76
Board Contribution for -Medicare (1.45%)	574.33
<b>Total Salary plus Benefits</b>	<b>\$52,675.87</b>

**COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS**

**FY19-20 Teacher Supplements**

<b>Description</b>	<b>High Schools</b>	<b>Middle Schools</b>	<b>Elementary Schools</b>
<b><u>Class A:</u></b>			
Department/Grade Chairperson*	750	750	750
Each additional teacher or major fraction; the amount will only apply for up to five teachers.	197	197	197
Supervisory Duty (Morning or Afternoon)	936	936	936
Curriculum Committee Chairperson*			664
Test Chairperson			936
Problem Solving Team Chairperson	1,040	1,040	1,040
Certified School Counselor Chairperson	3,720		
<b><u>Class B:</u></b>			
<b>Extended Duty Supplement Amounts:</b>			
One item checked under duties & responsibilities	988	988	988
Two items checked under duties & responsibilities	1,196	1,196	1,196
Three items checked under duties & responsibilities	1,613	1,613	1,613
Loss of planning for extra class	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour
<b>Audio-Visual Specialist</b>	1,748	1,009	
<b>Supplemental Career &amp; Technical Education</b>	2,549	2,549	
<b><u>Athletics:</u></b>			
	<5 years/≥5 years		
Athletic Director	4,173/5,265		
Category A-Head Coach	4,173/5,265		
Category B-Head Coach	2,844/3,583		
Category C-Head Coach	2,566/3,233		
Category A-Assistant Coach	2,566/3,233		
Category B-Assistant Coach	2,063/2,600		
Category C-Assistant Coach	1,925/2,426		
<b><u>Athletic Trainer:</u></b>			
	<5 years/≥5 years		
Certified – Head	4,173/5,014 per semester		
Associate or Certified Asst.	2,885/3,635		
Appointed	1,604/2,022 per semester		
<b><u>Cheerleader:</u></b>			
	<5 years/≥5 years		
Cheerleader	1,446/1,665 per semester		

<u>Class C:</u>			
<u>Sponsors:</u>			
Academic Team	1,519		
Dance	1,519		
Flag Corps	1,519		
Majorettes	1,519		
Class Sponsor	9 <sup>th</sup> -10 <sup>th</sup> grade/514 11 <sup>th</sup> -12 <sup>th</sup> grade/624		
Drama/Music Production	1,010	520	520
Intramural	1,010	1,010	1,010
Publications	1,519	1,010	
Safety Patrol	520	520	520
Service Club	520	520	
Special Interest Club Activities	520	520	520
Student Government	1,519	520	
Yearbook	2,118	1,010	
Television Production	1,519	1,010	

Coaches for sports at the middle school level shall be paid \$1,040 per season in FY19-20, and \$1,061 per season thereafter.

**FY19-20 Stipends**

<b>Description</b>	<b>High Schools</b>	<b>Middle Schools</b>	<b>Elementary Schools</b>
	<5 years/≥5 years	<5 years/≥5 years	<5 years/≥5 years
Band Director	4,173/5,265	2,769/3,069	
Assistant Band Director	1,844/2,081	1,155/1,311	
Choral Director	2,769/3,277	2,769/3,277	
Orchestra Director		2,769/3,277	
Fine Arts Teacher	1,155/1,311		
Certified School Counselors	1,519/1,873	1,519/1,873	1,519/1,873
Social Worker	2,786/3,017	2,786/3,017	2,786/3,017
Caseworker	2,786/3,017	2,786/3,017	2,786/3,017
Speech & Language (3 C's)	3,121/3,641	3,121/3,641	3,121/3,641
Placement Specialists	2,786/3,017	2,786/3,017	2,786/3,017
Program Specialists	2,786/3,017	2,786/3,017	2,786/3,017
Academic Coach	1,519/1,873	1,519/1,873	1,519/1,873

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

**FY20-21 Teacher Supplements**

<b>Description</b>	<b>High Schools</b>	<b>Middle Schools</b>	<b>Elementary Schools</b>
<b><u>Class A:</u></b>			
Department/Grade Chairperson*	765	765	765
Each additional teacher or major fraction; the amount will only apply for up to five teachers.	201	201	201
Supervisory Duty (Morning or Afternoon)	955	955	955
Curriculum Committee Chairperson*			677
Test Chairperson			955
Problem Solving Team Chairperson	1,061	1,061	1,061
Certified School Counselor Chairperson	3,794		
<b><u>Class B:</u></b>			
<b>Extended Duty Supplement Amounts:</b>			
One item checked under duties & responsibilities	1,008	1,008	1,008
Two items checked under duties & responsibilities	1,220	1,220	1,220
Three items checked under duties & responsibilities	1,645	1,645	1,645
Loss of planning for extra class	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour	Hourly Rate of pay rounded up to the nearest half-hour
<b>Audio-Visual Specialist</b>	1,783	1,029	
<b>Supplemental Career &amp; Technical Education</b>	2,600	2,600	
<b><u>Athletics:</u></b>	<5 years/≥5 years		
Athletic Director	4,256/5,370		
Category A-Head Coach	4,256/5,370		
Category B-Head Coach	2,901/3,655		
Category C-Head Coach	2,617/3,298		
Category A-Assistant Coach	2,617/3,298		
Category B-Assistant Coach	2,104/2,652		
Category C-Assistant Coach	1,964/2,475		
<b><u>Athletic Trainer:</u></b>	<5 years/≥5 years		
Certified – Head	4,256/5,114 per semester		
Associate or Certified Asst.	2,943/3,708		
Appointed	1,636/2,062 per semester		
<b><u>Cheerleader:</u></b>	<5 years/≥5 years		
Cheerleader	1,475/1,698 per semester		

<u>Class C:</u>			
<u>Sponsors:</u>			
Academic Team	1,549		
Dance	1,549		
Flag Corps	1,549		
Majorettes	1,549		
Class Sponsor	9 <sup>th</sup> -10 <sup>th</sup> grade/524 11 <sup>th</sup> -12 <sup>th</sup> grade/636		
Drama/Music Production	1,030	530	530
Intramural	1,030	1,030	1,030
Publications	1,549	1,030	
Safety Patrol	530	530	530
Service Club	530	530	
Special Interest Club Activities	530	530	530
Student Government	1,549	530	
Yearbook	2,160	1,030	
Television Production	1,549	1,030	

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

**FY20-21 Stipends**

<b>Description</b>	<b>High Schools</b>	<b>Middle Schools</b>	<b>Elementary Schools</b>
	<5 years/≥5 years	<5 years/≥5 years	<5 years/≥5 years
Band Director	4,256/5,370	2,824/3,130	
Assistant Band Director	1,881/2,123	1,178/1,337	
Choral Director	2,824/3,343	2,824/3,343	
Orchestra Director		2,824/3,343	
Fine Arts Teacher	1,178/1,337		
Certified School Counselors	1,549/1,910	1,549/1,910	1,549/1,910
Social Worker	2,842/3,077	2,842/3,077	2,842/3,077
Caseworker	2,842/3,077	2,842/3,077	2,842/3,077
Speech & Language (3 C's)	3,183/3,714	3,183/3,714	3,183/3,714
Placement Specialists	2,842/3,077	2,842/3,077	2,842/3,077
Program Specialists	2,842/3,077	2,842/3,077	2,842/3,077
Academic Coach	1,549/1,910	1,549/1,910	1,549/1,910

*\*\*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	Weightlifting
	Wrestling	All other approved sports

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

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

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

## **LONGEVITY SUPPLEMENTS FOR INSTRUCTIONAL PERSONNEL**

Beginning with the 2019-2020 school year, longevity supplements shall be paid to individuals with years of VCS instructional experiences outlined below. Beginning with the 2020-2021 school year, 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

## ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

### FY20 PERFORMANCE PAY SALARY SCHEDULE

#### SCHOOL-BASED ADMINISTRATORS

#### 12-MONTH PRINCIPALS

<b>Principals (250 Days)</b>						
	<b>Elementary</b>		<b>Middle</b>		<b>High</b>	
<b>Tier</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
A	80,093	88,304	84,738	92,949	92,652	100,863
B	80,862	89,073	85,553	93,764	93,549	101,760
C	81,641	89,852	86,382	94,593	94,453	102,664
D	82,428	90,639	87,213	95,424	95,368	103,579
E	83,221	91,432	88,055	96,266	96,290	104,501
F	84,023	92,234	88,905	97,116	97,222	105,433
G	84,832	93,043	89,763	97,974	98,165	106,376
H	85,650	93,861	90,630	98,841	99,115	107,326
I	86,474	94,685	91,505	99,716	100,077	108,288
J	87,310	95,521	92,390	100,601	101,047	109,258
K	88,153	96,364	93,283	101,494	102,025	110,236
L	89,003	97,214	94,186	102,397	103,015	111,226
M	89,861	98,072	95,098	103,309	104,015	112,226
N	90,731	98,942	96,018	104,229	105,026	113,237
O	91,608	99,819	96,945	105,156	106,045	114,256
P	92,493	100,704	97,888	106,099	107,075	115,286
Q	93,387	101,598	98,833	107,044	108,114	116,325
R	94,289	102,500	99,791	108,002	109,165	117,376
S	95,202	103,413	100,759	108,970	110,227	118,438
T	96,125	104,336	101,737	109,948	111,297	119,508
U	97,055	105,266	102,722	110,933	112,381	120,592
V	97,995	106,206	103,721	111,932	113,474	121,685
W	98,942	107,153	104,726	112,937	114,578	122,789
X	99,902	108,113	105,742	113,953	115,693	123,904
Y	100,872	109,083	106,769	114,980	116,819	125,030
Z	101,849	110,060	107,807	116,018	117,956	126,167
AA	102,837	111,048	108,854	117,065	119,105	127,316
AB	103,835	112,046	109,912	118,123	120,265	128,476
AC	104,841	113,052	110,980	119,191	121,438	129,649

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY20 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (255 Days)						
Tier	Elementary		Middle		High	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	81,696	90,072	86,434	94,810	94,506	102,882
B	82,480	90,856	87,265	95,641	95,421	103,797
C	83,275	91,651	88,110	96,486	96,343	104,719
D	84,077	92,453	88,958	97,334	97,276	105,652
E	84,886	93,262	89,817	98,193	98,217	106,593
F	85,704	94,080	90,684	99,060	99,167	107,543
G	86,529	94,905	91,559	99,935	100,129	108,505
H	87,364	95,740	92,443	100,819	101,098	109,474
I	88,204	96,580	93,336	101,712	102,079	110,455
J	89,057	97,433	94,239	102,615	103,069	111,445
K	89,917	98,293	95,149	103,525	104,066	112,442
L	90,784	99,160	96,070	104,446	105,076	113,452
M	91,659	100,035	97,001	105,377	106,096	114,472
N	92,546	100,922	97,939	106,315	107,127	115,503
O	93,441	101,817	98,885	107,261	108,167	116,543
P	94,344	102,720	99,846	108,222	109,217	117,593
Q	95,255	103,631	100,810	109,186	110,277	118,653
R	96,176	104,552	101,788	110,164	111,349	119,725
S	97,107	105,483	102,775	111,151	112,432	120,808
T	98,048	106,424	103,772	112,148	113,524	121,900
U	98,997	107,373	104,777	113,153	114,629	123,005
V	99,956	108,332	105,796	114,172	115,744	124,120
W	100,922	109,298	106,821	115,197	116,870	125,246
X	101,901	110,277	107,858	116,234	118,008	126,384
Y	102,890	111,266	108,905	117,281	119,156	127,532
Z	103,887	112,263	109,964	118,340	120,316	128,692
AA	104,894	113,270	111,032	119,408	121,488	129,864
AB	105,912	114,288	112,111	120,487	122,671	131,047
AC	106,939	115,315	113,200	121,576	123,868	132,244

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY20 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	59,063	66,026	60,147	67,110	64,597	71,560
B	59,627	66,590	60,724	67,687	65,216	72,179
C	60,197	67,160	61,304	68,267	65,840	72,803
D	60,775	67,738	61,891	68,854	66,474	73,437
E	61,355	68,318	62,484	69,447	67,114	74,077
F	61,943	68,906	63,082	70,045	67,759	74,722
G	62,537	69,500	63,687	70,650	68,409	75,372
H	63,136	70,099	64,301	71,264	69,067	76,030
I	63,741	70,704	64,916	71,879	69,735	76,698
J	64,354	71,317	65,539	72,502	70,403	77,366
K	64,972	71,935	66,168	73,131	71,082	78,045
L	65,595	72,558	66,803	73,766	71,766	78,729
M	66,225	73,188	67,446	74,409	72,458	79,421
N	66,858	73,821	68,094	75,057	73,157	80,120
O	67,502	74,465	68,749	75,712	73,863	80,826
P	68,152	75,115	69,410	76,373	74,575	81,538
Q	68,807	75,770	70,078	77,041	75,297	82,260
R	69,469	76,432	70,753	77,716	76,023	82,986
S	70,139	77,102	71,437	78,400	76,757	83,720
T	70,816	77,779	72,124	79,087	77,500	84,463
U	71,496	78,459	72,818	79,781	78,246	85,209
V	72,186	79,149	73,521	80,484	79,004	85,967
W	72,880	79,843	74,229	81,192	79,768	86,731
X	73,584	80,547	74,947	81,910	80,540	87,503
Y	74,294	81,257	75,673	82,636	81,318	88,281
Z	75,011	81,974	76,401	83,364	82,105	89,068
AA	75,734	82,697	77,140	84,103	82,902	89,865
AB	76,467	83,430	77,885	84,848	83,702	90,665
AC	77,205	84,168	78,639	85,602	84,515	91,478

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY20 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	66,022	74,233	67,228	75,439	72,189	80,400
B	66,650	74,861	67,870	76,081	72,879	81,090
C	67,285	75,496	68,518	76,729	73,578	81,789
D	67,927	76,138	69,174	77,385	74,283	82,494
E	68,576	76,787	69,834	78,045	74,996	83,207
F	69,232	77,443	70,502	78,713	75,714	83,925
G	69,894	78,105	71,177	79,388	76,440	84,651
H	70,561	78,772	71,857	80,068	77,175	85,386
I	71,237	79,448	72,545	80,756	77,916	86,127
J	71,917	80,128	73,241	81,452	78,664	86,875
K	72,607	80,818	73,942	82,153	79,421	87,632
L	73,303	81,514	74,649	82,860	80,185	88,396
M	74,004	82,215	75,367	83,578	80,955	89,166
N	74,713	82,924	76,090	84,301	81,734	89,945
O	75,431	83,642	76,820	85,031	82,520	90,731
P	76,154	84,365	77,558	85,769	83,316	91,527
Q	76,887	85,098	78,301	86,512	84,119	92,330
R	77,624	85,835	79,055	87,266	84,930	93,141
S	78,370	86,581	79,815	88,026	85,748	93,959
T	79,121	87,332	80,582	88,793	86,575	94,786
U	79,883	88,094	81,357	89,568	87,410	95,621
V	80,651	88,862	82,139	90,350	88,254	96,465
W	81,428	89,639	82,932	91,143	89,105	97,316
X	82,210	90,421	83,731	91,942	89,965	98,176
Y	83,002	91,213	84,536	92,747	90,835	99,046
Z	83,800	92,011	85,352	93,563	91,712	99,923
AA	84,609	92,820	86,175	94,386	92,599	100,810
AB	85,425	93,636	87,005	95,216	93,493	101,704
AC	86,247	94,458	87,844	96,055	94,398	102,609

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY20 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	67,343	75,719	68,573	76,949	73,634	82,010
B	67,984	76,360	69,228	77,604	74,337	82,713
C	68,631	77,007	69,889	78,265	75,050	83,426
D	69,286	77,662	70,558	78,934	75,769	84,145
E	69,948	78,324	71,231	79,607	76,497	84,873
F	70,617	78,993	71,913	80,289	77,229	85,605
G	71,293	79,669	72,601	80,977	77,970	86,346
H	71,973	80,349	73,295	81,671	78,719	87,095
I	72,662	81,038	73,997	82,373	79,475	87,851
J	73,356	81,732	74,707	83,083	80,238	88,614
K	74,060	82,436	75,422	83,798	81,010	89,386
L	74,770	83,146	76,143	84,519	81,789	90,165
M	75,485	83,861	76,875	85,251	82,575	90,951
N	76,208	84,584	77,613	85,989	83,369	91,745
O	76,940	85,316	78,357	86,733	84,171	92,547
P	77,678	86,054	79,110	87,486	84,983	93,359
Q	78,425	86,801	79,868	88,244	85,802	94,178
R	79,177	87,553	80,637	89,013	86,629	95,005
S	79,938	88,314	81,412	89,788	87,464	95,840
T	80,704	89,080	82,194	90,570	88,307	96,683
U	81,481	89,857	82,985	91,361	89,159	97,535
V	82,265	90,641	83,783	92,159	90,020	98,396
W	83,057	91,433	84,591	92,967	90,888	99,264
X	83,855	92,231	85,406	93,782	91,765	100,141
Y	84,663	93,039	86,227	94,603	92,652	101,028
Z	85,477	93,853	87,060	95,436	93,547	101,923
AA	86,302	94,678	87,899	96,275	94,452	102,828
AB	87,134	95,510	88,746	97,122	95,364	103,740
AC	87,973	96,349	89,602	97,978	96,287	104,663

\$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**  
**2019-2020**

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	36,753	40,375	44,360	48,742	53,557	57,206	62,927	69,222
1	37,118	40,774	44,796	49,223	54,087	57,778	63,556	69,912
2	37,483	41,175	45,240	49,709	54,621	58,359	64,191	70,613
3	37,853	41,581	45,688	50,201	55,164	58,940	64,832	71,318
4	38,224	41,993	46,139	50,697	55,711	59,529	65,481	72,029
5	38,602	42,405	46,593	51,198	56,261	60,126	66,134	72,750
6	38,985	42,825	47,057	51,705	56,818	60,727	66,795	73,478
7	39,367	43,247	47,520	52,217	57,381	61,334	67,464	74,214
8	39,753	43,675	47,992	52,735	57,951	61,947	68,139	74,956
9	40,145	44,105	48,465	53,258	58,525	62,565	68,820	75,704
10	40,543	44,542	48,945	53,783	59,104	63,192	69,508	76,463
11	40,943	44,982	49,429	54,316	59,688	63,823	70,205	77,224
12	41,346	45,427	49,917	54,854	60,281	64,462	70,905	78,000
13	41,756	45,878	50,411	55,395	60,879	65,106	71,614	78,778
14	42,167	46,326	50,909	55,944	61,481	65,758	72,330	79,566
15	42,585	46,785	51,411	56,499	62,090	66,416	73,053	80,364
16	43,003	47,247	51,923	57,058	62,706	67,081	73,785	81,166
17	43,431	47,715	52,436	57,624	63,326	67,749	74,524	81,978
18	43,856	48,184	52,954	58,194	63,955	68,427	75,267	82,798
19	44,292	48,664	53,478	58,771	64,588	69,113	76,021	83,626
20	44,728	49,146	54,009	59,354	65,230	69,804	76,782	84,462
21	45,170	49,630	54,542	59,940	65,877	70,500	77,548	85,306
22	45,616	50,124	55,081	60,534	66,531	71,209	78,323	86,159
23	46,066	50,616	55,630	61,137	67,190	71,918	79,107	87,021
24	46,520	51,118	56,178	61,743	67,857	72,637	79,900	87,890
25	46,981	51,624	56,735	62,354	68,531	73,364	80,698	88,770
26	47,445	52,134	57,298	62,972	69,209	74,100	81,505	89,658
27	47,916	52,651	57,865	63,594	69,896	74,839	82,319	90,556
28	48,386	53,174	58,438	64,226	70,590	75,587	83,141	91,460

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

## DISTRICT LEVEL PLACEMENT

12 MONTH (255 DAYS) ANNUAL SALARY

2019-2020

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	36,046	39,599	43,507	47,805	52,527	56,106	61,717	67,891
1	36,404	39,990	43,935	48,276	53,047	56,667	62,334	68,568
2	36,762	40,383	44,370	48,753	53,571	57,237	62,957	69,255
3	37,125	40,781	44,809	49,236	54,103	57,807	63,585	69,947
4	37,489	41,185	45,252	49,722	54,640	58,384	64,222	70,644
5	37,860	41,590	45,697	50,213	55,179	58,970	64,862	71,351
6	38,235	42,001	46,152	50,711	55,725	59,559	65,510	72,065
7	38,610	42,415	46,606	51,213	56,278	60,155	66,167	72,787
8	38,989	42,835	47,069	51,721	56,837	60,756	66,829	73,515
9	39,373	43,257	47,533	52,234	57,400	61,362	67,497	74,248
10	39,763	43,685	48,004	52,749	57,967	61,977	68,171	74,993
11	40,156	44,117	48,478	53,271	58,540	62,596	68,855	75,739
12	40,551	44,553	48,957	53,799	59,122	63,222	69,541	76,500
13	40,953	44,996	49,442	54,330	59,708	63,854	70,237	77,263
14	41,356	45,435	49,930	54,868	60,299	64,493	70,939	78,036
15	41,766	45,885	50,422	55,412	60,896	65,139	71,648	78,819
16	42,176	46,338	50,924	55,961	61,500	65,791	72,366	79,605
17	42,596	46,797	51,428	56,516	62,108	66,446	73,091	80,402
18	43,013	47,257	51,936	57,075	62,725	67,111	73,820	81,206
19	43,440	47,728	52,450	57,641	63,346	67,784	74,559	82,018
20	43,868	48,201	52,970	58,213	63,976	68,462	75,305	82,838
21	44,301	48,676	53,493	58,787	64,610	69,144	76,057	83,666
22	44,739	49,160	54,022	59,370	65,252	69,840	76,817	84,502
23	45,180	49,643	54,560	59,961	65,898	70,535	77,586	85,348
24	45,625	50,135	55,098	60,556	66,552	71,240	78,363	86,200
25	46,078	50,631	55,644	61,155	67,213	71,953	79,146	87,063
26	46,533	51,131	56,196	61,761	67,878	72,675	79,938	87,934
27	46,995	51,638	56,752	62,371	68,552	73,400	80,736	88,815
28	47,456	52,151	57,314	62,991	69,233	74,133	81,542	89,701

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

**District Level Placement**  
**12 MONTH (255 DAYS) ANNUAL SALARY**  
**2019-2020**

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	71,282	74,849	82,334	90,569	99,625	102,551	111,155
1	71,994	75,600	83,160	91,475	100,623	103,578	112,267
2	72,716	76,355	83,988	92,389	101,629	104,611	113,390
3	73,442	77,120	84,828	93,315	102,645	105,658	114,525
4	74,177	77,890	85,676	94,247	103,672	106,715	115,670
5	74,918	78,669	86,534	95,188	104,708	107,783	116,824
6	75,670	79,456	87,399	96,141	105,756	108,858	117,994
7	76,423	80,252	88,275	97,102	106,812	109,948	119,175
8	77,190	81,052	89,156	98,074	107,881	111,049	120,368
9	77,962	81,864	90,047	99,054	108,963	112,159	121,570
10	78,740	82,682	90,948	100,045	110,049	113,281	122,786
11	79,529	83,509	91,856	101,045	111,150	114,412	124,015
12	80,324	84,344	92,775	102,055	112,260	115,556	125,254
13	81,127	85,188	93,703	103,076	113,383	116,712	126,506
14	81,938	86,039	94,642	104,105	114,519	117,880	127,771
15	82,757	86,900	95,586	105,147	115,665	119,058	129,051
16	83,584	87,768	96,542	106,200	116,820	120,250	130,340
17	84,421	88,645	97,507	107,262	117,988	121,453	131,645
18	85,265	89,532	98,484	108,333	119,170	122,665	132,957
19	86,118	90,426	99,467	109,418	120,361	123,894	134,289
20	86,978	91,332	100,463	110,511	121,565	125,132	135,632
21	87,850	92,248	101,466	111,616	122,779	126,383	136,988
22	88,728	93,167	102,482	112,733	124,009	127,647	138,358
23	89,615	94,101	103,506	113,860	125,248	128,924	139,742
24	90,509	95,042	104,543	114,999	126,499	130,212	141,140
25	91,416	95,991	105,587	116,149	127,765	131,513	142,550
26	92,329	96,951	106,644	117,309	129,042	132,829	143,977
27	93,254	97,920	107,708	118,485	130,332	134,157	145,417
28	94,186	98,899	108,787	119,668	131,637	135,501	146,870

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

**District Level Placement**  
**12 MONTH (250 DAYS) ANNUAL SALARY**  
**2019-2020**

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	35,339	38,823	42,654	46,868	51,497	55,006	60,507	66,560
1	35,690	39,206	43,074	47,329	52,007	55,556	61,112	67,224
2	36,041	39,591	43,500	47,797	52,521	56,115	61,723	67,897
3	36,397	39,981	43,930	48,271	53,042	56,674	62,338	68,575
4	36,754	40,377	44,365	48,747	53,569	57,239	62,963	69,259
5	37,118	40,775	44,801	49,228	54,097	57,814	63,590	69,952
6	37,485	41,177	45,247	49,717	54,632	58,391	64,225	70,652
7	37,853	41,583	45,692	50,209	55,175	58,975	64,870	71,360
8	38,225	41,995	46,146	50,707	55,723	59,565	65,519	72,074
9	38,601	42,409	46,601	51,210	56,275	60,159	66,174	72,792
10	38,983	42,828	47,063	51,715	56,830	60,762	66,834	73,523
11	39,369	43,252	47,527	52,226	57,392	61,369	67,505	74,254
12	39,756	43,679	47,997	52,744	57,963	61,982	68,177	75,000
13	40,150	44,114	48,473	53,265	58,537	62,602	68,860	75,748
14	40,545	44,544	48,951	53,792	59,117	63,228	69,548	76,506
15	40,947	44,985	49,433	54,325	59,702	63,862	70,243	77,274
16	41,349	45,429	49,925	54,864	60,294	64,501	70,947	78,044
17	41,761	45,879	50,420	55,408	60,890	65,143	71,658	78,825
18	42,170	46,330	50,918	55,956	61,495	65,795	72,373	79,614
19	42,588	46,792	51,422	56,511	62,104	66,455	73,097	80,410
20	43,008	47,256	51,931	57,072	62,722	67,120	73,828	81,214
21	43,432	47,722	52,444	57,634	63,343	67,788	74,566	82,025
22	43,862	48,196	52,963	58,206	63,973	68,471	75,311	82,845
23	44,294	48,670	53,490	58,785	64,606	69,152	76,065	83,675
24	44,730	49,152	54,018	59,369	65,247	69,843	76,826	84,510
25	45,175	49,638	54,553	59,956	65,895	70,542	77,594	85,356
26	45,621	50,128	55,094	60,550	66,547	71,250	78,371	86,210
27	46,074	50,625	55,639	61,148	67,208	71,961	79,153	87,074
28	46,525	51,128	56,190	61,756	67,875	72,679	79,943	87,942

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

**District Level Placement**  
**12 MONTH (250 DAYS) ANNUAL SALARY**  
**2019-2020**

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	69,884	73,381	80,720	88,793	97,672	100,540	108,975
1	70,582	74,118	81,529	89,681	98,650	101,547	110,066
2	71,290	74,858	82,341	90,577	99,636	102,560	111,167
3	72,002	75,608	83,165	91,485	100,632	103,586	112,279
4	72,723	76,363	83,996	92,399	101,639	104,623	113,402
5	73,449	77,126	84,837	93,322	102,655	105,670	114,533
6	74,186	77,898	85,685	94,256	103,682	106,724	115,680
7	74,925	78,678	86,544	95,198	104,718	107,792	116,838
8	75,676	79,463	87,408	96,151	105,766	108,872	118,008
9	76,433	80,259	88,281	97,112	106,826	109,960	119,186
10	77,196	81,061	89,165	98,083	107,891	111,060	120,378
11	77,970	81,872	90,055	99,064	108,971	112,169	121,583
12	78,749	82,690	90,956	100,054	110,059	113,290	122,798
13	79,536	83,518	91,866	101,055	111,160	114,424	124,025
14	80,331	84,352	92,786	102,064	112,274	115,569	125,266
15	81,134	85,196	93,712	103,085	113,397	116,724	126,521
16	81,945	86,047	94,649	104,118	114,529	117,892	127,784
17	82,766	86,907	95,595	105,159	115,675	119,072	129,064
18	83,593	87,776	96,553	106,209	116,833	120,260	130,350
19	84,429	88,653	97,517	107,273	118,001	121,465	131,656
20	85,273	89,541	98,493	108,344	119,181	122,678	132,973
21	86,127	90,439	99,476	109,427	120,372	123,905	134,302
22	86,988	91,340	100,473	110,523	121,577	125,144	135,645
23	87,858	92,256	101,476	111,627	122,792	126,396	137,002
24	88,734	93,178	102,493	112,744	124,019	127,659	138,373
25	89,624	94,109	103,517	113,872	125,260	128,934	139,755
26	90,519	95,050	104,553	115,009	126,512	130,225	141,154
27	91,425	96,000	105,596	116,162	127,776	131,526	142,566
28	92,339	96,960	106,654	117,322	129,056	132,844	143,990

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

## DISTRICT LEVEL PLACEMENT

### 11 MONTH (216-DAY) ANNUAL SALARY

2019-2020

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	32,268	35,449	38,950	42,801	47,032	50,265	55,292	60,822
1	32,587	35,799	39,336	43,225	47,499	50,768	55,843	61,429
2	32,908	36,152	39,726	43,652	47,970	51,277	56,402	62,043
3	33,234	36,509	40,118	44,085	48,445	51,788	56,967	62,663
4	33,562	36,870	40,515	44,520	48,924	52,307	57,535	63,291
5	33,893	37,235	40,915	44,958	49,409	52,830	58,111	63,924
6	34,226	37,602	41,320	45,406	49,896	53,359	58,691	64,563
7	34,564	37,974	41,729	45,853	50,394	53,891	59,279	65,209
8	34,906	38,349	42,141	46,310	50,894	54,431	59,872	65,860
9	35,249	38,729	42,558	46,768	51,396	54,974	60,471	66,519
10	35,599	39,110	42,979	47,230	51,907	55,524	61,075	67,183
11	35,951	39,496	43,404	47,701	52,420	56,080	61,686	67,855
12	36,303	39,887	43,835	48,171	52,938	56,640	62,302	68,535
13	36,661	40,282	44,267	48,648	53,465	57,206	62,926	69,221
14	37,025	40,679	44,705	49,132	53,996	57,779	63,555	69,912
15	37,392	41,083	45,148	49,616	54,529	58,359	64,191	70,613
16	37,760	41,487	45,596	50,108	55,072	58,941	64,832	71,318
17	38,133	41,901	46,046	50,604	55,617	59,529	65,481	72,030
18	38,510	42,312	46,503	51,106	56,169	60,126	66,134	72,752
19	38,892	42,733	46,963	51,613	56,726	60,725	66,796	73,479
20	39,275	43,156	47,428	52,126	57,290	61,334	67,464	74,214
21	39,662	43,583	47,899	52,642	57,858	61,948	68,139	74,956
22	40,053	44,013	48,373	53,165	58,434	62,566	68,820	75,703
23	40,451	44,449	48,853	53,690	59,012	63,193	69,508	76,460
24	40,851	44,890	49,336	54,221	59,598	63,824	70,204	77,224
25	41,254	45,333	49,824	54,762	60,188	64,462	70,905	78,000
26	41,663	45,785	50,318	55,304	60,785	65,107	71,614	78,778
27	42,075	46,235	50,815	55,851	61,390	65,758	72,329	79,567
28	42,492	46,693	51,321	56,407	61,998	66,415	73,053	80,364

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

**District Level Placement  
11 Month (212 Days) Annual Salary  
2019-2020**

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	31,670	34,793	38,229	42,008	46,161	49,334	54,268	59,696
1	31,984	35,136	38,608	42,425	46,619	49,828	54,809	60,291
2	32,299	35,483	38,990	42,844	47,082	50,327	55,358	60,894
3	32,619	35,833	39,375	43,269	47,548	50,829	55,912	61,503
4	32,940	36,187	39,765	43,696	48,018	51,338	56,470	62,119
5	33,265	36,545	40,157	44,125	48,494	51,852	57,035	62,740
6	33,592	36,906	40,555	44,565	48,972	52,371	57,604	63,367
7	33,924	37,271	40,956	45,004	49,461	52,893	58,181	64,001
8	34,260	37,639	41,361	45,452	49,952	53,423	58,763	64,640
9	34,596	38,012	41,770	45,902	50,444	53,956	59,351	65,287
10	34,940	38,386	42,183	46,355	50,946	54,496	59,944	65,939
11	35,285	38,765	42,600	46,818	51,449	55,041	60,544	66,598
12	35,631	39,148	43,023	47,279	51,958	55,591	61,148	67,266
13	35,982	39,536	43,447	47,747	52,475	56,147	61,761	67,939
14	36,339	39,926	43,877	48,222	52,996	56,709	62,378	68,617
15	36,700	40,322	44,312	48,697	53,519	57,278	63,002	69,305
16	37,061	40,719	44,752	49,180	54,052	57,850	63,631	69,997
17	37,427	41,125	45,193	49,667	54,587	58,427	64,268	70,696
18	37,797	41,528	45,642	50,160	55,129	59,013	64,909	71,405
19	38,172	41,942	46,093	50,657	55,676	59,600	65,559	72,118
20	38,548	42,357	46,550	51,161	56,229	60,198	66,215	72,840
21	38,928	42,776	47,012	51,667	56,787	60,801	66,877	73,568
22	39,311	43,198	47,477	52,180	57,352	61,407	67,546	74,301
23	39,702	43,626	47,948	52,696	57,919	62,023	68,221	75,044
24	40,095	44,059	48,422	53,217	58,494	62,642	68,904	75,794
25	40,490	44,494	48,901	53,748	59,073	63,268	69,592	76,556
26	40,891	44,937	49,386	54,280	59,659	63,901	70,288	77,319
27	41,296	45,379	49,874	54,817	60,253	64,540	70,990	78,094
28	41,705	45,828	50,371	55,362	60,850	65,185	71,700	78,876

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

**District Level Placement  
11 Month (212 Days) Annual Salary  
2019-2020**

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	62,678	65,817	72,395	79,639	87,602	90,173	97,739
1	63,305	66,474	73,120	80,435	88,478	91,074	98,717
2	63,940	67,139	73,851	81,237	89,363	91,985	99,705
3	64,578	67,812	74,588	82,051	90,258	92,905	100,702
4	65,224	68,490	75,336	82,870	91,159	93,833	101,707
5	65,876	69,175	76,090	83,700	92,068	94,772	102,726
6	66,533	69,866	76,850	84,536	92,991	95,719	103,752
7	67,201	70,564	77,619	85,380	93,920	96,680	104,790
8	67,875	71,268	78,394	86,237	94,858	97,646	105,839
9	68,551	71,982	79,178	87,098	95,809	98,620	106,896
10	69,238	72,703	79,971	87,968	96,765	99,609	107,966
11	69,927	73,427	80,769	88,849	97,734	100,604	109,045
12	70,628	74,162	81,577	89,737	98,711	101,609	110,135
13	71,333	74,905	82,394	90,635	99,699	102,623	111,238
14	72,049	75,653	83,216	91,541	100,696	103,651	112,348
15	72,769	76,411	84,049	92,456	101,702	104,688	113,473
16	73,496	77,175	84,890	93,384	102,720	105,735	114,607
17	74,233	77,945	85,739	94,315	103,746	106,792	115,753
18	74,973	78,727	86,598	95,257	104,785	107,862	116,911
19	75,724	79,514	87,464	96,211	105,834	108,937	118,080
20	76,481	80,309	88,336	97,174	106,890	110,029	119,262
21	77,246	81,113	89,221	98,145	107,961	111,127	120,454
22	78,018	81,923	90,112	99,125	109,040	112,239	121,659
23	78,799	82,741	91,014	100,117	110,130	113,363	122,875
24	79,585	83,571	91,924	101,119	111,231	114,496	124,104
25	80,382	84,405	92,844	102,130	112,343	115,639	125,346
26	81,184	85,251	93,772	103,149	113,467	116,799	126,596
27	81,998	86,102	94,709	104,181	114,601	117,964	127,866
28	82,818	86,962	95,655	105,222	115,747	119,143	129,142

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

**District Level Placement  
10 Month (196 Days) Annual Salary  
2019-2020**

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

<b>Step</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Level 7</b>	<b>Level 8</b>
<b>0</b>	29,280	32,167	35,344	38,838	42,677	45,611	50,172	55,191
<b>1</b>	29,570	32,484	35,694	39,223	43,101	46,067	50,672	55,741
<b>2</b>	29,861	32,805	36,047	39,610	43,529	46,529	51,180	56,298
<b>3</b>	30,157	33,129	36,403	40,003	43,959	46,993	51,692	56,861
<b>4</b>	30,454	33,456	36,764	40,398	44,394	47,463	52,208	57,431
<b>5</b>	30,754	33,787	37,126	40,795	44,834	47,939	52,730	58,005
<b>6</b>	31,057	34,121	37,494	41,202	45,276	48,418	53,257	58,585
<b>7</b>	31,364	34,458	37,865	41,607	45,728	48,901	53,790	59,171
<b>8</b>	31,674	34,798	38,239	42,022	46,182	49,391	54,328	59,762
<b>9</b>	31,985	35,143	38,618	42,438	46,637	49,884	54,872	60,360
<b>10</b>	32,303	35,489	38,999	42,857	47,101	50,383	55,420	60,962
<b>11</b>	32,622	35,839	39,385	43,285	47,566	50,887	55,975	61,572
<b>12</b>	32,942	36,193	39,776	43,711	48,037	51,395	56,533	62,189
<b>13</b>	33,266	36,552	40,168	44,143	48,515	51,909	57,100	62,812
<b>14</b>	33,596	36,913	40,566	44,583	48,996	52,429	57,670	63,438
<b>15</b>	33,930	37,279	40,968	45,022	49,480	52,955	58,247	64,074
<b>16</b>	34,264	37,646	41,374	45,468	49,973	53,484	58,829	64,714
<b>17</b>	34,602	38,021	41,782	45,919	50,467	54,017	59,418	65,360
<b>18</b>	34,944	38,394	42,197	46,374	50,968	54,559	60,010	66,016
<b>19</b>	35,291	38,777	42,614	46,834	51,474	55,102	60,611	66,675
<b>20</b>	35,639	39,160	43,037	47,300	51,985	55,655	61,218	67,343
<b>21</b>	35,990	39,548	43,464	47,768	52,501	56,212	61,830	68,016
<b>22</b>	36,344	39,938	43,894	48,242	53,024	56,773	62,448	68,693
<b>23</b>	36,706	40,333	44,329	48,719	53,548	57,342	63,072	69,380
<b>24</b>	37,069	40,734	44,768	49,201	54,079	57,914	63,704	70,074
<b>25</b>	37,434	41,136	45,210	49,692	54,615	58,493	64,340	70,778
<b>26</b>	37,805	41,546	45,659	50,183	55,156	59,078	64,983	71,484
<b>27</b>	38,179	41,954	46,110	50,680	55,706	59,669	65,632	72,200
<b>28</b>	38,557	42,369	46,569	51,184	56,258	60,265	66,289	72,923

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

**District Level Placement  
10 Month (196 Days) Annual Salary  
2019-2020**

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	57,948	60,850	66,931	73,629	80,991	83,367	90,362
1	58,527	61,457	67,602	74,364	81,800	84,200	91,267
2	59,114	62,072	68,277	75,106	82,619	85,043	92,180
3	59,704	62,694	68,959	75,858	83,446	85,893	93,102
4	60,301	63,321	69,650	76,616	84,279	86,751	94,031
5	60,904	63,954	70,347	77,383	85,119	87,619	94,973
6	61,512	64,593	71,050	78,156	85,973	88,495	95,922
7	62,129	65,238	71,761	78,936	86,832	89,383	96,881
8	62,752	65,889	72,477	79,729	87,699	90,276	97,851
9	63,377	66,549	73,202	80,525	88,578	91,177	98,828
10	64,012	67,216	73,935	81,329	89,462	92,091	99,818
11	64,649	67,885	74,673	82,143	90,358	93,011	100,815
12	65,298	68,565	75,420	82,964	91,261	93,940	101,823
13	65,949	69,252	76,176	83,795	92,175	94,878	102,843
14	66,611	69,943	76,936	84,632	93,096	95,828	103,869
15	67,277	70,644	77,706	85,478	94,026	96,787	104,909
16	67,949	71,350	78,483	86,336	94,968	97,755	105,957
17	68,631	72,062	79,268	87,197	95,916	98,732	107,017
18	69,315	72,785	80,062	88,068	96,877	99,721	108,088
19	70,009	73,513	80,863	88,950	97,847	100,715	109,168
20	70,709	74,248	81,669	89,840	98,823	101,725	110,261
21	71,416	74,991	82,487	90,738	99,813	102,740	111,363
22	72,130	75,740	83,311	91,644	100,811	103,768	112,477
23	72,852	76,496	84,145	92,561	101,818	104,807	113,601
24	73,579	77,264	84,986	93,487	102,836	105,855	114,738
25	74,315	78,035	85,837	94,422	103,864	106,912	115,886
26	75,057	78,817	86,695	95,364	104,903	107,984	117,042
27	75,809	79,604	87,561	96,318	105,952	109,061	118,216
28	76,568	80,399	88,436	97,281	107,011	110,151	119,395

*\$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 2019-2020

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' Registered Nurse / Nurse Supervisor	Masters' Registered Nurse / Nurse Supervisor
1	16.80	21.77	25.81	28.07
2	17.17	22.19	26.17	28.49
3	17.56	22.64	26.56	28.92
4	17.94	23.09	27.12	29.36
5	18.33	23.55	27.41	29.79
6	18.74	24.01	27.76	30.24
7	19.16	24.50	28.20	30.69
8	19.58	25.01	28.61	31.15
9	20.01	25.51	29.04	31.61
10	20.46	26.02	29.49	32.08
11	20.90	26.52	29.92	32.58
12	21.37	27.07	30.37	33.08
13	21.86	27.60	30.84	33.63
14	22.35	28.16	31.37	34.14
15	22.83	28.73	31.93	34.73
16	23.35			

## TECHNICAL SUPPORT PERSONNEL

### Hourly Rates FOR 2019-2020

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	School Guardian
1	12.06	10.21	15.96	18.21	18.88	20.22	20.00
2	12.34	10.51	16.44	18.75	19.45	20.84	20.40
3	12.66	10.82	16.94	19.29	20.01	21.45	
4	12.96	11.26	17.45	19.89	20.62	22.10	
5	13.28	11.57	17.97	20.47	21.24	22.76	
6	13.61	12.10	18.51	20.65	21.47	22.99	
7	13.93	12.64	18.89	21.10	21.90	23.44	
8	14.27	13.16	19.26	21.53	22.35	23.91	
9	14.64	13.66	19.64	21.94	22.77	24.37	
10	14.99	14.19	20.04	22.39	23.21	24.89	
11	15.36	14.62	20.54	22.90	23.74	25.46	
12	15.74						
13	16.13						
14	16.52						
15	16.92						
16	17.36						
17	17.79						
18	18.20						
19	18.64						
20	19.11						
21	19.58						

## EXTENDED DAY PERSONNEL

### Hourly Rates for 2019-2020

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

#### *EDEP Facilitator BTB Site Leads*

#### *EDEP Facilitator on Assignment*

#### *EDEP Group Leader BTB Assistant*

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
17	19.00	20.74

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
17	16.14	18.12

Step	Non-Certificated	Certificated
1	9.36	10.54
2	9.54	10.85
3	9.75	11.05
4	9.98	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
17	14.20	16.17

**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 (\$64.25). 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.

**FY19 VESA Clerical Salary Schedule**  
 Hourly Rates for 2019-2020

<b>Office Specialist I</b>	
<b>Step</b>	<b>Amount</b>
<b>01</b>	8.83
<b>02</b>	8.91
<b>03</b>	9.24
<b>04</b>	9.53
<b>05</b>	9.86
<b>06</b>	10.18

<b>Office Specialist II</b>	
<b>Step</b>	<b>Amount</b>
<b>01</b>	9.85
<b>02</b>	10.17
<b>03</b>	10.54
<b>04</b>	10.87
<b>05</b>	11.24
<b>06</b>	11.64

<b>Office Specialist III</b>	
<b>Step</b>	<b>Amount</b>
<b>01</b>	13.19
<b>02</b>	13.63
<b>03</b>	14.11
<b>04</b>	14.62
<b>05</b>	15.09
<b>06</b>	15.61

**\*\* 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.

**FY20 VESA PARAPROFESSIONAL SALARY SCHEDULE**  
 Hourly Rates for 2019-2020

Paraprofessional 2 with CDA		
Step	Amount	Highly Qualified
01	9.55	10.05
02	9.60	10.10
03	9.68	10.18
04	9.91	10.41
05	10.35	10.85
06	10.84	11.34

Paraprofessional 3 with CDA		
Step	Amount	Highly Qualified
01	9.58	10.08
02	9.62	10.12
03	9.70	10.20
04	10.12	10.62
05	10.60	11.10
06	11.06	11.56

Paraprofessional 4 with CDA		
Step	Amount	Highly Qualified
01	9.81	10.31
02	9.91	10.41
03	10.23	10.73
04	10.68	11.18
05	11.15	11.65
06	11.68	12.18

Paraprofessional 2 no CDA		
Step	Amount	Highly Qualified
01	9.35	9.85
02	9.40	9.90
03	9.48	9.98
04	9.71	10.21
05	10.15	10.65
06	10.64	11.14

Paraprofessional 3 no CDA		
Step	Amount	Highly Qualified
01	9.38	9.88
02	9.42	9.92
03	9.50	10.00
04	9.92	10.42
05	10.40	10.90
06	10.86	11.36

Paraprofessional 4 no CDA		
Step	Amount	Highly Qualified
01	9.61	10.11
02	9.71	10.21
03	10.03	10.53
04	10.48	10.98
05	10.95	11.45
06	11.48	11.98

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

Paraprofessional 2  
 Title I  
 Title I Parent Liaison

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

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

# AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

\* Hourly Rates for 2018-2019 \*

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	9.90	9.89	10.50	10.50	11.62	12.05	11.40	12.34	13.77	16.35	11.44	10.77	11.45	10.79
2	10.43	10.26	10.98	10.98	12.08	12.14	11.78	12.76	14.23	16.67	12.01	11.11	11.88	11.12
3	10.76	10.61	11.29	11.29	12.57	12.62	12.08	13.06	14.57	16.99	12.33	11.35	12.17	11.34
4	11.09	10.93	11.62	11.87	13.01	13.10	12.42	13.48	14.99	17.28	12.65	11.69	12.54	11.66
5	11.55	11.23	11.96	12.42	13.51	13.61	12.75	13.95	15.31	17.62	12.96	12.20	12.85	11.99
6	12.32	11.58	12.26	12.97	13.96	14.09	13.07	14.42	15.63	17.92	13.31	12.67	13.19	12.30
7	12.73	11.91	12.60	13.56	14.43	14.58	13.39	14.91	15.99	18.23	13.64	13.17	13.51	12.62
8	13.00	12.22	12.91	14.13	14.90	15.06	13.72	15.39	16.29	18.54	13.95	13.65	13.95	12.93
9	13.09	12.55	13.25	15.60	15.37	15.54	14.02	15.93	16.63	18.85	14.27	14.13	14.33	13.30
10	13.36	12.85	13.56	16.63	15.87	16.04	14.37	16.39	16.94	19.31	14.60	14.61	15.02	13.61
11		13.20	13.90	16.97	16.34	16.52	14.71	16.87	17.25	19.62	14.93	15.11	15.47	13.92
12		13.86	14.22	17.09	17.25	17.51	15.03	17.35	17.60	19.95	15.54	15.57	15.78	14.26
13		14.99	14.56	17.44	18.56	18.74	15.33	17.85	17.91	20.29	16.75	16.09	16.07	14.58
14		15.10	15.19		18.95	18.87	15.66	18.33	18.23	20.59	16.86	16.56	16.40	14.89
15			16.43		19.09	19.26	16.33	19.31	18.94	21.33		17.57		15.55
16			16.56		19.48		17.64	20.67	20.39	22.74		18.78		16.80
17			16.91				17.76	20.83	20.55	22.91		19.12		17.10
18							18.13	21.26	20.97	23.38		19.52		17.46

- 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 = Employment Advisor
- Level 11 = Mechanic
- Level 12 = Facility Maintenance Technician, Lead Mechanic
- Level 13 = Warehouseman/Freezer
- Level 15 = Technician, Environmental Mechanic Helpers
- Level 16 = Campus Advisor

**\*The AFSCME bargaining unit and the school district continue their contract negotiations, only the 2018-19 salary schedule is currently available.**

## SCHOOL WAY CAFÉ PERSONNEL

### SWC Assistants and Dining Room Aides

HOURLY RATES FOR 2018-2019 \*

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	9.77	10.21	10.81	8.74	9.17
02	9.88	10.48	11.08	8.84	9.44
03	10.18	10.75	11.40	9.14	9.71
04	10.43	11.05	11.72	9.39	10.01
05	10.69	11.37	12.01	9.66	10.33
06	10.99	11.68	12.34	9.96	10.64
07	11.31	11.97	12.68	10.27	10.93
08	11.58	12.30	13.02	10.55	11.26
09	11.91	12.64	13.74	10.87	11.61
10	12.23	13.00	14.11	11.19	11.97
11	12.55	13.35	14.51	11.51	12.32
12	12.90	13.72	14.89	11.86	12.68
13	13.17	13.96	15.19	12.13	12.93
14	13.25	14.06	15.30	12.22	13.02
15	13.53	14.35	15.62	12.47	13.29

**\*The AFSCME bargaining unit and the school district continue their contract negotiations, only the 2018-19 salary schedule is currently available.**

**Interns:** 6.50 percent above current salary

**2nd Year Interns:** Negotiated raise

## SCHOOL WAY CAFÉ PERSONNEL

### SWC Managers

#### Hourly Rates for 2018-2019 \*

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	14.46	15.17	15.89	16.61	16.61	17.34
02	14.84	15.59	16.31	17.11	17.11	17.81
03	15.27	16.03	16.78	17.56	17.56	18.33
04	15.69	16.45	17.24	18.05	18.05	18.85
05	16.15	16.91	17.72	18.59	18.59	19.38
06	16.59	17.38	18.22	19.08	19.08	19.91
07	17.08	17.87	18.73	19.64	19.64	20.48
08	17.54	18.40	19.26	20.19	20.19	21.07
09	18.02	18.90	19.82	20.75	20.75	21.65
10	18.54	19.44	20.39	21.34	21.34	22.27
11	19.05	19.98	20.96	21.96	21.96	22.90
12	19.61	20.55	21.56	22.58	22.58	23.56
13	20.21	21.14	22.16	23.22	23.22	24.22
14	20.35	21.30	22.32	23.40	23.40	24.40
15	20.77	21.74	22.79	23.89	23.89	24.91

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

**\*The AFSCME bargaining unit and the school district continue their contract negotiations, only the 2018-19 salary schedule is currently available.**

# SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES

FY2019-2020

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>
All	Middle	ESE/EBD	
Others	Schools	Multi VE*	
	Only		
\$ 9.29	\$	\$	AVID Tutors
\$ 9.54	\$10.54	\$10.54	High School Diploma
\$10.74	\$11.74	\$11.74	Associate Degree and/or 60 hours of college credit
\$12.33	\$13.33	\$13.33	Bachelor's Degree
\$13.22	\$14.22	\$14.22	Master's Degree or Higher
\$15.09	\$16.09	\$16.09	Volusia Retired Teacher

\*ESE/EBD Multi-VE Certification issued by ESE Department upon successful training completion.

## 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

\*The minimum wage in the State of Florida is \$8.46, beginning January 1, 2020, Florida's minimum wage is scheduled to increase to \$8.56 per hour.

## **Security Clearance**

Note: Both fingerprinting and drug screening must have prior approval. Submission of fingerprints (\$49.25) 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 37.

**PROFESSIONAL LEARNING OR SPECIAL PROJECT NON-CONTRACTED PAY RATES**

<b>In-Service Instructors/Trainers/Facilitators/Participants</b>	
• Trainer rate for after-hours training	\$25.00 per hour of workshop facilitation \$25.00 per hour for planning of workshop (One-time occurrence)
• Design work	\$25.00 per hour. Number of hours must be agreed upon in advance by the designer and the program manager.
• Synchronous Online Course Facilitator	\$50.00 per week plus \$10.00 per course completer
• Asynchronous Online Course Grader	\$8.00 per 10 hours coursework per course completer
• Reading Endorsement	\$25.00 per hour for face-to-face training \$8.10 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
<b>Projects, Grants, Program, and Categorical Participants</b>	
• Instructional	\$25.00 per hour
• PLC's	\$25.00 (after hours)
• Positive Parenting by ESE Teacher	\$15.00 per hour
• Instructional childcare	\$15.00 per hour
• Paraprofessionals providing childcare	Hourly Rate
• Others providing childcare	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)	Appropriate sub teacher rate
• Tutoring (Non-instructional)	
<b>Overtime</b>	
Overtime rates may apply for non-exempt employees where combined paid hours exceed 40 for the workweek (Monday through Sunday). Double time rates will apply for non-exempt employee for any hours worked on a designated paid holiday.	

VCS Board Approved: 8/28/2019, 10/29/2019

Effective: 7/1/2019

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