

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

## COMPENSATION MANUAL

FY2018 – 2019

(Updated 02/26/2019)

### **SCHOOL BOARD MEMBERS**

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

### **SUPERINTENDENT**

Mr. James T. Russell

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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* .....43

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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 \$6,372.

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 8.26 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 2018) for Social Security Tax and 1.45 percent for Medicare Tax (no maximum wage base).

Employees will earn sick leave based on bargaining unit contracts and/or the District adopted policies. The equivalent of six days may be used as paid personal and are not cumulative. School Board Policy 417.II.A.3: *Six (6) days paid sick leave each year may be granted as paid personal leave for personal reasons. Paid personal leave days shall be charged against accrued sick leave most recently earned and shall be non-cumulative.*

All positions classified as 12 months will earn one day of annual leave (vacation) per month in accordance with the scheduled daily work hours (allotment) for the position. Employees with five (5) or more years of continuous service will earn the equivalent of 1¼ days of their allotment. Employees with ten (10) or more years of continuous service will earn the equivalent of 1½ days of their allotment. The maximum accrual of annual leave is 78-days as of September 30 of each year; days are calculated based on the allotment for the position.

Employees are eligible to receive payment for accumulated sick and/or annual leave upon termination or retirement subject to limitations that may be established in the applicable collective bargaining agreement, Policies and Procedures Manual, or Florida Statutes. Payments for such leave shall be paid into a tax deferral plan adopted by the School Board and shall then be paid to the employee in accordance with the terms of such plan. Employees have two years from their separation date to request payment.

The School Board has adopted a FICA replacement plan under 401(a) of the Internal Revenue Code, which requires part-time, seasonal, and temporary employees of government employers to deposit money into a Private Retirement Plan instead of social security. This plan provides for contributions of 7.5 percent of gross income into an account in the employee's name. Contact Bencor at 1-800-330-4014 for information or questions.

NOTE: Rates and amounts listed above are subject to change based on contractual language and/or federal regulations. For additional information, please refer to the individual bargaining unit contract and/or the Policies and Procedure Manual available on the Volusia County School website at <http://www.volusia.k12.fl.us>.

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## OTHER BENEFITS

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Clerical and paraprofessionals personnel shall refer to the Volusia 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:

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
Retired Volusia Teacher	\$15.09

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."

### 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.

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# SALARY SCHEDULES

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

PERFORMANCE PAY

Salary Tier	Annual
A	39,142
B	39,242
C	39,342
D	39,542
E	40,142
F	40,667
G	41,217
H	41,817
I	42,367
J	42,942
K	43,542

This schedule is for placement only, for individuals on annual contract beginning July 1, 2014 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:

<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

<b>Salary Tier</b>	<b>Annual</b>
A	43,136
B	43,246
C	43,356
D	43,576
E	44,238
F	44,816
G	45,422
H	46,083
I	46,690
J	47,323
K	47,984

This schedule is for placement only, for individuals on annual contract beginning July 1, 2014 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	51,125
B	51,255
C	51,386
D	51,647
E	52,431
F	53,116
G	53,835
H	54,618
I	55,337
J	56,088
K	56,871

This schedule is for placement only, for individuals on annual contract beginning July 1, 2014 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 - 2018-2019 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	3,091	0	2,731	0	1,489	196	3,647
1	3,714	1	2,731	1	1,489	199	3,647
2	4,337	2	2,731	2	1,489	216	3,647
3	4,960	3	2,731	3	1,489	256	3,647
4	5,583	4	2,731	4	1,489		
5	6,207	5	2,731	5	1,489		
6	6,830	6	2,958	6	1,836		
7-25	7,451	7-25	2,958	7-25	1,836		

**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 2018-2019 teacher salary based on a bachelor's degree (step 0) and its full impact on the District:

	<b>2018-2019</b>
Annual Salary	\$39,142.00
Average School Board Health and Dental Insurance	6,270.00
Life Insurance Coverage (.2304%) of 1x annual salary	90.18
Contribution to Florida Retirement System (8.26%)	2,943.48
School Board contribution to Social Security (6.2%)	2426.80
School Board contribution to Medicare (1.45%)	567.56
<b>Total Salary plus Benefits</b>	<b>\$51,930.32</b>

# COUNTY-LEVEL INSTRUCTIONAL SUPPLEMENTS AND STIPENDS

## FY 18-19 Teacher Supplements

Description	High Schools	Middle Schools	Elementary Schools
<b><u>Class A:</u></b>			
Department/Grade Chairperson*	620	620	620
Each additional teacher or major fraction; the amount will only apply for up to five teachers.	193	193	193
for each additional teacher above 5 teachers	97	97	97
Supervisory Duty (Morning or Afternoon)	918	918	918
Curriculum Committee Chairperson*			651
Test Chairperson			918
School instructional leadership team member (effective July 1, 2015)	1,530	1,530	1,530
Problem Solving Team Chairperson	1,020	1,020	1,020
Certified School Counselor Chairperson	3,647		
Lead Teacher/Subject Area Contact A*		1,020	
LEAD TEACHER/SUBJECT AREA CONTACT B*		1,224	
<b><u>Class B:</u></b>			
<b>Extended Duty Supplement Amounts:</b>			
One item checked under duties & responsibilities	969	969	969
Two items checked under duties & responsibilities	1,173	1,173	1,173
Three items checked under duties & responsibilities	1,581	1,581	1,581
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>	1,714	989	
<b>Supplemental Career &amp; Technical Education</b>	2,499	2,499	
<b><u>Athletics:</u></b>			
	<5 years/≥5 years		
Athletic Director	4,091/5,162		
Category A-Head Coach	4,091/5,162		
Category B-Head Coach	2,788/3,513		
Category C-Head Coach	2,516/3,170		
Category A-Assistant Coach	2,516/3,170		
Category B-Assistant Coach	2,023/2,549		
Category C-Assistant Coach	1,887/2,378		
<b><u>Athletic Trainer:</u></b>			
	<5 years/≥5 years		
Certified – Head	4,091/4,916 per semester		
Associate or Certified Asst.	2,828/3,564		
Appointed	1,573/1,982 per semester		

<b><u>Cheerleader:</u></b>	<5 years/≥5 years		
Cheerleader	1,418/1,632 per semester		
<b><u>Class C:</u></b>			
<b><u>Sponsors:</u></b>			
Academic Team	1,489		
Dance	1,489		
Flag Corps	1,489		
Majorettes	1,489		
Class Sponsor	9 <sup>th</sup> -10 <sup>th</sup> grade/504 11 <sup>th</sup> -12 <sup>th</sup> grade/612		
Drama/Music Production	990	510	510
Intramural	990	990	990
Publications	1,489	990	
Safety Patrol	510	510	510
Service Club	510	510	
Special Interest Club Activities	510	510	510
Student Government	1,489	510	
Yearbook	2,076	990	
Television Production	1,489	990	

Coaches for sports at the middle school level shall be paid \$1,020 per season in FY18-19, \$1,040 per season in FY19-20, and \$1,061 per season thereafter.

**FY18-19 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	4,091/5,162	2,715/3,009	
Assistant Band Director	1,808/2,040	1,132/1,285	
Choral Director	2,715/3,213	<u>2,715/3,213</u>	
Orchestra Director		2,715/3,213	
<u>Fine Arts Teacher</u>	<u>1,132/1,285</u>		
<u>Certified School Counselors</u>	1,489/1,836	1,489/1,836	<u>1,489/1,836</u>
Social Worker	2,731/2,958	2,731/2,958	2,731/2,958
Caseworker	2,731/2,958	2,731/2,958	2,731/2,958
Speech & Language (3 C's)	3,060/3,570	3,060/3,570	3,060/3,570
Placement Specialists	2,731/2,958	2,731/2,958	2,731/2,958
Program Specialists	2,731/2,958	2,731/2,958	2,731/2,958
<u>Academic Coach</u>	<u>1,489/1,836</u>	<u>1,489/1,836</u>	<u>1,489/1,836</u>

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

**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	

**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	

**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	Weight Lifting
	Wrestling	All other approved sports

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

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

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

## ADMINISTRATIVE AND NON-BARGAINING PERSONNEL

### FY19 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	79,560	86,342	84,205	90,987	92,119	98,901
B	80,329	87,111	85,020	91,802	93,016	99,798
C	81,108	87,890	85,849	92,631	93,920	100,702
D	81,895	88,677	86,680	93,462	94,835	101,617
E	82,688	89,470	87,522	94,304	95,757	102,539
F	83,490	90,272	88,372	95,154	96,689	103,471
G	84,299	91,081	89,230	96,012	97,632	104,414
H	85,117	91,899	90,097	96,879	98,582	105,364
I	85,941	92,723	90,972	97,754	99,544	106,326
J	86,777	93,559	91,857	98,639	100,514	107,296
K	87,620	94,402	92,750	99,532	101,492	108,274
L	88,470	95,252	93,653	100,435	102,482	109,264
M	89,328	96,110	94,565	101,347	103,482	110,264
N	90,198	96,980	95,485	102,267	104,493	111,275
O	91,075	97,857	96,412	103,194	105,512	112,294
P	91,960	98,742	97,355	104,137	106,542	113,324
Q	92,854	99,636	98,300	105,082	107,581	114,363
R	93,756	100,538	99,258	106,040	108,632	115,414
S	94,669	101,451	100,226	107,008	109,694	116,476
T	95,592	102,374	101,204	107,986	110,764	117,546
U	96,522	103,304	102,189	108,971	111,848	118,630
V	97,462	104,244	103,188	109,970	112,941	119,723
W	98,409	105,191	104,193	110,975	114,045	120,827
X	99,369	106,151	105,209	111,991	115,160	121,942
Y	100,339	107,121	106,236	113,018	116,286	123,068
Z	101,316	108,098	107,274	114,056	117,423	124,205
AA	102,304	109,086	108,321	115,103	118,572	125,354
AB	103,302	110,084	109,379	116,161	119,732	126,514
AC	104,308	111,090	110,447	117,229	120,905	127,687

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY19 PERFORMANCE PAY SALARY SCHEDULE

SCHOOL-BASED ADMINISTRATORS

12-MONTH PRINCIPALS

Principals (255 Days)						
	Elementary		Middle		High	
Tier	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
A	81,152	88,070	85,890	92,808	93,962	100,880
B	81,936	88,854	86,721	93,639	94,877	101,795
C	82,731	89,649	87,566	94,484	95,799	102,717
D	83,533	90,451	88,414	95,332	96,732	103,650
E	84,342	91,260	89,273	96,191	97,673	104,591
F	85,160	92,078	90,140	97,058	98,623	105,541
G	85,985	92,903	91,015	97,933	99,585	106,503
H	86,820	93,738	91,899	98,817	100,554	107,472
I	87,660	94,578	92,792	99,710	101,535	108,453
J	88,513	95,431	93,695	100,613	102,525	109,443
K	89,373	96,291	94,605	101,523	103,522	110,440
L	90,240	97,158	95,526	102,444	104,532	111,450
M	91,115	98,033	96,457	103,375	105,552	112,470
N	92,002	98,920	97,395	104,313	106,583	113,501
O	92,897	99,815	98,341	105,259	107,623	114,541
P	93,800	100,718	99,302	106,220	108,673	115,591
Q	94,711	101,629	100,266	107,184	109,733	116,651
R	95,632	102,550	101,244	108,162	110,805	117,723
S	96,563	103,481	102,231	109,149	111,888	118,806
T	97,504	104,422	103,228	110,146	112,980	119,898
U	98,453	105,371	104,233	111,151	114,085	121,003
V	99,412	106,330	105,252	112,170	115,200	122,118
W	100,378	107,296	106,277	113,195	116,326	123,244
X	101,357	108,275	107,314	114,232	117,464	124,382
Y	102,346	109,264	108,361	115,279	118,612	125,530
Z	103,343	110,261	109,420	116,338	119,772	126,690
AA	104,350	111,268	110,488	117,406	120,944	127,862
AB	105,368	112,286	111,567	118,485	122,127	129,045
AC	106,395	113,313	112,656	119,574	123,324	130,242

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY19 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	58,611	64,362	59,695	65,446	64,145	69,896
B	59,175	64,926	60,272	66,023	64,764	70,515
C	59,745	65,496	60,852	66,603	65,388	71,139
D	60,323	66,074	61,439	67,190	66,022	71,773
E	60,903	66,654	62,032	67,783	66,662	72,413
F	61,491	67,242	62,630	68,381	67,307	73,058
G	62,085	67,836	63,235	68,986	67,957	73,708
H	62,684	68,435	63,849	69,600	68,615	74,366
I	63,289	69,040	64,464	70,215	69,283	75,034
J	63,902	69,653	65,087	70,838	69,951	75,702
K	64,520	70,271	65,716	71,467	70,630	76,381
L	65,143	70,894	66,351	72,102	71,314	77,065
M	65,773	71,524	66,994	72,745	72,006	77,757
N	66,406	72,157	67,642	73,393	72,705	78,456
O	67,050	72,801	68,297	74,048	73,411	79,162
P	67,700	73,451	68,958	74,709	74,123	79,874
Q	68,355	74,106	69,626	75,377	74,845	80,596
R	69,017	74,768	70,301	76,052	75,571	81,322
S	69,687	75,438	70,985	76,736	76,305	82,056
T	70,364	76,115	71,672	77,423	77,048	82,799
U	71,044	76,795	72,366	78,117	77,794	83,545
V	71,734	77,485	73,069	78,820	78,552	84,303
W	72,428	78,179	73,777	79,528	79,316	85,067
X	73,132	78,883	74,495	80,246	80,088	85,839
Y	73,842	79,593	75,221	80,972	80,866	86,617
Z	74,559	80,310	75,949	81,700	81,653	87,404
AA	75,282	81,033	76,688	82,439	82,450	88,201
AB	76,015	81,766	77,433	83,184	83,250	89,001
AC	76,753	82,504	78,187	83,938	84,063	89,814

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY19 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	65,489	72,271	66,695	73,477	71,656	78,438
B	66,117	72,899	67,337	74,119	72,346	79,128
C	66,752	73,534	67,985	74,767	73,045	79,827
D	67,394	74,176	68,641	75,423	73,750	80,532
E	68,043	74,825	69,301	76,083	74,463	81,245
F	68,699	75,481	69,969	76,751	75,181	81,963
G	69,361	76,143	70,644	77,426	75,907	82,689
H	70,028	76,810	71,324	78,106	76,642	83,424
I	70,704	77,486	72,012	78,794	77,383	84,165
J	71,384	78,166	72,708	79,490	78,131	84,913
K	72,074	78,856	73,409	80,191	78,888	85,670
L	72,770	79,552	74,116	80,898	79,652	86,434
M	73,471	80,253	74,834	81,616	80,422	87,204
N	74,180	80,962	75,557	82,339	81,201	87,983
O	74,898	81,680	76,287	83,069	81,987	88,769
P	75,621	82,403	77,025	83,807	82,783	89,565
Q	76,354	83,136	77,768	84,550	83,586	90,368
R	77,091	83,873	78,522	85,304	84,397	91,179
S	77,837	84,619	79,282	86,064	85,215	91,997
T	78,588	85,370	80,049	86,831	86,042	92,824
U	79,350	86,132	80,824	87,606	86,877	93,659
V	80,118	86,900	81,606	88,388	87,721	94,503
W	80,895	87,677	82,399	89,181	88,572	95,354
X	81,677	88,459	83,198	89,980	89,432	96,214
Y	82,469	89,251	84,003	90,785	90,302	97,084
Z	83,267	90,049	84,819	91,601	91,179	97,961
AA	84,076	90,858	85,642	92,424	92,066	98,848
AB	84,892	91,674	86,472	93,254	92,960	99,742
AC	85,714	92,496	87,311	94,093	93,865	100,647

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

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**ADMINISTRATIVE AND NON-BARGAINING PERSONNEL**

FY19 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	66,799	73,717	68,029	74,947	73,090	80,008
B	67,440	74,358	68,684	75,602	73,793	80,711
C	68,087	75,005	69,345	76,263	74,506	81,424
D	68,742	75,660	70,014	76,932	75,225	82,143
E	69,404	76,322	70,687	77,605	75,953	82,871
F	70,073	76,991	71,369	78,287	76,685	83,603
G	70,749	77,667	72,057	78,975	77,426	84,344
H	71,429	78,347	72,751	79,669	78,175	85,093
I	72,118	79,036	73,453	80,371	78,931	85,849
J	72,812	79,730	74,163	81,081	79,694	86,612
K	73,516	80,434	74,878	81,796	80,466	87,384
L	74,226	81,144	75,599	82,517	81,245	88,163
M	74,941	81,859	76,331	83,249	82,031	88,949
N	75,664	82,582	77,069	83,987	82,825	89,743
O	76,396	83,314	77,813	84,731	83,627	90,545
P	77,134	84,052	78,566	85,484	84,439	91,357
Q	77,881	84,799	79,324	86,242	85,258	92,176
R	78,633	85,551	80,093	87,011	86,085	93,003
S	79,394	86,312	80,868	87,786	86,920	93,838
T	80,160	87,078	81,650	88,568	87,763	94,681
U	80,937	87,855	82,441	89,359	88,615	95,533
V	81,721	88,639	83,239	90,157	89,476	96,394
W	82,513	89,431	84,047	90,965	90,344	97,262
X	83,311	90,229	84,862	91,780	91,221	98,139
Y	84,119	91,037	85,683	92,601	92,108	99,026
Z	84,933	91,851	86,516	93,434	93,003	99,921
AA	85,758	92,676	87,355	94,273	93,908	100,826
AB	86,590	93,508	88,202	95,120	94,820	101,738
AC	87,429	94,347	89,058	95,976	95,743	102,661

\$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**  
**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 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	36,364	39,948	43,890	48,226	52,990	56,600	62,261	68,489
1	36,725	40,342	44,322	48,702	53,514	57,166	62,883	69,172
2	37,086	40,739	44,761	49,183	54,043	57,741	63,511	69,865
3	37,452	41,141	45,204	49,670	54,580	58,316	64,146	70,563
4	37,819	41,548	45,651	50,160	55,121	58,899	64,788	71,266
5	38,193	41,956	46,100	50,656	55,665	59,489	65,434	71,980
6	38,572	42,372	46,559	51,158	56,216	60,084	66,088	72,700
7	38,950	42,789	47,017	51,664	56,774	60,685	66,750	73,428
8	39,332	43,213	47,484	52,177	57,337	61,291	67,418	74,162
9	39,720	43,638	47,952	52,694	57,905	61,903	68,091	74,903
10	40,114	44,070	48,427	53,214	58,478	62,523	68,772	75,654
11	40,510	44,506	48,906	53,741	59,056	63,147	69,462	76,406
12	40,908	44,946	49,389	54,273	59,643	63,780	70,154	77,174
13	41,314	45,392	49,877	54,809	60,234	64,417	70,856	77,944
14	41,721	45,836	50,370	55,352	60,830	65,062	71,564	78,724
15	42,134	46,290	50,867	55,901	61,433	65,713	72,280	79,513
16	42,548	46,747	51,373	56,454	62,042	66,371	73,004	80,307
17	42,971	47,210	51,881	57,014	62,656	67,032	73,735	81,110
18	43,392	47,674	52,393	57,578	63,278	67,703	74,470	81,921
19	43,823	48,149	52,912	58,149	63,904	68,381	75,216	82,741
20	44,254	48,626	53,437	58,726	64,539	69,065	75,969	83,568
21	44,692	49,105	53,965	59,305	65,180	69,754	76,727	84,403
22	45,133	49,593	54,498	59,893	65,827	70,455	77,494	85,247
23	45,578	50,080	55,041	60,490	66,479	71,157	78,270	86,100
24	46,028	50,577	55,583	61,089	67,139	71,868	79,054	86,960
25	46,484	51,077	56,134	61,694	67,805	72,587	79,844	87,830
26	46,943	51,582	56,691	62,305	68,476	73,316	80,642	88,709
27	47,409	52,094	57,252	62,921	69,156	74,047	81,448	89,597
28	47,874	52,611	57,819	63,546	69,843	74,787	82,261	90,492

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

## DISTRICT LEVEL PLACEMENT

12 MONTH (255 DAYS) ANNUAL SALARY

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 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	35,665	39,180	43,046	47,299	51,971	55,512	61,064	67,172
1	36,019	39,566	43,470	47,765	52,485	56,067	61,674	67,842
2	36,373	39,956	43,900	48,237	53,004	56,631	62,290	68,521
3	36,732	40,350	44,335	48,715	53,530	57,195	62,912	69,206
4	37,092	40,749	44,773	49,195	54,061	57,766	63,542	69,896
5	37,459	41,149	45,213	49,682	54,595	58,345	64,176	70,596
6	37,830	41,557	45,664	50,174	55,135	58,929	64,817	71,302
7	38,201	41,966	46,113	50,670	55,682	59,518	65,466	72,016
8	38,576	42,382	46,571	51,174	56,234	60,112	66,122	72,736
9	38,956	42,799	47,030	51,681	56,791	60,713	66,782	73,463
10	39,343	43,223	47,496	52,191	57,353	61,321	67,449	74,199
11	39,731	43,650	47,966	52,708	57,920	61,933	68,126	74,937
12	40,121	44,082	48,439	53,229	58,496	62,553	68,805	75,690
13	40,520	44,519	48,918	53,755	59,076	63,178	69,493	76,445
14	40,919	44,955	49,401	54,288	59,660	63,811	70,188	77,210
15	41,324	45,400	49,889	54,826	60,252	64,449	70,890	77,984
16	41,730	45,848	50,385	55,368	60,849	65,095	71,600	78,763
17	42,145	46,302	50,883	55,918	61,451	65,743	72,317	79,550
18	42,558	46,757	51,385	56,471	62,061	66,401	73,038	80,346
19	42,980	47,223	51,894	57,031	62,675	67,066	73,770	81,150
20	43,403	47,691	52,409	57,597	63,298	67,737	74,508	81,961
21	43,833	48,161	52,927	58,165	63,927	68,413	75,251	82,780
22	44,265	48,639	53,450	58,741	64,561	69,100	76,004	83,608
23	44,702	49,117	53,983	59,327	65,201	69,789	76,765	84,444
24	45,143	49,604	54,514	59,914	65,848	70,486	77,534	85,288
25	45,590	50,095	55,055	60,508	66,501	71,191	78,309	86,141
26	46,040	50,590	55,601	61,107	67,159	71,906	79,091	87,003
27	46,497	51,092	56,151	61,711	67,826	72,623	79,882	87,874
28	46,953	51,599	56,707	62,324	68,500	73,349	80,679	88,752

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

**District Level Placement**  
**12 MONTH (255 DAYS) ANNUAL SALARY**  
**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 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	70,527	74,057	81,462	89,610	98,570	101,465	109,978
1	71,232	74,800	82,280	90,507	99,558	102,481	111,078
2	71,946	75,547	83,099	91,411	100,553	103,504	112,190
3	72,664	76,304	83,930	92,327	101,558	104,539	113,313
4	73,392	77,065	84,769	93,249	102,574	105,585	114,445
5	74,125	77,836	85,618	94,180	103,599	106,642	115,587
6	74,869	78,615	86,474	95,123	104,636	107,706	116,745
7	75,614	79,402	87,340	96,074	105,681	108,784	117,913
8	76,373	80,194	88,212	97,036	106,739	109,873	119,094
9	77,137	80,997	89,094	98,005	107,809	110,972	120,283
10	77,906	81,807	89,985	98,986	108,884	112,082	121,486
11	78,687	82,625	90,884	99,975	109,973	113,201	122,702
12	79,474	83,451	91,793	100,975	111,072	114,333	123,928
13	80,268	84,286	92,711	101,985	112,183	115,476	125,167
14	81,071	85,128	93,640	103,003	113,307	116,632	126,418
15	81,881	85,980	94,574	104,034	114,440	117,798	127,685
16	82,699	86,839	95,520	105,076	115,583	118,977	128,960
17	83,527	87,707	96,475	106,126	116,739	120,167	130,251
18	84,362	88,584	97,441	107,186	117,908	121,366	131,549
19	85,206	89,469	98,414	108,260	119,087	122,582	132,867
20	86,057	90,365	99,399	109,341	120,278	123,807	134,196
21	86,920	91,271	100,392	110,434	121,479	125,045	135,538
22	87,789	92,181	101,397	111,540	122,696	126,296	136,893
23	88,666	93,105	102,410	112,655	123,922	127,559	138,263
24	89,551	94,036	103,436	113,782	125,160	128,833	139,646
25	90,448	94,975	104,469	114,919	126,412	130,121	141,041
26	91,352	95,925	105,515	116,067	127,676	131,423	142,453
27	92,267	96,883	106,568	117,231	128,952	132,737	143,878
28	93,189	97,852	107,635	118,401	130,243	134,066	145,315

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

**District Level Placement**  
**12 MONTH (250 DAYS) ANNUAL SALARY**  
**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 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	34,966	38,412	42,202	46,372	50,952	54,424	59,867	65,855
1	35,313	38,790	42,618	46,828	51,456	54,968	60,465	66,512
2	35,660	39,173	43,039	47,291	51,965	55,521	61,069	67,177
3	36,012	39,559	43,466	47,760	52,480	56,074	61,678	67,849
4	36,365	39,950	43,895	48,230	53,001	56,633	62,296	68,525
5	36,725	40,342	44,326	48,708	53,525	57,201	62,918	69,212
6	37,088	40,742	44,769	49,190	54,054	57,774	63,546	69,904
7	37,452	41,143	45,209	49,676	54,590	58,351	64,182	70,604
8	37,820	41,551	45,658	50,171	55,131	58,933	64,825	71,310
9	38,192	41,960	46,108	50,668	55,677	59,523	65,473	72,023
10	38,572	42,375	46,565	51,168	56,228	60,119	66,126	72,744
11	38,952	42,794	47,025	51,675	56,784	60,719	66,790	73,468
12	39,334	43,218	47,489	52,185	57,349	61,326	67,456	74,206
13	39,725	43,646	47,959	52,701	57,918	61,939	68,130	74,946
14	40,117	44,074	48,432	53,224	58,490	62,560	68,812	75,696
15	40,514	44,510	48,911	53,751	59,071	63,185	69,500	76,455
16	40,912	44,949	49,397	54,282	59,656	63,819	70,196	77,219
17	41,319	45,394	49,885	54,822	60,246	64,454	70,899	77,990
18	41,724	45,840	50,377	55,364	60,844	65,099	71,606	78,771
19	42,137	46,297	50,876	55,913	61,446	65,751	72,324	79,559
20	42,552	46,756	51,381	56,468	62,057	66,409	73,047	80,354
21	42,974	47,217	51,889	57,025	62,674	67,072	73,775	81,157
22	43,397	47,685	52,402	57,589	63,295	67,745	74,514	81,969
23	43,825	48,154	52,925	58,164	63,923	68,421	75,260	82,788
24	44,258	48,631	53,445	58,739	64,557	69,104	76,014	83,616
25	44,696	49,113	53,975	59,322	65,197	69,795	76,774	84,452
26	45,137	49,598	54,511	59,909	65,842	70,496	77,540	85,297
27	45,585	50,090	55,050	60,501	66,496	71,199	78,316	86,151
28	46,032	50,587	55,595	61,102	67,157	71,911	79,097	87,012

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

**District Level Placement**  
**12 MONTH (250 DAYS) ANNUAL SALARY**  
**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 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	69,144	72,605	79,865	87,853	96,637	99,475	107,822
1	69,835	73,333	80,667	88,732	97,606	100,472	108,900
2	70,535	74,066	81,470	89,619	98,581	101,475	109,990
3	71,239	74,808	82,284	90,517	99,567	102,489	111,091
4	71,953	75,554	83,107	91,421	100,563	103,515	112,201
5	72,672	76,310	83,939	92,333	101,568	104,551	113,321
6	73,401	77,074	84,778	93,258	102,584	105,594	114,456
7	74,131	77,845	85,627	94,190	103,609	106,651	115,601
8	74,875	78,622	86,482	95,133	104,646	107,719	116,759
9	75,625	79,409	87,347	96,083	105,695	108,796	117,925
10	76,378	80,203	88,221	97,045	106,749	109,884	119,104
11	77,144	81,005	89,102	98,015	107,817	110,981	120,296
12	77,916	81,815	89,993	98,995	108,894	112,091	121,498
13	78,694	82,633	90,893	99,985	109,983	113,212	122,713
14	79,481	83,459	91,804	100,983	111,085	114,345	123,939
15	80,275	84,294	92,720	101,994	112,196	115,488	125,181
16	81,077	85,136	93,647	103,016	113,317	116,644	126,431
17	81,889	85,987	94,583	104,045	114,450	117,811	127,697
18	82,708	86,847	95,530	105,084	115,596	118,986	128,970
19	83,535	87,715	96,484	106,137	116,752	120,178	130,262
20	84,370	88,593	97,450	107,197	117,920	121,379	131,565
21	85,216	89,481	98,424	108,269	119,097	122,593	132,880
22	86,068	90,374	99,409	109,353	120,290	123,820	134,209
23	86,927	91,279	100,402	110,446	121,492	125,058	135,552
24	87,795	92,192	101,408	111,551	122,706	126,307	136,908
25	88,675	93,113	102,421	112,666	123,933	127,570	138,275
26	89,561	94,044	103,446	113,791	125,173	128,846	139,660
27	90,458	94,983	104,478	114,932	126,424	130,134	141,057
28	91,362	95,933	105,525	116,079	127,689	131,437	142,466

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

**DISTRICT LEVEL PLACEMENT**

# 11 MONTH (216-DAY) ANNUAL SALARY

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 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	31,926	35,074	38,538	42,348	46,534	49,733	54,707	60,178
1	32,242	35,420	38,920	42,767	46,996	50,231	55,252	60,779
2	32,560	35,769	39,305	43,190	47,462	50,734	55,805	61,386
3	32,882	36,122	39,693	43,618	47,932	51,240	56,364	62,000
4	33,207	36,480	40,086	44,049	48,406	51,753	56,926	62,621
5	33,534	36,841	40,482	44,482	48,886	52,271	57,496	63,247
6	33,864	37,204	40,883	44,925	49,368	52,794	58,070	63,879
7	34,198	37,572	41,287	45,368	49,860	53,320	58,651	64,519
8	34,536	37,943	41,695	45,820	50,355	53,855	59,238	65,163
9	34,876	38,319	42,107	46,273	50,852	54,392	59,831	65,815
10	35,222	38,696	42,524	46,730	51,357	54,936	60,428	66,472
11	35,570	39,078	42,944	47,196	51,865	55,486	61,033	67,137
12	35,919	39,465	43,371	47,661	52,378	56,040	61,642	67,809
13	36,273	39,856	43,798	48,133	52,899	56,600	62,260	68,488
14	36,633	40,248	44,232	48,612	53,424	57,167	62,882	69,172
15	36,996	40,648	44,670	49,091	53,952	57,741	63,511	69,865
16	37,360	41,048	45,113	49,578	54,489	58,317	64,146	70,563
17	37,729	41,457	45,559	50,068	55,028	58,899	64,788	71,267
18	38,102	41,864	46,011	50,565	55,574	59,489	65,434	71,982
19	38,480	42,281	46,466	51,067	56,125	60,082	66,089	72,701
20	38,859	42,699	46,926	51,574	56,683	60,685	66,750	73,428
21	39,242	43,122	47,392	52,085	57,245	61,292	67,418	74,162
22	39,629	43,547	47,861	52,602	57,815	61,904	68,091	74,902
23	40,023	43,978	48,336	53,122	58,387	62,524	68,772	75,651
24	40,419	44,415	48,814	53,647	58,967	63,148	69,461	76,406
25	40,817	44,853	49,297	54,182	59,551	63,780	70,154	77,174
26	41,222	45,300	49,785	54,719	60,141	64,418	70,856	77,944
27	41,630	45,746	50,277	55,260	60,740	65,062	71,563	78,725
28	42,042	46,199	50,778	55,810	61,342	65,712	72,280	79,513

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

**District Level Placement  
11 Month (212 Days) Annual Salary  
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 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	31,335	34,424	37,824	41,564	45,672	48,812	53,694	59,064
1	31,645	34,764	38,199	41,975	46,126	49,301	54,229	59,653
2	31,957	35,107	38,577	42,390	46,583	49,794	54,772	60,249
3	32,273	35,453	38,958	42,810	47,044	50,291	55,320	60,852
4	32,592	35,804	39,344	43,233	47,510	50,795	55,872	61,461
5	32,913	36,159	39,732	43,658	47,981	51,303	56,431	62,076
6	33,237	36,515	40,126	44,093	48,454	51,816	56,995	62,696
7	33,565	36,876	40,522	44,528	48,937	52,333	57,565	63,324
8	33,896	37,240	40,923	44,971	49,423	52,858	58,141	63,956
9	34,230	37,609	41,327	45,416	49,910	53,385	58,723	64,596
10	34,570	37,979	41,737	45,865	50,406	53,919	59,309	65,241
11	34,911	38,354	42,149	46,322	50,905	54,458	59,903	65,894
12	35,254	38,734	42,568	46,778	51,408	55,002	60,500	66,553
13	35,601	39,118	42,987	47,242	51,919	55,552	61,107	67,220
14	35,955	39,503	43,413	47,712	52,435	56,108	61,718	67,891
15	36,311	39,895	43,843	48,182	52,953	56,672	62,335	68,571
16	36,668	40,288	44,278	48,660	53,480	57,237	62,958	69,256
17	37,030	40,689	44,715	49,141	54,009	57,808	63,588	69,947
18	37,396	41,089	45,159	49,629	54,545	58,387	64,222	70,649
19	37,767	41,498	45,606	50,121	55,086	58,969	64,865	71,355
20	38,139	41,908	46,057	50,619	55,633	59,561	65,514	72,068
21	38,515	42,323	46,514	51,120	56,185	60,157	66,170	72,789
22	38,895	42,741	46,975	51,628	56,744	60,758	66,830	73,515
23	39,282	43,164	47,441	52,138	57,306	61,366	67,498	74,250
24	39,671	43,593	47,910	52,654	57,875	61,979	68,175	74,991
25	40,061	44,022	48,384	53,179	58,448	62,599	68,855	75,745
26	40,459	44,461	48,863	53,706	59,027	63,225	69,544	76,501
27	40,859	44,899	49,346	54,237	59,615	63,857	70,238	77,267
28	41,263	45,343	49,838	54,776	60,206	64,495	70,941	78,041

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

**District Level Placement  
11 Month (212 Days) Annual Salary  
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 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	62,014	65,120	71,629	78,796	86,675	89,218	96,704
1	62,635	65,770	72,346	79,583	87,541	90,110	97,672
2	63,263	66,428	73,069	80,377	88,417	91,011	98,649
3	63,894	67,094	73,798	81,182	89,302	91,921	99,636
4	64,533	67,765	74,538	81,993	90,194	92,840	100,630
5	65,179	68,443	75,284	82,814	91,093	93,769	101,638
6	65,829	69,126	76,036	83,641	92,007	94,706	102,654
7	66,490	69,817	76,797	84,476	92,926	95,656	103,681
8	67,156	70,514	77,564	85,324	93,854	96,612	104,719
9	67,825	71,220	78,340	86,176	94,795	97,576	105,764
10	68,505	71,933	79,124	87,037	95,741	98,554	106,823
11	69,187	72,650	79,914	87,908	96,699	99,539	107,891
12	69,880	73,377	80,713	88,787	97,666	100,533	108,969
13	70,578	74,112	81,522	89,675	98,644	101,537	110,060
14	71,286	74,852	82,335	90,572	99,630	102,554	111,159
15	71,999	75,602	83,159	91,477	100,625	103,580	112,272
16	72,718	76,358	83,991	92,395	101,633	104,616	113,394
17	73,447	77,120	84,831	93,317	102,648	105,661	114,528
18	74,179	77,894	85,681	94,249	103,676	106,720	115,673
19	74,922	78,672	86,538	95,192	104,714	107,784	116,830
20	75,671	79,459	87,401	96,145	105,758	108,864	117,999
21	76,428	80,254	88,276	97,106	106,818	109,951	119,179
22	77,192	81,056	89,158	98,076	107,886	111,051	120,371
23	77,965	81,865	90,050	99,057	108,964	112,163	121,574
24	78,742	82,686	90,951	100,048	110,053	113,284	122,790
25	79,531	83,511	91,861	101,049	111,154	114,415	124,019
26	80,325	84,348	92,779	102,057	112,266	115,562	125,256
27	81,130	85,190	93,706	103,078	113,388	116,715	126,512
28	81,941	86,041	94,642	104,108	114,522	117,882	127,775

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

**District Level Placement  
10 Month (196 Days) Annual Salary  
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 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	28,970	31,826	34,969	38,427	42,225	45,128	49,642	54,606
1	29,257	32,140	35,316	38,807	42,645	45,580	50,136	55,151
2	29,545	32,457	35,666	39,191	43,067	46,036	50,638	55,702
3	29,837	32,777	36,018	39,579	43,494	46,495	51,145	56,259
4	30,132	33,102	36,375	39,970	43,924	46,961	51,655	56,822
5	30,429	33,430	36,733	40,363	44,360	47,431	52,172	57,391
6	30,729	33,759	37,098	40,765	44,797	47,905	52,693	57,964
7	31,032	34,093	37,464	41,167	45,244	48,383	53,220	58,545
8	31,338	34,429	37,834	41,577	45,693	48,869	53,753	59,129
9	31,647	34,771	38,208	41,988	46,143	49,356	54,291	59,721
10	31,961	35,113	38,587	42,403	46,602	49,850	54,833	60,317
11	32,276	35,459	38,968	42,826	47,063	50,348	55,382	60,921
12	32,593	35,811	39,355	43,248	47,528	50,851	55,934	61,530
13	32,914	36,166	39,743	43,677	48,001	51,359	56,495	62,147
14	33,241	36,522	40,137	44,111	48,478	51,873	57,060	62,767
15	33,571	36,884	40,534	44,546	48,957	52,395	57,630	63,396
16	33,901	37,247	40,936	44,988	49,444	52,917	58,206	64,029
17	34,235	37,618	41,340	45,432	49,933	53,445	58,789	64,668
18	34,574	37,988	41,751	45,883	50,428	53,980	59,375	65,317
19	34,917	38,366	42,164	46,338	50,929	54,519	59,970	65,970
20	35,261	38,745	42,581	46,799	51,434	55,066	60,570	66,629
21	35,608	39,129	43,004	47,262	51,945	55,617	61,176	67,295
22	35,960	39,515	43,430	47,732	52,461	56,172	61,786	67,967
23	36,317	39,906	43,861	48,203	52,981	56,735	62,404	68,646
24	36,677	40,303	44,294	48,680	53,507	57,301	63,030	69,331
25	37,038	40,700	44,732	49,165	54,037	57,875	63,658	70,028
26	37,405	41,105	45,175	49,653	54,572	58,453	64,295	70,727
27	37,775	41,510	45,622	50,144	55,116	59,038	64,937	71,436
28	38,149	41,921	46,077	50,642	55,662	59,627	65,587	72,151

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

**District Level Placement  
10 Month (196 Days) Annual Salary  
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 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15
0	57,334	60,205	66,223	72,849	80,133	82,485	89,406
1	57,908	60,806	66,886	73,577	80,934	83,309	90,301
2	58,488	61,415	67,554	74,311	81,744	84,142	91,204
3	59,072	62,030	68,228	75,055	82,562	84,984	92,116
4	59,663	62,651	68,912	75,805	83,387	85,833	93,035
5	60,260	63,277	69,602	76,564	84,218	86,692	93,967
6	60,861	63,909	70,297	77,328	85,063	87,558	94,907
7	61,472	64,548	71,001	78,100	85,913	88,437	95,856
8	62,088	65,192	71,710	78,884	86,771	89,321	96,816
9	62,706	65,845	72,428	79,672	87,641	90,212	97,782
10	63,335	66,504	73,152	80,468	88,515	91,116	98,761
11	63,965	67,167	73,883	81,273	89,401	92,027	99,748
12	64,606	67,839	74,621	82,086	90,295	92,946	100,745
13	65,251	68,519	75,369	82,907	91,199	93,874	101,754
14	65,906	69,203	76,121	83,736	92,111	94,814	102,770
15	66,565	69,896	76,883	84,573	93,031	95,763	103,799
16	67,230	70,595	77,652	85,422	93,963	96,720	104,836
17	67,904	71,300	78,429	86,274	94,901	97,687	105,884
18	68,581	72,015	79,215	87,136	95,851	98,666	106,943
19	69,268	72,734	80,007	88,008	96,811	99,649	108,013
20	69,960	73,462	80,805	88,889	97,776	100,648	109,093
21	70,660	74,197	81,614	89,777	98,756	101,653	110,184
22	71,366	74,939	82,429	90,674	99,744	102,670	111,286
23	72,081	75,687	83,254	91,581	100,740	103,698	112,399
24	72,799	76,446	84,087	92,497	101,747	104,734	113,523
25	73,529	77,208	84,928	93,423	102,765	105,780	114,659
26	74,263	77,982	85,777	94,355	103,793	106,840	115,803
27	75,007	78,761	86,634	95,299	104,830	107,906	116,964
28	75,757	79,547	87,499	96,251	105,879	108,985	118,132

*\$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 2018-2019

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 2018-2019

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	12.06	10.21	15.96	18.21	18.88	20.22
2	12.34	10.51	16.44	18.75	19.45	20.84
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 2018-2019

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*

#### *Facilitator - Less Than 100 Students*

#### *Facilitator on Assignment*

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	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
17	17.91	19.68

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

#### *Group Leader*

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

FY 2018-2019 COMPENSATION INFORMATION MANUAL

Hourly Rates for 2018-2019

<b>Office Specialist I</b>	
<b>Step</b>	<b>Amount</b>
<b>01</b>	8.79
<b>02</b>	8.87
<b>03</b>	9.20
<b>04</b>	9.49
<b>05</b>	9.82
<b>06</b>	10.13

<b>Office Specialist II</b>	
<b>Step</b>	<b>Amount</b>
<b>01</b>	9.81
<b>02</b>	10.12
<b>03</b>	10.49
<b>04</b>	10.82
<b>05</b>	11.19
<b>06</b>	11.59

<b>Office Specialist III</b>	
<b>Step</b>	<b>Amount</b>
<b>01</b>	13.13
<b>02</b>	13.57
<b>03</b>	14.05
<b>04</b>	14.55
<b>05</b>	15.02
<b>06</b>	15.54

**\*\* 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.

**FY19 VESA PARAPROFESSIONAL SALARY SCHEDULE**

Hourly Rates for 2018-2019

Paraprofessional 2 with CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.50	10.00
<b>02</b>	9.50	10.00
<b>03</b>	9.50	10.00
<b>04</b>	9.87	10.37
<b>05</b>	10.30	10.80
<b>06</b>	10.79	11.29

Paraprofessional 3 with CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.50	10.00
<b>02</b>	9.50	10.00
<b>03</b>	9.64	10.14
<b>04</b>	10.08	10.58
<b>05</b>	10.55	11.05
<b>06</b>	11.01	11.51

Paraprofessional 4 with CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.77	10.27
<b>02</b>	9.77	10.27
<b>03</b>	10.19	10.69
<b>04</b>	10.63	11.13
<b>05</b>	11.10	11.60
<b>06</b>	11.63	12.13

Paraprofessional 2 no CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.30	9.80
<b>02</b>	9.30	9.80
<b>03</b>	9.30	9.80
<b>04</b>	9.67	10.17
<b>05</b>	10.10	10.60
<b>06</b>	10.59	11.09

Paraprofessional 3 no CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.30	9.80
<b>02</b>	9.30	9.80
<b>03</b>	9.44	9.94
<b>04</b>	9.88	10.38
<b>05</b>	10.35	10.85
<b>06</b>	10.81	11.31

Paraprofessional 4 no CDA		
Step	Amount	Highly Qualified
<b>01</b>	9.57	10.07
<b>02</b>	9.57	10.07
<b>03</b>	9.99	10.49
<b>04</b>	10.43	10.93
<b>05</b>	10.90	11.40
<b>06</b>	11.43	11.93

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

## 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

**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**

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## SUBSTITUTE SALARY SCHEDULE AND OTHER HOURLY RATES

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FY2018-2019

Unless otherwise required by a collective bargaining agreement or other board approved salary schedule or agreement, employees that are hired for additional part-time activities will be paid on an hourly basis as follows:

### **SUBSTITUTE TEACHERS**

<b><u>RATES</u></b>	<b><u>DEGREES</u></b>
\$ 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
\$15.09	Volusia Retired Teacher

### **SUPPORT SUBSTITUTES**

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

<b><u>POSITION or ASSIGNMENT</u></b>	<b><u>RATES</u></b>
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, 2019, the minimum wage in the State of Florida is \$8.46.*

### **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 39.

**VCS Board Approved: 1/29/19**

**STAFF DEVELOPMENT 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 child care	\$15.00 per hour
• Paraprofessionals providing child care	Hourly Rate
• Others providing child care	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: 11/7/2018

Effective: 7/1/18

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