

APPENDIX A
Salary Schedule
Effective **July 1, 2024** thru **June 30, 2027**
(8 hr. workday, with 30 min. paid lunch)
(Non-Exempt)

| Steps | Initial Placement on Salary Schedule for Years of Experience | Classification / Hourly Rate | | |
|-------|--|------------------------------|----------|----------|
| | | C | D | E |
| 0-3 | d | \$ 17.70 | \$ 18.70 | \$ 19.15 |
| 4 | e | \$ 18.30 | \$ 19.20 | \$ 19.65 |
| 5 | f | \$ 18.80 | \$ 19.70 | \$ 20.15 |
| 6 | g | \$ 19.30 | \$ 20.20 | \$ 20.65 |
| 7 | h | \$ 19.80 | \$ 20.70 | \$ 21.15 |
| 8 | i | \$ 20.30 | \$ 21.20 | \$ 21.65 |
| 9 | j | \$ 20.80 | \$ 21.70 | \$ 22.15 |
| 10 | k | \$ 21.30 | \$ 22.20 | \$ 22.65 |
| | l | \$ 21.80 | \$ 22.70 | \$ 23.15 |
| | m | \$ 22.30 | \$ 23.20 | \$ 23.65 |
| | n | \$ 22.80 | \$ 23.70 | \$ 24.15 |
| | o | \$ 23.30 | \$ 24.20 | \$ 24.65 |
| | p | \$ 23.80 | \$ 24.70 | \$ 25.15 |
| | q | \$ 24.30 | \$ 25.20 | \$ 25.65 |
| | r | \$ 24.80 | \$ 25.70 | \$ 26.15 |
| | s | \$ 25.30 | \$ 26.20 | \$ 26.65 |
| | t | \$ 25.80 | \$ 26.70 | \$ 27.15 |
| | u | \$ 26.30 | \$ 27.20 | \$ 27.65 |
| | v | \$ 26.80 | \$ 27.70 | \$ 28.15 |
| | w | \$ 27.30 | \$ 28.20 | \$ 28.65 |
| | x | \$ 27.80 | \$ 28.70 | \$ 29.15 |
| | y | \$ 28.30 | \$ 29.20 | \$ 29.65 |
| | z | \$ 28.80 | \$ 29.70 | \$ 30.15 |
| | aa | \$ 29.30 | \$ 30.20 | \$ 30.65 |

| C | D | E |
|---|--|---|
| Accounting Clerk (Business Office | Alternative Education Classroom Assistant | Bilingual Translator/Interpreter (District) |
| Even-Start Para-Teacher | Alternative Education Migrant Assistant | Computer Operator (District) |
| General Instructional and Office Assistant (K-12) | Attendance Assistant | ESE Assistant |
| General School Secretary | Bilingual Translator/Interpreter | ESE Job Coach |
| Hearing Impaired Interpreter I & II | Bookkeeper (High School, Business Office, Facilities, LWTC, Maintenance, Transportation) | Family Service Worker |
| Inventory Clerk (Business Office, Maintenance, Transportation School)) | Community Outreach Specialist | Hearing Impaired Interpreter IV |
| Migrant Paraprofessional | Community Outreach Specialist | Home-School Liaison |
| Migrant Records Clerk | Data Entry (District) | Payroll Clerk (District) |
| Paraprofessional | Data Entry (Title I) | Prekindergarten/General Assistant |
| Payroll Assistant | Data Entry Clerk/School | Recruiter/Home School Liaison |
| Pre-K Outcome Assistant | Data Entry/Maintenance | |
| Pre-K Safety Assistant | Data Entry/Transportation (District) | |
| Production Assistant | ESE Behavior Paraprofessional | |
| School Receptionist | ESE Secretary (School) | |
| Secretary/LWTC | ELL Tutor (Spanish, Creole) | |
| Title I Inventory Clerk | General Secretary C&I | |
| Title I Parent Involvement Assistant | General Secretary (Administration) | |
| Title I Proctor | Guidance Secretary | |
| Title I Resource Secretary | Health Service Worker | |
| Title III Bilingual Paraprofessional | Hearing Impaired Interpreter III | |
| Title III Bilingual Paraprofessional in Title I or Target Assisted School | ISS Assistant | |
| | Secretary /Middle School Assistant Principal | |
| | Secretary to Administrator Career Education | |
| | Secretary to Administrator LWTC | |
| | Secretary to Administrator/Adult and Community Education | |
| | Secretary to Director Assessment & Data Mgmt | |
| | Secretary to Director Maintenance | |
| | Secretary to Director of Accounting | |
| | Secretary to Director of Federal and State Grants | |
| | Secretary to Director of Nutrition Service | |
| | Secretary to Director of SSPAR | |
| | Secretary to Director Transportation | |
| | Secretary to Director/ Purchasing | |
| | Secretary to Director/English Language Learners Services | |
| | Secretary to Director/ESE | |
| | Secretary to Director/Facilities | |
| | Secretary/ Activities Coordinator | |
| | Secretary/ Director Technology | |

| | | |
|--|--|--|
| | Secretary/District Communication and Information Officer | |
| | Secretary/High School Assistant Principal | |
| | Student Tracking Liaison | |
| | Title I Tutor | |

APPENDIX A

- 1) **Degree or Certificate Pay:** The following list of degrees, certificates and/or courses will be paid to all EMPLOYEES for any position. EMPLOYEES will be paid the highest earned ONLY:
 - \$.50** ParaPro Exam Certificate
 - \$.75** Sixty (60) credits earned from an accredited institution.
 - \$1.00** Associate degree from an accredited institution
 - \$1.50** Bachelor's degree from an accredited institution

- 2) **Tuition Reimbursement:** Upon approval of the SUPERINTENDENT or designee, the BOARD will reimburse each EMPLOYEE the actual amount of tuition paid, not to exceed 25% of the resident tuition rate established by the Florida State Board of Regents, for each semester hour taken in an area which may improve his/her overall value to the District. The determination of potential for improving the EMPLOYEE's overall value to the District is solely at the discretion of the SUPERINTENDENT or designee. To be eligible for reimbursement, the EMPLOYEE must have completed three (3) consecutive years of service to the District. EMPLOYEES shall be reimbursed for no more than 12 credit hours per school year, up to a maximum of 36 credit hours while employed by the District.

- 3) **Training Outside of Workday or Work Year:** EMPLOYEES required by the school district to complete training outside of their contracted workday or work year shall be reimbursed at their current hourly salary rate for each training hour.

- 4) **Child Developmental Associate (CDA):** EMPLOYEES required by the District to earn a Child Developmental Associate's (CDA) Certificate and who have completed the training shall receive a \$100.00 one-time supplement at the conclusion of his/her/her probationary period. After earning a CDA, EMPLOYEES who complete District approved retraining shall receive a \$75 supplement, not to exceed one supplement per year.

- 5) **Tutors:** The contract year for tutors shall be 188 days.

- 6) **Hearing Impaired Interpreters:** Hearing Impaired Interpreters shall be classified based on level of service required by the student. Initial placement shall be on Step N of Range B, C, D, or E. At all times placement on the salary schedule for new and existing employees shall be based on the required level of service of the student in the new assignment. In the event a Hearing-Impaired Interpreter is assigned to multiple students, the employee shall be classified at the highest level of required service.

- 7) ESE Assistants required to perform medical procedures as detailed in BOARD Policy and verified by the Director of Health Services, shall receive an annual supplement of \$250.00.

- 8) ESE Assistant, ESE Job Coaches and ESE Pre-K Assistant will be on a 188- day calendar. The two days prior to the student start date will be designated as follows: one day for training and one day for classroom preparation.

- 9) **B-Level Assistant:** An B level Assistant shall be considered for E level compensation on a case-by-case basis. A reclassification is appropriate when an ESE student requires essential or extraordinary services. Essential services will be defined as CBR restraint activities, medical feeding procedures, lifting and positioning students as directed by OT/PT, and/or direct supervision of students with Autism. Extraordinary services are defined as requiring excessive time and attention (in excess of 50% of the workday) to the extent that the duties associated with the ESE student render the position equivalent to an ESE Assistant as confirmed by the teacher and principal or program SUPERVISOR.