

# Washington County School District

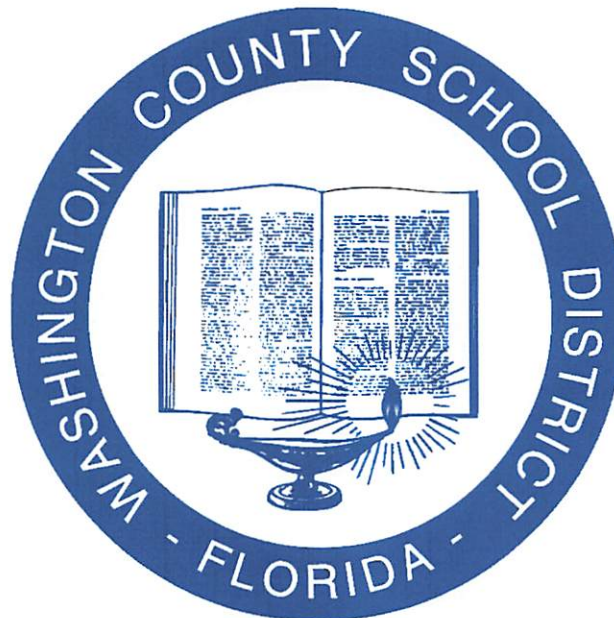
652 Third Street  
Chipley, FL 32428

Board Approved

NOV 13 2023

H. Joseph Taylor  
Superintendent of Schools

## 2023-2024 Salary Schedule



An Equal Opportunity Agency

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# ADMINISTRATIVE PERSONNEL

## Based on 250 days

### Placement Schedule

In Position in Washington County	Pay		Title
		<b>ABS4x</b>	Director of Administrative Services Director of Curriculum & Instruction Director of Exceptional Student Education & Federal Programs Director of Assessments and Accountability Director of Finance Director of Maintenance / Facilities & Operations/Transportation District Safety Specialist Director of Technology
Year 1	83,199	ABS41	
Year 2	85,699	ABS42	
Year 3	88,199	ABS43	
		<b>ABS6x</b>	Deputy Superintendent (Inactive)
Year 1	86,913	ABS61	
Year 2	87,979	ABS62	
Year 3	89,045	ABS63	

**SCHOOL-BASED  
ADMINISTRATIVE PERSONNEL  
Based on 250 days**

**PERFORMANCE PAY SCHEDULE - Placement Schedule - 250 Days - 7 Hours/Day**

62,238		WAVE - Teacher Lead Pre-K - Teacher Lead
72,529	ABS11	High School Assistant Principal
81,199	ABS45	Elementary Principal Middle School Principal Director of Career Education
85,217	ABS51	High School Principal

**PERFORMANCE PAY SCHEDULE - Placement Schedule - 250 DAYS - 7.0 Hours/Day**

72,529	ABS73	Assistant Director - Florida Panhandle Technical College
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## **Elementary and Middle School Assistant Principals Based on 196 / 7½ hour days**

Elementary and Middle School Assistant Principals will be paid according to their appropriate place on the Instructional Personnel salary schedule (page 5).

Placement on the salary schedule shall be determined by the number of years of teaching experience. Up to four (4) years military service will be given for placement upon verification with DD-214.

No credit for experience shall be given for years in which a retirement benefit is being received.

SUG25	Elementary and Middle School Assistant Principals will be paid according to their appropriate place on the Instructional Personnel salary schedule plus a supplement of \$3,025 plus 40 days. (Salary + 3,025) x 40 / 196.
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**Based on 250 / 7½ hour days**

<b>Years</b>	<b>Mental Health &amp; Psychologists</b>
0-10	60,852
11-15	64,852
16-20	68,852
21-25+	72,852

**Based on 196 / 7½ hour days**

<b>Years</b>	<b>Occupational Therapist</b>	<b>OT Asst. &amp; Social Worker</b>
0-10	51,045	42,268
11-15	54,045	45,268
16-20	57,045	48,268
21-25+	60,045	51,268

**Based on 196 / 7 hour days**

<b>Sign Language Interpreter</b>	<b>Annual salary</b>	<b>\$25,382</b>
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Placement on the salary schedule shall be determined by the number of years of experience. No credit for experience shall be given for years in which a retirement benefit is being received.

Mental Health professionals are eligible to receive the supplement SUG44 - page 16.  
School Psychologists are eligible to receive the supplement SUG15 - page 16.

Occupational Therapist are eligible to receive the supplement SUG44 - page 16.  
School Psychologists are eligible to receive the supplement SUG15 - page 16.

If eligible, Social Worker may receive the advanced degree supplement - page 5.

**INSTRUCTIONAL PERSONNEL**  
Based on 196 / 7½ hour days

[illegible]

- A. Valid documented work experience up to five (5) years will be granted to vocational instructors.
- B. Up to four (4) years military service will be given for placement upon verification with DD-214.
- C. Athletic Director (High Schools): Placement on 196 day Instructional Personnel Salary Schedule by number of years experience converted to 250 days plus applicable supplement(s).
- D. No credit for experience shall be given for years in which a retirement benefit is being received.
- E. Advanced degrees must be held in the area of certification.

# INSTRUCTIONAL PERSONNEL

## Based on 196 / 7½ hour days

Years	Rank III IBW	Rank III IMW	Rank III ISW
15	46,106		
16	47,141		
17	48,176		
18	49,211	52,317	53,352
19	50,246	53,352	
20	51,280	54,387	
21	52,317		
22	53,352		
23	54,386	57,492	
24	55,422		
25	55,939		60,079
26	56,457	59,561	
27	56,976		
28	57,494		
29	57,991	61,096	
30			
31	58,987	62,092	
32	59,485	62,590	
33+	59,983	63,087	64,124



**Panhandle Area Educational Consortium**  
**2023-24 Performance Pay Salary Schedule**  
**Point Factor Analysis**  
**7 1/2 hours, 250 days**



**Washington County School Board, District of Record**  
**Salary Schedule**  
**EFFECTIVE July 1, 2023**

BOD approved:

WCSB approved:

Point Range	Performance Level	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1300-UP	1	PAEC Executive Director salary is set at \$1,000 less than the salary of the Superintendent of Liberty County School District as published for the current year in the Finalized Salaries of Elected County Constitutional Officers and School District Officials, pursuant to the salary formula in Chapter 145, Florida Statutes. (Approved by the PAEC BOD: May 19, 2011)															
1100-1299	2	\$70,020	\$71,550	\$73,080	\$74,610	\$76,143	\$77,672	\$79,203	\$80,732	\$82,264	\$83,793	\$85,323	\$86,856	\$88,386	\$89,917	\$91,444	\$92,976
1040-1099	3	\$63,130	\$64,663	\$66,193	\$67,722	\$69,252	\$70,785	\$72,315	\$73,844	\$75,374	\$76,906	\$78,437	\$79,965	\$81,498	\$83,029	\$84,559	\$86,088
940-1039	4	\$59,689	\$61,220	\$62,750	\$64,281	\$65,811	\$67,341	\$68,872	\$70,403	\$71,932	\$73,464	\$74,993	\$76,525	\$78,056	\$79,585	\$81,117	\$82,647
850-939	5	\$57,393	\$58,925	\$60,453	\$61,984	\$63,515	\$65,046	\$66,577	\$68,106	\$69,637	\$71,168	\$72,698	\$74,229	\$75,760	\$77,289	\$78,820	\$80,351
780-849	6	\$54,524	\$55,862	\$57,202	\$58,541	\$59,880	\$61,220	\$62,559	\$63,898	\$65,236	\$66,577	\$67,914	\$69,253	\$70,593	\$71,932	\$73,272	\$74,610
740-779	7	\$49,931	\$51,270	\$52,611	\$53,950	\$55,288	\$56,628	\$57,966	\$59,307	\$60,645	\$61,984	\$63,323	\$64,664	\$66,002	\$67,341	\$68,681	\$70,020
700-739	8	\$45,341	\$46,681	\$48,018	\$49,359	\$50,697	\$52,036	\$53,375	\$54,715	\$56,053	\$57,393	\$58,733	\$60,071	\$61,411	\$62,750	\$64,089	\$65,428
650-699	9	\$32,140	\$33,288	\$34,434	\$35,584	\$36,731	\$37,879	\$39,027	\$40,174	\$41,323	\$42,471	\$43,619	\$44,767	\$45,913	\$47,062	\$48,210	\$49,359
600-649	10	\$29,843	\$30,764	\$31,681	\$32,599	\$33,519	\$34,435	\$35,355	\$36,273	\$37,190	\$38,110	\$39,029	\$39,946	\$40,864	\$41,780	\$42,699	\$43,619
550-599	11	\$28,688	\$29,386	\$30,303	\$31,220	\$32,141	\$33,059	\$33,977	\$34,896	\$35,813	\$36,732	\$37,651	\$38,570	\$39,485	\$40,403	\$41,323	\$42,242
500-549	12	\$28,688	\$29,386	\$30,303	\$31,220	\$32,141	\$33,059	\$33,977	\$34,896	\$35,813	\$36,732	\$37,651	\$38,570	\$39,485	\$40,403	\$41,323	\$42,242
450-499	13	\$28,688	\$29,386	\$30,303	\$31,220	\$32,141	\$33,059	\$33,977	\$34,896	\$35,813	\$36,732	\$37,651	\$38,570	\$39,485	\$40,403	\$41,323	\$42,242
400-449	14	\$28,688	\$29,386	\$30,303	\$31,220	\$32,141	\$33,059	\$33,977	\$34,896	\$35,813	\$36,732	\$37,651	\$38,570	\$39,485	\$40,403	\$41,323	\$42,242
350-399	15	\$28,688	\$29,386	\$30,303	\$31,220	\$32,141	\$33,059	\$33,977	\$34,896	\$35,813	\$36,732	\$37,651	\$38,570	\$39,485	\$40,403	\$41,323	\$42,242
300-349	16	\$28,688	\$29,386	\$30,303	\$31,220	\$32,141	\$33,059	\$33,977	\$34,896	\$35,813	\$36,732	\$37,651	\$38,570	\$39,485	\$40,403	\$41,323	\$42,242

**Part-Time**

Part-time Consultant I daily rate - \$125.00 - \$180.00  
 Part-time Consultant II daily rate - \$230.00  
 Part-time Administrative Consultant daily rate - \$335.00  
 Part-time Resource Specialist I paid at Instructional hourly rate WCSB Salary Schedule  
 Part-time Resource Specialist II daily rate \$155.00  
 Other part-time rates paid according to WCSB Salary Schedule.  
 Only retirement and social security benefits are paid on part-time staff.

**Special Projects:**

Flow-through Grant Staff Compensation and work schedule set by grantor

<sup>1</sup>In order to receive a level increase, a PAEC employee must comply with WCSB Policy 6.13(a) for contractual years of service.

<sup>2</sup>PAEC employees will be eligible for the same employer contribution for group health benefits as approved by WCSB for all employees. The employer contribution will be paid from PAEC generated funds.

<sup>3</sup> The PAEC Performance-based Pay Schedule was established in compliance with the F.S. Section 1012.22(1)(b), 4 [formerly Section 230.23(5)(b), F.S.] by the PAEC Board of Directors on June 5, 2003 and approved annually thereafter for inclusion in the District of Record's Salary Schedule.



**Panhandle Area Educational Consortium**  
**2023-24 Performance Pay Salary Schedule**  
**Point Factor Analysis**  
**7 1/2 hours, 196 days**



**Washington County School Board, District of Record**  
**Salary Schedule**  
**EFFECTIVE July 1, 2023**

Point Range	Performance Level	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1100-1299	17	\$57,114	\$57,217	\$58,441	\$59,664	\$60,890	\$62,114	\$63,336	\$64,560	\$65,786	\$67,008	\$68,232	\$69,456	\$70,681	\$71,904	\$73,126	\$74,351
1040-1099	18	\$49,493	\$50,695	\$51,896	\$53,095	\$54,294	\$55,495	\$56,696	\$57,894	\$59,093	\$60,294	\$61,495	\$62,693	\$63,894	\$65,094	\$66,293	\$67,492
940-1039	19	\$46,797	\$47,997	\$49,196	\$50,397	\$51,596	\$52,795	\$53,997	\$55,195	\$56,395	\$57,594	\$58,795	\$59,995	\$61,195	\$62,394	\$63,596	\$64,796
850-939	20	\$44,995	\$46,196	\$47,395	\$48,565	\$49,153	\$50,995	\$52,196	\$53,394	\$54,597	\$55,796	\$56,996	\$58,196	\$59,396	\$60,595	\$61,796	\$62,995
780-849	21	\$42,747	\$43,796	\$44,846	\$45,896	\$46,946	\$47,997	\$49,047	\$50,096	\$51,146	\$52,196	\$53,245	\$54,295	\$55,345	\$56,395	\$57,445	\$58,494
740-779	22	\$39,147	\$40,196	\$41,247	\$42,296	\$43,346	\$44,397	\$45,445	\$46,497	\$47,545	\$48,596	\$49,645	\$50,696	\$51,746	\$52,795	\$53,846	\$54,895
700-739	23	\$35,546	\$36,599	\$37,645	\$38,697	\$39,746	\$40,796	\$41,846	\$42,896	\$43,946	\$44,995	\$46,046	\$47,095	\$48,146	\$49,196	\$50,245	\$51,296
650-699	24	\$25,197	\$26,099	\$26,996	\$27,897	\$28,799	\$29,697	\$30,597	\$31,497	\$33,045	\$33,964	\$34,882	\$35,799	\$36,716	\$37,635	\$38,552	\$39,471
600-649	25	\$23,398	\$24,119	\$24,838	\$25,558	\$26,278	\$26,997	\$27,719	\$28,438	\$29,158	\$29,878	\$30,598	\$31,317	\$32,037	\$32,756	\$33,476	\$34,198
550-599	26		\$22,491	\$23,039	\$23,758	\$24,477	\$25,198	\$25,917	\$26,638	\$27,358	\$28,078	\$28,799	\$29,518	\$30,238	\$30,956	\$31,676	\$32,397
500-549	27				\$22,491	\$22,678	\$23,398	\$24,119	\$24,838	\$25,558	\$26,278	\$26,997	\$27,719	\$28,438	\$29,155	\$29,877	\$30,597
450-499	28							\$22,491	\$23,039	\$23,758	\$24,477	\$25,198	\$25,917	\$26,638	\$27,358	\$28,077	\$28,799
400-449	29										\$22,491	\$22,947	\$23,578	\$24,209	\$24,838	\$25,468	\$26,099
350-399	30												\$22,491	\$22,678	\$23,218	\$23,758	\$24,298

**Part-Time**

Part-time Consultant I	daily rate - \$125.00 - \$180.00
Part-time Consultant II	daily rate - \$230.00
Part-time Administrative Consultant	daily rate - \$335.00
Part-time Resource Specialist I paid at Instructional hourly rate WCSB Salary Schedule	
Part-time Resource Specialist II	daily rate \$155.00

Only retirement and social security benefits are paid on part-time staff.

**Special Projects:**

Flow-through Grant Staff	Compensation and work schedule set by grantor
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<sup>1</sup>In order to receive a level increase, a PAEC employee must comply with WCSB Policy 6.13(a) for contractual years of service.

<sup>2</sup>PAEC employees will be eligible for the same employer contribution for group health benefits as approved by WCSB for all employees. The employer contribution will be paid from PAEC generated funds.

Panhandle Area Educational Consortium  
250 Day Compensation Plan for 2023-2024  
Effective July 1, 2023



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
1300-Up	<u><b>Pay Grade 1</b></u>	
	Executive Director	PAEC Executive Director salary is set at \$1,000 less than the salary of the Superintendent of Liberty County School District as published for the current year in the Finalized Salaries of Elected County Constitutional Officers and School District Officials, pursuant to the salary formula in Chapter 145, Florida Statutes. (Approved by the PAEC BOD May 19, 2011)
1100-1299	<u><b>Pay Grade 2</b></u>	<b>\$70,020-\$92,976</b>
	Administrator of Business, Technology & Supplemental Services	
	Administrator of Instructional Services	
	Administrator of Research & Development	
	Administrator of Risk Management	
	Risk Manager	
1040-1099	<u><b>Pay Grade 3</b></u>	<b>\$63,130-\$86,088</b>
	Data and Academic Manager	
	FDLRS Manager	
	Licensed Clinical Social Worker	
	Program Coordinator	
	Business Systems Manager	
	Assistant Risk Manager	
	Student Data Systems Manager	
940-1039	<u><b>Pay Grade 4</b></u>	<b>\$59,689-\$82,647</b>
	Federal Programs Coordinator	
	Senior IT Project Consultant & Database Developer	
	Gateway Coordinator	
	Gateway Student Coordinator	
	Consultant III	
850-939	<u><b>Pay Grade 5</b></u>	<b>\$57,397-\$80,351</b>
	Business Operations & Human Resources Consultant	
	Assistant Migrant Coordinator	
	Consultant II	
	Consultant II-Student Data Services	
	Consultant II – Embry Riddle Services	
	Consultant II – Data and Academic Specialist	



Panhandle Area Educational Consortium  
250 Day Compensation Plan for 2023-2024  
Effective July 1, 2023



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
850-939	<b><u>Pay Grade 5</u></b>	<b>\$57,397-\$80,351</b>
	Senior Programmer	
	Network Manager	
	Consultant II - Mathematics	
	Consultant II – Fin Specialist	
	Analyst II	
780-849	<b><u>Pay Grade 6</u></b>	<b>\$54,524-\$74,610</b>
	Consultant I	
	Consultant I-Cooperative Purchasing	
	Consultant I – Child Find	
	Safety and Facilities Specialist	
	Consultant I - Mathematics	
	FEC Station Manager	
	Resource Specialist III	
	Consultant I – FIN Specialist	
	Consultant I -Regional Navigator	
	Consultant I - Science	
740-779	<b><u>Pay Grade 7</u></b>	<b>\$49,931-\$70,020</b>
	Resource Specialist II	
	Resource Specialist II – Cooperative Purchasing	
	Research Specialist II	
700-739	<b><u>Pay Grade 8</u></b>	<b>\$45,341-\$65,428</b>
	Fiscal Specialist	
	Analyst I	
	FEC Host/Producer	
	Secretary to Executive Director/Business office manager	
	Television Production Manager	
	Marketing Manager	
	Technology Infrastructure Manager	
	Safety Specialist	
650-699	<b><u>Pay Grade 9</u></b>	<b>\$32,140-\$49,359</b>
	Resource Specialist I	
	Research Specialist I	
	Resource Specialist I – Cooperative Purchasing	
	Resource Specialist I – Instructional Services	
	Resource Specialist I - Migrant	
	FEC Producer/Editor	

Panhandle Area Educational Consortium  
250 Day Compensation Plan for 2023-2024  
Effective July 1, 2023



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
600-649	<b><u>Pay Grade 10</u></b>	<b>\$29,843-\$43,619</b>
	Secretary to Executive Director	
	Copy Center Manager with Clearinghouse Duties	
	Program Assistant for Risk Management & Safety	
550-599	<b><u>Pay Grade 11</u></b>	<b>\$28,688-\$41,323</b>
	Program Assistant for Special Areas & Testing	
	Program Assistant for Business, Technology, & Supplemental Services	
	Program Assistant for Research/Development, Evaluation & Accountability	
	Program Assistant for Alternate Assessment	
	Program Assistant for Instructional Services	
	Program Assistant for Supplemental Services	
	Program Assistant for Migrant Education	
	Program Assistant for Cooperative Purchasing	
	Fiscal Assistant	
	FloridaLearns Clearinghouse Manager	
	Copy Center Manager	
500-549	<b><u>Pay Grade 12</u></b>	<b>\$28,688-\$39,027</b>
	Migrant Recruiter III	
	Bookkeeper III	
	Federal Programs Recruiter III	
	Web Resource Technician	
	Graphics Design Technician	
	Copy Center Clerk	
450-499	<b><u>Pay Grade 13</u></b>	<b>\$28,688-\$36,731</b>
	Secretary to Program Coordinator	
	Secretary to Dashboard Director & Gateway Student Coordinator	
	Federal Programs Recruiter II	
	Migrant Recruiter II	
	Bookkeeper II	
	Media Programming Technician	
	Technical Assistant	
	Television Production Technician	
	Technical Assistant Cooperative Purchasing	
400-449	<b><u>Pay Grade 14</u></b>	<b>\$28,688-\$33,289</b>
	Secretary II	
	FloridaLearns Clearinghouse Clerk	
	Data Entry - Clerical	
	Bookkeeper I	
	Facilities Specialist	

Panhandle Area Educational Consortium  
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<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
350-399	<b>Pay Grade 15</b>	<b>\$28,688-\$30,992</b>
	Secretary I	
	Migrant Recruiter I	
	Programming Secretary	
	Federal Programs Recruiter I	

**Special Note:**

Employees in Pay Grade 10 to 16 are hourly and are therefore subject to the provisions of the Fair Labor Standards Act.

**Reference:**

Section 1012.22(1)(c), F.S.: [formerly Section 230.23(5)(c), F.S.]



Panhandle Area Educational Consortium  
196 Day Compensation Plan for 2023-2024  
Effective July 1, 2023



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
1100-1299	<u>Pay Grade 17</u>	\$57,114-\$74,351
	Administrator of Business, Technology & Supplemental Services	
	Administrator of Instructional Services	
	Administrator of Research & Development	
	Administrator of Risk Management	
	Risk Manager	
1040-1099	<u>Pay Grade 18</u>	\$49,493-\$67,492
	Data and Academic Manager	
	FDLRS Manager	
	Licensed Clinical Social Worker	
	Program Coordinator	
	Business Systems Manager	
	Assistant Risk Manager	
	Student Data Systems Manager	
940-1039	<u>Pay Grade 19</u>	\$46,797-\$64,796
	Federal Programs Coordinator	
	Senior IT Project Consultant & Database Developer	
	Gateway Coordinator	
	Gateway Student Coordinator	
	Consultant III	
850-939	<u>Pay Grade 20</u>	\$44,995-\$62,995
	Business Operations & Human Resources Consultant	
	Assistant Migrant Coordinator	
	Consultant II	
	Consultant II-Student Data Services	
	Consultant II – Embry Riddle Services	
	Consultant II – Data and Academic Specialist	
850-939	<u>Pay Grade 21</u>	\$42,747-\$58,494
	Senior Programmer	
	Network Manager	
	Consultant II - Mathematics	
	Consultant II – Fin Specialist	
	Analyst II	

Panhandle Area Educational Consortium  
196 Day Compensation Plan for 2023-2024  
Effective July 1, 2023



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
<b>780-849</b>	<b><u>Pay Grade 22</u></b>	<b>\$39,147-\$58,494</b>
	Consultant I	
	Consultant I-Cooperative Purchasing	
	Consultant I – Child Find Safety and Facilities Specialist	
	Consultant I - Mathematics FEC Station Manager	
	Resource Specialist III	
	Consultant I – FIN Specialist	
	Consultant I -Regional Navigator	
	Consultant I - Science	
<b>740-779</b>	<b><u>Pay Grade 23</u></b>	<b>\$35,546-\$51,296</b>
	Resource Specialist II	
	Resource Specialist II – Cooperative Purchasing	
	Research Specialist II	
<b>700-739</b>	<b><u>Pay Grade 24</u></b>	<b>\$25,197-\$39,471</b>
	Fiscal Specialist	
	Analyst I	
	FEC Host/Producer	
	Secretary to Executive Director/Business office manager	
	Television Production Manager	
	Marketing Manager	
	Technology Infrastructure Manager	
	Safety Specialist	
<b>650-699</b>	<b><u>Pay Grade 25</u></b>	<b>\$23,398-\$34,198</b>
	Resource Specialist I	
	Research Specialist I	
	Resource Specialist I – Cooperative Purchasing	
	Resource Specialist I – Instructional Services	
	Resource Specialist I - Migrant	
	FEC Producer/Editor	
<b>600-649</b>	<b><u>Pay Grade 26</u></b>	<b>\$22,491-\$32,397</b>
	Secretary to Executive Director	
	Copy Center Manager with Clearinghouse Duties	
	Program Assistant for Risk Management & Safety	
<b>550-599</b>	<b><u>Pay Grade 27</u></b>	<b>\$22,491-\$30,597</b>
	Program Assistant for Special Areas & Testing	
	Program Assistant for Business, Technology, & Supplemental Services	
	Program Assistant for Research/Development, Evaluation & Accountability	
	Program Assistant for Alternate Assessment	



Panhandle Area Educational Consortium  
196 Day Compensation Plan for 2023-2024  
Effective July 1, 2023



<i>Point Range</i>	<i>Pay Grade</i>	<i>Scale Range</i>
	Program Assistant for Instructional Services	
	Program Assistant for Supplemental Services	
	Program Assistant for Migrant Education	
	Program Assistant for Cooperative Purchasing	
	Fiscal Assistant	
	FloridaLearns Clearinghouse Manager	
	Copy Center Manager	
500-549	<b>Pay Grade 28</b>	\$22,491-\$28,799
	Migrant Recruiter III	
	Bookkeeper III	
	Federal Programs Recruiter III	
	Web Resource Technician	
	Graphics Design Technician	
	Copy Center Clerk	
450-499	<b>Pay Grade 29</b>	\$22,491-\$26,099
	Secretary to Program Coordinator	
	Secretary to Dashboard Director & Gateway Student Coordinator	
	Federal Programs Recruiter II	
	Migrant Recruiter II	
	Bookkeeper II	
	Media Programming Technician	
	Technical Assistant	
	Television Production Technician	
	Technical Assistant Cooperative Purchasing	
400-449	<b>Pay Grade 30</b>	\$22,491-\$26,099
	Secretary II	
	FloridaLearns Clearinghouse Clerk	
	Data Entry - Clerical	
	Bookkeeper I	
	Facilities Specialist	

**Special Note:**

Employees in Pay Grade 10 to 16 are hourly and are therefore subject to the provisions of the Fair Labor Standards Act.

**Reference:**

Section 1012.22(1)(c), F.S.: [formerly Section 230.23(5)(c), F.S.]

Washington County School Board, District of Record  
Panhandle Area Educational Consortium  
2023-2024 Performance Pay Salary Schedule  
7 ½ hours, 250 days



Effective July 1, 2023

**PAEC Performance-Based Pay Programs**

**2023-24 Incentives**

1. **Performance Level Increment and Annual Percentage Increases** – Annual increases shall be based on effective performance as measured by the individual employee's Professional Development Plan and annual Performance Appraisal. The PAEC Board of Directors will determine annually at its October Board of Directors' meeting any annual percentage increases for all employees based on the recommendation of the PAEC Executive Director and available funds.
2. **Salary Supplement** – The Board of Directors has the authority to grant any additional supplement to any employee, which the Board deems necessary and appropriate within statutory authority and in conformance with applicable State Board of Education Rules and District of Record Policies.
3. **Additional Duties** – Unique and unusual assignments of significant additional responsibilities may be compensated with a supplement of up to \$1,200 when recommended by the Executive Director and approved by the Board of Directors. Such supplement may not exceed one year without written review and Board of Directors' approval.

**Supplements**

**Education Requirements and Advanced Degree**

All certified employees shall hold a master's degree from an accredited college or university in their field of employment. This provision may be waived by the Board of Directors when unique circumstances or when other specialized training or experience is deemed to be in the best interest of PAEC. Advanced Degree Supplements shall be compensated as follows:

1. **Specialist** – Employees holding a Specialist Degree from an accredited college or university in their field of employment shall be awarded an annual supplement of \$1,100 after completion of at least one year of service to PAEC.
2. **Doctorate** – Employees holding a Doctorate Degree from an accredited college or university shall be awarded an annual supplement of \$2,200, not in addition to a Specialist supplement.
3. The Executive Director may participate in the Florida Association of District School Superintendents (FADSS), Chief Executive Officer/Leadership Development Program (CEO/LDP) program and receive recommended annual compensation for completion.

**Special Note:**

Employees in Pay Grade 10 to 16 are hourly and are therefore subject to the provisions of the Fair Labor Standards Act.

**Reference:**

Section 1012.22(1)(c), F.S.: [formerly Section 230.23(5)(c), F.S.]

## HOURLY RATES OF PAY

### Adjunct Hourly Rate

Adjunct, excluding Practical Nursing & Public Safety	\$16.74
Adjunct - Practical Nursing	\$22.00
Adjunct - Public Safety	\$26.00
Adjunct - Adult Education	\$30.00

### Provisional Teacher Pay

Newly hired teachers awaiting certification will be paid at the rate of \$21.00 an hour. Upon receipt of certification, pay will be adjusted retro to the date of certificate issuance.

### Special Duty

Special duty curriculum development projects and inservice activities beyond the normal school day or year, are to be paid at the rate of \$20.00 an hour, except where the participation is voluntary as provided by the teacher contract.

### Substitute Pay

Substitute pay	\$15.00
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### OPS Pay

OPS Pay	\$15.00
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# PARAPROFESSIONALS

## Based on 196 / 7 hour days

Years	Grade 12 NA0	College 1 NA1	College 2 NA2	College 3 NA3	College 4 NA4
0	20,830	20,880	20,930	21,030	21,130
1	20,880	20,940	20,992	21,120	21,250
2	20,930	21,000	21,054	21,210	21,370
3	20,980	21,060	21,116	21,300	21,490
4	21,030	21,120	21,178	21,390	21,610
5	21,080	21,180	21,240	21,480	21,720
6	21,130	21,240	21,302	21,570	21,850
7	21,180	21,300	21,364	21,660	21,970
8	21,240	21,360	21,426	21,750	22,090
9	21,300	21,420	21,486	21,841	22,214
10	21,360	21,480	21,782	22,138	22,509
11	21,420	21,681	22,079	22,438	22,805
12	21,480	21,977	22,376	22,729	23,103
13	21,532	22,270	22,671	23,028	23,400
14	21,828	22,569	22,965	23,324	23,694
15	22,224	22,963	23,362	23,715	24,092
16	22,324	23,063	23,462	23,815	24,192
17	22,424	23,163	23,562	23,915	24,292
18	22,524	23,263	23,662	24,015	24,392
19	22,624	23,363	23,762	24,115	24,492
20	22,896	23,808	24,380	24,907	25,453
21	22,996	23,908	24,480	25,007	25,553
22	23,096	24,008	24,580	25,107	25,653
23	23,196	24,108	24,680	25,207	25,753
24	23,296	24,208	24,780	25,307	25,853
25	24,319	25,281	25,881	26,433	27,009
26	24,419	25,381	25,981	26,533	27,109
27	24,519	25,481	26,081	26,633	27,209
28	24,619	25,581	26,181	26,733	27,309
29	24,719	25,681	26,281	26,833	27,409
30+	24,819	25,781	26,381	26,933	27,509

The above salary schedule is used to determine the salary for paraprofessionals working fewer hours per day.

# SUPPORT PERSONNEL

## Based on 250 / 7 hour days

Years	12 Month							10 Month / 196 days		
	Level 1 NS1	Level 2 NS2	Level 3 NS3	Level 4 NS4	Level 5 NS5	Level 6 NS6	Level 7 NS7	Level 8 NE8	Level 9 NS8	Level 10 NS9
0	46,801	35,534	32,951	28,509	26,350	26,300	26,250	20,680	20,630	20,580
1	47,284	36,018	33,435	28,995	26,610	26,458	26,300	20,790	20,698	20,648
2	47,769	36,502	33,917	29,476	26,870	26,616	26,350	20,900	20,766	20,716
3	48,251	36,987	34,405	29,958	27,130	26,774	26,400	21,010	20,834	20,784
4	48,739	37,472	34,887	30,442	27,393	26,932	26,450	21,120	20,902	20,852
5	49,221	37,953	35,370	30,929	27,876	27,090	26,500	21,505	20,970	20,920
6	49,702	38,438	35,855	31,412	28,361	27,248	26,550	21,893	21,038	20,988
7	50,187	38,919	36,339	31,892	28,842	27,406	26,600	22,281	21,265	21,056
8	50,893	39,588	37,004	32,602	29,532	27,564	26,650	22,843	21,817	21,124
9	51,378	40,068	37,486	33,084	30,019	27,725	26,700	23,232	22,196	21,192
10	51,866	40,552	37,972	33,568	30,499	28,208	26,750	23,619	22,576	21,268
11	52,345	41,036	38,451	34,056	30,984	28,692	27,027	24,005	22,954	21,649
12	52,830	41,520	38,937	34,536	31,466	29,179	27,548	24,394	23,336	22,054
13	53,311	42,004	39,422	35,022	31,951	29,659	28,002	24,783	23,711	22,415
14	53,797	42,487	39,904	35,504	32,435	30,144	28,489	25,171	24,092	22,796
15	54,282	42,972	40,387	35,988	32,919	30,627	28,975	25,557	24,471	23,176
16	54,523	43,178	40,594	36,126	33,022	30,696	29,010	25,657	24,525	23,204
17	54,764	43,384	40,801	36,264	33,125	30,765	29,045	25,757	24,579	23,232
18	55,005	43,590	41,008	36,402	33,228	30,834	29,080	25,858	24,633	23,260
19	55,246	43,796	41,215	36,540	33,331	30,903	29,115	25,958	24,687	23,288
20	55,487	44,002	41,422	36,678	33,434	30,972	29,150	26,058	24,741	23,316
21	56,408	44,753	42,090	37,242	33,911	31,367	29,471	26,293	25,051	23,567
22	57,329	45,504	42,758	37,806	34,388	31,762	29,792	26,528	25,361	23,818
23	58,250	46,255	43,426	38,370	34,865	32,157	30,113	26,763	25,671	24,069
24	59,171	47,006	44,094	38,934	35,342	32,552	30,434	26,998	25,981	24,320
25	60,092	47,757	44,762	39,498	35,819	32,947	30,755	27,234	26,291	24,571
26	60,342	48,007	45,012	39,748	36,069	33,197	31,005	27,492	26,541	24,821
27	60,592	48,257	45,262	39,998	36,319	33,447	31,255	27,749	26,791	25,071
28	60,842	48,507	45,512	40,248	36,569	33,697	31,505	28,007	27,041	25,321
29	61,092	48,757	45,762	40,498	36,819	33,947	31,755	28,265	27,291	25,571
30+	61,342	49,007	46,012	40,748	37,069	34,197	32,005	28,523	27,541	25,821

Level 1	Computer Network Administrator; Data Programmer/Analyst * Grants/Marketing Coordinator(FPTC)*
Level 2	Payroll Specialist; Finance Specialist; Computer/Network Technician*; Data Programmer/Analyst*; Data Systems Analyst; Transportation Specialist; Grants/Marketing Coordinator(FPTC)*
Level 3	Superintendent's Secretary; Computer/Network Technician*; Data Programmer/Analyst*; Data Systems Analyst; Financial Aid Officer; Assistant Payroll Specialist; Grants/Marketing Coordinator(FPTC)*
Level 4	Secretaries/Bookkeepers*; Computer/Network Technician*; Data Systems Analyst*; Payroll Clerk; Finance/Insurance Clerk*; Financial Aid Officer*
Level 5	Secretaries/Bookkeepers*; Finance/Insurance Clerk*; Financial Aid Officer*
Level 6	Secretaries/Bookkeepers*
Level 7	Secretaries*; Typist; File Clerks; Nursing Clinic Attendants
Level 8	ESE Staffing Specialist
Level 9	Secretaries*
Level 10	Secretaries*

**Placement Schedule**

ABS32	Assistant Director of Finance	Annual salary	\$62,850	for 250 days. - 7 hours/day
ABS31	Coordinator of Finance for P.A.E.C.	Annual salary	\$62,750	for 250 days. - 7 hours/day

ABS36	Senior Data Systems Analyst	Annual salary	\$57,000	for 250 days. - 7 hours/day
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	Business Manager - Florida Panhandle Technical College	Annual salary	\$61,850	for 250 days. - 7 hours/day
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**Placement Schedule - 250 days - 7.0 hours/day - Inactive**

	Student Affairs Manager - Florida Panhandle Technical College	Annual salary	\$61,850	for 250 days. - 7 hours/day
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**Current: 250 days - 7.5 hours/day**

	Student Affairs Manager - Florida Panhandle Technical College	Annual salary	\$71,143	for 250 days. - 7.5 hours/day
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# MAINTENANCE PERSONNEL

## Based on 250 / 7 hour days

<b>Years</b>	<b>Skilled Trades NMS</b>	<b>Craftsman NMC</b>	<b>SFS/ Craftsman NMP</b>	<b>Air Condition 8 hours/day</b>
0	32,655	28,645	26,250	37,177
1	33,110	29,083	26,416	37,697
2	33,562	29,515	26,872	38,214
3	34,014	29,955	27,335	38,730
4	34,465	30,390	27,793	39,246
5	34,920	30,827	28,252	39,766
6	35,373	31,263	28,716	40,283
7	35,827	31,702	29,174	40,802
8	36,478	32,336	29,812	41,546
9	36,933	32,776	30,273	42,066
10	37,385	33,211	30,734	42,583
11	37,836	33,644	31,192	43,098
12	38,290	34,084	31,651	43,617
13	38,744	34,522	32,113	44,136
14	39,198	34,960	32,574	44,655
15	39,651	35,395	33,034	45,173
16	39,750	35,462	33,109	45,287
17	39,849	35,529	33,184	45,401
18	39,948	35,596	33,259	45,515
19	40,047	35,663	33,334	45,629
20	40,148	35,730	33,411	45,741
21	40,510	36,047	33,705	46,154
22	40,872	36,364	33,999	46,567
23	41,234	36,681	34,293	46,980
24	41,596	36,998	34,587	47,393
25	41,957	37,317	34,883	47,808
26	42,207	37,567	35,133	48,058
27	42,457	37,817	35,383	48,308
28	42,707	38,067	35,633	48,558
29	42,957	38,317	35,883	48,808
30+	43,207	38,567	36,133	49,058

# SCHOOL FOOD SERVICE PERSONNEL

## 186 Days

Years	Managers 7 Hr/Day NFM	7 Hr/Day NFS	4 Hr/Day NFP
18			12,694
19		22,331	12,761
20		22,445	12,826
21		22,641	12,938
22		22,836	13,049
23		23,031	13,161
24		23,227	13,272
25		23,404	13,374
26		23,600	13,486
27		23,795	13,597
28		23,990	13,709
29		24,186	13,820
30		24,381	13,932
31+	25,486	24,481	14,032

New employees will be employees of the School Food Management Company.

Managers' Supplement	Based On Av # Student Lunches & Breakfasts Served Previous Yr		
	Average # Lunches	Manager	
	0-499	2,300	SUGF5
	500-599	2,500	SUGF6
	600-699	2,700	SUGF7
	700+	2,900	SUGF8
Supplements for Certification	For All Employees Certified Nationally Through the School Food Service Foundation		
	Managers	\$534 Per Year	SUGFA
	All Others	\$400 Per Year	SUGFB
	NOTE: In order to continue receiving this supplement ,an employee must be recertified every three years		
Substitutes	Prevailing Hourly Minimum Wage		NHR01
Training	Prevailing Hourly Minimum Wage		



# TRANSPORTATION PERSONNEL

Years	Head Mechanic 250 Days 8 hrs/day NBM	Mechanic 250 Days 8 hrs/day NBA	Driver 182 Days 4 Hours NBD	Bus Aide 182 Days 4 Hours NCC	Bus Aide 180 Days 2 Hours NCD	ESE Student Transport 182 Days 4 Hours NVD
0	41,935	36,322	13,211	10,920	5,400	12,376
1	42,471	36,855	13,469	10,940	5,434	12,396
2	42,999	37,387	13,724	10,960	5,468	12,416
3	43,534	37,919	13,982	10,980	5,550	12,436
4	44,066	38,447	14,242	11,001	5,629	12,457
5	44,598	38,980	14,504	11,021	5,706	12,477
6	45,130	39,514	14,760	11,041	5,784	12,497
7	45,659	40,044	15,016	11,061	5,865	12,517
8	46,372	40,736	15,361	11,083	5,980	12,539
9	46,899	41,262	15,619	11,237	6,054	12,693
10	47,430	41,795	15,878	11,398	6,135	12,854
11	47,964	42,262	16,136	11,558	6,217	13,014
12	48,495	42,861	16,393	11,717	6,294	13,173
13	49,026	43,392	16,652	11,878	6,370	13,334
14	49,559	43,922	16,913	12,034	6,452	13,490
15	50,092	44,454	17,171	12,192	6,531	13,648
16	50,249	44,572	17,239	12,208	6,538	13,664
17	50,406	44,690	17,308	12,224	6,545	13,680
18	50,563	44,808	17,376	12,241	6,552	13,697
19	50,720	44,926	17,444	12,257	6,559	13,713
20	50,876	45,042	17,513	12,273	6,568	13,729
21	51,358	45,465	17,660	12,372	6,617	13,828
22	51,840	45,888	17,806	12,471	6,666	13,927
23	52,322	46,311	17,953	12,570	6,715	14,026
24	52,804	46,734	18,100	12,669	6,764	14,125
25	53,285	47,157	18,246	12,769	6,815	14,225
26	53,535	47,407	18,372	12,820	6,865	14,276
27	53,785	47,657	18,497	12,870	6,915	14,326
28	54,035	47,907	18,623	12,921	6,965	14,377
29	54,285	48,157	18,749	12,972	7,015	14,428
30+	54,535	48,407	18,874	13,022	7,065	14,478

<b>Courier/Transfer Students - Daily Rate</b>	60.00	NCS01
<b>Substitute Bus Driver - Hourly Rate</b>	20.00	
<b>Substitute Bus Monitor - Hourly Rate</b>	15.00	
<b>Transportation Aide; Extra Curricular Trip; Training &amp; Trainer Assistants- Hourly Rate</b>	15.00	
<b>Examiner and State Certified Trainer- Hourly Rate</b>	17.00	

# Differentiated Pay Schedule for Instructional Personnel

For Additional Responsibilities				Base Pay	\$42,268
High School	Factor	Supplement		Title	
	5.989	2,531	SUA01	Athletic Director	
	2.189	925	SUA21	Assistant Athletic Director - Baseball/Softball	
	2.189	925	SUA22	Assistant Athletic Director - Basketball	
	14.936	6,313	SUA02	Head Coach - Football	
	8.944	3,780	SUA05	Head Coach - Basketball - Boys	
	8.944	3,780	SUA07	Head Coach - Baseball	
	8.944	3,780	SUA09	Head Coach - Basketball - Girls	
	8.944	3,780	SUA11	Head Coach - Softball	
	8.944	3,780	SUA13	Head Coach - Volleyball	
	8.944	3,780	SUA03	Assistant Football Coach (Maximum 5)	
	7.253	3,066	SUA06	Assistant Basketball - Boys	
	7.253	3,066	SUA08	Assistant - Baseball	
	7.253	3,066	SUA10	Assistant - Basketball - Girls	
	7.253	3,066	SUA12	Assistant - Softball	
	7.253	3,066	SUA14	Assistant- Volleyball	
	5.988	2,531	SUA16	Head Coach - Track - Boys	
	5.988	2,531	SUA19	Head Coach - Track - Girls	
	5.988	2,531	SUA15	Head Coach - Weightlifting - Boys	
	5.988	2,531	SUA18	Head Coach - Weightlifting - Girls	
	5.988	2,531	SUA17	Head Coach - Golf	
	5.988	2,531	SUA20	Head Coach - Tennis	
	5.988	2,531	SUA24	Head Coach - Soccer - Boys	
	5.988	2,531	SUA25	Head Coach - Soccer - Girls	
	5.988	2,531	SUA47	Head Coach - Special Olympics	
	2.341	989	SUB01	Advanced Placement	
	2.341	989	SUB02	Dual Enrollment	
	2.839	1,200	SUB03	Journalism Sponsor	
	8.944	3,780	SUB04	Band Director	
	2.678	1,132	SUB05	Assistant - Band Director	
	5.598	2,366	SUB06	Future Business Leader Association Sponsor	
	6.409	2,709	SUB07	Drama Director	
	5.988	2,531	SUB08	Cheerleader Sponsor - Varsity	
	5.144	2,174	SUB09	Cheerleader Sponsor - B Team	
	7.169	3,030	SUB10	Agriculture Instructor	
	5.598	2,366	SUB11	Culinary Instructor	
	5.598	2,366	SUB12	Beta Sponsor	
	1.774	750	SUB13	Student Council Sponsor	
	3.448	1,457	SUGE1	ESE - Tier 1	
	4.678	1,977	SUGE2	ESE - Tier 2	
	5.914	2,500	SUGE3	ESE - Tier 3	

## Differentiated Pay Schedule for Instructional Personnel

<b>Middle School</b>	5.988	2,531	SUA35	MS Head Coach - Football
	5.988	2,531	SUA37	MS Head Coach - Basketball - Boys
	5.988	2,531	SUA39	MS Head Coach - Basketball - Girls
	5.988	2,531	SUA41	MS Head Coach - Baseball
	5.988	2,531	SUA43	MS Head Coach - Softball
	5.988	2,531	SUA45	MS Head Coach - Volleyball
	3.877	1,639	SUA36	MS Assistant Football Coach
	2.341	989	SUA38	MS Assistant Basketball - Boys
	2.341	989	SUA40	MS Assistant Basketball - Girls
	2.341	989	SUA42	MS Assistant - Baseball
	2.341	989	SUA44	MS Assistant - Softball
	2.341	989	SUA46	MS Assistant- Volleyball
	6.832	2,888	SUB20	MS Band Director
	4.721	1,995	SUB21	MS Cheerleader Sponsor
	1.968	832	SUB22	MS Journalism Sponsor
	4.140	1,750	SUB23	MS Beta Sponsor

<b>FPTC</b>	5.285	2,234	SUG18	Adult Ed Coordinator
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<b>All Schools</b>	15.123	6,392	SUG44	Speech Pathologist (4)
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<b>One-Time Bonus</b>	XXX	700		ESOL **
	XXX	700		Reading Endorsement **
	XXX	700		Mentoring Bonus
	XXX	1,000		School Demographic Teacher Transfer **

**NOTE: In order to draw a supplement, work must actually be performed as verified by the principal.**

### Major Sport

Baseball  
Basketball  
Softball  
Volleyball

### Minor Sport

Golf  
Soccer  
Tennis  
Track  
Weight Lifting

### **Differentiated Pay for Economically Disadvantaged Schools**

Differentiated pay for economically disadvantaged schools will be at the rate of \$750 for each instructional employee and administrator who is employed at a school where ninety (90%) of the students qualify for free or reduced lunches.

### **Critical Shortage Area**

A one thousand dollar (\$1000) supplement shall be paid to each instructional employee and administrator working in a critical shortage area as designated by the Washington County School Board upon recommendation of the Superintendent. Critical shortage areas will be deemed after (3) advertisements with no applicants or a limited number of applicants meeting minimum qualifications.

## Differentiated Pay Schedule for Non-Instructional Personnel

### For Additional Responsibilities

3,025	SUG25	Elementary & Middle School Assistant Principals
1,269	SUG36	Assistant Principal - Designee
3,350	SUG12	Administrative Secretary
3,750	STRAN	Transportation Specialist Supplement
2,300	SUGF5	SFS Manager - Average # Lunches & Breakfast 0-499
2,500	SUGF6	SFS Manager - Average # Lunches & Breakfast 500-599
2,700	SUGF7	SFS Manager - Average # Lunches & Breakfast 600-699
2,900	SUGF8	SFS Manager - Average # Lunches & Breakfast 700+
534	SUGFA	SFS National Certification - Manager
400	SUGFB	SFS National Certification - All Others
1,300	SUGBF	Certified Bus Inspector
1,300	SUGB2	Certified Backflow Value Inspector
1,300	SUGBM	Mechanic

### For Level of Technical Skills

3,920	SUG61	District Negotiator (1)
1,900	SUG09	Data Systems Analyst

### For Other Personnel

6,392	SUG44	Occupational Therapy/Physical Therapy/Behavioral Therapy
5,250	SUG15	School Psychologist (2)
5,250	SUG16	CPA Certification -Asst.Dir of Finance & Coord.of Finance-PAEC
5,250	SUGAC	Air Conditioning Certification
1,308	SCATH	Cather Assistance
1,300	SLEAD	Lead Paraprofessional - VPK
2,180	HEAR1	Deaf/Hard of Hearing - Level 1 - EIPA Score of 2.0-2.4
2,680	HEAR2	Deaf/Hard of Hearing - Level 2 - EIPA Score of 2.5-2.9
3,180	HEAR3	Deaf/Hard of Hearing - Level 3 - EIPA Score of 3.0-3.9
3,680	HEAR4	Deaf/Hard of Hearing - Level 4 - EIPA Score of 4.0 or greater NIC or BEI certified