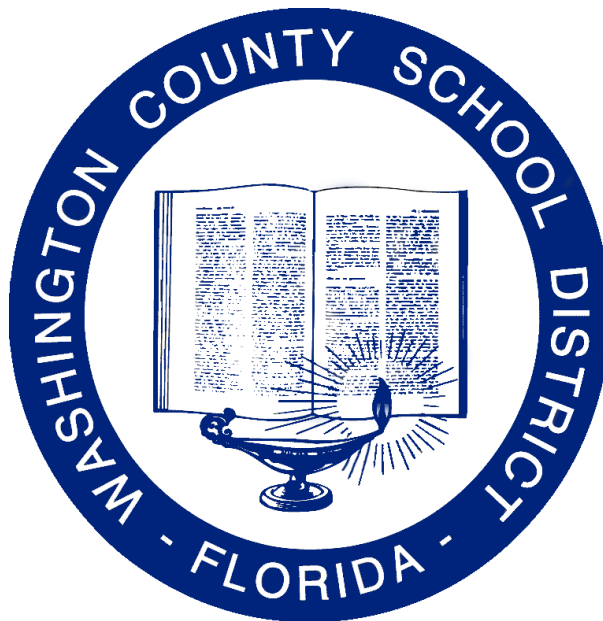


# Washington County School District

652 Third Street  
Chipley, FL 32428

Thomas Register  
Superintendent of Schools

## 2025-26 Salary Schedule



An Equal Opportunity Agency

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# ADMINISTRATIVE PERSONNEL

## Based on 250 days

### Placement Schedule

| Pay    |              | Title   |
|--------|--------------|---|
| 85,699 | <b>ABS4x</b> | Director of Administrative Services<br>Director of Curriculum & Instruction<br>Director of Exceptional Student Education & Federal Programs<br>Director of Assessments and Accountability<br>Director of Finance<br>Director of Maintenance / Facilities & Operations<br>District Safety Specialist<br>Director of Technology<br>Director of Transportation |

Administrative Personnel holding a Specialist Degree from an accredited college or university in their field of employment shall be eligible to receive supplement SUG48 - page 16. Those holding a Doctorate Degree are eligible to receive supplement SUG49 - page 16. Each employee may receive only one of these supplements.

At the Superintendent's discretion, the Deputy Superintendent supplement may be assigned - SUG47 Page 16

# SCHOOL-BASED ADMINISTRATIVE PERSONNEL Based on 250 days

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

|        |       |   |
|--------|-------|---|
| 62,238 |       | WAVE - School Leader<br>Pre-K - School Leader                                   |
| 73,350 | ABS11 | High School Assistant Principal   |
| 72,529 | ABS73 | Assistant Director - Florida Panhandle Technical College                        |
| 81,199 | ABS45 | Elementary Principal<br>Middle School Principal<br>Director of Career Education |
| 85,217 | ABS51 | High School Principal   |

Employees may be granted an additional \$500 for each year of verified comparable experience earned outside of Washington County School District, not to exceed five years of total credit.

Administrative Personnel holding a Specialist Degree from an accredited college or university in their field of employment shall be eligible to receive supplement SUG48 - page 16. Those holding a Doctorate Degree are eligible to receive supplement SUG49 - page 16. Each employee may receive only one of these supplements.

**Elementary and Middle School Assistant Principals**  
**Based on 196 / 7½ hour days**

## Placement Schedule

| Years | Bachelor |
|-------|----------|
| 0     | 45,905   |
| 1     | 46,005   |
| 2     | 46,105   |
| 3     | 46,205   |
| 4     | 46,305   |
| 5     | 46,405   |
| 6     | 46,505   |
| 7     | 46,605   |
| 8     | 46,705   |
| 9     | 46,805   |
| 10    | 47,005   |
| 11    | 47,255   |
| 12    | 47,505   |
| 13    | 47,755   |
| 14    | 48,005   |
| 15    | 48,505   |
| 16    | 49,005   |
| 17    | 49,505   |
| 18    | 50,005   |
| 19    | 50,505   |
| 20    | 51,005   |
| 21    | 51,505   |
| 22    | 52,005   |
| 23    | 52,505   |
| 24    | 53,005   |
| 25    | 53,505   |
| 26    | 54,005   |
| 27    | 54,505   |
| 28    | 55,005   |
| 29    | 55,505   |
| 30+   | 56,005   |

[illegible]

**Placement on the salary schedule shall be determined by the number of years of teaching and work experience as follows:**

- A. Up to four (4) years military service will be given for placement upon verification with DD-214.
- B. Returning retirees shall receive credit for up to thirty (30) years of instructional experience
- C. Advanced degrees must be held in the area of certification.
- D. Elementary and Middle School Assistant Principals are eligible to receive supplement SUG25 - page 16.

As funding allows, Elementary and Middle School Assistant Principals are authorized to work up to three hundred (300) additional hours per fiscal year at their regular rate of pay. Regular rate of pay will be calculated as the appropriate place on the salary schedule plus supplement SUG25.

$$[(\text{Salary} + \text{SUG25}) \times (300/1470)].$$

The additional hours shall be allocated as one hundred fifty (150) hours during the first half of the fiscal year (July - December) and one hundred fifty (150) hours during the second half of the fiscal year (January - June).

**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                                   |

The above salary schedule is used to determine the salary for Mental Health & Psychologists working fewer hours per day.

**Based on 196 / 7½ hour days**

| <b>Years</b> | <b>Occupational Therapist</b> | <b>COTA &amp; Social Worker</b> |
|--------------|-------------------------------|---------------------------------|
| 0-10         | 51,045                        | 45,905                          |
| 11-15        | 54,045                        | 47,955                          |
| 16-20        | 57,045                        | 50,455                          |
| 21-25+       | 60,045                        | 52,955                          |

**Based on 196 / 7 hour days**

|                                  |               |          |
|----------------------------------|---------------|----------|
| <b>Sign Language Interpreter</b> | Annual salary | \$25,382 |
| <b>Nursing Clinic Attendant</b>  | Annual salary | \$26,250 |

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.

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

## INSTRUCTIONAL PERSONNEL

Based on 196 / 7½ hour days

[illegible]

|   |
|---|
| <b>R.O.T.C Instructor</b>   |
| Calculation from Department of the Army or the Washington County School Board Salary Schedule whichever is greater. |

# INSTRUCTIONAL PERSONNEL

## Based on 196 / 7½ hour days

| Years | Rank III<br>IBW | Rank III<br>IMW | Rank III<br>IM1W | Rank III<br>ISW |
|-------|-----------------|-----------------|------------------|-----------------|
| 17    | 48,406          |                 |                  |                 |
| 18    | 49,441          |                 |                  |                 |
| 19    | 50,476          |                 |                  |                 |
| 20    | 51,511          | 54,617          |                  | 55,647          |
| 21    | 52,545          | 55,652          |                  |                 |
| 22    | 53,580          | 56,686          |                  |                 |
| 23    | 54,617          |                 |                  |                 |
| 24    | 55,652          |                 |                  |                 |
| 25    |                 |                 |                  |                 |
| 26    | 57,722          |                 |                  |                 |
| 27    | 58,239          |                 |                  | 62,379          |
| 28    | 58,757          | 61,861          |                  |                 |
| 29    | 59,276          |                 |                  |                 |
| 30    | 59,793          |                 | 62,257           |                 |
| 31    | 60,291          |                 |                  |                 |
| 32    |                 |                 |                  |                 |
| 33    | 61,287          | 64,392          |                  |                 |
| 34    |                 | 64,889          |                  |                 |
| 35    | 62,283          | 65,387          |                  |                 |



**Panhandle Area Educational Consortium**  
**2025-26 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, 2025**

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                 | \$71,420   | \$72,981 | \$74,541 | \$76,102 | \$77,666 | \$79,226 | \$80,787 | \$82,347 | \$83,910 | \$85,469 | \$87,030 | \$88,593 | \$90,154 | \$91,715 | \$93,273 | \$94,836 |
| 1040-1099   | 3                 | \$64,393   | \$65,956 | \$67,517 | \$69,076 | \$70,637 | \$72,200 | \$73,761 | \$75,321 | \$76,881 | \$78,444 | \$80,006 | \$81,564 | \$83,128 | \$84,690 | \$86,250 | \$87,810 |
| 940-1039    | 4                 | \$60,883   | \$62,445 | \$64,005 | \$65,567 | \$67,127 | \$68,688 | \$70,250 | \$71,811 | \$73,371 | \$74,933 | \$76,493 | \$78,055 | \$79,617 | \$81,177 | \$82,739 | \$84,300 |
| 850-939     | 5                 | \$58,540   | \$60,104 | \$61,663 | \$63,224 | \$64,786 | \$66,347 | \$67,909 | \$69,468 | \$71,030 | \$72,591 | \$74,152 | \$75,714 | \$77,275 | \$78,835 | \$80,396 | \$81,958 |
| 780-849     | 6                 | \$55,615   | \$56,979 | \$58,346 | \$59,712 | \$61,078 | \$62,445 | \$63,810 | \$65,176 | \$66,541 | \$67,909 | \$69,272 | \$70,638 | \$72,005 | \$73,371 | \$74,738 | \$76,102 |
| 740-779     | 7                 | \$50,929   | \$52,295 | \$53,663 | \$55,029 | \$56,394 | \$57,760 | \$59,125 | \$60,493 | \$61,858 | \$63,224 | \$64,589 | \$65,957 | \$67,322 | \$68,688 | \$70,055 | \$71,420 |
| 700-739     | 8                 | \$46,247   | \$47,614 | \$48,978 | \$50,346 | \$51,711 | \$53,076 | \$54,442 | \$55,809 | \$57,174 | \$58,540 | \$59,907 | \$61,272 | \$62,639 | \$64,005 | \$65,370 | \$66,736 |
| 650-699     | 9                 | \$32,783   | \$33,953 | \$35,123 | \$36,295 | \$37,466 | \$38,636 | \$39,808 | \$40,977 | \$42,149 | \$43,321 | \$44,491 | \$45,663 | \$46,831 | \$48,004 | \$49,174 | \$50,346 |
| 600-649     | 10                | \$30,440   | \$31,379 | \$32,315 | \$33,251 | \$34,189 | \$35,124 | \$36,062 | \$36,998 | \$37,934 | \$38,872 | \$39,809 | \$40,745 | \$41,681 | \$42,616 | \$43,553 | \$44,491 |
| 550-599     | 11                | \$28,688   | \$29,261 | \$29,974 | \$30,909 | \$31,845 | \$32,784 | \$33,720 | \$34,657 | \$35,594 | \$36,529 | \$37,467 | \$38,404 | \$39,341 | \$40,275 | \$41,211 | \$42,149 |
| 500-549     | 12                |  | \$28,125 | \$28,688 | \$29,261 | \$29,505 | \$30,440 | \$31,379 | \$32,315 | \$33,251 | \$34,189 | \$35,124 | \$36,062 | \$36,998 | \$37,933 | \$38,871 | \$39,808 |
| 450-499     | 13                |  |          |          |          | \$28,125 | \$28,688 | \$29,261 | \$29,974 | \$30,909 | \$31,845 | \$32,784 | \$33,720 | \$34,657 | \$35,594 | \$36,528 | \$37,466 |
| 400-449     | 14                |  |          |          |          |          |          |          | \$28,125 | \$28,688 | \$29,261 | \$29,856 | \$30,676 | \$31,497 | \$32,315 | \$33,134 | \$33,954 |
| 350-399     | 15                |  |          |          |          |          |          |          |          |          | \$28,125 | \$28,688 | \$29,261 | \$29,505 | \$30,207 | \$30,909 | \$31,612 |
| 300-349     | 16                |  |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |

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

| <b>Special Projects:</b> |  |
|--------------------------|--|
| Flow-through Grant Staff | <b>Compensation and work schedule set by grantor</b> |

<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)©, 4 [formerly Section 230.23(5)©, 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**  
**2025-26 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, 2025**

| Point Range | Performance Level | 0        | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       |
|-------------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1100-1299   | 17                | \$58,256 | \$58,361 | \$59,610 | \$60,857 | \$62,108 | \$63,356 | \$64,603 | \$65,851 | \$67,102 | \$68,348 | \$69,597 | \$70,845 | \$72,095 | \$73,342 | \$74,588 | \$75,838 |
| 1040-1099   | 18                | \$50,483 | \$51,709 | \$52,933 | \$54,157 | \$55,379 | \$56,605 | \$57,830 | \$59,052 | \$60,275 | \$61,500 | \$62,725 | \$63,947 | \$65,172 | \$66,396 | \$67,619 | \$68,842 |
| 940-1039    | 19                | \$47,733 | \$48,957 | \$50,180 | \$51,405 | \$52,628 | \$53,851 | \$55,077 | \$56,299 | \$57,523 | \$58,746 | \$59,971 | \$61,195 | \$62,419 | \$63,642 | \$64,868 | \$66,091 |
| 850-939     | 20                | \$45,895 | \$47,120 | \$48,343 | \$49,537 | \$50,014 | \$52,015 | \$53,240 | \$54,462 | \$55,688 | \$56,912 | \$58,135 | \$59,360 | \$60,584 | \$61,807 | \$63,032 | \$64,255 |
| 780-849     | 21                | \$43,602 | \$44,672 | \$45,743 | \$46,814 | \$47,884 | \$48,957 | \$50,028 | \$51,098 | \$52,169 | \$53,240 | \$54,310 | \$55,380 | \$56,452 | \$57,523 | \$58,594 | \$59,664 |
| 740-779     | 22                | \$39,930 | \$41,000 | \$42,072 | \$43,142 | \$44,213 | \$45,284 | \$46,354 | \$47,427 | \$48,496 | \$49,568 | \$50,638 | \$51,710 | \$52,781 | \$53,851 | \$54,923 | \$55,993 |
| 700-739     | 23                | \$36,257 | \$37,331 | \$38,398 | \$39,471 | \$40,541 | \$41,612 | \$42,682 | \$43,754 | \$44,825 | \$45,895 | \$46,967 | \$48,037 | \$49,109 | \$50,180 | \$51,250 | \$52,322 |
| 650-699     | 24                | \$25,701 | \$26,621 | \$27,536 | \$28,455 | \$29,375 | \$30,291 | \$31,209 | \$32,127 | \$33,706 | \$34,643 | \$35,580 | \$36,515 | \$37,450 | \$38,387 | \$39,323 | \$40,260 |
| 600-649     | 25                | \$23,866 | \$24,601 | \$25,335 | \$26,069 | \$26,804 | \$27,537 | \$28,273 | \$29,006 | \$29,741 | \$30,475 | \$31,210 | \$31,943 | \$32,678 | \$33,411 | \$34,146 | \$34,881 |
| 550-599     | 26                | \$22,491 | \$22,941 | \$23,500 | \$24,233 | \$24,966 | \$25,702 | \$26,436 | \$27,171 | \$27,906 | \$28,639 | \$29,375 | \$30,108 | \$30,843 | \$31,575 | \$32,310 | \$33,045 |
| 500-549     | 27                | \$22,050 |          |          | \$22,491 | \$23,131 | \$23,866 | \$24,601 | \$25,335 | \$26,069 | \$26,804 | \$27,537 | \$28,273 | \$29,006 | \$29,738 | \$30,474 | \$31,209 |
| 450-499     | 28                |          |          |          | \$22,050 | \$22,491 | \$22,941 | \$23,500 | \$24,233 | \$24,966 | \$25,702 | \$26,436 | \$27,171 | \$27,906 | \$28,638 | \$29,375 | \$29,375 |
| 400-449     | 29                |          |          |          |          |          |          | \$22,050 | \$22,491 | \$22,941 | \$23,406 | \$24,050 | \$24,693 | \$25,335 | \$25,978 | \$26,621 | \$26,621 |
| 350-399     | 30                |          |          |          |          |          |          |          |          |          | \$22,050 | \$22,491 | \$22,941 | \$23,131 | \$23,683 | \$24,233 | \$24,784 |

| <b>Part-Time</b>   |   |
|--|---|
| Part-time Consultant I   | <b>daily rate - \$125.00 - \$180.00</b> |
| Part-time Consultant II  | <b>daily rate - \$230.00</b>            |
| Part-time Administrative Consultant  | <b>daily rate - \$335.00</b>            |
| Part-time Resource Specialist I paid at Instructional hourly rate WCSB Salary Schedule |   |
| Part-time Resource Specialist II   | <b>daily rate \$155.00</b>              |
| Only retirement and social security benefits are paid on part-time staff.              |   |

| <b>Special Projects:</b> |  |
|--------------------------|--|
| Flow-through Grant Staff | <b>Compensation and work schedule set by grantor</b> |

<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 2025-2026  
Effective July 1, 2025



| <i>Point Range</i> | <i>Pay Grade</i>  | <i>Scale Range</i>  |
|--------------------|---|---|
| <b>1300-Up</b>     | <b><u>Pay Grade 1</u></b>                                     |   |
|                    | 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) |
| <b>1100-1299</b>   | <b><u>Pay Grade 2</u></b>                                     | <b>\$71,420-\$94,836</b>  |
|                    | Administrator of Business, Technology & Supplemental Services |   |
|                    | Administrator of Instructional Services                       |   |
|                    | Administrator of Research & Development                       |   |
|                    | Administrator of Risk Management                              |   |
|                    | Risk Manager  |   |
| <b>1040-1099</b>   | <b><u>Pay Grade 3</u></b>                                     | <b>\$64,363-\$87,810</b>  |
|                    | Data and Academic Manager                                     |   |
|                    | FDLRS Manager   |   |
|                    | Licensed Clinical Social Worker                               |   |
|                    | Instructional Services Manager                                |   |
|                    | Program Coordinator   |   |
|                    | New Worlds Reading Manager                                    |   |
|                    | Federal Programs Manager for Migrant and ESOL                 |   |
|                    | Business Systems Manager                                      |   |
|                    | Assistant Risk Manager  |   |
|                    | Student Data Systems Manager                                  |   |
| <b>940-1039</b>    | <b><u>Pay Grade 4</u></b>                                     | <b>\$60,883-\$84,300</b>  |
|                    | Assistant Federal Programs Coordinator                        |   |
|                    | Senior IT Project Consultant & Database Developer             |   |
|                    | Gateway Coordinator   |   |
|                    | Gateway Student Coordinator                                   |   |
|                    | Consultant III  |   |
| <b>850-939</b>     | <b><u>Pay Grade 5</u></b>                                     | <b>\$58,540-\$81,958</b>  |
|                    | Business Operations & Human Resources Consultant              |   |
|                    | Assistant Migrant Coordinator                                 |   |
|                    | Consultant II   |   |

Panhandle Area Educational Consortium  
250 Day Compensation Plan for 2025-2026  
Effective July 1, 2025



| <i>Point Range</i> | <i>Pay Grade</i>  | <i>Scale Range</i>       |
|--------------------|---|--------------------------|
|                    | Consultant II-Student Data Services                     |                          |
|                    | Consultant II – Embry Riddle Services                   |                          |
|                    | Consultant II – Data and Academic Specialist            |                          |
|                    | Senior Programmer                                       |                          |
|                    | Network Manager   |                          |
|                    | Consultant II – New Worlds Reading                      |                          |
|                    | Consultant II - Mathematics                             |                          |
|                    | Consultant II – Fin Specialist                          |                          |
|                    | Analyst II  |                          |
| <b>780-849</b>     | <b><u>Pay Grade 6</u></b>                               | <b>\$55,615-\$76,102</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 7</u></b>                               | <b>\$50,529-\$71,420</b> |
|                    | Resource Specialist II                                  |                          |
|                    | Resource Specialist II – Cooperative Purchasing         |                          |
|                    | Research Specialist II                                  |                          |
| <b>700-739</b>     | <b><u>Pay Grade 8</u></b>                               | <b>\$46,247-\$66,736</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 9</u></b>                               | <b>\$32,783-\$50,346</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 2025-2026  
Effective July 1, 2025



| <i>Point Range</i> | <i>Pay Grade</i>  | <i>Scale Range</i>       |
|--------------------|---|--------------------------|
|                    |   |                          |
|                    |   |                          |
| <b>600-649</b>     | <b><u>Pay Grade 10</u></b>  | <b>\$30,440-\$44,491</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 11</u></b>  | <b>\$28,688-\$42,149</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   |                          |
| <b>500-549</b>     | <b><u>Pay Grade 12</u></b>  | <b>\$28,125-\$39,808</b> |
|                    | Migrant Recruiter III   |                          |
|                    | Bookkeeper III  |                          |
|                    | Federal Programs Recruiter III  |                          |
|                    | Web Resource Technician   |                          |
|                    | Graphics Design Technician  |                          |
|                    | Copy Center Clerk   |                          |
| <b>450-499</b>     | <b><u>Pay Grade 13</u></b>  | <b>\$28,125-\$37,466</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                              |                          |
| <b>400-449</b>     | <b><u>Pay Grade 14</u></b>  | <b>\$28,125-\$33,954</b> |
|                    | Secretary II  |                          |
|                    | FloridaLearns Clearinghouse Clerk                                       |                          |
|                    | Data Entry - Clerical   |                          |

Panhandle Area Educational Consortium  
250 Day Compensation Plan for 2025-2026  
Effective July 1, 2025



| <i>Point Range</i> | <i>Pay Grade</i>             | <i>Scale Range</i>       |
|--------------------|------------------------------|--------------------------|
| <b>350-399</b>     | Bookkeeper I                 | <b>\$28,125-\$31,612</b> |
|                    | Facilities Specialist        |                          |
|                    |                              |                          |
|                    | <b><u>Pay Grade 15</u></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 2025-2026  
Effective July 1, 2025



| <i>Point Range</i> | <i>Pay Grade</i>  | <i>Scale Range</i>       |
|--------------------|---|--------------------------|
| <b>1100-1299</b>   | <b><u>Pay Grade 17</u></b>                                    | <b>\$58,256-\$75,838</b> |
|                    | Administrator of Business, Technology & Supplemental Services |                          |
|                    | Administrator of Instructional Services                       |                          |
|                    | Administrator of Research & Development                       |                          |
|                    | Administrator of Risk Management                              |                          |
|                    | Risk Manager  |                          |
| <b>1040-1099</b>   | <b><u>Pay Grade 18</u></b>                                    | <b>\$5,483-\$68,842</b>  |
|                    | Data and Academic Manager                                     |                          |
|                    | FDLRS Manager   |                          |
|                    | Licensed Clinical Social Worker                               |                          |
|                    | New Worlds Reading Manager                                    |                          |
|                    | Program Coordinator   |                          |
|                    | Business Systems Manager                                      |                          |
|                    | Assistant Risk Manager  |                          |
|                    | Student Data Systems Manager                                  |                          |
|                    | Federal Programs Coordinator                                  |                          |
| <b>940-1039</b>    | <b><u>Pay Grade 19</u></b>                                    | <b>\$47,733-\$66,091</b> |
|                    | Senior IT Project Consultant & Database Developer             |                          |
|                    | Gateway Coordinator   |                          |
|                    | Gateway Student Coordinator                                   |                          |
|                    | Consultant III  |                          |
| <b>850-939</b>     | <b><u>Pay Grade 20</u></b>                                    | <b>\$45,895-\$64,255</b> |
|                    | Business Operations & Human Resources Consultant              |                          |
|                    | Assistant Migrant Coordinator                                 |                          |
|                    | Consultant II   |                          |
|                    | Consultant II – New Worlds Reading                            |                          |
|                    | Consultant II-Student Data Services                           |                          |
|                    | Consultant II – Embry Riddle Services                         |                          |
|                    | Consultant II – Data and Academic Specialist                  |                          |
|                    | Senior Programmer   |                          |
|                    | Network Manager   |                          |
|                    | Consultant II - Mathematics                                   |                          |
|                    | Consultant II – Fin Specialist                                |                          |

Panhandle Area Educational Consortium  
196 Day Compensation Plan for 2025-2026  
Effective July 1, 2025



| <i>Point Range</i> | <i>Pay Grade</i>  | <i>Scale Range</i>       |
|--------------------|---|--------------------------|
|                    | Analyst II  |                          |
|                    |   |                          |
| <b>780-849</b>     | <b><u>Pay Grade 21</u></b>                              | <b>\$43,602-\$59,664</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 22</u></b>                              | <b>\$39,930-\$55,993</b> |
|                    | Resource Specialist II                                  |                          |
|                    | Resource Specialist II – Cooperative Purchasing         |                          |
|                    | Research Specialist II                                  |                          |
| <b>700-739</b>     | <b><u>Pay Grade 23</u></b>                              | <b>\$36,930-\$52,322</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 24</u></b>                              | <b>\$25,701-\$40,260</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 25</u></b>                              | <b>\$23,688-\$34,881</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 26</u></b>                              | <b>\$22,491-\$33,045</b> |
|                    | Program Assistant for Special Areas & Testing           |                          |



Panhandle Area Educational Consortium  
196 Day Compensation Plan for 2025-2026  
Effective July 1, 2025



| <i>Point Range</i> | <i>Pay Grade</i>   | <i>Scale Range</i>       |
|--------------------|--|--------------------------|
|                    | Program Assistant for Business, Technology, & Supplemental Services<br>Program Assistant for Research/Development, Evaluation & Accountability<br>Program Assistant for Alternate Assessment<br>Program Assistant for Instructional Services<br>Program Assistant for Supplemental Services<br>Program Assistant for Migrant Education<br>Program Assistant for Cooperative Purchasing<br>Fiscal Assistant<br>FloridaLearns Clearinghouse Manager<br>Copy Center Manager |                          |
| <b>500-549</b>     | <b><u>Pay Grade 27</u></b>   | <b>\$22,050-\$31,209</b> |
|                    | Migrant Recruiter III<br>Bookkeeper III<br>Federal Programs Recruiter III<br>Web Resource Technician<br>Graphics Design Technician<br>Copy Center Clerk  |                          |
| <b>450-499</b>     | <b><u>Pay Grade 28</u></b>   | <b>\$22,050-\$29,375</b> |
|                    | Secretary to Program Coordinator<br>Secretary to Dashboard Director & Gateway Student Coordinator<br>Federal Programs Recruiter II<br>Migrant Recruiter II<br>Bookkeeper II<br>Media Programming Technician<br>Technical Assistant<br>Television Production Technician<br>Technical Assistant Cooperative Purchasing   |                          |
| <b>400-449</b>     | <b><u>Pay Grade 29</u></b>   | <b>\$22,050-\$26,621</b> |
|                    | Secretary II<br>FloridaLearns Clearinghouse Clerk<br>Data Entry - Clerical<br>Bookkeeper I<br>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  
2025-2026 Performance Pay Salary Schedule  
7 ½ hours, 250 days



Effective July 1, 2025

**PAEC Performance-Based Pay Programs 2025-26**

**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 ~~\$3,000~~ 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 | \$17.50 |
| Adjunct - Practical Nursing                          | \$22.00 |
| Adjunct - Public Safety                              | \$26.00 |

### 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 \$22.50 an hour, except where the participation is voluntary as provided by the teacher contract.

### Substitute Pay

|                |         |
|----------------|---------|
| Substitute pay | \$15.00 |
|----------------|---------|

### OPS Pay

|         |         |
|---------|---------|
| OPS Pay | \$15.00 |
|---------|---------|

## PARAPROFESSIONALS

### Based on 196 / 7 hour days

| <b>Years</b>                            | <b>Para 1<br/>NA2</b> | <b>Para 2<br/>NA4</b> |
|---|-----------------------|-----------------------|
| 0                                       | 21,184                | 21,819                |
| 1                                       | 21,396                | 22,031                |
| 2                                       | 21,608                | 22,243                |
| 3                                       | 21,820                | 22,455                |
| 4                                       | 22,032                | 22,667                |
| 5                                       | 22,244                | 22,879                |
| 6                                       | 22,456                | 23,091                |
| 7                                       | 22,667                | 23,303                |
| 8                                       | 22,879                | 23,515                |
| 9                                       | 23,091                | 23,727                |
| 10                                      | 23,303                | 23,939                |
| 11                                      | 23,515                | 24,151                |
| 12                                      | 23,727                | 24,363                |
| 13                                      | 23,939                | 24,575                |
| 14                                      | 24,151                | 24,787                |
| 15                                      | 24,363                | 24,999                |
| 16                                      | 24,575                | 25,211                |
| 17                                      | 24,787                | 25,423                |
| 18                                      | 24,999                | 25,635                |
| 19                                      | 25,211                | 25,847                |
| 20                                      | 25,423                | 26,059                |
| 21                                      | 25,635                | 26,271                |
| 22                                      | 25,847                | 26,483                |
| 23                                      | 26,059                | 26,695                |
| 24                                      | 26,271                | 26,907                |
| 25                                      | 26,483                | 27,259                |
| 26                                      | 26,695                | 27,443                |
| 27                                      | 26,907                | 27,627                |
| 28                                      | 27,119                | 27,811                |
| 29                                      | 27,331                | 27,995                |
| 30+                                     | 27,543                | 28,178                |
| Step amount<br>for each<br>year over 30 | 196                   | 196                   |

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<br>NS1 | Level 2<br>NS2 | Level 3<br>NS3 | Level 4<br>NS4 | Level 5<br>NS5 | Level 6<br>NS6 | Level 7<br>NS7 | Level 8<br>NE8      | Level 9<br>NS8 |
| 0                                 | 46,813         | 35,691         | 33,241         | 29,910         | 28,475         | 28,303         | 27,250         | 22,190              | 21,184         |
| 1                                 | 47,338         | 36,181         | 33,714         | 30,295         | 28,825         | 28,573         | 27,442         | 22,402              | 21,396         |
| 2                                 | 47,863         | 36,671         | 34,186         | 30,680         | 29,175         | 28,844         | 27,634         | 22,614              | 21,608         |
| 3                                 | 48,388         | 37,161         | 34,659         | 31,065         | 29,525         | 29,114         | 27,831         | 22,826              | 21,820         |
| 4                                 | 48,913         | 37,651         | 35,131         | 31,450         | 29,875         | 29,385         | 28,102         | 23,038              | 22,032         |
| 5                                 | 49,438         | 38,141         | 35,604         | 31,835         | 30,225         | 29,655         | 28,372         | 23,250              | 22,244         |
| 6                                 | 49,963         | 38,631         | 36,076         | 32,220         | 30,575         | 29,925         | 28,642         | 23,461              | 22,456         |
| 7                                 | 50,488         | 39,121         | 36,549         | 32,605         | 30,925         | 30,196         | 28,913         | 23,673              | 22,667         |
| 8                                 | 51,013         | 39,611         | 37,021         | 32,990         | 31,275         | 30,466         | 29,183         | 23,885              | 22,879         |
| 9                                 | 51,538         | 40,101         | 37,494         | 33,375         | 31,625         | 30,736         | 29,453         | 24,097              | 23,091         |
| 10                                | 52,063         | 40,591         | 37,973         | 33,760         | 31,975         | 31,007         | 29,724         | 24,309              | 23,303         |
| 11                                | 52,588         | 41,081         | 38,451         | 34,145         | 32,325         | 31,277         | 29,994         | 24,521              | 23,515         |
| 12                                | 53,113         | 41,571         | 38,937         | 34,536         | 32,675         | 31,548         | 30,265         | 24,733              | 23,727         |
| 13                                | 53,638         | 42,061         | 39,422         | 35,022         | 33,025         | 31,818         | 30,535         | 24,945              | 23,939         |
| 14                                | 54,163         | 42,551         | 39,904         | 35,504         | 33,375         | 32,088         | 30,805         | 25,171              | 24,151         |
| 15                                | 54,688         | 43,041         | 40,387         | 35,988         | 33,725         | 32,359         | 31,076         | 25,557              | 24,471         |
| 16                                | 55,213         | 43,531         | 40,839         | 36,177         | 34,075         | 32,629         | 31,346         | 25,657              | 24,575         |
| 17                                | 55,738         | 44,021         | 41,312         | 36,562         | 34,425         | 32,899         | 31,616         | 25,793              | 24,787         |
| 18                                | 56,263         | 44,511         | 41,784         | 36,947         | 34,775         | 33,170         | 31,887         | 26,005              | 24,999         |
| 19                                | 56,788         | 45,001         | 42,257         | 37,332         | 35,125         | 33,440         | 32,157         | 26,217              | 25,211         |
| 20                                | 57,313         | 45,491         | 42,729         | 37,717         | 35,475         | 33,711         | 32,428         | 26,429              | 25,423         |
| 21                                | 57,838         | 45,981         | 43,202         | 38,102         | 35,825         | 33,981         | 32,698         | 26,641              | 25,635         |
| 22                                | 58,363         | 46,471         | 43,674         | 38,487         | 36,175         | 34,251         | 32,968         | 26,853              | 25,847         |
| 23                                | 58,888         | 46,961         | 44,147         | 38,872         | 36,525         | 34,522         | 33,239         | 27,065              | 26,059         |
| 24                                | 59,413         | 47,451         | 44,619         | 39,257         | 36,875         | 34,792         | 33,509         | 27,277              | 26,271         |
| 25                                | 60,092         | 47,941         | 45,092         | 39,642         | 37,225         | 35,242         | 33,779         | 27,489              | 26,483         |
| 26                                | 60,463         | 48,431         | 45,564         | 40,027         | 37,575         | 35,476         | 34,050         | 27,701              | 26,695         |
| 27                                | 60,988         | 48,921         | 46,037         | 40,412         | 37,925         | 35,711         | 34,320         | 27,913              | 26,907         |
| 28                                | 61,513         | 49,411         | 46,509         | 40,797         | 38,275         | 35,945         | 34,590         | 28,125              | 27,119         |
| 29                                | 62,038         | 49,901         | 46,982         | 41,182         | 38,625         | 36,180         | 34,861         | 28,337              | 27,331         |
| 30+                               | 62,563         | 50,391         | 47,454         | 41,567         | 38,975         | 36,414         | 35,131         | 28,549              | 27,543         |
| Step amount for each year over 30 | 250            | 250            | 250            | 250            | 250            | 250            | 250            | 196                 | 196            |

|         |  |
|---------|--|
| Level 1 | Computer Network Administrator; Data Programmer/Analyst *  |
| Level 2 | Payroll Specialist; Finance Specialist; Computer/Network Technician*; Data Programmer/Analyst*; Data Systems Analyst; Grants/Marketing Coordinator(FPTC)*      |
| Level 3 | Superintendent's Secretary; Computer/Network Technician*; Data Programmer/Analyst*; Data Systems Analyst; Assistant Payroll Specialist; Financial Aid Officer* |
| Level 4 | Secretaries/Bookkeepers**; Computer/Network Technician*; Data Systems Analyst*; Finance/Insurance Clerk; Financial Aid Officer*                                |
| Level 5 | Secretaries/Bookkeepers*   |
| Level 6 | Secretaries/Bookkeepers*   |
| Level 7 | Secretaries*; Typist; File Clerks  |
| Level 8 | ESE Staffing Specialist - 196 Days   |
| Level 9 | Secretaries - 196 Days   |

\*Level is determined by experience/education

**Placement Schedule**

|                                     |               |          |                            |
|-------------------------------------|---------------|----------|----------------------------|
| Assistant Director of Finance       | Annual salary | \$73,350 | for 250 days - 7 hours/day |
| Coordinator of Finance for P.A.E.C. | Annual salary | \$67,000 | for 250 days - 7 hours/day |

|  |               |          |                            |
|--|---------------|----------|----------------------------|
| Senior Data Systems Analyst  | Annual salary | \$57,000 | for 250 days - 7 hours/day |
|  |               |          |                            |
| 21st Century Program Coordinator -<br>Contingent on Grant Funding - (inactive in<br>2025-26) | Annual salary | \$54,480 | for 196 days - 7 hours/day |

|                           |               |          |                            |
|---------------------------|---------------|----------|----------------------------|
| Transportation Specialist | Annual salary | \$57,000 | for 250 days - 7 hours/day |
|---------------------------|---------------|----------|----------------------------|

|   |               |          |                            |
|---|---------------|----------|----------------------------|
| Business Manager -<br>Florida Panhandle Technical College | Annual salary | \$62,000 | for 250 days - 7 hours/day |
|---|---------------|----------|----------------------------|

|  |               |          |                            |
|--|---------------|----------|----------------------------|
| Student Affairs Manager -<br>Florida Panhandle Technical College | Annual salary | \$62,000 | for 250 days - 7 hours/day |
|--|---------------|----------|----------------------------|

# MAINTENANCE PERSONNEL

## Based on 250 / 7 hour days

| <b>Years</b>                               | <b>Skilled Trades<br/>NMS</b> | <b>Craftsman<br/>NMC</b> | <b>SFS/ Craftsman<br/>NMP</b> | <b>Air Condition<br/>8 hours/day<br/>NMH</b> |
|--|-------------------------------|--------------------------|-------------------------------|--|
| 0  | 33,548                        | 29,173                   | 26,250                        | 38,000                                       |
| 1  | 33,933                        | 29,558                   | 27,108                        | 38,440                                       |
| 2  | 34,318                        | 29,943                   | 27,493                        | 38,880                                       |
| 3  | 34,703                        | 30,328                   | 27,878                        | 39,320                                       |
| 4  | 35,088                        | 30,713                   | 28,263                        | 39,760                                       |
| 5  | 35,473                        | 31,098                   | 28,648                        | 40,200                                       |
| 6  | 35,858                        | 31,483                   | 29,033                        | 40,640                                       |
| 7  | 36,243                        | 31,868                   | 29,418                        | 41,080                                       |
| 8  | 36,628                        | 32,337                   | 29,813                        | 41,546                                       |
| 9  | 37,013                        | 32,776                   | 30,273                        | 42,066                                       |
| 10   | 37,398                        | 33,212                   | 30,735                        | 42,584                                       |
| 11   | 37,837                        | 33,646                   | 31,192                        | 43,098                                       |
| 12   | 38,290                        | 34,085                   | 31,652                        | 43,618                                       |
| 13   | 38,745                        | 34,522                   | 32,114                        | 44,136                                       |
| 14   | 39,198                        | 34,960                   | 32,575                        | 44,656                                       |
| 15   | 39,652                        | 35,396                   | 33,035                        | 45,174                                       |
| 16   | 39,751                        | 35,462                   | 33,110                        | 45,288                                       |
| 17   | 40,093                        | 35,718                   | 33,268                        | 45,480                                       |
| 18   | 40,443                        | 36,068                   | 33,618                        | 45,880                                       |
| 19   | 40,793                        | 36,418                   | 33,968                        | 46,280                                       |
| 20   | 41,143                        | 36,768                   | 34,318                        | 46,680                                       |
| 21   | 41,493                        | 37,118                   | 34,668                        | 47,080                                       |
| 22   | 41,843                        | 37,468                   | 35,018                        | 47,480                                       |
| 23   | 42,193                        | 37,818                   | 35,368                        | 47,880                                       |
| 24   | 42,543                        | 38,168                   | 35,718                        | 48,280                                       |
| 25   | 42,893                        | 38,518                   | 36,068                        | 48,680                                       |
| 26   | 43,243                        | 38,868                   | 36,418                        | 49,080                                       |
| 27   | 43,593                        | 39,218                   | 36,768                        | 49,480                                       |
| 28   | 43,943                        | 39,568                   | 37,118                        | 49,880                                       |
| 29   | 44,293                        | 39,918                   | 37,468                        | 50,280                                       |
| 30+  | 44,643                        | 40,268                   | 37,818                        | 50,680                                       |
| Step<br>amount for<br>each year<br>over 30 | 250                           | 250                      | 250                           | 285  |

# SCHOOL FOOD SERVICE PERSONNEL

## 186 Days

| Years                                   | Managers<br>7 Hr/Day<br>NFM | 7 Hr/Day<br>NFS | 4 Hr/Day<br>NFP |
|---|-----------------------------|-----------------|-----------------|
| 21                                      |                             |                 | 13,392          |
| 22                                      |                             |                 | 13,507          |
| 23                                      |                             | 23,838          | 13,622          |
| 24                                      |                             | 24,039          | 13,737          |
| 25                                      |                             | 24,241          | 13,852          |
| 26                                      |                             | 24,442          | 13,967          |
| 27                                      |                             | 24,643          | 14,082          |
| 28                                      |                             | 24,844          | 14,197          |
| 29                                      |                             | 25,045          | 14,312          |
| 30+                                     | 27,448                      | 25,246          | 14,427          |
| Step amount<br>for each year<br>over 30 | 186                         | 186             | 106             |

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

| <b>Years</b>                               | <b>Head<br/>Mechanic<br/>250 Days<br/>8 hrs/day<br/>NBM</b> | <b>Mechanic<br/>250 Days<br/>8 hrs/day<br/>NBA</b> | <b>Driver<br/>182 Days<br/>4 Hours<br/>NBD</b> | <b>Bus Aide<br/>182 Days<br/>4 Hours<br/>NCC</b> | <b>ESE Student<br/>Transport<br/>182 Days<br/>4 Hours<br/>NVD</b> |
|--|---|--|--|--|---|
| 0  | 41,940  | 36,340   | 13,650   | 10,956   | 12,412  |
| 1  | 42,480  | 36,880   | 13,832   | 11,036   | 12,492  |
| 2  | 43,020  | 37,420   | 14,014   | 11,117   | 12,573  |
| 3  | 43,560  | 37,960   | 14,196   | 11,197   | 12,653  |
| 4  | 44,100  | 38,500   | 14,378   | 11,277   | 12,733  |
| 5  | 44,640  | 39,040   | 14,596   | 11,357   | 12,813  |
| 6  | 45,180  | 39,580   | 14,815   | 11,437   | 12,893  |
| 7  | 45,720  | 40,120   | 15,033   | 11,517   | 12,973  |
| 8  | 46,372  | 40,772   | 15,361   | 11,597   | 13,053  |
| 9  | 46,900  | 41,300   | 15,623   | 11,677   | 13,133  |
| 10   | 47,430  | 41,830   | 15,878   | 11,757   | 13,213  |
| 11   | 47,964  | 42,364   | 16,140   | 11,837   | 13,293  |
| 12   | 48,496  | 42,896   | 16,395   | 11,925   | 13,381  |
| 13   | 49,026  | 43,426   | 16,657   | 12,012   | 13,468  |
| 14   | 49,560  | 43,960   | 16,919   | 12,099   | 13,555  |
| 15   | 50,092  | 44,492   | 17,174   | 12,194   | 13,650  |
| 16   | 50,580  | 44,980   | 17,319   | 12,238   | 13,694  |
| 17   | 51,020  | 45,020   | 17,465   | 12,310   | 13,766  |
| 18   | 51,460  | 45,460   | 17,610   | 12,383   | 13,839  |
| 19   | 51,900  | 45,900   | 17,756   | 12,456   | 13,912  |
| 20   | 52,340  | 46,340   | 17,902   | 12,529   | 13,985  |
| 21   | 52,780  | 46,780   | 18,047   | 12,602   | 14,058  |
| 22   | 53,220  | 47,220   | 18,193   | 12,674   | 14,130  |
| 23   | 53,660  | 47,660   | 18,338   | 12,747   | 14,203  |
| 24   | 54,100  | 48,100   | 18,484   | 12,820   | 14,276  |
| 25   | 54,540  | 48,540   | 18,630   | 12,893   | 14,349  |
| 26   | 54,980  | 48,980   | 18,775   | 12,966   | 14,422  |
| 27   | 55,420  | 49,420   | 18,921   | 13,038   | 14,494  |
| 28   | 55,860  | 49,860   | 19,066   | 13,111   | 14,567  |
| 29   | 56,300  | 50,300   | 19,212   | 13,184   | 14,640  |
| 30+  | 56,740  | 50,740   | 19,358   | 13,257   | 14,713  |
| Step<br>amount for<br>each year<br>over 30 | 285   | 285  | 104  | 104  | 104   |

|  |       |                                  |       |       |       |
|--|-------|----------------------------------|-------|-------|-------|
| <b>Courier/Transfer Students - Daily Rate</b>  |       |                                  |       | 60    | NCS01 |
| <b>Hourly Rates:</b>   |       |                                  |       |       |       |
| <b>Substitute Bus Driver -</b>   | 17.00 | <b>Washington Co. Employee -</b> | 20.00 |       |       |
| <b>Substitute Bus Monitor</b>  |       |                                  |       | 15.00 |       |
| <b>Substitute Van Driver</b>   |       |                                  |       | 15.00 |       |
| <b>Transportation Aide; Extra Curricular Trip; Training &amp; Trainer Assistants</b> |       |                                  |       | 15.00 |       |
| <b>Examiner and State Certified Trainer</b>  |       |                                  |       | 17.00 |       |

# Differentiated Pay Schedule for Instructional Personnel

| For Additional Responsibilities |        |            |       | Base Pay  | \$42,268 |
|---------------------------------|--------|------------|-------|---|----------|
| High School                     | Factor | Supplement |       | Title   |          |
|                                 | 6.225  | 2,631      | SUA01 | Athletic Director                               |          |
|                                 | 2.426  | 1,025      | SUA21 | Assistant Athletic Director - Baseball/Softball |          |
|                                 | 2.426  | 1,025      | SUA22 | Assistant Athletic Director - Basketball        |          |
|                                 | 15.173 | 6,413      | SUA02 | Head Coach - Football                           |          |
|                                 | 9.180  | 3,880      | SUA05 | Head Coach - Basketball - Boys                  |          |
|                                 | 9.180  | 3,880      | SUA07 | Head Coach - Baseball                           |          |
|                                 | 9.180  | 3,880      | SUA09 | Head Coach - Basketball - Girls                 |          |
|                                 | 9.180  | 3,880      | SUA11 | Head Coach - Softball                           |          |
|                                 | 9.180  | 3,880      | SUA13 | Head Coach - Volleyball                         |          |
|                                 | 9.180  | 3,880      | SUA03 | Assistant Football Coach (Maximum 5)            |          |
|                                 | 7.490  | 3,166      | SUA06 | Assistant Basketball - Boys                     |          |
|                                 | 7.490  | 3,166      | SUA08 | Assistant - Baseball                            |          |
|                                 | 7.490  | 3,166      | SUA10 | Assistant - Basketball - Girls                  |          |
|                                 | 7.490  | 3,166      | SUA12 | Assistant - Softball                            |          |
|                                 | 7.490  | 3,166      | SUA14 | Assistant- Volleyball                           |          |
|                                 | 6.225  | 2,631      | SUA16 | Head Coach - Track - Boys                       |          |
|                                 | 6.225  | 2,631      | SUA19 | Head Coach - Track - Girls                      |          |
|                                 | 6.225  | 2,631      | SUA15 | Head Coach - Weightlifting - Boys               |          |
|                                 | 6.225  | 2,631      | SUA18 | Head Coach - Weightlifting - Girls              |          |
|                                 | 6.225  | 2,631      | SUA17 | Head Coach - Golf                               |          |
|                                 | 6.225  | 2,631      | SUA20 | Head Coach - Tennis                             |          |
|                                 | 6.225  | 2,631      | SUA24 | Head Coach - Soccer - Boys                      |          |
|                                 | 6.225  | 2,631      | SUA25 | Head Coach - Soccer - Girls                     |          |
|                                 | 6.225  | 2,631      | SUA47 | Head Coach - Special Olympics                   |          |
|                                 | 2.577  | 1,089      | SUB01 | Advanced Placement**                            |          |
|                                 | 2.577  | 1,089      | SUB02 | Dual Enrollment**                               |          |
|                                 | 3.076  | 1,300      | SUB03 | Journalism Sponsor                              |          |
|                                 | 9.180  | 3,880      | SUB04 | Band Director                                   |          |
|                                 | 2.915  | 1,232      | SUB05 | Assistant - Band Director                       |          |
|                                 | 5.835  | 2,466      | SUB06 | Future Business Leader Association Sponsor      |          |
|                                 | 6.646  | 2,809      | SUB07 | Drama Director                                  |          |
|                                 | 6.225  | 2,631      | SUB08 | Cheerleader Sponsor - Varsity                   |          |
|                                 | 5.381  | 2,274      | SUB09 | Cheerleader Sponsor - B Team                    |          |
|                                 | 7.406  | 3,130      | SUB10 | Agriculture Instructor                          |          |
|                                 | 5.835  | 2,466      | SUB11 | Culinary Instructor                             |          |
|                                 | 5.835  | 2,466      | SUB12 | Beta Sponsor                                    |          |
|                                 | 2.011  | 850        | SUB13 | Student Council Sponsor                         |          |

\*\*Advanced Placement and Dual Enrollment Supplements for High School Teachers- The full supplement is earned for each full year dual enrollment section or AP section. One-half the supplement is earned for each semester course.

## Differentiated Pay Schedule for Instructional Personnel

|                      |       |       |       |                                    |
|----------------------|-------|-------|-------|------------------------------------|
| <b>Middle School</b> | 6.225 | 2,631 | SUA35 | MS Head Coach - Football           |
|                      | 6.225 | 2,631 | SUA37 | MS Head Coach - Basketball - Boys  |
|                      | 6.225 | 2,631 | SUA39 | MS Head Coach - Basketball - Girls |
|                      | 6.225 | 2,631 | SUA41 | MS Head Coach - Baseball           |
|                      | 6.225 | 2,631 | SUA43 | MS Head Coach - Softball           |
|                      | 6.225 | 2,631 | SUA45 | MS Head Coach - Volleyball         |
|                      | 4.114 | 1,739 | SUA36 | MS Assistant Football Coach        |
|                      | 2.577 | 1,089 | SUA38 | MS Assistant Basketball - Boys     |
|                      | 2.577 | 1,089 | SUA40 | MS Assistant Basketball - Girls    |
|                      | 2.577 | 1,089 | SUA42 | MS Assistant - Baseball            |
|                      | 2.577 | 1,089 | SUA44 | MS Assistant - Softball            |
|                      | 2.577 | 1,089 | SUA46 | MS Assistant- Volleyball           |
|                      | 7.069 | 2,988 | SUB20 | MS Band Director                   |
|                      | 4.957 | 2,095 | SUB21 | MS Cheerleader Sponsor             |
|                      | 2.205 | 932   | SUB22 | MS Journalism Sponsor              |
|                      | 4.377 | 1,850 | SUB23 | MS Beta Sponsor                    |

|             |       |       |       |                      |
|-------------|-------|-------|-------|----------------------|
| <b>FPTC</b> | 5.522 | 2,334 | SUG18 | Adult Ed Coordinator |
|-------------|-------|-------|-------|----------------------|

|                    |        |       |       |  |
|--------------------|--------|-------|-------|--|
| <b>All Schools</b> | 15.360 | 6,492 | SUG44 | Speech Pathologist (4)   |
|                    |        | 1,000 | SUG45 | Certified Guidance Counselor   |
|                    |        | 1,457 | SUGE1 | ESE - Tier 1: Certified ESE and serving the purpose of dual certified teacher modifying curriculum for access points and /or a caseload of 10 or more IEPs.  |
|                    |        | 1,977 | SUGE2 | ESE - Tier 2: Certified ESE or approved out of field providing support/co-teaching 2 or more periods per day and managing assigned caseload up to 19 IEPs. Tier 2 is the highest tier eligible for non-certified ESE teachers. |
|                    |        | 2,500 | SUGE3 | ESE - Tier 3: Certified ESE providing support/co-teaching/resource setting (more than 1/2 of the day) or having a caseload of 20 or more IEPs. Tier 3 is exclusively for ESE certified teachers.                               |

|                       |     |       |  |  |
|-----------------------|-----|-------|--|--|
| <b>One-Time Bonus</b> | XXX | 700   |  | ESOL                                   |
|                       | XXX | 700   |  | Reading Endorsement                    |
|                       | 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 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                                  |
| 1,200 | SPLCP | PLCP Mentoring Bonus - (Maximum 2 Mentees Simultaneously) |
| 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

|       |       |                         |
|-------|-------|-------------------------|
| 1,960 | SUG61 | District Negotiator (2) |
| 1,900 | SUG09 | Data Systems Analyst    |

## For Other Personnel

|       |        |  |
|-------|--------|--|
| 6,492 | SUG44  | Occupational Therapy/Physical Therapy/Behavioral Therapy                           |
| 500   | SUG46  | Speech Pathologist Supervisor of SLA   |
| 5,250 | SUG15  | School Psychologist (2)  |
| 5,250 | SUG 47 | Deputy Superintendent  |
| 2,050 | SUG 48 | Doctorate Degree   |
| 1,025 | SUG 49 | Specialist Degree  |
| 5,250 | SUGAC  | Air Conditioning Certification   |
| 1,308 | SCATH  | Cather Assistance  |
| 2,500 | 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 |

## 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

## 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 three (3) advertisements with no applicants or a limited number of applicants meeting minimum qualifications.