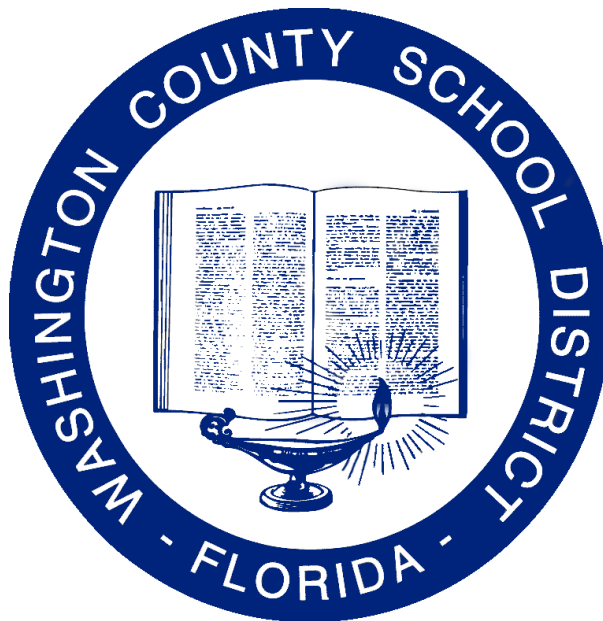


Washington County School District

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	ABS4x	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 District Safety Specialist Director of Technology 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 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 Middle School Principal 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

Years	Mental Health & Psychologists
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

Years	Occupational Therapist	COTA & Social Worker
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

Sign Language Interpreter	Annual salary	\$25,382
Nursing Clinic Attendant	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

Years	Bachelor	Master Supplement	Specialist Supplement	Doctorate Supplement
0	45,905	3,105	4,140	5,175
1	46,005	3,105	4,140	5,175
2	46,105	3,105	4,140	5,175
3	46,205	3,105	4,140	5,175
4	46,305	3,105	4,140	5,175
5	46,405	3,105	4,140	5,175
6	46,505	3,105	4,140	5,175
7	46,605	3,105	4,140	5,175
8	46,705	3,105	4,140	5,175
9	46,805	3,105	4,140	5,175
10	47,005	3,105	4,140	5,175
11	47,255	3,105	4,140	5,175
12	47,505	3,105	4,140	5,175
13	47,755	3,105	4,140	5,175
14	48,005	3,105	4,140	5,175
15	48,505	3,105	4,140	5,175
16	49,005	3,105	4,140	5,175
17	49,505	3,105	4,140	5,175
18	50,005	3,105	4,140	5,175
19	50,505	3,105	4,140	5,175
20	51,005	3,105	4,140	5,175
21	51,505	3,105	4,140	5,175
22	52,005	3,105	4,140	5,175
23	52,505	3,105	4,140	5,175
24	53,005	3,105	4,140	5,175
25	53,505	3,105	4,140	5,175
26	54,005	3,105	4,140	5,175
27	54,505	3,105	4,140	5,175
28	55,005	3,105	4,140	5,175
29	55,505	3,105	4,140	5,175
30	56,005	3,105	4,140	5,175

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

- 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. Retirees shall receive credit on the Instructional salary scale for up to thirty (30) years of instructional experience.
- E. Advanced degrees must be held in the area of certification.

R.O.T.C Instructor

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 IBW	Rank III IMW	Rank III IM1W	Rank III 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																

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

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

²PAEC 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.

³ 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	\$29,735
400-449	29							\$22,050	\$22,491	\$22,941	\$23,406	\$24,050	\$24,693	\$25,335	\$25,978	\$26,621	
350-399	30										\$22,050	\$22,491	\$22,941	\$23,131	\$23,683	\$24,233	\$24,784

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

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

²PAEC 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>
1300-Up	<u>Pay Grade 1</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>Pay Grade 2</u>	\$71,420-\$94,836
	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 3</u>	\$64,363-\$87,810
	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	
940-1039	<u>Pay Grade 4</u>	\$60,883-\$84,300
	Assistant Federal Programs Coordinator	
	Senior IT Project Consultant & Database Developer	
	Gateway Coordinator	
	Gateway Student Coordinator	
	Consultant III	
850-939	<u>Pay Grade 5</u>	\$58,540-\$81,958
	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	
780-849	<u>Pay Grade 6</u>	\$55,615-\$76,102
	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	<u>Pay Grade 7</u>	\$50,529-\$71,420
	Resource Specialist II	
	Resource Specialist II – Cooperative Purchasing	
	Research Specialist II	
700-739	<u>Pay Grade 8</u>	\$46,247-\$66,736
	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	<u>Pay Grade 9</u>	\$32,783-\$50,346
	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>
600-649	<u>Pay Grade 10</u>	\$30,440-\$44,491
	Secretary to Executive Director	
	Copy Center Manager with Clearinghouse Duties	
	Program Assistant for Risk Management & Safety	
550-599	<u>Pay Grade 11</u>	\$28,688-\$42,149
	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	<u>Pay Grade 12</u>	\$28,125-\$39,808
	Migrant Recruiter III	
	Bookkeeper III	
	Federal Programs Recruiter III	
	Web Resource Technician	
	Graphics Design Technician	
	Copy Center Clerk	
450-499	<u>Pay Grade 13</u>	\$28,125-\$37,466
	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	<u>Pay Grade 14</u>	\$28,125-\$33,954
	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>
350-399	Bookkeeper I	\$28,125-\$31,612
	Facilities Specialist	
	<u>Pay Grade 15</u>	
	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>
1100-1299	<u>Pay Grade 17</u>	\$58,256-\$75,838
	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>	\$5,483-\$68,842
	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	
940-1039	<u>Pay Grade 19</u>	\$47,733-\$66,091
	Senior IT Project Consultant & Database Developer	
	Gateway Coordinator	
	Gateway Student Coordinator	
	Consultant III	
850-939	<u>Pay Grade 20</u>	\$45,895-\$64,255
	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	
780-849	<u>Pay Grade 21</u>	\$43,602-\$59,664
	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	<u>Pay Grade 22</u>	\$39,930-\$55,993
	Resource Specialist II	
	Resource Specialist II – Cooperative Purchasing	
	Research Specialist II	
700-739	<u>Pay Grade 23</u>	\$36,930-\$52,322
	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	<u>Pay Grade 24</u>	\$25,701-\$40,260
	Resource Specialist I	
	Research Specialist I	
	Resource Specialist I – Cooperative Purchasing	
	Resource Specialist I – Instructional Services	
	Resource Specialist I - Migrant	
	FEC Producer/Editor	
600-649	<u>Pay Grade 25</u>	\$23,688-\$34,881
	Secretary to Executive Director	
	Copy Center Manager with Clearinghouse Duties	
	Program Assistant for Risk Management & Safety	
550-599	<u>Pay Grade 26</u>	\$22,491-\$33,045
	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	
	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	<u>Pay Grade 27</u>	\$22,050-\$31,209
	Migrant Recruiter III	
	Bookkeeper III	
	Federal Programs Recruiter III	
	Web Resource Technician	
	Graphics Design Technician	
	Copy Center Clerk	
450-499	<u>Pay Grade 28</u>	\$22,050-\$29,375
	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	<u>Pay Grade 29</u>	\$22,050-\$26,621
	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
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
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OPS Pay

OPS Pay	\$15.00
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PARAPROFESSIONALS

Based on 196 / 7 hour days

Years	Para 1 NA2	Para 2 NA4
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 for each 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 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
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 - Contingent on Grant Funding - (inactive in 2025-26)	Annual salary	\$54,480	for 196 days - 7 hours/day

Transportation Specialist	Annual salary	\$57,000	for 250 days - 7 hours/day
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Business Manager - Florida Panhandle Technical College	Annual salary	\$62,000	for 250 days - 7 hours/day
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Student Affairs Manager - Florida Panhandle Technical College	Annual salary	\$62,000	for 250 days - 7 hours/day
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MAINTENANCE PERSONNEL

Based on 250 / 7 hour days

Years	Skilled Trades NMS	Craftsman NMC	SFS/ Craftsman NMP	Air Condition 8 hours/day NMH
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 amount for each year over 30	250	250	250	285

SCHOOL FOOD SERVICE PERSONNEL

186 Days

Years	Managers 7 Hr/Day NFM	7 Hr/Day NFS	4 Hr/Day 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 for each year 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

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	ESE Student Transport 182 Days 4 Hours NVD
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 amount for each year over 30	285	285	104	104	104

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

Middle School	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

FPTC	5.522	2,334	SUG18	Adult Ed Coordinator
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All Schools	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.

One-Time Bonus	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.