



LAKE WALES  
CHARTER SCHOOLS

# EMPLOYEE COMPENSATION PLAN

*Investing in Our People.  
Inspiring Our Students. Strengthening Our Community.*



OUR PEOPLE



OUR STUDENTS



OUR FUTURE



OUR COMMUNITY

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## **Section 3 - Credit for Experience**

Employees will be paid on Step 0 until the Human Resources Department receives all written experience verification requests. Employees have up to ninety (90) days to furnish verified experience for the current year. Verifications received after ninety (90) days will not be retroactive but shall begin within two (2) payroll cycles.

The Superintendent may make other specific recommendations for employee compensation to the School Board.

### **Instructional Staff**

Instructional applicants/new hires/re-hires may be credited with up to twenty-four (24) years of verifiable teaching experience in an elementary or secondary school. Credit for experience teaching in a private school will be accepted if that school is accredited by any accrediting agency approved by the Department of Education.

### **Administrative Staff**

Administrative applicants/new hires/re-hires may be credited with up to fifteen (15) years of verifiable experience at the discretion of the Superintendent of Schools.

- The Superintendent of Schools shall evaluate the applicant's experience and recommend appropriate salary placement. Experience in the position, education, certification, school population (school-based), school performance (school-based), and market rates will all be considered in determining all administrative salaries.
- When transferring from Instructional or Support Staff to Administrative Staff, the Superintendent of Schools shall evaluate the applicant's experience and recommend appropriate salary placement.

### **Support Staff**

Support Staff applicants/new hires/re-hires may be credited with up to seven (7) years of verified full-time experience in a related field.

## **Section 4 - Stipends**

Stipends awarded to LWCS employees require a Board-approved list that includes the employee's Name, Gross Amount, and Account Code.

All additional duty stipends will not exceed 10% of the employee's base salary.

A personnel action form(PAF) and a justification for the additional duties are required if the stipend is awarded to a single individual.

# TEACHER'S PLACEMENT SCHEDULE

These schedules list the minimum and maximum salaries for members holding a valid Florida Educator's Certificate, regardless of each individual's contractual status.

For work beyond the employee's regular contract (e.g., summer school), pay will be computed at the individual's professional hourly rate.

The chart below correlates years of experience to the appropriate salary level. It will be used for all new teachers hired during FY 2026-2027. After a teacher is placed on the proper level in the year hired, they will be compensated per that year's salary schedule.

| SALARY SCHEDULES<br>FY 2025-26<br>PLACEMENT SCHEDULE |             |             |
|--|-------------|-------------|
| Experience   | Base Salary | Hourly Rate |
| 0-4  | \$47,500    | \$31.27     |
| 5-8  | \$48,180    | \$31.71     |
| 9-12   | \$48,880    | \$32.18     |
| 13-15  | \$48,980    | \$32.24     |
| 16-18  | \$50,550    | \$33.28     |
| 19   | \$52,050    | \$34.27     |
| 20   | \$52,650    | \$34.66     |
| 21   | \$53,250    | \$35.06     |
| 22   | \$54,150    | \$35.65     |
| 23   | \$54,750    | \$36.04     |
| 24   | \$55,950    | \$36.83     |

### Degree Supplements:

|  |             |
|--|-------------|
| MA   | \$ 3,162.00 |
| MA+SPECIALIST (IN FIELD OF CERTIFICATION, LCSW included) | \$ 4,517.00 |
| PHD  | \$ 6,776.00 |

### Compensation for Additional Duties:

Teachers who are directed to work in excess of the standard workday or year by a person with the authority to give such direction shall be paid their regular hourly pay rate.

### Former Instructional Employees:

Former instructional employees who are reemployed after a break in service as an instructional employee will be placed at the salary at which they left or on the current placement schedule based on years of teaching experience, whichever is higher.

# SCHOOL PSYCHOLOGIST PLACEMENT SCHEDULE- 196 contract days

| <b>EXPERIENCE LEVEL</b> | <b>SALARY</b> |
|-------------------------|---------------|
| 0-5                     | 55,650        |
| 6-11                    | 56,650        |
| 12-15                   | 57,650        |
| 16-19                   | 58,650        |
| 20                      | 59,650        |
| 21                      | 60,650        |
| 22                      | 61,650        |
| 23                      | 62,650        |
| 24                      | 63,650        |
| 25+                     | 64,650        |

## **ADVANCED DEGREE DIFFERENTIAL**

Specialist 3,000  
Doctorate 5,000

**In accordance with F.S. 1012.22(1)(C)3, an advanced degree must be held in the area of certification to qualify**

\*Extended contract available

## **Administrative Staff Positions**

Assistant Director, Business & Finance-Range IV

Assistant Principal Elementary-Range IV

Assistant Principal Middle-Range V

Assistant Principal High-Range VI

Assistant Superintendent of Business/CFO- Range X

Director of Administrative Technology-Range VIII

Director, ESE-Range IX

Director, Federal Grants-Range VII

Director, Human Resources-Range X

Director, Student Services-Range V

Director, Transportation-Range IV

Payroll Manager -Range IV

Principal Elementary- Range VII

Principal Middle-Range VIII

Principal High-Range IX

Superintendent Executive Secretary- Range I

**ADMINISTRATIVE PLACEMENT SALARY SCHEDULES (12-Month)**

| Administrative |          |          |           |          |           |           |           |            |           |           |
|----------------|----------|----------|-----------|----------|-----------|-----------|-----------|------------|-----------|-----------|
| Step           | Range I  | Range II | Range III | Range IV | Range V   | Range VI  | Range VII | Range VIII | Range IX  | Range X   |
| 0              | \$51,500 | \$59,120 | \$61,375  | \$65,955 | \$72,895  | \$75,165  | \$81,165  | \$85,595   | \$90,925  | \$95,215  |
| 1              | \$52,170 | \$59,889 | \$62,173  | \$66,812 | \$73,843  | \$76,142  | \$82,220  | \$86,708   | \$92,107  | \$96,453  |
| 2              | \$52,848 | \$60,667 | \$62,981  | \$67,681 | \$74,803  | \$77,132  | \$83,289  | \$87,835   | \$93,304  | \$97,707  |
| 3              | \$53,535 | \$61,456 | \$63,800  | \$68,561 | \$75,775  | \$78,135  | \$84,372  | \$88,977   | \$94,517  | \$98,977  |
| 4              | \$54,231 | \$62,255 | \$64,629  | \$69,452 | \$76,760  | \$79,150  | \$85,469  | \$90,133   | \$95,746  | \$100,264 |
| 5              | \$54,936 | \$63,064 | \$65,469  | \$70,355 | \$77,758  | \$80,179  | \$86,580  | \$91,305   | \$96,991  | \$101,567 |
| 6              | \$55,650 | \$63,884 | \$66,321  | \$71,270 | \$78,769  | \$81,222  | \$87,705  | \$92,492   | \$98,252  | \$102,887 |
| 7              | \$56,373 | \$64,714 | \$67,183  | \$72,196 | \$79,793  | \$82,278  | \$88,845  | \$93,695   | \$99,529  | \$104,225 |
| 8              | \$57,106 | \$65,556 | \$68,056  | \$73,135 | \$80,830  | \$83,347  | \$90,000  | \$94,913   | \$100,823 | \$105,580 |
| 9              | \$57,849 | \$66,408 | \$68,941  | \$74,085 | \$81,881  | \$84,431  | \$91,170  | \$96,146   | \$102,134 | \$106,952 |
| 10             | \$58,601 | \$67,271 | \$69,837  | \$75,049 | \$82,945  | \$85,528  | \$92,356  | \$97,396   | \$103,461 | \$108,343 |
| 11             | \$59,362 | \$68,146 | \$70,745  | \$76,024 | \$84,024  | \$86,640  | \$93,556  | \$98,663   | \$104,806 | \$109,751 |
| 12             | \$60,134 | \$69,032 | \$71,665  | \$77,012 | \$85,116  | \$87,767  | \$94,772  | \$99,945   | \$106,169 | \$111,178 |
| 13             | \$60,916 | \$69,929 | \$72,596  | \$78,014 | \$86,222  | \$88,908  | \$96,004  | \$101,244  | \$107,549 | \$112,623 |
| 14             | \$61,708 | \$70,838 | \$73,540  | \$79,028 | \$87,343  | \$90,063  | \$97,253  | \$102,561  | \$108,947 | \$114,087 |
| 15             | \$62,510 | \$71,759 | \$74,496  | \$80,055 | \$88,479  | \$91,234  | \$98,517  | \$103,894  | \$110,363 | \$115,571 |
| 16             | \$63,323 | \$72,692 | \$75,464  | \$81,096 | \$89,629  | \$92,420  | \$99,798  | \$105,245  | \$111,798 | \$117,073 |
| 17             | \$64,146 | \$73,637 | \$76,446  | \$82,150 | \$90,794  | \$93,622  | \$101,095 | \$106,613  | \$113,251 | \$118,595 |
| 18             | \$64,980 | \$74,594 | \$77,439  | \$83,218 | \$91,975  | \$94,839  | \$102,409 | \$107,999  | \$114,724 | \$120,137 |
| 19             | \$65,824 | \$75,564 | \$78,446  | \$84,300 | \$93,170  | \$96,072  | \$103,740 | \$109,403  | \$116,215 | \$121,698 |
| 20             | \$66,680 | \$76,546 | \$79,466  | \$85,396 | \$94,381  | \$97,321  | \$105,089 | \$110,825  | \$117,726 | \$123,280 |
| 21             | \$67,547 | \$77,541 | \$80,499  | \$86,506 | \$95,608  | \$98,586  | \$106,455 | \$112,266  | \$119,256 | \$124,883 |
| 22             | \$68,425 | \$78,549 | \$81,545  | \$87,631 | \$96,851  | \$99,867  | \$107,839 | \$113,725  | \$120,807 | \$126,507 |
| 23             | \$69,315 | \$79,570 | \$82,605  | \$88,770 | \$98,110  | \$101,166 | \$109,241 | \$115,203  | \$122,377 | \$128,151 |
| 24             | \$70,216 | \$80,605 | \$83,679  | \$89,924 | \$99,386  | \$102,481 | \$110,661 | \$116,701  | \$123,968 | \$129,817 |
| 25             | \$71,128 | \$81,653 | \$84,767  | \$91,093 | \$100,678 | \$103,813 | \$112,100 | \$118,218  | \$125,580 | \$131,505 |
| 26             | \$72,053 | \$82,714 | \$85,869  | \$92,277 | \$101,987 | \$105,163 | \$113,557 | \$119,755  | \$127,212 | \$133,214 |
| 27             | \$72,990 | \$83,789 | \$86,985  | \$93,477 | \$103,312 | \$106,530 | \$115,033 | \$121,312  | \$128,866 | \$134,946 |
| 28             | \$73,939 | \$84,879 | \$88,116  | \$94,692 | \$104,656 | \$107,915 | \$116,529 | \$122,889  | \$130,541 | \$136,700 |
| 29             | \$74,900 | \$85,982 | \$89,262  | \$95,923 | \$106,016 | \$109,317 | \$118,044 | \$124,487  | \$132,238 | \$138,478 |
| 30             | \$75,874 | \$87,100 | \$90,422  | \$97,170 | \$107,394 | \$110,739 | \$119,578 | \$126,105  | \$133,957 | \$140,278 |

## Support Staff Positions

Accountant- Range E07

Accounting Clerk-Range 05

Accounts Payable Clerk- Range E04

Administrative Assistant- Range 05

Bus Driver Trainer-Range E06

Coordinator, Food Service-Range E08

Fleet Manager- Range E09

Human Resources Assistant-Range E10

Information and Technology Coordinator-Range E08

Manager, Information Services/ Technology Assistant- Range E05

Mechanic-Range E06

Mental Health Coordinator-Range E07

Network Administrator/ Manager-Range E12

Payroll Clerk- Range E07

Professional Development Coordinator-Range E12

Receptionist- Range 01

Routing Coordinator-Range E07

Technology Specialist-Range 08

\*For 11-month personnel- The salary is \$6,000 less than what the schedule presents

## Support (12 Months) ADJUSTED ANNUAL

|      | E01     |          | E02     |          | E03     |          | E04     |          | E05     |          | E06     |          | E07     |          | E08     |          | E09     |          | E10     |          | E11     |          | E12     |          |
|------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|
| Step | Hourly  | E01      | Hourly  | E02      | Hourly  | E03      | Hourly  | E04      | Hourly  | E05      | Hourly  | E06      | Hourly  | E07      | Hourly  | E08      | Hourly  | E09      | Hourly  | E10      | Hourly  | E11      | Hourly  | E12      |
| 0    | \$15.55 | \$32,468 | \$16.88 | \$35,245 | \$17.55 | \$36,644 | \$18.21 | \$38,022 | \$18.67 | \$38,983 | \$20.54 | \$42,888 | \$21.21 | \$44,286 | \$22.75 | \$47,502 | \$23.57 | \$49,214 | \$24.50 | \$51,156 | \$28.51 | \$59,529 | \$31.44 | \$65,647 |
| 1    | \$15.78 | \$32,949 | \$17.13 | \$35,767 | \$17.81 | \$37,187 | \$18.48 | \$38,586 | \$18.95 | \$39,568 | \$20.85 | \$43,535 | \$21.53 | \$44,955 | \$23.09 | \$48,212 | \$23.93 | \$49,966 | \$24.86 | \$51,908 | \$28.94 | \$60,427 | \$31.91 | \$66,628 |
| 2    | \$16.02 | \$33,450 | \$17.39 | \$36,310 | \$18.08 | \$37,751 | \$18.76 | \$39,171 | \$19.23 | \$40,152 | \$21.16 | \$44,182 | \$21.85 | \$45,623 | \$23.44 | \$48,943 | \$24.29 | \$50,718 | \$25.24 | \$52,701 | \$29.37 | \$61,325 | \$32.39 | \$67,630 |
| 3    | \$16.26 | \$33,951 | \$17.65 | \$36,853 | \$18.35 | \$38,315 | \$19.04 | \$39,756 | \$19.52 | \$40,758 | \$21.48 | \$44,850 | \$22.18 | \$46,312 | \$23.79 | \$49,674 | \$24.65 | \$51,469 | \$25.62 | \$53,495 | \$29.81 | \$62,243 | \$32.88 | \$68,653 |
| 4    | \$16.51 | \$34,473 | \$17.92 | \$37,417 | \$18.62 | \$38,879 | \$19.33 | \$40,361 | \$19.82 | \$41,384 | \$21.80 | \$45,518 | \$22.51 | \$47,001 | \$24.14 | \$50,404 | \$25.02 | \$52,242 | \$26.00 | \$54,288 | \$30.26 | \$63,183 | \$33.37 | \$69,677 |
| 5    | \$16.75 | \$34,974 | \$18.19 | \$37,981 | \$18.90 | \$39,463 | \$19.62 | \$40,967 | \$20.11 | \$41,990 | \$22.13 | \$46,207 | \$22.85 | \$47,711 | \$24.51 | \$51,177 | \$25.40 | \$53,035 | \$26.39 | \$55,102 | \$30.71 | \$64,122 | \$33.87 | \$70,721 |
| 6    | \$17.00 | \$35,496 | \$18.46 | \$38,544 | \$19.19 | \$40,069 | \$19.91 | \$41,572 | \$20.41 | \$42,616 | \$22.46 | \$46,896 | \$23.19 | \$48,421 | \$24.87 | \$51,929 | \$25.78 | \$53,829 | \$26.79 | \$55,938 | \$31.17 | \$65,083 | \$34.38 | \$71,785 |
| 7    | \$17.26 | \$36,039 | \$18.74 | \$39,129 | \$19.48 | \$40,674 | \$20.21 | \$42,198 | \$20.72 | \$43,263 | \$22.80 | \$47,606 | \$23.54 | \$49,152 | \$25.25 | \$52,722 | \$26.16 | \$54,622 | \$27.19 | \$56,773 | \$31.64 | \$66,064 | \$34.90 | \$72,871 |
| 8    | \$17.52 | \$36,582 | \$19.02 | \$39,714 | \$19.77 | \$41,280 | \$20.51 | \$42,825 | \$21.03 | \$43,911 | \$23.14 | \$48,316 | \$23.89 | \$49,882 | \$25.63 | \$53,515 | \$26.56 | \$55,457 | \$27.60 | \$57,629 | \$32.12 | \$67,067 | \$35.42 | \$73,957 |
| 9    | \$17.78 | \$37,125 | \$19.30 | \$40,298 | \$20.06 | \$41,885 | \$20.82 | \$43,472 | \$21.35 | \$44,579 | \$23.49 | \$49,047 | \$24.25 | \$50,634 | \$26.01 | \$54,309 | \$26.96 | \$56,292 | \$28.01 | \$58,485 | \$32.60 | \$68,069 | \$35.95 | \$75,064 |
| 10   | \$18.05 | \$37,688 | \$19.59 | \$40,904 | \$20.36 | \$42,512 | \$21.13 | \$44,119 | \$21.67 | \$45,247 | \$23.84 | \$49,778 | \$24.62 | \$51,407 | \$26.40 | \$55,123 | \$27.36 | \$57,128 | \$28.43 | \$59,362 | \$33.09 | \$69,092 | \$36.49 | \$76,191 |
| 11   | \$18.32 | \$38,252 | \$19.88 | \$41,509 | \$20.67 | \$43,159 | \$21.45 | \$44,788 | \$21.99 | \$45,915 | \$24.20 | \$50,530 | \$24.99 | \$52,179 | \$26.80 | \$55,958 | \$27.77 | \$57,984 | \$28.86 | \$60,260 | \$33.58 | \$70,115 | \$37.04 | \$77,340 |
| 12   | \$18.59 | \$38,816 | \$20.18 | \$42,136 | \$20.98 | \$43,806 | \$21.77 | \$45,456 | \$22.32 | \$46,604 | \$24.56 | \$51,281 | \$25.36 | \$52,952 | \$27.20 | \$56,794 | \$28.19 | \$58,861 | \$29.29 | \$61,158 | \$34.09 | \$71,180 | \$37.59 | \$78,488 |
| 13   | \$18.87 | \$39,401 | \$20.49 | \$42,783 | \$21.29 | \$44,454 | \$22.10 | \$46,145 | \$22.66 | \$47,314 | \$24.93 | \$52,054 | \$25.74 | \$53,745 | \$27.61 | \$57,650 | \$28.61 | \$59,738 | \$29.73 | \$62,076 | \$34.60 | \$72,245 | \$38.16 | \$79,678 |
| 14   | \$19.16 | \$40,006 | \$20.79 | \$43,410 | \$21.61 | \$45,122 | \$22.43 | \$46,834 | \$23.00 | \$48,024 | \$25.30 | \$52,826 | \$26.13 | \$54,559 | \$28.02 | \$58,506 | \$29.04 | \$60,636 | \$30.17 | \$62,995 | \$35.12 | \$73,331 | \$38.73 | \$80,868 |
| 15   | \$19.44 | \$40,591 | \$21.11 | \$44,078 | \$21.94 | \$45,811 | \$22.77 | \$47,544 | \$23.34 | \$48,734 | \$25.68 | \$53,620 | \$26.52 | \$55,374 | \$28.44 | \$59,383 | \$29.47 | \$61,533 | \$30.63 | \$63,955 | \$35.64 | \$74,416 | \$39.31 | \$82,079 |
| 16   | \$19.73 | \$41,196 | \$21.42 | \$44,725 | \$22.27 | \$46,500 | \$23.11 | \$48,254 | \$23.69 | \$49,465 | \$26.07 | \$54,434 | \$26.92 | \$56,209 | \$28.87 | \$60,281 | \$29.92 | \$62,473 | \$31.09 | \$64,916 | \$36.18 | \$75,544 | \$39.90 | \$83,311 |
| 17   | \$20.03 | \$41,823 | \$21.74 | \$45,393 | \$22.60 | \$47,189 | \$23.46 | \$48,984 | \$24.05 | \$50,216 | \$26.46 | \$55,248 | \$27.32 | \$57,044 | \$29.30 | \$61,178 | \$30.36 | \$63,392 | \$31.55 | \$65,876 | \$36.72 | \$76,671 | \$40.50 | \$84,564 |
| 18   | \$20.33 | \$42,449 | \$22.07 | \$46,082 | \$22.94 | \$47,899 | \$23.81 | \$49,715 | \$24.41 | \$50,968 | \$26.85 | \$56,063 | \$27.73 | \$57,900 | \$29.74 | \$62,097 | \$30.82 | \$64,352 | \$32.03 | \$66,879 | \$37.27 | \$77,820 | \$41.11 | \$85,838 |
| 19   | \$20.64 | \$43,096 | \$22.40 | \$46,771 | \$23.28 | \$48,609 | \$24.16 | \$50,446 | \$24.77 | \$51,720 | \$27.26 | \$56,919 | \$28.15 | \$58,777 | \$30.19 | \$63,037 | \$31.28 | \$65,313 | \$32.51 | \$67,881 | \$37.83 | \$78,989 | \$41.72 | \$87,111 |
| 20   | \$20.94 | \$43,723 | \$22.74 | \$47,481 | \$23.63 | \$49,339 | \$24.53 | \$51,219 | \$25.15 | \$52,513 | \$27.67 | \$57,775 | \$28.57 | \$59,654 | \$30.64 | \$63,976 | \$31.75 | \$66,294 | \$32.99 | \$68,883 | \$38.40 | \$80,179 | \$42.35 | \$88,427 |
| 21   | \$21.26 | \$44,391 | \$23.08 | \$48,191 | \$23.99 | \$50,091 | \$24.90 | \$51,991 | \$25.52 | \$53,286 | \$28.08 | \$58,631 | \$29.00 | \$60,552 | \$31.10 | \$64,937 | \$32.23 | \$67,296 | \$33.49 | \$69,927 | \$38.98 | \$81,390 | \$42.98 | \$89,742 |
| 22   | \$21.58 | \$45,059 | \$23.42 | \$48,901 | \$24.35 | \$50,843 | \$25.27 | \$52,764 | \$25.91 | \$54,100 | \$28.50 | \$59,508 | \$29.43 | \$61,450 | \$31.56 | \$65,897 | \$32.71 | \$68,298 | \$33.99 | \$70,971 | \$39.56 | \$82,601 | \$43.63 | \$91,099 |
| 23   | \$21.90 | \$45,727 | \$23.77 | \$49,632 | \$24.71 | \$51,594 | \$25.65 | \$53,557 | \$26.29 | \$54,894 | \$28.93 | \$60,406 | \$29.87 | \$62,369 | \$32.04 | \$66,900 | \$33.20 | \$69,322 | \$34.50 | \$72,036 | \$40.15 | \$83,833 | \$44.28 | \$92,457 |

**SECRETARY  
PLACEMENT SCHEDULE 2026-2027**

| Years of Experience | Placement Level | SB11         | SB12         | FIN/PRN12    | EXE12        |
|---------------------|-----------------|--------------|--------------|--------------|--------------|
| 0                   | 1               | \$ 25,920.00 | \$ 31,320.00 | \$ 34,327.00 | \$ 37,333.00 |
| 1                   | 2               | \$ 26,387.00 | \$ 31,884.00 | \$ 34,932.00 | \$ 38,732.00 |
| 2                   | 3               | \$ 26,853.00 | \$ 32,448.00 | \$ 35,538.00 | \$ 39,359.00 |
| 3                   | 4               | \$ 27,320.00 | \$ 33,011.00 | \$ 36,143.00 | \$ 39,985.00 |
| 4                   | 5               | \$ 27,786.00 | \$ 33,575.00 | \$ 36,749.00 | \$ 40,612.00 |
| 5                   | 6               | \$ 28,253.00 | \$ 34,536.00 | \$ 37,793.00 | \$ 41,238.00 |
| 6                   | 7               | \$ 28,719.00 | \$ 35,496.00 | \$ 38,837.00 | \$ 41,864.00 |
| 7                   | 8               | \$ 29,186.00 | \$ 36,456.00 | \$ 39,881.00 | \$ 42,804.00 |
| 8                   | 9               | \$ 29,652.00 | \$ 37,417.00 | \$ 40,925.00 | \$ 43,744.00 |
| 9                   | 10              | \$ 30,499.00 | \$ 38,377.00 | \$ 41,969.00 | \$ 44,683.00 |
| 10                  | 11              | \$ 31,346.00 | \$ 39,338.00 | \$ 43,013.00 | \$ 45,623.00 |
| 11                  | 12              | \$ 32,193.00 | \$ 40,298.00 | \$ 44,057.00 | \$ 46,562.00 |
| 12                  | 13              | \$ 33,039.00 | \$ 41,259.00 | \$ 45,101.00 | \$ 48,128.00 |
| 13                  | 14              | \$ 33,886.00 | \$ 42,219.00 | \$ 46,145.00 | \$ 49,694.00 |
| 14                  | 15              | \$ 34,733.00 | \$ 43,180.00 | \$ 47,189.00 | \$ 51,260.00 |
| 15                  | 16              | \$ 35,580.00 | \$ 44,621.00 | \$ 48,755.00 | \$ 52,826.00 |
| 16                  | 17              | \$ 36,426.00 | \$ 46,061.00 | \$ 50,321.00 | \$ 54,392.00 |
| 17                  | 18              | \$ 37,273.00 | \$ 47,502.00 | \$ 51,887.00 | \$ 55,958.00 |
| 18                  | 19              | \$ 38,120.00 | \$ 48,943.00 | \$ 53,453.00 | \$ 57,524.00 |
| 19                  | 20              | \$ 39,433.00 | \$ 50,383.00 | \$ 55,019.00 | \$ 59,090.00 |

**Educational Supplement**

\$100/month- Associate's

\$200/month Bachelor's

\*2 years of work-related experience outside of the public school counts as one year.

**PARAPROFESSIONAL  
PLACEMENT SCHEDULE 2026-2027**

| Years of Experience | Placement Level | PA01        | PA02        | PA03        | PA04        | PA07        | PA09        |
|---------------------|-----------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 0                   | 1               | \$20,925.00 | \$21,553.00 | \$22,181.00 | \$22,808.00 | \$32,127.00 | \$34,861.00 |
| 1                   | 2               | \$21,162.00 | \$21,790.00 | \$22,418.00 | \$23,045.00 | \$33,382.00 | \$35,559.00 |
| 2                   | 3               | \$21,399.00 | \$22,027.00 | \$22,655.00 | \$23,283.00 | \$33,857.00 | \$36,256.00 |
| 3                   | 4               | \$21,636.00 | \$22,264.00 | \$22,892.00 | \$23,520.00 | \$34,331.00 | \$36,995.00 |
| 4                   | 5               | \$21,874.00 | \$22,501.00 | \$23,129.00 | \$23,757.00 | \$34,805.00 | \$37,735.00 |
| 5                   | 6               | \$22,501.00 | \$23,129.00 | \$23,757.00 | \$24,385.00 | \$35,586.00 | \$38,474.00 |
| 6                   | 7               | \$23,129.00 | \$23,757.00 | \$24,385.00 | \$25,012.00 | \$36,368.00 | \$40,037.00 |
| 7                   | 8               | \$23,757.00 | \$24,385.00 | \$25,012.00 | \$25,640.00 | \$37,149.00 | \$40,832.00 |
| 8                   | 9               | \$24,385.00 | \$25,012.00 | \$25,640.00 | \$26,268.00 | \$37,930.00 | \$41,627.00 |
| 9                   | 10              | \$25,012.00 | \$25,640.00 | \$26,268.00 | \$26,896.00 | \$38,711.00 | \$42,464.00 |
| 10                  | 11              | \$25,640.00 | \$26,268.00 | \$26,896.00 | \$27,523.00 | \$39,813.00 | \$43,301.00 |
| 11                  | 12              | \$26,268.00 | \$26,896.00 | \$27,523.00 | \$28,151.00 | \$40,915.00 | \$44,180.00 |
| 12                  | 13              | \$26,896.00 | \$27,523.00 | \$28,151.00 | \$28,779.00 | \$42,017.00 | \$45,059.00 |
| 13                  | 14              | \$27,677.00 | \$28,305.00 | \$28,932.00 | \$29,560.00 | \$43,119.00 | \$45,965.00 |
| 14                  | 15              | \$28,458.00 | \$29,086.00 | \$29,714.00 | \$30,341.00 | \$44,222.00 | \$46,886.00 |
| 15                  | 16              | \$29,239.00 | \$29,867.00 | \$30,495.00 | \$31,122.00 | \$45,324.00 | \$47,807.00 |
| 16                  | 17              | \$30,020.00 | \$30,648.00 | \$31,276.00 | \$31,904.00 | \$46,537.00 | \$48,769.00 |
| 17                  | 18              | \$30,802.00 | \$31,429.00 | \$32,057.00 | \$32,685.00 | \$47,751.00 | \$49,760.00 |
| 18                  | 19              | \$31,583.00 | \$32,211.00 | \$32,838.00 | \$33,466.00 | \$48,965.00 | \$50,750.00 |
| 19                  | 20              | \$32,517.00 | \$33,145.00 | \$33,773.00 | \$34,401.00 | \$50,429.00 | \$51,768.00 |

|    |    |             |             |             |             |  |  |
|----|----|-------------|-------------|-------------|-------------|--|--|
| 20 | 21 | \$33,452.00 | \$34,080.00 | \$34,708.00 | \$35,335.00 |  |  |
| 21 | 22 | \$34,387.00 | \$35,015.00 | \$35,642.00 | \$36,270.00 |  |  |
| 22 | 23 | \$35,321.00 | \$35,949.00 | \$36,577.00 | \$37,205.00 |  |  |
| 23 | 24 | \$36,256.00 | \$36,884.00 | \$37,512.00 | \$38,139.00 |  |  |
| 24 | 25 | \$37,191.00 | \$37,818.00 | \$38,446.00 | \$39,074.00 |  |  |
| 25 | 26 | \$38,125.00 | \$38,753.00 | \$39,381.00 | \$40,009.00 |  |  |
| 26 | 27 | \$39,060.00 | \$39,688.00 | \$40,316.00 | \$40,943.00 |  |  |
| 27 | 28 | \$39,995.00 | \$40,622.00 | \$41,250.00 | \$41,878.00 |  |  |

PA01 BASIC, CLERICAL, ESOL

PA02 ESE BASIC, ESE CLUSTER, HEALTH CLINIC, MEDIA (W/Teacher), PHYSICAL EDUCATION

PA03 PRE-K, ESE PRE-K, ESE SELF-CONTAINED, STUDENT SPECIFIC, Media w/o Teacher

PA04 VOCATIONAL TRAINERS

PA07 CDAT RBT GUARDIAN CUSTODIAN

PA09 LPN

Two years of work-related experience outside the public-school setting count as one year.

| Educational Supplement | Education Degree | Non-Education Degree |
|------------------------|------------------|----------------------|
| Credit Hours 30        | \$500.00         | \$500.00             |
| 60 hours/AA/AS         | \$500.00         | \$500.00             |
| 90 hours               | \$700.00         | \$300.00             |
| 120 hours/BA/BS        | \$700.00         | \$300.00             |
| Maximum                | \$2,400.00       | \$1,600.00           |

# LAKE WALES CHARTER SCHOOLS PERFORMANCE PAY

Florida Statute 1012.22 requires all school districts/systems to adopt a performance pay schedule by July 1, 2014. Underperformance pay and salary adjustments for both instructional personnel and school-based administrators are based on performance by 1012.34, Fla. Stat.

## Who is required to be on performance pay?

All teachers are subject to an annual contract as of July 1, 2014.

Annual Adjustments: Future yearly adjustments to the base salary shall be based on performance determined by the final summative Performance Appraisal rating on the Lake Wales Charter School's Teacher Performance Appraisal System as follows:

**Highly Effective-\$150**  
**Effective - \$100**  
**Developing/Needs Improvement - \$0**  
**Unsatisfactory - \$0**

## Administrative Performance Pay

School Leaders include the following: Principals, Assistant Principals, and Deans.

The School Leader's effectiveness rating will be based on both School Grade (67%) and VAM (33%) as follows:

| School VAM  | Effectiveness Rating |
|---|----------------------|
| 80% to 100% of teachers have HE or E Student Performance Scores                   | Highly Effective     |
| 70% to 79% of teachers have HE or E Student Performance Scores                    | Effective            |
| 60% to 69% of teachers have HE or E Performance Scores                            | Needs Improvement    |
| Needs Improvement: 0% to 59% of teachers have HE or E Student Performance Scores. | Unsatisfactory       |

| Position            | Highly Effective | Effective |
|---------------------|------------------|-----------|
| Principal           | \$300            | \$260     |
| Assistant Principal | \$250            | \$210     |
| Administrative Dean | \$175            | \$135     |

## CRITICAL SHORTAGE AREAS

LWCS Designates the following as critical shortage areas

- Reading/Language Arts K-12
- Secondary Science
- Secondary Mathematics

LWCS will pay a one-time bonus of \$1000 for newly hired qualified teachers who complete one year of teaching in the areas listed above

\*High School Principal may modify as needed for career academy positions

\*Pay for Performance will be based on available budgeted funding for the school year\*

## SUPPLEMENTS

The following salary supplement schedule will be in effect for the 2026-2027 school year. The administrator must justify all position supplements recommended by the Superintendent and approved by the School Board.

| <b>HIGH SCHOOL<br/>ATHLETIC COACHING SUPPLEMENTS</b>                                      | <b>Supplements</b> |
|---|--------------------|
| Athletic Director (All Class) (paid in prorated monthly installments) <i>See Note (1)</i> | \$5000             |
| Business Manager (paid in prorated monthly installments)                                  | \$2000             |
| Assistant Athletic Director of Facilities Maintenance                                     | \$4500             |
|   |                    |
| <b>HEAD COACHES</b>   | <b>Supplements</b> |
| Head Football (85/15 Payment)   | \$4500             |
| Head Assistant Football (85/15 Payment)   | \$3100             |
| Head Basketball (Boys/Girls)  | \$3000             |
| Head Baseball   | \$3000             |
| Head Flag Football (Girls) Spring   | \$2000             |
| Head Softball   | \$3000             |
| Head Lacrosse (Boys/Girls)  | \$2600             |
| Head Track (Boys/Girls)   | \$2600             |
| Head Beach Volleyball (Girls)   | \$2000             |
| Head Volleyball (Boys/Girls)  | \$2600             |
| Head Soccer (Boys/Girls)  | \$2600             |
| Head Wrestling (Boys/Girls)   | \$2600             |
| Head Swimming (Boys/Girls)  | \$2000             |
| Head Competitive Cheerleading <i>See Note (6)</i>   | \$1000             |
| Head Spirit Cheerleading – Fall   | \$1800             |
| Head Spirit Cheerleading – Winter   | \$1800             |
| Head Bowling (Boys/Girls)   | \$1800             |
| Head Golf (Boys/Girls)  | \$1800             |
| Head Tennis (Boys/Girls)  | \$1800             |
| Head Cross Country (Boys/Girls)   | \$1800             |
| Head Weightlifting (Boys/Girls)   | \$1800             |
|   |                    |
| <b>ASSISTANT HEAD COACHES</b>   | <b>Supplements</b> |
| Assistant Flag Football (Girls) Spring  | \$1,600            |
| Assistant Football (85/15 Payment)  | \$2700             |
| Assistant Basketball (Boys/Girls)   | \$2600             |
| Assistant Track (Boys/Girls)  | \$2000             |
| Assistant Baseball  | \$2000             |
| Assistant Softball  | \$2000             |
| Assistant Beach Volleyball (Girls)  | \$1,600            |
| Assistant Volleyball (Boys/Girls)   | \$2000             |
| Assistant Wrestling (Boys/Girls)  | \$2000             |

|   |        |
|---|--------|
| Assistant Spirit Cheerleading - Fall/Winter | \$1300 |
| Assistant Lacrosse (Boys/Girls)             | \$1800 |
| Assistant Soccer (Boys/Girls)               | \$1800 |
| <b>JUNIOR VARSITY COACHES</b>               |        |
| J.V. Basketball (Boys/Girls)                | \$1800 |
| J.V. Baseball                               | \$1800 |

|   |        |
|---|--------|
| J.V. Softball                                 | \$1800 |
| J.V. Soccer (Boys/Girls)                      | \$1800 |
| J.V. Spirit Cheerleading - Fall/Winter        | \$1300 |
| J.V. Volleyball (Boys/Girls)                  | \$1800 |
| J.V. Wrestling (Boys/Girls)                   | \$1800 |
| <b>OTHER HIGH SCHOOL ATHLETIC SUPPLEMENTS</b> |        |
| First Responder/Certified Trainer             | \$1800 |
| Weight Training                               | \$2000 |
| Intramurals (No Sports)                       | \$1200 |
| Business Manager                              | \$2000 |
| Gym Coordinator                               | \$800  |
| ESports (Co-Ed) Fall Season                   | \$1800 |
| ESports (Co-Ed) Spring Season                 | \$1800 |

|   |        |
|---|--------|
| <b>SENIOR HIGH SCHOOL SUPPLEMENTS</b>   |        |
| School Counselors (paid in prorated monthly installments over ten months)   | \$2500 |
| Testing Coordinators (paid in prorated monthly installments over ten months)  | \$2500 |
| Teachers of Dual Enrollment (designated in FOCUS and paid following completion of each semester in two prorated installments) | \$2500 |
| Band Directors – Marching <i>See Note (4)</i>   | \$3000 |
| Band Directors – Concert  | \$1800 |
| Band Directors-Non-Marching   | \$2500 |
| Associate Band Director - Marching  | \$2100 |
| Associate Band Director - Concert   | \$1000 |
| Assistant Band Directors - Marching   | \$1600 |
| Assistant Band Directors - Concert  | \$1200 |
| Orchestra Director <i>See Note (4) above</i>  | \$2800 |
| Girls Drill Team Sponsor (3) Fall   | \$1200 |
| Girls Drill Team Sponsor (3) Winter   | \$1200 |

|   |                    |
|---|--------------------|
| Yearbook Sponsor  | \$1200             |
| Newspaper   | \$1000             |
| Drama Director (One-act play, requires playbill 1 per year)   | \$1000             |
| Drama Director (Main stage production or full musical production requires playbill, one per year)   | \$2000             |
| Class Coordinator (11-12 grade)   | \$1000             |
| Choral Directors <i>See Note (5)</i>  | \$2000             |
| Student Council Sponsors  | \$1200             |
| Academic "A" Team Coach (1 per school)  | \$2000             |
| Assistant Academic "A" Team Coach (1 per school)  | \$1500             |
| National Honor Society  | \$1500             |
| Community Service Coordinator   | \$1000             |
| Chairpersons - Grade 9 through 12 and Vocational Schools (Administration will designate departments throughout the school to be based on four or more full-time teaching units, which will include a chairperson for each department) | \$1500             |
| System-Wide Student Council Sponsor   | \$1200             |
| Regional Science & Engineering Fair Coordinator (B.S. Degree - Maximum of 120 hours)  | \$2500             |
| Regional Science & Engineering Fair Assistant Coordinator (Maximum of 50 hours)   | \$1200             |
| Regional Science & Engineering Fair Assistant Coordinator (Maximum of 40 hours)   | \$1000             |
| School Coordinator for District Science Fair  | \$800              |
| School Coordinator for District History Fair  | \$800              |
| Head Teacher (away from campus - Alt. Ed, etc.)   | \$1000             |
| Scholastic Chess Team Coach   | \$800              |
| School-Wide Shows   | \$500              |
| ESE Learning Center Special Olympics Coach  |                    |
| <ul style="list-style-type: none"> <li>● Participants: One Supplement for Fall and One Supplement for Spring</li> </ul>   |                    |
| <ul style="list-style-type: none"> <li>● 1-10</li> </ul>  | \$400              |
| <ul style="list-style-type: none"> <li>● 11-20</li> </ul>   | \$500              |
| <ul style="list-style-type: none"> <li>● 21 or more</li> </ul>  | \$600              |
| Peer Teachers   | \$1500             |
| Televised Instruction Facilitator   | \$1200             |
| Federal and System-Wide Specialist (Teacher Resource Specialist Trainer/TRST)   | \$1200             |
| Safe & Drug-Free Schools Contact Person   | \$500              |
| Science Labs  | \$1000             |
| <b>MIDDLE SCHOOL SUPPLEMENTS</b>  | <b>Supplements</b> |
| <b>MIDDLE SCHOOL COACHES</b>  |                    |
| Middle School Extramural Coordinator  | \$1500             |

|                            |        |
|----------------------------|--------|
| Basketball (Boys/Girls)    | \$1000 |
| Cross Country (Boys/Girls) | \$1000 |

|                         |        |
|-------------------------|--------|
| Golf (Boys/Girls)       | \$1000 |
| Soccer (Boys/Girls)     | \$1000 |
| Tennis (Boys/Girls)     | \$1000 |
| Track (Boys/Girls)      | \$1000 |
| Volleyball (Boys/Girls) | \$1000 |
| Wrestling (Boys/Girls)  | \$1000 |

|  |        |
|--|--------|
| <b>MIDDLE SCHOOL SUPPLEMENTS</b>   |        |
| School Counselor (paid in prorated monthly installments over ten months)           | \$2500 |
| Middle School Team Leader  | \$1500 |
| Band Director (thru Grade 8)   | \$2100 |
| Choral Directors <i>See Note (5)</i>   | \$1500 |
| Orchestra Directors <i>See Note (4)</i>  | \$1600 |
| Yearbook Sponsor   | \$1000 |
| Academic "A" Team Coach (1 supplement per grade/per School for grades 6 through 8) | \$1500 |
| Middle School Honor Society (Grades 6 - 8)   | \$1200 |
| Drama (One-act play, requires playbill, one per year)                              | \$1000 |
| Drama (Main stage production or full musical production, requires playbill)        | \$2000 |
| Math Count (Grades 6, 7, or 8)   | \$1500 |
| School Coordinator for District Science Fair                                       | \$800  |
| School Coordinator for District History Fair                                       | \$800  |
| Scholastic Chess Team Coach  | \$800  |
| School-Wide Shows  | \$500  |
| Peer Teacher   | \$1500 |
| Federal and System-Wide Specialist (Teacher Resource Specialist Trainer/TRST)      | \$1200 |
|  |        |

| <b>ELEMENTARY SCHOOL SUPPLEMENTS</b>   | <b>Supplements</b> |
|--|--------------------|
| School Counselor (paid in prorated monthly installments over ten months)   | \$2500             |
| Elementary Grade Level Chairperson - Grades PreK - 5 (grade Six if Elementary) in elementary schools with four or more full-time units, including the chairperson, including ESE (Support Personnel) | \$1500             |
| Academic "A" Team Coach (1 supplement per grade/per school for grades 5 and 6 if Elementary)   | \$1500             |
| School Coordinator for District Science Fair   | \$800              |
| Scholastic Chess Team Coach  | \$800              |
| School-Wide Shows  | \$500              |
| Visual Arts Shows  | \$500              |
| Elementary Honor Society   | \$800              |
| Elementary Instructional TV  | \$800              |
| Peer Teacher   | \$1500             |
| Federal and District-Wide Specialist (Teacher Resource Specialist Trainer/TRST)  | \$1200             |

| <b>FINE ARTS SCHOOL SUPPLEMENTS<br/>(K-8 Fine Arts Schools)</b>   | <b>Supplements</b> |
|---|--------------------|
| Supplements will be paid proportionately as grades 6, 7, and 8 are added to Fine Arts Schools.                |                    |
| Band Director   | \$2100             |
| Choral Director   | \$1600             |
| Strings/Orchestra Director  | \$1600             |
| Rock 'n Roll Band Director  | \$1600             |
| Dance Instructors Coach (2)   | \$1500             |
| Staff Accompanist/Music Coordinator   | \$1500             |
| Theatre Coach - Acting (Main stage production of full musical production, one per year, requires playbill)    | \$2000             |
| Theatre Coach - Technical (Main stage production of full musical production, one per year, requires playbill) | \$2000             |
| Theatre Coach (2) One-time, one-act play requires a playbill  | \$1000             |
|   |                    |
| <b>CAREER AND TECHNICAL EDUCATION TEACHER SUPPLEMENTS</b>   | <b>Supplements</b> |
| Land Laboratory and FFA   | \$3600             |

|   |                    |
|---|--------------------|
| Fire Academy -(1) Serves as Emergency Medical Technician (EMT) Course Teacher, Career & Technical Student Organization sponsor, and performs summer equipment maintenance.  | \$2600             |
| Future Builders of America (FBA) Sponsor  | \$1500             |
| <b>Career and Technical Student Organization Sponsors</b> CECF, DECA, FBLA, FCCLA (Family, Career & Community Leaders of America - Consumer Sciences), FFEA, HOSA, TSA, VICA (Vocational Industrial Clubs of America/ SkillsUSA), FPSA (Florida Public Service Association) | \$1500             |
| OJT Teacher   | \$2500             |
| CTE Acceleration Coordinator  | \$2500             |
| National Vocational-Technical Honor Society/National Adult Education Honor Society  | \$1500             |
|   |                    |
| <b>SENIOR HIGH JROTC SUPPLEMENTS</b>  | <b>Supplements</b> |
| Drill Team  | \$2600             |
| Rifle Team  | \$2600             |
| RAIDERS Team  | \$2600             |

| <b>OTHER NON-EXTRA-CURRICULAR SUPPLEMENTS</b>   | <b>Supplements</b> |
|---|--------------------|
| <p><b>Health Contact (Completed training required to receive supplement)</b></p> <p><b>Designated Health Contact Annual Supplement</b><br/>           (For up to two (2) eligible positions across the ESP, Paraeducator, and Teacher contracts who complete mandatory training requirements (excludes Paraeducator, LPN Clinic Nurse). The eligible designated contacts must be actively employed as of May 1<sup>st</sup> and will be determined by District-wide seniority among the three agreements.) Responsibilities are defined in Article 6.7-2.</p> | \$200              |

## BUS DRIVER SALARY PLACEMENT 2026-2027

| Salary Level | Hourly Rate | Years of Experience |
|--------------|-------------|---------------------|
| 1            | \$ 19.08    | 0 to 1 year         |
| 2            | \$ 19.45    | 2 to 4 Years        |
| 3            | \$ 19.82    | 5 to 9 Years*       |
| 4            | \$ 20.60    | 10 to 12 Years      |
| 5            | \$ 21.32    | 13 to 15 Years      |
| 6            | \$ 21.51    | 16 to 18 Years      |
| 7            | \$ 21.96    | 19 to 21 Years      |
| 8            | \$ 22.64    | 22 + years          |

## BUS ATTENDANT PAY RATE:

|             |         |
|-------------|---------|
| Hourly Rate | \$15.00 |
|-------------|---------|

## Temporary Employment

### Section 1 - Temporary Position

- The position will not exist for more than six (6) consecutive months and will require less than 30 hours per week.
- The position does not offer insurance or retirement benefits.

### Section 2 - Established Part-Time Position

- Position may exist beyond six (6) consecutive months.
- The employee works less than 30 hours per week.
- The position does not offer insurance benefits.
- Administrators will try to fill temporary teaching positions with certified teachers. Vacant teaching positions will continue to be advertised until each position is filled by a certified teacher.

### Section 3 - Rates for Other Employment

Effective July 1, 2026

| Position  | Hourly Rate                     |
|---|---------------------------------|
| Substitute Teacher-High School Diploma                                | \$15.00                         |
| Substitute Teacher - AA/AS Degree                                     | \$16.00                         |
| Substitute Teacher - BA/BS Degree                                     | \$17.00                         |
| Substitute Teacher-MA/MS Degree                                       | \$18.00                         |
| Substitute Teacher- PhD   | \$19.00                         |
| Interim/Long-term Substitute (Paid after ten consecutive assignments) | varies based on the hourly rate |
| Substitute LPN  | \$21.27                         |
| Sub - Paraprofessional  | \$15.00                         |
| Sub - Bus Driver  | \$19.08                         |
| After School Aide   | \$15.00                         |
| Extra Events Pay  | Current hourly rate             |
| All Other   | \$15.00                         |