

**2025-2026**

# Employee Compensation Plan

## Beginning Salary Schedule To be effective July 1, 2025

Board Approved 5/19/2025

**TABLE OF CONTENTS**

Credit for Experience……………………………………………………………………………………………….3

Stipends……………………………………………………………………………………………………………...3

Teacher Placement Schedule……………………………………………………………………………………..4

Administrative Salary Schedule……………………………………………………………………………………5

Support Staff…………………………………………………………………………………………………………6

Support Salary……………………………………………………………………………………………………….7

Secretary Salary Placement………………………………………………………………………………………..8

Para Professional Placement……………………………………………………………………………………....9

Pay for Performance………………………………………………………………………………………………..11

Supplements…………………………………………………………………………………………………………12

Bus Driver/Attendant Placement schedule……………………………………………………………………....18

Temporary Employment……………………………………………………………………………………………19

## 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), the performance of the school (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 PAF and the justification of the additional duties are required if the Stipend being awarded is for one 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 extended beyond the employee’s regular contract (may include summer school), pay will be computed in terms of 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 2025-2026. 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**  **FY 2025-26**  **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 (IN FIELD OF CERTIFICATION) $ 3,162.00

MA+SPECIALIST (IN FIELD OF CERTIFICATION) $ 4,517.00

PHD $ 6,776.00

**Compensation for Additional Duties:**

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

**Former Instructional Employees:** – Effective July 1, 2025

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 scheduled based on years of teaching experience, whichever is higher.

**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 |

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

**Support Staff Positions**

Accountant- Range E07

Accounts Payable Clerk- Range E04

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

Mechanic-Range E06

Mental Health Coordinator-Range E07

Network Administrator/ Manager-Range E12

Payroll Clerk- Range E07

Professional Development Coordinator-Range E12

Routing Coordinator-Range E07

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Support (12 Months) | | | | | | | | | | | | | | | | | | | | | | | | |
| Step | E01  Hourly | E01 | E02  Hourly | E02 | E03  Hourly | E03 | E04  Hourly | E04 | E05  Hourly | E05 | E06  Hourly | E06 | E07  Hourly | E07 | E08  Hourly | E08 | E09  Hourly | E09 | E10  Hourly | E10 | E11  Hourly | E11 | E12  Hourly | E12 |
| 0 | $15.55 | $29,158 | $16.88 | $31,652 | $17.55 | $32,902 | $18.21 | $34,145 | $18.67 | $35,006 | $20.54 | $38,514 | $21.21 | $39,770 | $22.75 | $42,653 | $23.57 | $44,203 | $24.50 | $45,931 | $28.51 | $53,457 | $31.44 | $58,954 |
| 1 | $15.78 | $29,596 | $17.13 | $32,127 | $17.81 | $33,395 | $18.48 | $34,658 | $18.95 | $35,531 | $20.85 | $39,092 | $21.53 | $40,367 | $23.09 | $43,293 | $23.93 | $44,866 | $24.86 | $46,620 | $28.94 | $54,258 | $31.91 | $59,838 |
| 2 | $16.02 | $30,039 | $17.39 | $32,608 | $18.08 | $33,896 | $18.76 | $35,177 | $19.23 | $36,064 | $21.16 | $39,678 | $21.85 | $40,972 | $23.44 | $43,942 | $24.29 | $45,539 | $25.24 | $47,319 | $29.37 | $55,072 | $32.39 | $60,736 |
| 3 | $16.26 | $30,490 | $17.65 | $33,098 | $18.35 | $34,405 | $19.04 | $35,705 | $19.52 | $36,605 | $21.48 | $40,273 | $22.18 | $41,587 | $23.79 | $44,601 | $24.65 | $46,222 | $25.62 | $48,029 | $29.81 | $55,898 | $32.88 | $61,647 |
| 4 | $16.51 | $30,947 | $17.92 | $33,594 | $18.62 | $34,921 | $19.33 | $36,241 | $19.82 | $37,154 | $21.80 | $40,877 | $22.51 | $42,211 | $24.14 | $45,270 | $25.02 | $46,915 | $26.00 | $48,750 | $30.26 | $56,737 | $33.37 | $62,572 |
| 5 | $16.75 | $31,412 | $18.19 | $34,098 | $18.90 | $35,445 | $19.62 | $36,784 | $20.11 | $37,712 | $22.13 | $41,491 | $22.85 | $42,844 | $24.51 | $45,949 | $25.40 | $47,619 | $26.39 | $49,481 | $30.71 | $57,588 | $33.87 | $63,510 |
| 6 | $17.00 | $31,883 | $18.46 | $34,609 | $19.19 | $35,976 | $19.91 | $37,336 | $20.41 | $38,277 | $22.46 | $42,113 | $23.19 | $43,487 | $24.87 | $46,639 | $25.78 | $48,333 | $26.79 | $50,223 | $31.17 | $58,452 | $34.38 | $64,463 |
| 7 | $17.26 | $32,361 | $18.74 | $35,129 | $19.48 | $36,516 | $20.21 | $37,896 | $20.72 | $38,852 | $22.80 | $42,745 | $23.54 | $44,139 | $25.25 | $47,338 | $26.16 | $49,058 | $27.19 | $50,976 | $31.64 | $59,329 | $34.90 | $65,430 |
| 8 | $17.52 | $32,846 | $19.02 | $35,656 | $19.77 | $37,064 | $20.51 | $38,465 | $21.03 | $39,434 | $23.14 | $43,386 | $23.89 | $44,801 | $25.63 | $48,048 | $26.56 | $49,794 | $27.60 | $51,741 | $32.12 | $60,219 | $35.42 | $66,411 |
| 9 | $17.78 | $33,339 | $19.30 | $36,190 | $20.06 | $37,620 | $20.82 | $39,042 | $21.35 | $40,026 | $23.49 | $44,037 | $24.25 | $45,473 | $26.01 | $48,769 | $26.96 | $50,541 | $28.01 | $52,517 | $32.60 | $61,122 | $35.95 | $67,408 |
| 10 | $18.05 | $33,839 | $19.59 | $36,733 | $20.36 | $38,184 | $21.13 | $39,627 | $21.67 | $40,626 | $23.84 | $44,697 | $24.62 | $46,155 | $26.40 | $49,501 | $27.36 | $51,299 | $28.43 | $53,305 | $33.09 | $62,039 | $36.49 | $68,419 |
| 11 | $18.32 | $34,347 | $19.88 | $37,284 | $20.67 | $38,757 | $21.45 | $40,222 | $21.99 | $41,236 | $24.20 | $45,368 | $24.99 | $46,848 | $26.80 | $50,243 | $27.77 | $52,069 | $28.86 | $54,105 | $33.58 | $62,969 | $37.04 | $69,445 |
| 12 | $18.59 | $34,862 | $20.18 | $37,843 | $20.98 | $39,338 | $21.77 | $40,825 | $22.32 | $41,854 | $24.56 | $46,048 | $25.36 | $47,550 | $27.20 | $50,997 | $28.19 | $52,850 | $29.29 | $54,916 | $34.09 | $63,914 | $37.59 | $70,487 |
| 13 | $18.87 | $35,385 | $20.49 | $38,411 | $21.29 | $39,928 | $22.10 | $41,437 | $22.66 | $42,482 | $24.93 | $46,739 | $25.74 | $48,263 | $27.61 | $51,762 | $28.61 | $53,642 | $29.73 | $55,740 | $34.60 | $64,872 | $38.16 | $71,544 |
| 14 | $19.16 | $35,916 | $20.79 | $38,987 | $21.61 | $40,527 | $22.43 | $42,059 | $23.00 | $43,119 | $25.30 | $47,440 | $26.13 | $48,987 | $28.02 | $52,538 | $29.04 | $54,447 | $30.17 | $56,576 | $35.12 | $65,846 | $38.73 | $72,617 |
| 15 | $19.44 | $36,454 | $21.11 | $39,572 | $21.94 | $41,135 | $22.77 | $42,690 | $23.34 | $43,766 | $25.68 | $48,151 | $26.52 | $49,722 | $28.44 | $53,326 | $29.47 | $55,264 | $30.63 | $57,425 | $35.64 | $66,833 | $39.31 | $73,706 |
| 16 | $19.73 | $37,001 | $21.42 | $40,166 | $22.27 | $41,752 | $23.11 | $43,330 | $23.69 | $44,423 | $26.07 | $48,874 | $26.92 | $50,468 | $28.87 | $54,126 | $29.92 | $56,093 | $31.09 | $58,286 | $36.18 | $67,836 | $39.90 | $74,812 |
| 17 | $20.03 | $37,556 | $21.74 | $40,768 | $22.60 | $42,378 | $23.46 | $43,980 | $24.05 | $45,089 | $26.46 | $49,607 | $27.32 | $51,225 | $29.30 | $54,938 | $30.36 | $56,934 | $31.55 | $59,160 | $36.72 | $68,853 | $40.50 | $75,934 |
| 18 | $20.33 | $38,120 | $22.07 | $41,380 | $22.94 | $43,014 | $23.81 | $44,640 | $24.41 | $45,765 | $26.85 | $50,351 | $27.73 | $51,993 | $29.74 | $55,762 | $30.82 | $57,788 | $32.03 | $60,048 | $37.27 | $69,886 | $41.11 | $77,073 |
| 19 | $20.64 | $38,691 | $22.40 | $42,000 | $23.28 | $43,659 | $24.16 | $45,309 | $24.77 | $46,452 | $27.26 | $51,106 | $28.15 | $52,773 | $30.19 | $56,599 | $31.28 | $58,655 | $32.51 | $60,948 | $37.83 | $70,934 | $41.72 | $78,229 |
| 20 | $20.94 | $39,272 | $22.74 | $42,630 | $23.63 | $44,314 | $24.53 | $45,989 | $25.15 | $47,149 | $27.67 | $51,873 | $28.57 | $53,565 | $30.64 | $57,447 | $31.75 | $59,535 | $32.99 | $61,863 | $38.40 | $71,998 | $42.35 | $79,403 |
| 21 | $21.26 | $39,861 | $23.08 | $43,270 | $23.99 | $44,979 | $24.90 | $46,679 | $25.52 | $47,856 | $28.08 | $52,651 | $29.00 | $54,368 | $31.10 | $58,309 | $32.23 | $60,428 | $33.49 | $62,791 | $38.98 | $73,078 | $42.98 | $80,594 |
| 22 | $21.58 | $40,459 | $23.42 | $43,919 | $24.35 | $45,653 | $25.27 | $47,379 | $25.91 | $48,574 | $28.50 | $53,441 | $29.43 | $55,184 | $31.56 | $59,184 | $32.71 | $61,334 | $33.99 | $63,732 | $39.56 | $74,174 | $43.63 | $81,803 |
| 23 | $21.90 | $41,066 | $23.77 | $44,578 | $24.71 | $46,338 | $25.65 | $48,090 | $26.29 | $49,302 | $28.93 | $54,242 | $29.87 | $56,012 | $32.04 | $60,072 | $33.20 | $62,254 | $34.50 | $64,688 | $40.15 | $75,287 | $44.28 | $83,030 |

**SECRETARY**

**PLACEMENT SCHEDULE 2025-2026**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 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 |

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

**PARAPROFESSIONAL**

**PLACEMENT SCHEDULE 2025‐2026**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 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 GUARDIAN RBT

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

## SUPPLEMENTS

**The following salary supplement schedule will be in effect for the school year 2025-2026. The administrator must justify all position supplements recommended by the Superintendent and approved by the School Board.**

|  |  |
| --- | --- |
| **HIGH SCHOOL**  **ATHLETIC COACHING SUPPLEMENTS** | **Supplements** |
| Athletic Director (All Class) (paid in prorated monthly installments) *See Note (1)* | $5000 |
| Business Manager (paid in prorated monthly installments) | $2000 |
|  |  |
| **HEAD COACHES** | **Supplements** |
| 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 *See Note (6)* | $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 |
|  |  |
| **ASSISTANT HEAD COACHES** | **Supplements** |
| 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 |
|  |  |
| **JUNIOR VARSITY COACHES** | **Supplements** |
| 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 |
|  |  |
| **OTHER HIGH SCHOOL ATHLETIC SUPPLEMENTS** | **Supplements** |
| 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 |

|  |  |
| --- | --- |
| **SENIOR HIGH SCHOOL SUPPLEMENTS** | **Supplements** |
| 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 *See Note (4)* | $3000 |
| Band Directors – Concert | $1800 |
| Band Directors-Non-Marching Harrison | $2500 |
| Associate Band Director - Marching | $2100 |
| Associate Band Director - Concert | $1000 |
| Assistant Band Directors - Marching | $1600 |
| Assistant Band Directors - Concert | $1200 |
| Orchestra Director *See Note (4) above* | $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 *See Note (5)* | $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 |  |
| * Participants: One Supplement for Fall and One Supplement for Spring |  |
| * 1-10 | $400 |
| * 11-20 | $500 |
| * 21 or more | $600 |
| Peer Teachers | $1500 |
| Televised Instruction Facilitator | $1200 |
| Federal and District Wide Specialist (Teacher Resource Specialist Trainer/TRST) | $1200 |
| Safe & Drug-Free Schools Contact Person | $500 |
| Science Labs | $1000 |
| **MIDDLE SCHOOL SUPPLEMENTS** | **Supplements** |
| **MIDDLE SCHOOL COACHES** |  |
| 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 |
| **MIDDLE SCHOOL SUPPLEMENTS** |  |
| School Counselor (paid in prorated monthly installments over ten months) | $2500 |
| Middle School Team Leader | $1500 |
| Band Director (thru Grade 8) | $2100 |
| Choral Directors *See Note (5)* | $1500 |
| Orchestra Directors *See Note (4)* | $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 District Wide Specialist (Teacher Resource Specialist Trainer/TRST) | $1200 |
|  |  |

|  |  |
| --- | --- |
| **ELEMENTARY SCHOOL SUPPLEMENTS** | **Supplements** |
| 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 |
| Sch ool-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 |

|  |  |  |
| --- | --- | --- |
| **FINE ARTS SCHOOL SUPPLEMENTS**  **(K-8 Fine Arts Schools)** | | **Supplements** |
| 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 |
|  | |  |
| **CAREER AND TECHNICAL EDUCATION TEACHER SUPPLEMENTS** | | **Supplements** |
| Land Laboratory and FFA | | $3600 |
| Fire Academy - Bartow Senior (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 | |
| **Career and Technical Student Organization Sponsors** 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 | |
| National Vocational-Technical Honor Society/National Adult Education Honor Society | | $1500 | |
|  | |  | |
| **SENIOR HIGH JROTC SUPPLEMENTS** | | **Supplements** | |
| Drill Team | | $2600 | |
| Rifle Team | | $2600 | |
| RAIDERS Team | | $2600 | |

|  |  |
| --- | --- |
| **OTHER NON-EXTRA CURRICULAR SUPPLEMENTS** | **Supplements** |
| **Health Contact (Completed training required to receive supplement)**  **Designated Health Contact Annual Supplement** (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 1st and will be determined by District-wide seniority among the three agreements.) Responsibilities are defined in Article 6.7-2. | $200 |

### BUS DRIVER SALARY PLACEMENT 2025-2026

|  |  |  |
| --- | --- | --- |
| Salary Level | Hourly Rate | Years of Experience |
| 1 | $ 18.50 | 0 to 1 year |
| 2 | $ 18.87 | 2 to 4 Years |
| 3 | $ 19.24 | 5 to 9 Years\* |
| 4 | $ 20.02 | 10 to 12 Years |
| 5 | $ 20.74 | 13 to 15 Years |
| 6 | $ 20.93 | 16 to 18 Years |
| 7 | $ 21.38 | 19 to 21 Years |
| 8 | $ 22.06 | 22 + years |

**BUS ATTENDANT PAY RATE:**

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

# Temporary Employment

## Section 1 - Temporary Position

* The position will not exist beyond six (6) consecutive months and will work 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 a certified teacher fills each position.

## Section 3 - Rates for Other Employment

**Effective July 1, 2025**

**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 | $18.50 |
| After School Aide | $15.00 |
| Extra Events Pay | Current hourly rate |
| All Other | $15.00 |