PUTNAM COUNTY SCHOOL DISTRICT
CLASSIFIED PERSONNEL SALARY SCHEDULE
2026-2027

DESCRIPTION	0	1	2-3	4-6	7-9	10-12	13-14	15-16	17 & Up
CLERICAL									
Clerk Typist, School	15.85	16.15	16.35	16.55	16.75	17.00	17.25	18.00	18.25
Secretary	16.05	16.50	16.75	17.14	17.47	18.05	18.59	19.51	19.76
Bookkeeper	16.05	16.75	17.42	17.87	18.17	18.80	19.32	20.25	20.50
Account Clerk	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
CUSTODIAL									
Other Maintenance Personnel (Custodial Asst)	Minimum wage								
Custodian	15.85	16.15	16.35	16.55	16.75	17.00	17.25	18.00	18.25
Head Custodian	17.25	17.75	18.25	18.75	19.25	20.00	20.75	21.00	21.25
FOOD SERVICE									
Food Service Helper	Minimum wage								
SFS Worker/Assistant	16.05	16.35	16.65	16.94	17.24	17.85	18.38	19.33	19.58
Assistant Food Service Manager	18.75	19.36	20.29	20.75	21.09	21.69	22.18	23.15	23.40
Satellite Ass't, SFS Manager	18.75	19.36	20.29	20.75	21.09	21.69	22.18	23.15	23.40
Training Coordinator/Secretary	16.75	17.81	18.75	19.20	19.53	20.11	20.65	21.57	21.82
Bookkeeper Food Service	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
Equipment Mechanic	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29
INSTRUCTIONAL									
Self Care Aide	15.85	16.15	16.35	16.55	16.75	17.00	17.25	18.00	18.25
Parent Educator - Title I / Migrant Ed	15.85	16.15	16.35	16.55	16.75	17.00	17.25	18.00	18.25
Paraprofessional	15.85	16.15	16.35	16.55	16.75	17.00	17.25	18.00	18.25
Pre-K Associate	18.75	19.25	19.75	20.25	20.75	21.25	21.75	22.25	22.75
MAINTENANCE									
Deliveryman	15.85	16.10	16.35	16.60	16.92	17.49	18.03	19.00	19.25
Grounds Maintenance Technician	15.85	16.10	16.35	16.60	16.92	17.49	18.03	19.00	19.25
Laborer, Operations	15.85	16.10	16.35	16.60	16.92	17.49	18.03	19.00	19.25
Distribution Specialist	16.05	16.75	17.42	17.87	18.17	18.80	19.32	20.25	20.50
Electrician I	16.05	16.75	17.75	18.18	18.55	19.11	19.65	20.56	20.81
Painter	16.05	16.75	17.75	18.18	18.55	19.11	19.65	20.56	20.81
Supplies Specialist, Maintenance	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
Fencing Specialist	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
Carpenter	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
Lead Painter	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
Lead Worker	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
Planning Specialist	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
Tradesworker	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
Cabinet Maker	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29
Air Condition & Refrig. Mechanic	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29
Electrician	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29
Electronics Technician, Maintenance	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29
Equipment Mechanic	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29
Locksmith & Access Control Technician	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29
Plumber	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29
Foreman, Maintenance:									
Lead HVAC	21.03	23.33	24.84	25.30	25.62	26.23	26.77	27.69	27.94
Lead Cabinet Maker	21.03	23.33	24.84	25.30	25.62	26.23	26.77	27.69	27.94
Lead Locksmith & Access Control Technician	21.03	23.33	24.84	25.30	25.62	26.23	26.77	27.69	27.94
Senior Plumber	21.03	23.33	24.84	25.30	25.62	26.23	26.77	27.69	27.94
Senior Electrician	21.03	23.33	24.84	25.30	25.62	26.23	26.77	27.69	27.94

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June 23, 2026
Amended
September 30, 2026

MEDIA/DATA ENTRY									
Computer Repair Technician Assistant	15.85	16.10	16.35	16.60	16.92	17.49	18.03	19.00	19.25
Data Entry Operator, School	16.05	16.75	17.42	17.87	18.17	18.80	19.32	20.25	20.50
Senior Data Entry Operator	16.75	17.31	18.25	18.69	19.04	19.61	20.14	21.07	21.32
Media Technician	16.75	18.21	19.34	19.77	20.11	20.69	21.23	22.16	22.41
Data Analyst	16.75	18.42	19.58	20.00	20.32	20.93	21.45	22.41	22.66
Computer Repair Technician	16.75	18.93	20.11	20.51	20.87	21.42	21.98	22.91	23.16
Communications Technician	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29
MEDICAL									
Nurse Assistant (CNA)	15.85	16.15	16.35	16.55	16.75	17.00	17.25	18.00	18.25
Nurse, Practical (LPN)	16.75	18.21	19.34	19.77	20.11	20.69	21.23	22.16	22.41
OT Assistant / Licensed	21.03	23.33	24.84	25.30	25.62	26.23	26.77	27.69	27.94
Nurse Registered (RN)	27.31	29.39	31.34	31.78	32.13	32.81	33.30	34.25	34.50
TRANSPORTATION									
Bus Aide	15.85	16.15	16.35	16.55	16.75	17.00	17.25	18.14	18.39
Parts Clerk	15.85	16.10	16.35	16.60	16.92	17.49	18.03	19.00	19.25
Clerk, Internal Services	16.05	16.75	17.42	17.87	18.17	18.80	19.32	20.25	20.50
Mechanic II	16.55	16.80	17.72	18.14	18.46	19.04	19.58	20.54	20.79
Bus Driver	17.94	18.74	19.69	20.14	20.47	21.05	21.59	23.68	23.93
Paint & Body Repairman	16.75	17.21	18.26	18.70	19.04	19.63	20.18	21.09	21.34
Parts Manager	16.75	18.93	20.12	20.51	20.87	21.42	21.97	22.90	23.15
Mechanic	17.46	19.54	20.59	21.04	21.35	21.95	22.52	23.42	23.67
Lead Mechanic	18.48	20.87	22.20	22.64	22.98	23.58	24.10	25.04	25.29

Current employees will maintain credit for the experience previously granted. Personnel employed by The Putnam County School District for the first time will begin their employment with the lessor of actual years of experience or three (3) years of documented job-related experience and earn a year of experience for payroll purposes for each year they work. If an employee earned experience during a previous tenure with The Putnam County School District, full credit will be granted and the employee will earn a year of experience for payroll purposes for each year they work. Employees on Board Approved leave will not be considered to have broken their employment with The Putnam County School District. School-based Food Service workers will be furnished up to 181 meals per year.

The benefits listed below are available to full time employees:
1. Life Insurance - one times annual salary (maximum $50,000.00).
2. Retirement - Board paid retirement (as set by the Florida Legislature)
3. FICA/Medicare - Board portion currently 7.65% of salary (as set by the Federal Government)
4. Section 125 Cafeteria Plan - enrollment fees paid by the Board.
5. Group Health Insurance

For those employees meeting the requirements of Article 16 of the collective bargaining agreement, an additional amount will be added to the above rates.

*Annual Supplement for Paraprofessionals:

Individual Paras:	Self-Care needs - $1,500
	Academic/Behavior needs - $1,250
Other ESE Paras:	Self-contained classes - $1,000
	ESE PreK - $1,000
Elementary Specials:	$1,500

The Superintendent may award $250.00 to each school's nominee for Putnam County Support Associate of the year.

The hourly rate of compensation for additional grant funded employment opportunities will be negotiated with prior to the submission of the grant application if compensation will be at less than the employee's hourly rate of pay.

Upon recommendation of the supervisor, and with approval of the Superintendent, or his/her designee, classified personnel may receive Differentiated Pay not to exceed $4,500.00 annually for other duties assigned.

All requests for Differentiated Pay will be reviewed by a committee consisting of two (2) members appointed by the superintendent and two (2) members appointed by the PFT/U. Approval of requests will be determined by consensus within this committee. In the absence of objections within 30 days, consensus by the committee will be assumed. This approval is conditional upon the availability of funds and is capped at $60,000.

Classified Personnel who work one (1) day over half the year for their pay type will advance to the next step on July 1st.

Due to the absensce of a teacher and the lack of an available substitute, a Classified Employee may be assigned by his/her principal/supervisor as a substitute for the teacher. The Classified Employee will receive a $35.00 supplement for a full day (at least 75% of a day).

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