

**PUTNAM COUNTY SCHOOL DISTRICT
INSTRUCTIONAL SALARY SCHEDULE
2025-2026**

GRANDFATHERED SALARY SCHEDULE

Classification of Instructional Employees is based on their "Level".
Placement will be determined by years of Experience.
Each classification has a different salary adjustment based on employee's years served in the District.

LEVEL	Bachelor's Degree	Master's Degree
Placement III		
9	\$ 51,470	\$ 54,187
10	\$ 52,365	\$ 55,079
11	\$ 53,260	\$ 55,974
12	\$ 54,155	\$ 56,869
13	\$ 55,050	\$ 57,764
14	\$ 55,945	\$ 58,659
15	\$ 56,840	\$ 59,554
16	\$ 57,735	\$ 60,449
17	\$ 58,630	\$ 61,344
18	\$ 59,525	\$ 62,239
19	\$ 60,420	\$ 63,134
20	\$ 61,315	\$ 64,029
21	\$ 62,210	\$ 64,924
22	\$ 63,105	\$ 65,819
23	\$ 64,000	\$ 66,714
24	\$ 64,895	\$ 67,609

PERFORMANCE PAY SALARY SCHEDULE

Initial classification placement for instructional employees is based on years of experience in Florida or out of state experience. Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation instrument.
Performance Pay stands in lieu of a normal step increase when step is awarded.

LEVEL	Bachelor's Degree	Master's Degree
Placement I		
0	\$ 48,000	\$ 50,146
1	\$ 48,150	\$ 50,296
2	\$ 48,300	\$ 50,446
3	\$ 48,450	\$ 50,596
4	\$ 48,600	\$ 50,746
5	\$ 48,750	\$ 50,896
6	\$ 48,900	\$ 51,046
7	\$ 49,050	\$ 51,196
H.E.	\$ 151.00	
Eff.	\$ 150.75	

LEVEL	Bachelor's Degree	Master's Degree
Placement II		
8	\$ 50,575	\$ 53,292
H.E.	\$ 601.00	
Eff.	\$ 600.75	

LEVEL	Bachelor's Degree	Master's Degree
Placement III		
9	\$ 51,470	\$ 54,187
10	\$ 52,365	\$ 55,079
11	\$ 53,260	\$ 55,974
12	\$ 54,155	\$ 56,869
13	\$ 55,050	\$ 57,764
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23	\$ 64,000	\$ 66,714
24	\$ 64,895	\$ 67,609
H.E.	\$896.00	
Eff.	\$895.75	

**Advanced Degree Supplement Schedule
Master's Degree**

Years of Experience	Supplement
0-2	\$2,146
3-4	\$2,323
5-7	\$2,273
8-9	\$2,717
10-12	\$2,714
13-14	\$3,416
15-17	\$4,339
18-19	\$4,333
20+	\$4,646

Employees who work one (1) day over half the year will automatically advance to the next level on July 1st.

Specialist Degree - add \$1,500 to the Master's Degree Salary.

Doctorate Degree - add \$3,000 to the Master's Degree Salary.

*Physical Therapist, Occupational Therapist, School Psychologist - hired before June 30, 2014 - \$68,869 (12 mths) or \$57,391 (10 mths).

*Physical Therapist, Occupational Therapist, School Psychologist - hired after June 30, 2014 - Instructional salary schedule plus \$8,000 supplement (10 mths).

*Speech/Language Pathologist - hired before June 30, 2016 - \$57,718 per year with Certificaton of Clinical Competence (3-C's) (10 mths).

*Speech/Language Pathologist - hired after June 30, 2016 - Instructional salary schedule plus \$8,000 supplement (10 mths).

JROTC Instructors and Senior Army Instructors hired after 2/29/00 will be paid the minimum salary required by our contract with The Army. New hires as of 1/2015 will be a 11 month position.

12 month instructional personnel will be paid at a factor of 1.2 of the 10 month salary (20% more) unless specifically addressed above.

*Physical Therapists, Occupational Therapists, and School Psychologists hired after June 30, 2014 will be placed on the Instructional Salary Schedule (in accordance with their degree and years of experience) and receive an annual supplement of \$8,000. Those hired before June 30, 2014 will be grandfathered in at their current salary (\$68,869 for 12 months, \$57,391 for 10 months) with the option to move to the new 10 months salary (Instructional Salary Schedule plus \$8,000 supplement) at the time of their choosing.

*Speech/Language Pathologists hired after June 30, 2016 will be placed on the Instructional Salary Schedule (in accordance with their degree and years of experience) and receive an annual supplement of \$8,000. Those hired before June 30, 2016 will be grandfathered in at their current salary (\$57,718 for 10 months per year with Certification of Clinical Competence - 3 C's) with the option to move to the new 10 month salary (Instructional Salary Schedule plus \$8,000 supplement) when they reach level 10.

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*Certified Guidance Counselors serving as Guidance Counselors will receive an annual supplement of \$5,000.

*Mental Health Counselors (10 month contract) will be placed on the Instructional Salary Schedule (in accordance with their degree and years of experience) and receive an annual supplement of \$8,000.00.

*Annual Supplement for Instructional at MLC and Cluster Class at IJSHS - \$1,500

The Superintendent may award \$250 to each school's nominee for Putnam County Teacher of the Year

Upon recommendation of the Principal or supervisor, and with approval of the Superintendent, or his/her designee, instructional personnel may receive a supplement not to exceed \$4,500.00 annually for other duties assigned not currently covered by existing supplements.

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

The benefits listed below are available to full-time employees:

1. Life Insurance - 1 times annual salary (maximum \$50,000).
2. Retirement - Board paid retirement (as set by the Florida Legislature).
3. FICA/Medicare - Board portion currently 7.65% of salary.
4. Section 125 Cafeteria Plan - enrollment fees paid by The Board.
5. Group Health Insurance.

Differentiated Pay: Beginning with the 2007-2008 school year, the District will offer eligible and approved instructional personnel differentiated compensation in one or more of the qualifying areas that follow:

1-Additional Responsibilities---eligible and approved personnel may receive additional supplements for other duties assigned by their site supervisor as listed on the attached Supplement Salary Schedule.

2-School Demographics---eligible and approved personnel may receive up to \$4,500 as a one time supplement to relocate to schools which have been identified by the District as "hard to staff" schools.

3-Level of Job Difficulty---eligible and approved personnel may receive up to \$4,500 as a supplement for difficult duties or challenging instructional assignments not normally associated with their job description. This includes Exceptional Education teachers who have been assigned as full-time teachers in a standard classroom but are additionally responsible for the writing of individual Education Plans for students at their work site.

4-District or State Defined Critical Shortage Areas---the District may award up to \$4,500 as a one time supplement to attract teaching personnel for instructional assignments determined by the District or State to be critical teacher shortage areas.

All teachers new to Putnam County shall receive credit with the Florida Retirement System (FRS) for all previous teaching experience in Florida and be placed at the same step on the salary schedule as other Putnam County teachers with the same number of years of experience for which the new teacher has an effective or higher summative evaluation (See Article 10, para. 8). Teachers from out of state or from non-public schools (recognized by a national or regional accrediting association) who held a state issued teaching credential during the time of service shall receive credit for experience which qualifies under Article 10, section A, para 8 and be placed at the same step on the salary schedule as other Putnam County teachers with the same number of years of experience.