

MARTIN COUNTY SCHOOL DISTRICT SALARY SCHEDULE

2026-2027



Mission Statement: Educate all students for success
Vision Statement: A dynamic educational system of excellence

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Note:

*1. The Superintendent has the authority to initially hire district administrators within the salary hiring range for each position. All changes in salary for current administrators need Martin County School District Board approval, unless it is within the approved salary hiring range. The Superintendent has the authority to hire employees into contracts with less days than are listed on any job description and in the salary book.

*2. Assistant Superintendent, Chief, and Executive Director positions are Market Level staff (M), signifying that their pay is based upon the market rate in effect within the past five years. The salary range for Executive Level Positions is based upon review of survey data, including data from the United States Department of Labor (US DOL) and the Florida Department of Education (FLDOE), to benchmark salaries based upon comparable Florida public school districts. Effective July 1, 2025, Executive Level Positions are not eligible for Advanced Degree supplements. Base salary for Executive Level Positions will be contingent upon Superintendent recommendation and will take into consideration the following: experience; certification and licensure; required responsibilities; past performance; participation in professional associations; and activities that support the school community and advancement of the district. Base salary for Executive Level Positions shall be reviewed at least every five years and employees in these positions will receive no less than the minimum and no greater than the maximum for their position.

DISTRICT ADMINISTRATIVE POSITIONS

	HIRING RANGE		
	Min	MID	MAX
SUPERINTENDENT 248 Day Contract			
Superintendent			
ASSISTANT SUPERINTENDENT/CHIEF 248 Day Contract	\$120,000	\$145,500	\$171,000
Assistant Superintendent of Student Affairs			
Chief Financial Officer			
Chief of Safety & Security			
Chief of Staff and Strategic Communication			
EXECUTIVE 248 Day Contract	\$105,000	\$130,500	\$156,000
Executive Director of Academic Services			
Executive Director of Operations & Infrastructure			
Executive Director of School Improvement and Leadership			
Executive Director of Talent Acquisition and HR Operations			
DIRECTOR 248 Day Contract	\$95,000	\$115,000	\$135,000
Director of Financial Services			
Director of Assessment & Accountability			
Director of Curriculum & Instruction			
Director of Exceptional Student Education			
Director of Educational Technology			
Director of Facilities & Planning			
Director of Food & Nutrition Services			
Director of Maintenance			
Director of Organizational Excellence and Strategic Alignment			
Director of Professional Standards and Employee Relations			
Director of Risk Management & Employee Benefits			
Director of Student Services			
Director of Federal Programs			
Director of Transportation			
Internal Auditor			

M Level Position* (see footnote 2 on table of	MIN	MID	MAX
Assistant Superintendents/Chief	\$120,000	\$145,500	\$171,000
Executive Director	\$105,000	\$130,500	\$156,000

SCHOOL ADMINISTRATIVE POSITIONS

	HIRING RANGE		
	Min	MID	MAX
PRINCIPAL 248 Day Contract			
Principal, High School	\$110,000	\$120,000	\$130,000
Principal, Middle School	\$105,000	\$115,000	\$125,000
Principal, Elementary School	\$100,000	\$110,000	\$120,000
Principal, Other School	\$95,000	\$102,500	\$110,000
ASSISTANT PRINCIPAL 248 Day Contract			
Assistant Principal, High School	\$83,000	\$89,000	\$95,000
Assistant Principal, Middle School	\$80,000	\$86,000	\$92,000
Assistant Principal, Elementary School	\$75,500	\$82,250	\$89,000
Assistant Principal, Other School	\$75,500	\$82,250	\$89,000
ASSISTANT PRINCIPAL 227 Day Contract			
Assistant Principal, High School	\$75,972	\$81,464	\$86,956
Assistant Principal, Athletics	\$73,226	\$78,718	\$84,210
Assistant Principal, Middle School	\$73,226	\$82,105	\$84,210
Assistant Principal, Elementary School	\$69,107	\$75,285	\$81,464

PROFESSIONAL AND MID-MANAGEMENT POSITIONS

	HIRING RANGE		
	Min	MID	MAX
COORDINATOR 248 Day Contract	\$65,500	\$85,000	\$104,500
Administrative Technology Coordinator			
Coordinator of Assessment & Accountability			
Coordinator of Adult Education			
Coordinator of Benefits and Leave			
Coordinator of College and Career Readiness			
Coordinator of Computer Operations & Technical Support			
Coordinator of Environmental Studies Center			
Coordinator of Exceptional Student Education			
Coordinator of Executive Initiatives			
Coordinator of Facilities and Planning			
Coordinator of Maintenance FNS			
Coordinator of Maintenance			
Coordinator of Mental Health Services			
Coordinator of Professional Learning			
Coordinator of Public Information & Community Relations			
Coordinator of Executive Initiatives			
Coordinator of Safety & Security			
Coordinator of Student Services			
Coordinator of Federal Programs			
Coordinator of Transportation			
COORDINATOR 236 Day Contract	\$62,331	\$80,887	\$99,444
Coordinator of Hospital Homebound			
MANAGER	\$63,800	\$83,150	\$102,500
Accounting Manager			
Construction Manager			
FTE Manager			
Health Services Manager			
Human Resources Manager			
Manager of Food & Nutrition Services			
Manager of Medicaid and ESE Related Services			
Manager of SLP, AT, and DHH			
Manager of Student Access			
Operations Manager			
Payroll Manager			
Procurement and Contract Manager			
Safety Manager			
Staffing Allocations and Accounts Payable Manager			
Warehouse Manager			

TECHNICAL AND OTHER PROFESSIONAL POSITIONS

	HIRING RANGE		
	Min	MID	MAX
Group A 248 Day Contract	\$66,000	\$74,500	\$83,000
Business Intelligence Analyst			
Network Administrator			
Network Engineer			
Security Analyst			
Security Camera and Safety Systems Specialist			
Senior Accountant			
Systems Analyst			
Group A 236 Day Contract	\$62,806	\$70,895	\$78,984
School Psychologist			
Group A 227 Day Contract	\$60,411	\$68,192	\$75,972
Student Services Field Officer			
School Psychologist			
Group A 216 Day Contract	\$57,484	\$64,887	\$72,290
School Psychologist			
Registered Nurse for Health Services			
Group A 196 Day Contract	\$52,161	\$58,879	\$65,597
Behavior Analyst			
Occupational Therapist			
Physical Therapist			
School Psychologist			
Group B 248 Day Contract	\$59,000	\$66,500	\$74,000
Assistant Payroll Manager			
Background and Fingerprint Specialist			
Capital Accountant			
Capital Projects/Planning Specialist			
Certification Specialist			
Food & Nutrition Services Specialist			
General Fund Accountant			
Grant Administrator of Federal Programs			
Grant Writer			
Human Resource Compliance Specialist			
Investigator			
Leave and Claim Specialist			

TECHNICAL AND OTHER PROFESSIONAL POSITIONS

	HIRING RANGE		
	Min	MID	MAX
Group B 248 Day Contract	\$59,000	\$66,500	\$74,000
Manager, Extended Day Programs			
Multimedia Journalist			
Network Specialist			
Pre-K/Head Start Grant Accountant			
Programmer/Analyst			
Recruitment & Retention Specialist			
Reprographics Supervisor			
Risk and Benefits Specialist			
Safety and Security Specialist			
Staff Accountant			
Student Retention Specialist			
Group B 227 Day Contract	\$54,004	\$60,869	\$67,734
Digital Learning Specialist			
Federal Programs Instructional Liaison			
Group B 216 Day Contract	\$51,387	\$57,919	\$64,452
Graduation Specialist			
School Social Services Worker			
Prevention/ Intervention Program Specialist			
Group C 248 Day Contract	\$44,000	\$55,250	\$66,500
Accountability Specialist			
Application Specialist			
Building Automation Technician			
Case Management Liaison			
Desktop Support Technician			
Environmental Studies Center Plant Operator			
Extended Day Manager (Summer Program Site)			
Facilities Specialist/Building Trades*			
Facilities Specialist/Construction*			
Facilities Specialist/Materials			
Facilities Specialist/Mechanical Trades*			
Facilities Specialist/Work Order			
Food & Nutrition Services Desktop Support Specialist			
Food & Nutrition Services Field Manager / Inventory Control			
Food & Nutrition Services Field Manager / Software Support			
Food & Nutrition Services Field Manager /Supervisor/Trainer			
Food & Nutrition Services Manager Special Projects			
Head Start Health Services Manager			

TECHNICAL AND OTHER PROFESSIONAL POSITIONS

	HIRING RANGE		
	Min	MID	MAX
Group C 248 Day Contract cont.	\$44,000	\$55,250	\$66,500
Junior Network Engineer			
Paralegal - School Board Attorney			
Payroll Specialist			
Plant Operator			
Programmer			
Public Information and Community Relations Specialist			
Records Management Liaison Officer			
Training, Recruitment and Safety Manager			
Transportation Operations Manager			
VPK Service Manager			
Webmaster			
Group C 216 Day Contract	\$38,323	\$48,121	\$57,919
Head Start Education Services Manager			
Head Start Family and Community Services Manager			
Head Start Mental Health and Disabilities Services Manager			
Salaries are based on a 248 day contract; contract length of less than 248 days will be prorated			

*An additional \$1,200 will be paid annually for each certification attained per Chapter 468, up to five, provided such certification is deemed applicable to school facilities and approved by Superintendent.
The number of days reflected for employees on the above salary schedule includes six (6) paid holidays: New Years Day, Martin Luther King Jr. Day, December 25th, Labor Day, Thanksgiving Day, and the day after Thanksgiving.

TECHNICAL AND OTHER PROFESSIONAL POSITIONS

	HIRING RANGE		
	Min	MID	MAX
Group C cont. 196 Day Contract	\$34,774	\$43,665	\$52,556
Case Management Liaison			
Interpreter for the Deaf/Hard of Hearing			
School Health Professional			
Speech & Language Pathology Assistant			
Group D 248 Day Contract	\$35,800	\$45,550	\$55,300
Accounts Payable Supervisor			
Assistant Buyer			
Food & Nutrition Services Staff Accountant			
Help Desk Support Technician			
Human Resources Technician			
Purchasing Assistant Buyer			
Purchasing and Warehouse Specialist			
Routing Specialist			
Staffing and Allocations Specialist			
Group D 227 Day Contract	\$32,769	\$41,693	\$50,617
Site Support Technician			
Transportation Bookkeeper/Support Specialist			
Transportation ESE/Safety Specialist			
Group D 216 Day Contract	\$31,181	\$39,673	\$48,165
Extended Day Manager (Non-Summer Program Site)			
Group D 190 Day Contract	\$27,427	\$34,897	\$42,367
Food & Nutrition Services Manager			

Salaries are based on a 248 day contract; contract length of less than 248 days will be prorated.

The number of days reflected for employees on the above salary schedule includes six (6) paid holidays: New Years Day, Martin Luther King Jr. Day, December 25th, Labor Day, Thanksgiving Day, and the day after Thanksgiving Day.

FOOD & NUTRITION SERVICE MANAGERS SUPPLEMENTS

A Supplement will be paid to Food & Nutrition Service Managers as follows:

Middle School Manager \$3,000.00

High School Manager \$6,000.00

In addition to the above Supplement, Food & Nutrition Service Managers will receive a Supplement based on calculations of average meal equivalents for September, October and November. Meals equivalents will be re-calculated to the average of Jan and Feb and if increased will pro-rate supplements for second half of the school year. *ME = Meal equivalent

Elementary Schools Amount

500 - 599 ME/day	\$1,750
600 - 749 ME/day	\$2,000
750 - 949 ME/day	\$2,250
950 - 999 ME/day	\$2,500
1,000 - 1,099 ME/day	\$3,000
1,100 - 1,200 ME/day	\$3,500
1,201 - 1,300 ME/day	\$4,000

Secondary Schools Amount

500 - 599 ME/day	\$1,500
600 - 699 ME/day	\$2,000
700 - 799 ME/day	\$2,500
800 - 899 ME/day	\$3,000
900 - 999 ME/day	\$3,500
1,000 - 1,099 ME/day	\$4,000
1,100 - 1,199 ME/day	\$4,500
Over 1,200 ME/day	\$5,000

A Supplement will be paid to Food & Nutrition Service Managers responsible for Fresh Fruit and Vegetable Program Subject to funding as follows:

Fresh Fruit and Vegetable Program \$500

Fresh Fruit and Vegetable Program - over 400 \$750

A Supplement will be paid to Food & Nutrition Service Managers responsible for satellite programs as follows:

Meals picked up by satellite program \$1,000

Meals transported, cashier at satellite site \$2,000

Supper Program \$3,000

An additional \$200 will be paid annually to each Food & Nutrition Service Manager who is certified by the Professional Association (American School Nutrition Association), attends ten (10) hours of professional training (excluding manager meetings), and attendance of two (2) local meetings and/or one (1) regional or state professional meeting.

CONFIDENTIAL PROFESSIONAL POSITIONS

	HIRING RANGE		
	Min	MID	MAX
Executive Assistant 248 Day Contract	\$59,000	\$66,500	\$74,000
Executive Assistant to the Superintendent			
Confidential Secretary 248 Day Contract	\$35,800	\$45,550	\$55,300
Administrative Assistant			
Administrative Assistant to the Superintendent			
Administrative Assistant to the Chief Financial Officer			
Administrative Assistant to the Executive Director of Talent Acquisition and HR Operations			

Salaries are based on a 248 day contract; contract length of less than 248 days will be prorated.

The number of days reflected for employees on the above salary schedule includes six (6) paid holidays:

New Years Day, Martin Luther King Jr. Day, December 25th, Labor Day, Thanksgiving Day, and the day after Thanksgiving Day

INSTRUCTIONAL POSITIONS (INITIAL SALARY PLACEMENT ONLY)

PAYMENT FOR TEACHING EXPERIENCE:

Salaries are based on training and experience. In accordance with the Martin County Educators Association (MCEA), the District will treat years of experience out of the District the same as years of experience within the District. Teachers may be given credit for up to thirty (30) years prior full time creditable school teaching experience, to be granted on an equitable basis comparable to existing District Teachers. The “Years of Experience” column is for the initial placement of new hires only.

Upon employment, it is the responsibility of the employee to have experience verified on the appropriate forms. Teachers will be paid the beginning teacher salary until verification of previous experience has been received and approved by the Human Resources Department. **Verification must be received within 90 days after date of hire for experience level placement to be effective as of date of hire.**

The salary for JROTC instructors will be determined based on minimum instructor pay (MIP) from the appropriate Armed Services Branch (i.e. Army, Air Force).

For Initial Placement Only	New Schedule
Years of Experience	Salary
0	\$51,300
1	\$51,300
2	\$51,300
3	\$51,300
4	\$51,400
5	\$51,450
6	\$51,500
7	\$51,560
8	\$51,648
9	\$51,736
10	\$51,823
11	\$51,911
12	\$51,998
13	\$52,086
14	\$52,300
15	\$52,600

For Initial Placement Only	New Schedule
Years of Experience	Salary
16	\$52,900
17	\$53,200
18	\$54,000
19	\$55,200
20	\$55,600
21	\$56,000
22	\$56,400
23	\$56,400
24	\$57,200
25	\$57,600
26	\$57,600
27	\$58,355
28	\$59,205
29	\$59,205
30	\$60,400

Note: Salaries above are based on a 196 day contract; contract length greater or less than 196 days will be prorated. ***For example: Guidance Counselors are 206 day.**

INSTRUCTIONAL SUPPLEMENTS

In accordance with Florida Statute 1012.22(1)(c)(4)(b) the Martin County School Board proposes a salary schedule with differentiated pay for instructional personnel, and school-based administrators based upon district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties. This Differentiated Pay Plan shall be included as part of the adopted salary schedule as required by state law and is subject to negotiations as provided in Chapter 447.

	Flat Amount
Dean of Students - Middle School, High School (Dean) (1)	\$7,400
Team Leader (Team Leaders) (#)	\$4,440
Director of Student Affairs	\$6,660
ESE Program Specialist (Program Specialist) (2)	\$3,700
Guidance (1)	\$3,700
Band Director :(#)	
High Schools (#)	\$7,400
Middle Schools (#)	\$4,440
Assistant - High Schools (#)	\$1,850
Chorus: (#)	
High Schools (#)	\$7,400
Middle Schools (#)	\$2,220 - \$3,700
Class Sponsor(s): (#)	
Senior Class (#)	\$ 3,700
Junior Class (#)	\$ 3,330
Sophomore Class (#)	\$ 2,220
Freshman Class (#)	\$ 1,850
Student Council/Student Government Sponsor (Student Council): (#)	
High Schools (#)	\$2,220 - \$3,700
Middle Schools (#)	\$1,110 - \$2,220
Elementary Grade Group Chairman (#)	\$1,850
Academic Games District Coordinator	\$4,440
Academic Games Coach (Academic Games Sponsor) (per season) (#)	\$1,110
Club Sponsor: (#)	
High School—Academic and Service (#)	\$ 740 - \$2,220
Middle School—Academic and Service (#)	\$ 740 - \$2,220
Elementary School (after school hours) (#)	\$ 370 - \$1,110
Western Zone Supplement (3)	\$3,100
Peer Teacher:	
1 Year (#)	
45-90 Days (#)	\$ 1,850 \$ 925
Elementary Safety Patrol (#)	\$740
District Science Fair Coordinator	\$2,960
Elementary/Secondary Science Fair Coordinator: (#)	
High School (#)	\$1,110 - \$1,480
Middle School (#)	\$1,110 - \$1,480
Elementary School (#)	\$1,110 - \$1,480
Yearbook Sponsor (Yearbook): (#)	
High School (#)	\$ 2,590
Middle School (#)	\$ 1,850
Drama Program Director (High School Drama) (#)	\$7,400
High School Periodical (#)	\$1,110-\$1,480
Computer Resource Person (personnel with teaching duties only) (#)	\$ 1,480
a. Non-teaching duties for half day or more (#)	\$1,110 - \$1,850
b. Non-teaching duties for less than one half day (#)	\$1,850 – \$2,590
c. Full teaching duties (#)	\$2,960 - \$3,700

	Flat Amount
ESE Teacher Supplement (SEH, PMH, VE)	\$1,850
Speech Language Pathologist with CCC Credential	\$5,000
Willoughby Center Instructional Staff	\$1,850
Licensed Clinical Social Worker	\$1,850
Digital Learning Community Leader (#)	\$3,750
Training/Staff Development Stipend	\$25.00/hr
Tutoring Stipend	\$25.00/hr
Detention Duty Stipend	\$20.00/hr
Title I (5)	\$500
Elementary Reading Remediation (6)	\$500
S.T.A.R. – Select Teachers with Advanced Recognition (7)	\$30,000/yr (for 3 consecutive years)
Critical Shortage (8)	Up to \$5,000
Riverbend Academy Supplement (4)	\$2,000

(1) This supplement includes an eight (8) hour workday including lunch and no planning time. Principals, at their discretion, may reduce the time on duty or restructure it to meet individual school needs.

(2) This supplement includes an eight (8) hour workday including lunch. Principals, at their discretion, may reduce the time on duty or restructure it to meet individual school needs.

(3) Instruction staff assigned to Indiantown Middle and Warfield Elementary schools shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$3,100 Western Zone supplement.

(4) Instructional staff assigned to Riverbend Academy shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$2,000 Riverbend Academy Supplement.

(5) Contracted Instructional staff assigned to a Title One school shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$500 Title One supplement.

(6) Instructional staff assigned to a school defined in Florida Statute 1011.62 shall, for the duration of the assignment and lower quartile school designation, have their individual salaries adjusted to reflect a \$500 Elementary Reading Remediation supplement.

(7) This supplement is for those who have been named as one of the five Florida Finalists for Teacher of the Year in one of the last four years and has a Highly Effective designation in their most recent evaluation. The supplement shall continue for three consecutive years of employment, with partial year employment paid on a pro-rata basis. Additionally, a one-time reimbursement of up to \$10,000 is available for moving expenses for relocating to Martin County (including packing, transportation, unloading, storage, and temporary housing; not as advance payment) during the first six months of employment.

(8) At the School Board's discretion, this supplement shall be paid to Contracted Instructional Staff with appropriate certification in areas designated by the School Board at a regular School Board Meeting. Additionally, an additional one-time bonus of up to \$5,000 may also be designated by the School Board at a regular School Board Meeting for new hires who qualify for this Supplement as an employment incentive.

indicates a Supplement that may be split. Supplements with a # may be proportionately split at the principal's discretion. If a supplement is proportionately split, the duties of the position shall be proportionately assigned to reflect the division of the supplement dollars.

If a supplement is not budgeted at the school site, no bargaining unit member will be required to fill the unfunded supplement position. A bargaining unit member may choose to serve as a volunteer, but there will be no penalty for declining to volunteer.

ATHLETIC SUPPLEMENTS

Description	Amount
Athletic Manager	\$1,413.40
Baseball:	
Head Coach	\$4,262.40
Assistant Coach	\$2,508.60
Assistant Coach/Head 9th Grade/JV	\$1,772.30
Basketball:	
Head Coach	\$5,901.50
Assistant Coach	\$3,433.60
Assistant Coach/Head 9th Grade/JV	\$1,772.30
Bowling:	
Head Coach	\$1,661.30
Cheerleading:	
Cheerleader Sponsor (All levels for football)	\$2,586.30
Cheerleader Sponsor (All levels for basketball)	\$2,767.60
Cheerleader Sponsor (All levels for freshman)	\$1,661.30
Dance:	
Drum Majorettes/Tigerettes Coach	\$2,175.60
Flag Football:	
Head Coach (Girls Varsity)	\$3,189.40
Assistant Coach (Girls JV)	\$1,842.60
Football:	
Head Coach	\$5,901.50
Assistant Head Coach	\$4,095.90
Assistant Coach	\$3,433.60
Assistant Coach/Head 9th Grade/JV	\$2,486.40
Golf:	
Head Coach	\$2,508.60
Intramurals	
High School	\$16.27 hour
Middle School	\$16.27 hour
Lacrosse:	
Head Coach (Boys Varsity)	\$3,189.40
Head Coach (Girls Varsity)	\$3,189.40
Assistant Coach (Boys JV)	\$1,842.60
Assistant Coach (Girls JV)	\$1,842.60

Description	Amount
Middle School:	
Basketball Coach	\$2,508.60
Volleyball Coach	\$1,772.30
Cheerleading	\$2,175.60
Soccer	\$1,722.30
Dance Corp	\$2,175.60
Performance Color Guard:	
Flag Corp/Flag Majorettes	\$1,413.40
Soccer:	
Head Coach	\$4,262.40
Assistant Coach	\$2,090.50
9th Grade Coach	\$1,772.30
Softball:	
Head Coach	\$4,262.40
Assistant Coach	\$2,508.60
Assistant Coach/Head 9th Grade/JV	\$1,772.30
Summer Recreation Program	\$16.27 hour
Swimming:	
Head Coach	\$3,189.40
Assistant Coach	\$1,842.60
Tennis:	
Head Coach	\$2,508.60
Track:	
Head Coach - Track	\$3,470.60
Head Coach - Cross Country	\$2,708.40
Assistant Coach - Track	\$2,382.80
Assistant Coach - Cross Country	\$2,382.80
Meet Coordinator	\$481.00
Volleyball:	
Head Coach	\$4,262.40
Assistant Coach	\$2,090.50
Assistant Coach/Head 9th Grade/JV	\$1,772.30
Beach Volleyball:	
Head Coach	\$4,262.40
Wrestling:	
Head Coach	\$4,262.40
Assistant Coach	\$2,253.30
Head Coach - Weightlifting	\$2,416.10

ADVANCED DEGREE SUPPLEMENTS

Advanced Degrees:

Instructional Personnel:

Instructional personnel, including guidance counselors, possessing advanced degrees who are hired on or after July 1, 2014 shall receive supplements for the highest degree earned in their area of certification in the amounts below:

Master	\$2,400.00
Specialist/Double Master	\$3,600.00
Doctorate	\$4,800.00

Administrative, Professional, Mid-Management and Technical Personnel:

Administrative, mid-management, professional and technical personnel who are hired on or after July 1, 2014 shall receive supplements for only the highest degree earned in the amounts below:

Position not requiring a Bachelor's degree:

Bachelor's Degree	\$1,200.00
Master's Degree	\$2,400.00
Double Master's/Specialist Degree	\$3,600.00
Doctorate Degree	\$4,800.00

Position requiring a Bachelor's degree:

Master's Degree	\$2,400.00
Double Master's/Specialist Degree	\$3,600.00
Doctorate Degree	\$4,800.00

Position requiring a Master's degree:

Double Master's/Specialist Degree	\$2,400.00
Doctorate Degree	\$3,600.00

Principal Mentors and Lead Principals:

Mentor Principals	\$2,500.00
Lead Principals	\$1,200.00

Team Leader:

Secondary Academic Coaching Supplement	\$4,440.00
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Employees shall be eligible for such supplements provided they meet the following conditions:

1. The degree must be above the minimum education requirement for the position.
2. The degree must be from a college or university accredited by a recognized accrediting agency.
3. The degree must be in the field of the employee's job assignment.
4. The transcript documenting the degree must be on file with the Human Resource office. If transcripts are submitted after the employee's start date, the advanced degree supplement will be prorated based on the number of days from their hire date. If a current employee obtains an advanced degree that meets the criteria above after their assignment start date, the supplement will be prorated based on the date the official transcripts are submitted to the Human Resources office.
5. Not in an Executive Level position. Effective July 1, 2025, Executive level positions do not qualify for Advances Degree Supplement.

SUBSTITUTE TEACHERS

Description	Hourly Rate	Daily Rate
Associate's degree (or 60 semester hours)	\$17.50	\$131.25
Bachelor's degree	\$19.00	\$142.50
Master's degree	\$20.00	\$150.00
Doctorate degree	\$21.00	\$157.50

Notes:

1. \$2.50 per hour additional for a retired teacher from the Martin County School District (must have a valid Florida Professional Educator Certificate);
2. \$1.00 per hour additional for all other retired teachers or those with a valid Florida Professional Educator Certificate;
3. \$2.50 per hour additional for substituting at Indiantown Middle School or Warfield Elementary School;

And one of the following, if applicable:

4. \$0.50 per hour additional for substituting in the same assignment that is more than 20 consecutive days (must have a valid Florida Professional Educator Certificate and Bachelor's degree); or
5. \$2.50 per hour additional for substituting in a critical teacher shortage area (as per the Florida Department of Education) for an assignment that is more than 20 consecutive days (must have a valid Florida Educator Certificate and Bachelor's degree); or
6. \$2.50 per hour additional for substituting in a "Title I" school for an assignment that is more than 20 consecutive days (must have a valid Florida Professional Educator Certificate in subject area of the job assignment and a Bachelor's degree).

Interim Teaching Positions:

Interim Teaching Positions will be placed on "Level 1" of the Instructional Salary Schedule (must have valid Florida Professional Educator Certificate and Bachelor's degree).

Adult Education Instructors (Part-Time)

Description	Hourly Rate
Doctorate	\$25.00
Master	\$24.00
Bachelor	\$22.00
Lifelong Learning	\$18.50
Substitute Teacher	\$19.00

Martin County Community Pool Positions

Description	Hourly Rate
Supervisor	\$16.00
Lifeguards (must have Water Safety Instruction Certification):	
Guarding/Instructing	\$15.00

Level Assignments (White Collar)

Level:	Title (Number of Days)	
I	Bus Assistant (182) *	Educational Paraprofessional (187)* Adult Ed, Basic & ELL
	Child Care Attendant (187)	Extended Day Assistant (217)
II	Attendance Officer (190)	Head Start Assistant Educator (190)
	Child Care Assistant (187)	Home/School Liaison (190)
	Clerk II (187/248)	Receptionist/Telephone Operator (190/206)
	Educational Paraprofessional, ESE (187) *	Security Guard (187)
	VPK Assistant Educator (190)	Title 1 VPK Assistant Educator (190)
III	Assistant Secretary (206/216/248)	Guidance Clerk (206)
	Clerk III (206/216/248)	Health Assistant CNA (187)
	Computer Assistant (190)	Media Assistant (190)
	Data Entry Clerk (206/216/248)	Receptionist/Telephone Operator (190/206)
	English Language Learner/Title III Support Staff (187)	Secretary III (248)
IV	Bookkeeper IV (248)	VPK Educator (196)
	Data Entry Operator (206/248)	Records Specialist IV (248)
	Extended Day Assistant Manager (217)	Secretary IV (216/248)
	Head Start/Pre-K Family Services Worker (206)	Educational Paraprofessional Job Coach (187)
	Parent Trainer/Liaison (216)	
V	Accounts Payable Specialist (248)	Head Start Educator (196)
	Administrative Assistant to CAO (248)	Property Control Specialist (248)
	Augmentative Comm./Assistive Tech Assistant (248)	Registrar (248)
	Behavior Technician (187) *	Risk Management Specialist (248)
	Bookkeeper V (248)	Riverbend Intervention Support Technician (187)
	Brailist (187)	Secretary V (248)
	Graphics Specialist (248)	School District Office Receptionist (248)
	Human Resource Specialist (248)	Title 1 VPK Educator (196)

Note:

Hourly rates have been rounded to the nearest two decimals for display purposes.

* See Position Identified Scale

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) =

Prorated salary at lesser number of days. **Example: \$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days**

White Collar - Annualized Hourly
Educational Paraprofessionals (Level I - Basic, ELL & Level II - ESE)
Behavior Tech (Level V)
Bus Assistant (Level I)
*** Position Identified Scale**

Years of Experience	Step	Educational Paraprofessional (Basic/ELL)	Educational Paraprofessional (ESE)	Bus Assistant
		187 Days/7.5 hours	187 Days/7.5 hours	182 Days/7.5 hours
		Level I	Level II	Level I
		Hourly	Hourly	Hourly
0, 1, 2	1	\$16.63	\$16.74	\$17.49
3, 4	2	\$16.69	\$16.79	\$17.54
5	3	\$16.70	\$16.80	\$17.55
6	4	\$16.71	\$16.81	\$17.56
7	5	\$16.72	\$16.83	\$17.57
8	6	\$16.73	\$16.85	\$17.58
9	7	\$16.74	\$16.86	\$17.59
9.5	8	\$16.79	\$16.91	\$17.66
10	9	\$16.79	\$16.91	\$17.66
11	10	\$16.86	\$16.96	\$17.71
12	11	\$16.91	\$17.01	\$17.76
13	12	\$16.96	\$17.07	\$17.81
14	13	\$17.01	\$17.13	\$18.13
15, 16	14	\$17.07	\$17.18	\$18.51
17	15	\$17.60	\$18.00	\$19.86
18+	16	\$20.66	\$20.85	\$23.27

Note:

Educational Paraprofessionals at Willoughby Learning Center who work with special needs students will receive an additional stipend of .55¢ per hour.

Bus assistants who are assigned to handicap buses will receive an additional 58¢ per hour.

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) = Prorated salary at lesser number of days.

White Collar - Annualized Hourly
Extended Day Assistant Manager (Level IV)
Behavior Tech (Level V)

		Behavior Technician	Extended Day Assistant Manager
		187 Days/7.5 hours	217 Days/6 hours
Experience	Step	Level V	Level V
		Hourly	Hourly
0, 1, 2	1	\$25.49	\$21.98
3, 4, 5	2	\$26.64	
6, 7, 8	3	\$27.80	
9, 10, 11	4	\$28.94	
12, 13	5	\$30.14	
14+	6	\$31.46	

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) = Prorated salary at lesser number of days.

White Collar - Annualized Hourly
Other (Level I, II, III, IV, V)
Annual Rate Based on an 8 hour day schedule

Years of Experience	Step	Level I		Level II		Level III	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$131.31	\$16.41	\$131.56	\$16.45	\$131.73	\$16.47
3, 4	2	\$131.65	\$16.46	\$131.81	\$16.48	\$132.07	\$16.51
5	3	\$131.73	\$16.47	\$131.90	\$16.49	\$132.15	\$16.52
6	4	\$131.81	\$16.48	\$131.98	\$16.50	\$132.24	\$16.53
7	5	\$131.90	\$16.49	\$132.07	\$16.51	\$132.32	\$16.54
8	6	\$131.98	\$16.50	\$132.15	\$16.52	\$132.41	\$16.55
9	7	\$132.07	\$16.51	\$132.24	\$16.53	\$132.57	\$16.57
9.5	8	\$132.15	\$16.52	\$132.32	\$16.54	\$132.66	\$16.58
10	9	\$132.49	\$16.56	\$132.57	\$16.57	\$132.75	\$16.59
11	10	\$132.49	\$16.56	\$132.57	\$16.57	\$132.75	\$16.59
12	11	\$132.57	\$16.57	\$132.66	\$16.58	\$132.83	\$16.60
13	12	\$132.66	\$16.58	\$132.74	\$16.59	\$132.91	\$16.61
14	13	\$132.74	\$16.59	\$132.99	\$16.62	\$135.13	\$16.89
15, 16	14	\$132.99	\$16.62	\$133.25	\$16.66	\$138.01	\$17.25
17	15	\$137.29	\$17.16	\$139.73	\$17.47	\$148.02	\$18.50
18+	16	\$160.18	\$20.02	\$162.62	\$20.33	\$171.92	\$21.49

Years of Experience	Step	Level IV		Level V	
		Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$131.90	\$16.49	\$156.73	\$19.59
3, 4	2	\$132.15	\$16.52	\$156.98	\$19.62
5	3	\$132.24	\$16.53	\$157.07	\$19.63
6	4	\$128.90	\$16.54	\$157.15	\$19.64
7	5	\$132.49	\$16.56	\$157.24	\$19.65
8	6	\$132.57	\$16.57	\$157.32	\$19.66
9	7	\$132.66	\$16.58	\$157.40	\$19.68
9.5	8	\$132.74	\$16.59	\$157.49	\$19.69
10	9	\$132.99	\$16.62	\$157.57	\$19.70
11	10	\$134.76	\$16.85	\$157.57	\$19.70
12	11	\$136.44	\$17.06	\$157.66	\$19.71
13	12	\$138.80	\$17.35	\$160.94	\$20.12
14	13	\$141.75	\$17.72	\$163.63	\$20.45
15, 16	14	\$144.44	\$18.06	\$167.34	\$20.92
17	15	\$152.52	\$19.07	\$175.92	\$21.99
18+	16	\$177.02	\$22.13	\$203.53	\$25.44

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) = Prorated salary at lesser number of days

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days

White Collar - Annualized Hourly

Other (Level III, IV, V)

Secretary & Bookkeeper

Annual Rate Based on an 8 hour day schedule

Years of Experience	Step	Secretary		Secretary		Secretary	
		Level III		Level IV		Level V	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$132.66	\$16.58	\$133.50	\$16.69	\$158.50	\$19.81
3, 4	2	\$133.08	\$16.63	\$133.92	\$16.74	\$159.00	\$19.88
5	3	\$133.41	\$16.68	\$134.34	\$16.79	\$159.42	\$19.93
6	4	\$133.58	\$16.70	\$134.42	\$16.80	\$159.51	\$19.94
7	5	\$133.67	\$16.71	\$134.51	\$16.81	\$159.59	\$19.95
8	6	\$133.75	\$16.72	\$134.68	\$16.83	\$159.68	\$19.96
9	7	\$133.84	\$16.73	\$134.76	\$16.85	\$159.76	\$19.97
9.5	8	\$133.92	\$16.74	\$134.85	\$16.86	\$159.84	\$19.98
10	9	\$134.34	\$16.79	\$135.15	\$16.89	\$159.93	\$19.99
11	10	\$134.42	\$16.80	\$136.95	\$17.12	\$160.01	\$20.00
12	11	\$134.51	\$16.81	\$138.19	\$17.27	\$160.10	\$20.01
13	12	\$134.68	\$16.83	\$140.99	\$17.62	\$163.38	\$20.42
14	13	\$136.70	\$17.09	\$143.85	\$17.98	\$166.07	\$20.76
15, 16	14	\$139.39	\$17.42	\$146.38	\$18.30	\$169.44	\$21.18
17	15	\$150.00	\$18.75	\$154.54	\$19.32	\$178.11	\$22.26
18+	16	\$174.66	\$21.83	\$180.21	\$22.53	\$206.98	\$25.87

Years of Experience	Step	Bookkeeper		Bookkeeper	
		Level IV		Level V	
		Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$133.08	\$16.63	\$158.50	\$19.81
3, 4	2	\$133.50	\$16.69	\$159.00	\$19.88
5	3	\$133.92	\$16.74	\$159.42	\$19.93
6	4	\$134.00	\$16.75	\$159.51	\$19.94
7	5	\$134.09	\$16.76	\$159.59	\$19.95
8	6	\$134.17	\$16.77	\$159.68	\$19.96
9	7	\$134.26	\$16.78	\$159.76	\$19.97
9.5	8	\$129.59	\$16.20	\$159.84	\$19.98
10	9	\$134.68	\$16.83	\$159.93	\$19.99
11	10	\$136.44	\$17.06	\$160.01	\$20.00
12	11	\$138.21	\$17.28	\$160.10	\$20.01
13	12	\$140.57	\$17.57	\$163.38	\$20.42
14	13	\$143.43	\$17.93	\$166.07	\$20.76
15, 16	14	\$145.96	\$18.24	\$169.44	\$21.18
17	15	\$154.04	\$19.25	\$178.11	\$22.26
18+	16	\$179.79	\$22.47	\$206.98	\$25.87

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) = Prorated salary at lesser number of days

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days

Level Assignments (Blue Collar)

Level:	Title (Number of Days)	
I	Custodian/Sub Custodian (236/248) **	Food & Nutrition Service Assistant (190) *
II	Bus Operator (182)	Food & Nutrition Service Cashier (190) *
	Food & Nutrition Service Cook (190) *	Lead Custodian (236/248)
III	Food & Nutrition Service Lead (190) *	Lead Bus Operator (182)
IV	Food & Nutrition Service Asst. Manager (190)	Parts Manager (248)
	Grounds Worker - (248)	Reprographics Specialist (248)
	Grounds Man (248)	Painter I (248)
V	Mason II (248)	Mechanic Assistant (248)
	Utility Worker (248)	
VI	Mechanic I (248)	Plumber I (248)
	Painter (248)	Driver/Expeditior Warehouse (248)
	Irrigation Specialist (248)	
VII	Athletic Fields Maintenance and Grounds Specialist (248)	Parts Inventory Technician (248)
	Mechanic, Paint & Body II (248)	Telephone and Network Cabling Tech (248)
		Locksmith (248)
VIII	A/C Mechanic II (248)	Carpenter II (248)
	Head Painter (248)	Telephone and Network Support Specialist (248)
	Mason III (248)	Plumber II (248)
IX	Electronics Technician (248)	Head Mechanic (248)
	Electrician (248)	Plumber III (248)
	A/C Mechanic III (248)	Mechanic (248)
X	Environmental Center Boat Captain (236)	

* See Position Identified Hourly Scale page 19

** P. M. Custodians starting at 12:30 P.M or later will receive a shift differential of .40 ¢ per hour

Note: Hourly rates have been rounded to the nearest two decimals for display purposes.

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) =

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days

Blue Collar

Bus Operators

Years of Experience	Step	Level II
0, 1, 2	1	\$22.43
3, 4	2	\$23.03
5	3	\$23.36
6	4	\$23.69
7	5	\$24.02
8	6	\$24.35
9	7	\$24.67
9.5	8	\$25.00
10	9	\$25.61
11	10	\$25.94
12	11	\$26.26
13	12	\$26.59
14 +	13	\$27.36
Lead Bus Operator		\$26.55

Note: Substitute bus operators will be paid the hourly rate for Level II, Step 1

Food Service

Years of Experience	Step	Level I	Level II	Level III	Level IV
0, 1, 2	1	\$16.41	\$16.96	\$18.60	\$21.88
3, 4	2	\$16.58	\$17.13	\$18.71	\$22.11
5	3	\$16.74	\$17.29	\$18.88	\$22.26
6	4	\$16.91	\$17.46	\$19.20	\$22.48
7	5	\$17.13	\$17.61	\$19.59	\$22.81
8	6	\$17.40	\$17.78	\$19.75	\$23.08
9	7	\$17.68	\$17.95	\$19.86	\$23.36
9.5	8	\$17.95	\$18.11	\$19.97	\$23.53
10	9	\$18.22	\$18.60	\$20.14	\$23.80
11	10	\$18.50	\$18.82	\$20.69	\$23.97
12	11	\$18.77	\$19.15	\$20.90	\$24.18
13	12	\$19.20	\$19.42	\$21.06	\$24.62
14	13	\$19.37	\$19.64	\$21.51	\$24.95
15, 16	14	\$19.70	\$20.24	\$21.66	\$25.17
17	15	\$20.79	\$21.34	\$21.99	\$25.71
18+	16	\$24.07	\$25.17	\$26.26	\$27.36

* Food Service Level 1, Step 4 was deleted during the 18-19 Negotiations

Note: Level I employees contracted for three (3) hours or less per day will be paid at the hourly rate of Step 1 Level 1, regardless of years of experience.

Blue Collar - Annualized Hourly
Level I, II, III, IV, V, VI (Annual Rate Based on an 8 hour day schedule)

Years of Experience	Step	Level I		Level II		Level III	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$133.08	\$16.63	\$133.50	\$16.69	\$133.92	\$16.74
3, 4	2	\$133.50	\$16.69	\$133.92	\$16.74	\$134.34	\$16.79
5	3	\$133.92	\$16.74	\$134.34	\$16.79	\$134.85	\$16.86
6	4	\$134.00	\$16.75	\$134.42	\$16.80	\$134.93	\$16.87
7	5	\$134.09	\$16.76	\$134.51	\$16.81	\$135.01	\$16.88
8	6	\$134.17	\$16.77	\$134.68	\$16.83	\$135.10	\$16.89
9	7	\$134.26	\$16.78	\$134.76	\$16.85	\$135.18	\$16.90
9.5	8	\$134.34	\$16.79	\$134.85	\$16.86	\$135.27	\$16.91
10	9	\$134.34	\$16.79	\$134.85	\$16.86	\$135.27	\$16.91
11	10	\$134.85	\$16.86	\$135.27	\$16.91	\$135.69	\$16.96
12	11	\$135.27	\$16.91	\$135.69	\$16.96	\$139.22	\$17.40
13	12	\$135.69	\$16.96	\$139.05	\$17.38	\$144.27	\$18.03
14	13	\$136.11	\$17.01	\$142.59	\$17.82	\$148.23	\$18.53
15, 16	14	\$136.53	\$17.07	\$153.45	\$19.18	\$159.68	\$19.96
17 +	15	\$153.28	\$19.16	\$178.03	\$22.25	\$184.59	\$23.07

Years of Experience	Step	Level IV		Level V		Level VI	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$134.34	\$16.79	\$140.40	\$17.55	\$150.08	\$18.76
3, 4	2	\$134.85	\$16.86	\$143.01	\$17.88	\$152.69	\$19.09
5	3	\$135.27	\$16.91	\$144.78	\$18.10	\$154.54	\$19.32
6	4	\$135.35	\$16.92	\$146.71	\$18.34	\$156.56	\$19.57
7	5	\$136.36	\$17.05	\$149.49	\$18.69	\$159.34	\$19.92
8	6	\$139.14	\$17.39	\$152.27	\$19.03	\$162.03	\$20.25
9	7	\$142.00	\$17.75	\$155.05	\$19.38	\$164.89	\$20.61
9.5	8	\$144.69	\$18.09	\$157.82	\$19.73	\$167.76	\$20.97
10	9	\$147.30	\$18.41	\$160.60	\$20.08	\$170.37	\$21.30
11	10	\$150.50	\$18.81	\$163.72	\$20.46	\$173.48	\$21.69
12	11	\$153.87	\$19.23	\$166.92	\$20.86	\$176.93	\$22.12
13	12	\$159.00	\$19.88	\$172.30	\$21.54	\$182.40	\$22.80
14	13	\$162.71	\$20.34	\$176.09	\$22.01	\$186.27	\$23.28
15, 16	14	\$172.64	\$21.58	\$185.43	\$23.18	\$194.78	\$24.35
17 +	15	\$198.82	\$24.85	\$213.21	\$26.65	\$223.65	\$27.96

* Blue Collar Level 1, Step 5 was deleted during the 18-19 Negotiations

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236, etc.) = Prorated salary at lesser number of days

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days

Blue Collar - Annualized Hourly
Level VII, VIII, IX, X (Annual Rate Based on an 8 hour day schedule)

Years of Experience	Step	Level VII		Level VIII		Level IX	
		Daily	Hourly	Daily	Hourly	Daily	Hourly
0, 1, 2	1	\$159.59	\$19.95	\$180.30	\$22.54	\$184.68	\$23.08
3, 4	2	\$162.12	\$20.26	\$183.08	\$22.88	\$187.45	\$23.43
5	3	\$164.14	\$20.52	\$185.18	\$23.15	\$190.82	\$23.85
6	4	\$166.24	\$20.78	\$186.78	\$23.35	\$193.09	\$24.14
7	5	\$168.94	\$21.12	\$188.80	\$23.60	\$194.94	\$24.37
8	6	\$171.71	\$21.46	\$190.74	\$23.84	\$197.81	\$24.73
9	7	\$174.49	\$21.81	\$192.76	\$24.09	\$200.67	\$25.08
9.5	8	\$177.35	\$22.17	\$194.61	\$24.33	\$203.61	\$25.45
10	9	\$180.05	\$22.51	\$196.54	\$24.57	\$206.90	\$25.86
11	10	\$183.16	\$22.90	\$198.82	\$24.85	\$210.18	\$26.27
12	11	\$186.61	\$23.33	\$201.09	\$25.14	\$214.22	\$26.78
13	12	\$192.25	\$24.03	\$205.97	\$25.75	\$220.20	\$27.52
14	13	\$196.21	\$24.53	\$209.09	\$26.14	\$224.57	\$28.07
15, 16	14	\$204.12	\$25.51	\$213.72	\$26.71	\$231.73	\$28.97
17 +	15	\$234.25	\$29.28	\$244.86	\$30.61	\$265.06	\$33.13

Years of Experience	Step	Level X	
		Daily	Hourly
0, 1, 2	1	\$220.79	\$27.60
3, 4	2	\$223.14	\$27.89
5	3	\$225.58	\$28.20
6	4	\$227.94	\$28.49
7	5	\$230.38	\$28.80
8	6	\$232.74	\$29.09
9	7	\$235.10	\$29.39
9.5	8	\$237.54	\$29.69
10	9	\$239.89	\$29.99
11	10	\$242.33	\$30.29
12	11	\$244.69	\$30.59
13	12	\$247.05	\$30.88
14	13	\$249.49	\$31.19
15, 16	14	\$251.85	\$31.48
17 +	15	\$288.63	\$36.08

Annualized Hourly:

An annual salary quoted at 248 days may be prorated down based on a lesser number of actual workdays. The formula to prorate a 248-day salary down is as follows:

Annual salary amount quoted at 248 days, divided by 248, times number of days in actual contract (i.e. 187, 236,, etc.) = Prorated salary at lesser number of days

Example:

\$40,000.00 at 248 days / 248 days = \$161.29 daily rate x 236 days = \$38,064.44 annually at 236 days

Environmental Studies Center Counselors

Description	Hourly Rate effective September 30, 2022
1st Year Counselor	\$15.00
2nd Year Counselor	\$15.00
3rd Year Counselor	\$15.00

Student Employees

Description	Hourly Rate effective September 30, 2022
Sound/Lighting Technician	\$15.00
Golf Course Maintenance Worker	\$15.00
E2 - Technical Support Staff	\$15.00

Appendix

1. **Administrative Pay.** All employees classified as administrative, professional/technical or supervisory positions shall be paid pursuant to the salary schedule adopted in accordance with this rule. Unless otherwise indicated, the salary reflected in the administrative salary schedule assumes a 248-day work year. Salaries of those employees working less than 248 days shall be prorated on a daily basis.
2. **Performance Salary Schedule.** Annual Salary Adjustments for school-based and non-school based administrators, which recognizes performance, is included in the compensation system as follows:
 - a. The base salary for school administrators is the salary paid in the prior year, plus adjustments only.
 - b. A base pay performance adjustment has been made available for those rated “highly-effective”.
 - c.

A base pay performance adjustment has been made available for those rated “effective”.
 - d. A base pay performance rated as highly effective must be greater than the highest annual salary adjustment available to an administrator of the same classification through any other salary schedule adopted by the District.
 - e. A base pay performance adjustment for an administrator rated as effective must be equal to at least fifty percent (50%), and no more than seventy-five percent (75%) of the annual adjustment provided for a highly effective administrator of the same classification.
 - f. No base pay adjustment is available to an administrator who receives a rating other than highly effective or effective based on his/her previous year's performance evaluation.
 - g. All other administrative positions, not included in a bargaining unit, will be eligible for performance pay as determined by the Superintendent.
 - h. One-time bonuses are based upon work performance or other lawful criteria.
 - i. If budget constraints in any given year limit the Board’s ability to fully fund all adopted salary schedules, the performance salary schedule shall not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the District.
3. **Salary Supplements.**
 - a. Assignment to a school that earned a grade of “F” or three (3) consecutive grades of “D” established by State law such that the supplement remains in force for one (1) year following improved performance in the school.

4. **Performance Pay:**

a. **District Administration**

2022-23 High Effective	3.50%
2022-23 Effective	3.00%

b. **School Administration**

2022-23 Highly Effective	3.50%
2022-23 Effective	3.00%

c. **Professional and Mid-Management**

	Coordinators	Managers
2022-23 Highly Effective	N/A	3.50%
2022-23 Effective	N/A	3.00%

4. **Performance Pay Cont:**

d.

Groups A, B, C & D	Group A	Group B	Group C	Group D
2022-23 High Effective	3.5%	3.5%	3.5%	3.5%
2022-23 Effective	3.0%	3.0%	3.0%	3.0%

e.

Confidential Professional	Executive Assistant	Confidential Admin Asst.
2022-23 Highly Effective	3.50%	3.50%
2022-23 Effective	3.00%	3.00%

6. Supplements

a. **Western Zone**

All AFSCME and Non-Bargaining employees assigned to Indiantown Middle, Perkins/Headstart, Indiantown Adult Learning Center and Warfield Elementary schools on a full time basis shall have, for the duration of the assignment, their individual salaries adjusted to reflect a \$2,000 Western Zone Supplement. Any eligible bargaining unit member who was assigned on a partial year basis will have their supplement prorated according to the number of days worked based on their individual work calendar. All Instructional/MCEA bargaining unit members employed on a full time basis shall have, for the duration of the assignment, their individual salaries adjusted to reflect a \$3,100 Western Zone Supplement.

b. **Riverbend Academy**

All AFSCME and Non-Bargaining employees assigned to Riverbend Academy on a full time basis, shall have their individual salaries adjusted to reflect a \$2,000 supplement. Any eligible bargaining unit member who was assigned on a partial year basis will have their supplement prorated according to the number of days worked based on their individual work calendar. AFSCME via MOU approval dated 6/21/2023.

c. **Title I Designated Schools**

Instructional staff and school-based administrators assigned to a Title I designated school shall, for the duration of the assignment, have their individual salaries adjusted to reflect a \$500 Title I supplement.

d. **Elementary Reading Remediation**

Instructional staff and school-based administrators assigned to a school defined in Florida Statute 1011.62 shall, for the duration of the assignment and lower quartile school designation, have their individual salaries adjusted to reflect a \$500 Elementary Reading Remediation supplement.

e. **Millage MCEA Bargaining Unit**

1. The provisions of this Memorandum of Agreement (MOA) apply only to the Millage
2. The Millage Supplement is available to all members of the Bargaining Unit and will be awarded based on total years of instructional experience as listed below:

a. Millage Supplement Award Amounts

I.	0 years	\$3,000.00
II.	1 - 5 years	\$3,500.00
III.	6-9 years	\$5,500.00
IV.	10-13 years	\$8,500.00
IV.	14+ years	\$10,500.00

6. **Supplement cont.**

- i. A Bargaining Unit employee on approved Family Medical Leave (FML) will be treated in compliance with statutory requirements.
- ii. Retiring employees - For purposes of this MOA, a retiring employee is an employee who is eligible to retire pursuant to FRS rules and who retires during an academic year that occurs during the effective date of this MOA, and who will receive retirement payment or distribution upon the effective date of retirement. Employees retiring as above at any point in the academic year will receive a prorated MS no later than June 30 of the year in which they retire provided the MS is awarded for that year. Employees retiring, as above at the completion of the academic year will receive a full MS in the year that they retire, provided that the MS is awarded for that MS year.

Supplements.

Millage Cont.

c. Timing of Awards:

- i. Fixed Awards: Awards above will be paid on or before the last payroll paydate in June of each year. The Millage Stipend is subject to usual withholdings and taxes and Florida Retirement System (FRS) contributions similar to regular wages.

3. Additional conditions:

- a. The Parties agree that the financial position of the District for this Supplement is based on the Millage Referendum Renewal, which voters passed on November 5, 2024. It is further agreed that, if before this MOA sunsets the District's financial condition is negatively affected (which by example could only result from one of the following: the revenue generated by the Millage Referendum renewal decreases; or, the filing of any future lawsuit, or the entry of any order or decree of a state or federal court administrative body; or, the enactment of any law, rule, or regulation by any state or local authority; or if general economic conditions change, the Parties shall enter into negotiations, in good faith, to reach an equitable solutions that maintains the intent of this Agreement.

The Millage supplement will sunset on June 30, 2030.

e. Millage AFSCME Bargaining Unit

1. The provisions of this Memorandum of Agreement ("MOA") apply only to the Millage Supplement ("MS") funded by Additional Voted Millage passed on August 23, 2022. If Millage revenue decreases before this MOA or its "mirror" MOA (see below) sunsets, this MOA may be renegotiated.
2. The MS is available to all members of the AFSCME Bargaining Unit; amounts will be awarded to each employee based on the limitations described herein.

MS Award Amounts

A total of \$3,000,000.00 shall be allocated to AFSCME Bargaining Unit employee awards. Before awards are made, the Martin County School District ("MCSD") will first reserve an amount sufficient to cover the impact of the MCSD's portion of FRS and Social Security contributions and workers compensation impact. For years two through four, the total amount of funding for AFSCME will total \$2,339,900.00.

AFSCME Millage

Each employee will receive an amount based on the employee's years of service, subject to 2b, below.

Years of Service Millage Supplement

0-5 years	\$ 700.00
6-10 years	\$ 2700.00
11-15 years	\$ 3700.00
16-20 years	\$ 4700.00
21 + years	\$ 5700.00

In order to receive an award, an AFSCME Bargaining Unit employee must complete the academic year, be renewed for the next academic year in the bargaining unit, and be an active employee in good standing at the time of distribution.

AFSCME Bargaining Unit employees that work a full academic year and meet the remaining eligibility criteria will receive a full award.

AFSCME Bargaining Unit employees that do not work a full academic year and meet the remaining eligibility criteria will receive a prorated award so that an employee receives an amount proportionate to the actual days worked in the employee's respective contract year.

Timing of Awards:

Fixed Awards: Awards as described in 2.a above will be paid on or before September 1 following the academic year to which the award applies. The Millage Stipend is subject to usual withholdings and taxes, and Florida Retirement System ("FRS") contributions similar to regular wages.

At the end of the MCSD's fiscal year, those funds remaining will be rolled over and included in the next fiscal year's distribution allocation.

3. Additional Conditions:
 - a. Employees on Family and Medical Leave ("FML") or Workers' Compensation Leave will be treated in keeping with the FML statutory requirements except that an employee that is not an active employee in good standing at the time a MS is distributed will receive the MS no more than 30 days following the employer's return to active employment.
 - b. Retiring Employees - A "retiring employee" is an employee that is eligible to retire pursuant to the rules of the FRS and does not retire and receive retirement payments or distributions.
 - i. Employees retiring (as above) at any point in the academic year will receive a prorated MS at the time the MS is awarded for the MS year.
 - ii. Employees retiring (as above) at the completion of the academic year will receive a full MS at the time the MS is awarded for the MS year.
4. This MOA sunsets on June 30, 2025, with the last of the funds being paid out in September of 2026, and, if applicable, a "true-up" in December 2026. This MOA shall not continue or continue in effect beyond then.