

GILCHRIST COUNTY SCHOOL BOARD
2025/26 INSTRUCTIONAL SALARY SCHEDULES

GRANDFATHERED/PLACEMENT SCHEDULE		
Step	Index	Base Salary
0	1.000	47,500
1	1.000	47,500
2	1.000	47,500
3	1.000	47,500
4	1.000	47,500
5	1.000	47,500
6	1.002	47,600
7	1.004	47,700
8	1.006	47,800
9	1.008	47,900
10	1.011	48,000
11	1.034	49,100
12	1.041	49,433
13	1.063	50,498
14	1.086	51,563
15	1.110	52,727
16	1.132	53,792
17	1.157	54,957
18	1.179	56,022
19	1.204	57,187
20	1.228	58,350
21	1.253	59,515
22	1.277	60,680

DEGREE SUPPLEMENTS

Bachelor's Degree	N/A	Specialist's Degree	\$3,000
Master's Degree	\$2,500	Doctorate Degree	\$3,750

GRANDFATHERED SALARY SCHEDULE

Pursuant to State law, the grandfathered schedule is closed to instructional staff hired after June 30, 2014. Grandfathered employees with a break in service subsequent to that date will be placed on the performance schedule upon return.

Employees are eligible for annual step increases. See salary increases section below.

Days: 196
Hours per Day: 7.5
Total Hours: 1470

2025/26 INSTRUCTIONAL SALARY SCHEDULE

PERFORMANCE SALARY SCHEDULE

Pursuant to State law, all instructional staff hired subsequent to June 30, 2014, or returning from a break in service subsequent to that date, will be placed using the placement schedule.

Placement is based on years of qualifying experience as follows:

Experience	Placement
U.S. Public Schools	All creditable teaching experience.
Private School on FED	All creditable teaching experience during years the school was listed on the Florida Educational Directory.
Out of State Accredited Private School	Limited to five (5) years of creditable teaching experience.
Non-Degree Vocational	Shall be credited the number of years necessary to attain proper vocational certification.
Administrative	Credit for each year of administrative experience.
Military	In addition to credit from other categories, credit shall be provided for each year of active duty up to a max of two (2) years. Minimum six (6) months of continuous service and an honorable discharge required.

RECLASSIFICATION TO THE PERFORMANCE SCHEDULE

- Current grandfathered employees can move to the performance schedule by election only.
 - Election for any given fiscal year must be made in writing to HR.
 - Employee placement on the performance schedule will coincide with historical grandfathered schedule placement.
 - For the fiscal year of reclassification and thereafter, reclassified employees will be eligible for performance pay but no longer eligible to receive step increases.
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