

**Monroe County School District
Salary Schedules
2025-2026**



Approval: November 18, 2025

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INSTRUCTIONAL

**Monroe County School Board
FY 2025-26 Salary Schedule**

INSTRUCTIONAL

<u>Old</u>	<u>Current</u>	Salary	<u>Old</u>	<u>Current</u>	Salary	<u>Old</u>	<u>Current</u>	Salary	<u>Old</u>	<u>Current</u>	Salary
ILD01	IL-4	\$62,700	ILP01	IL-40	\$73,500	ILBB01	IL-76	\$84,300	ILNN01	IL-112	\$95,100
ILD02	IL-5	\$63,000	ILP02	IL-41	\$73,800	ILBB02	IL-77	\$84,600	ILNN02	IL-113	\$95,400
ILD03	IL-6	\$63,300	ILP03	IL-42	\$74,100	ILBB03	IL-78	\$84,900	ILNN03	IL-114	\$95,700
ILE01	IL-7	\$63,600	ILQ01	IL-43	\$74,400	ILCC01	IL-79	\$85,200	ILOO01	IL-115	\$96,000
ILE02	IL-8	\$63,900	ILQ02	IL-44	\$74,700	ILCC02	IL-80	\$85,500	ILOO02	IL-116	\$96,300
ILE03	IL-9	\$64,200	ILQ03	IL-45	\$75,000	ILCC03	IL-81	\$85,800	ILOO03	IL-117	\$96,600
ILF01	IL-10	\$64,500	ILR01	IL-46	\$75,300	ILDD01	IL-82	\$86,100	ILPP01	IL-118	\$96,900
ILF02	IL-11	\$64,800	ILR02	IL-47	\$75,600	ILDD02	IL-83	\$86,400	ILPP02	IL-119	\$97,200
ILF03	IL-12	\$65,100	ILR03	IL-48	\$75,900	ILDD03	IL-84	\$86,700	ILPP03	IL-120	\$97,500
ILG01	IL-13	\$65,400	ILS01	IL-49	\$76,200	ILEE01	IL-85	\$87,000	ILQQ01	IL-121	\$97,800
ILG02	IL-14	\$65,700	ILS02	IL-50	\$76,500	ILEE02	IL-86	\$87,300	ILQQ02	IL-122	\$98,100
ILG03	IL-15	\$66,000	ILS03	IL-51	\$76,800	ILEE03	IL-87	\$87,600	ILQQ03	IL-123	\$98,400
ILH01	IL-16	\$66,300	ILT01	IL-52	\$77,100	ILFF01	IL-88	\$87,900	ILRR01	IL-124	\$98,700
ILH02	IL-17	\$66,600	ILT02	IL-53	\$77,400	ILFF02	IL-89	\$88,200	ILRR02	IL-125	\$99,000
ILH03	IL-18	\$66,900	ILT03	IL-54	\$77,700	ILFF03	IL-90	\$88,500	ILRR03	IL-126	\$99,300
ILI01	IL-19	\$67,200	ILU01	IL-55	\$78,000	ILGG01	IL-91	\$88,800	ILSS01	IL-127	\$99,600
ILI02	IL-20	\$67,500	ILU02	IL-56	\$78,300	ILGG02	IL-92	\$89,100	ILSS02	IL-128	\$99,900
ILI03	IL-21	\$67,800	ILU03	IL-57	\$78,600	ILGG03	IL-93	\$89,400	ILSS03	IL-129	\$100,200
ILJ01	IL-22	\$68,100	ILV01	IL-58	\$78,900	ILHH01	IL-94	\$89,700	ILTT01	IL-130	\$100,500
ILJ02	IL-23	\$68,400	ILV02	IL-59	\$79,200	ILHH02	IL-95	\$90,000	ILTT02	IL-131	\$100,800
ILJ03	IL-24	\$68,700	ILV03	IL-60	\$79,500	ILHH03	IL-96	\$90,300	ILTT03	IL-132	\$101,100
ILK01	IL-25	\$69,000	ILW01	IL-61	\$79,800	ILII01	IL-97	\$90,600	ILUU01	IL-133	\$101,400
ILK02	IL-26	\$69,300	ILW02	IL-62	\$80,100	ILII02	IL-98	\$90,900	ILUU02	IL-134	\$101,700
ILK03	IL-27	\$69,600	ILW03	IL-63	\$80,400	ILII03	IL-99	\$91,200	ILUU03	IL-135	\$102,000
ILL01	IL-28	\$69,900	ILX01	IL-64	\$80,700	ILJJ01	IL-100	\$91,500	ILVV01	IL-136	\$102,300
ILL02	IL-29	\$70,200	ILX02	IL-65	\$81,000	ILJJ02	IL-101	\$91,800	ILVV02	IL-137	\$102,600
ILL03	IL-30	\$70,500	ILX03	IL-66	\$81,300	ILJJ03	IL-102	\$92,100	ILVV03	IL-138	\$102,900
ILM01	IL-31	\$70,800	ILY01	IL-67	\$81,600	ILKK01	IL-103	\$92,400	ILWW01	IL-139	\$103,200
ILM02	IL-32	\$71,100	ILY02	IL-68	\$81,900	ILKK02	IL-104	\$92,700	ILWW02	IL-140	\$103,500
ILM03	IL-33	\$71,400	ILY03	IL-69	\$82,200	ILKK03	IL-105	\$93,000	ILWW03	IL-141	\$103,800
ILN01	IL-34	\$71,700	ILZ01	IL-70	\$82,500	ILLL01	IL-106	\$93,300	ILXX01	IL-142	\$104,100
ILN02	IL-35	\$72,000	ILZ02	IL-71	\$82,800	ILLL02	IL-107	\$93,600	ILXX02	IL-143	\$104,400
ILN03	IL-36	\$72,300	ILZ03	IL-72	\$83,100	ILLL03	IL-108	\$93,900	ILXX03	IL-144	\$104,700
ILO01	IL-37	\$72,600	ILAA01	IL-73	\$83,400	ILMM01	IL-109	\$94,200			
ILO02	IL-38	\$72,900	ILAA02	IL-74	\$83,700	ILMM02	IL-110	\$94,500			
ILO03	IL-39	\$73,200	ILAA03	IL-75	\$84,000	ILMM03	IL-111	\$94,800			

Salary Schedule Supplements:

All teachers hired on or after July 1, 2011 will receive an advanced degree supplement provided the teacher's advanced degree is in the teacher's area of certification. [Per F.S. 1012.22(1)(c)3.] Any teacher hired prior to July 1, 2011 will receive an advanced degree supplement provided the teacher holds an advanced degree.

<u>2025-26</u>	<u>Title I*</u>	<u>Masters</u>	<u>Specialist</u>	<u>Doctorate</u>	<u>OT</u>	<u>Psych.</u>
Level/Inc. ILD01/IL-4 thru ILM02/IL-32	\$500	\$1,800	\$4,200	\$5,100	\$5,400	\$10,000
Level/Inc. ILM03/IL-33 thru ILP03/IL-42	\$500	\$2,700	\$4,200	\$5,100	\$5,400	\$10,000
Level/Inc. ILQ01/IL-43 thru ILX03/IL-66	\$500	\$3,900	\$4,800	\$5,700	\$5,400	\$10,000
Level/Inc. ILY01/IL-67 thru ILXX03/IL-144	\$500	\$4,200	\$5,400	\$6,300	\$5,400	\$10,000

2025-26

All teachers at Title I eligible or served schools (>40% FRL) \$500
All teachers at Transition schools (30-39.99% FRL) \$250

**Monroe County School Board
FY 2025-26 Salary Schedule**

INSTRUCTIONAL (Continued)

Initial Salary Schedule Placement:

New hires to the MCSD in 2025-2026 will receive only the \$600 salary increase for placement on the new salary schedule and are not entitled to additional movement. Placement shall be based on all verified years of teaching experience

As of July 1, 2015, all years of verified traditional public school or accredited private school teaching experience (in-state or out-of-state) will be recognized by MCSD for initial placement on the salary schedule for new teachers hired within the system. Initial placement will occur in the following manner: the first ten (10) years of experience will be credited by granting one full level (3 increments) for each year of verified experience; each year thereafter will be credited by granting two-thirds of a level (2 increments) per year of verified experience. The salary of the new hire will be changed on the regular pay date following verification of the teaching experience. Teaching experience must be verified within ninety (90) days from the date of hire. Critical needs exceptions for higher placement on the schedule shall be reviewed and agreed upon annually by the Superintendent and UTM president.

Salary Schedule Advancement:

Following initial placement, teachers shall move on the salary schedule in accordance with the following stipulated provisions:

- 1) New teacher base salary becomes \$62,700 (\$600 was added to beginning level ILD01/IL-4)
- 2) All teachers who rated effective on their 2024-25 evaluation move 3 increments on the new salary schedule (\$600 + \$900, for a total increase of \$1,500)
- 3) All PSC/Grandfathered teachers rated as highly effective on their 2024-25 evaluation move 4 increments on the new salary schedule (\$600 + \$1200, for a total increase of \$1,800)
- 4) All Teachers under the Annual Contract rated as highly effective on their 2024-2025 evaluation move 5 increments on the new salary schedule (\$600 + \$1500, for a total increase of \$2,100)

Annual Longevity Award: The Annual Longevity Award is paid each year as an annual supplement in the following amounts, based on years of continuous service with MCSD, as defined in Article I, Section 4: Definitions

Years of Continuous Service	Annual Longevity Amount
5-9	\$400.00
10-14 (Additional \$500 for a total of \$900)	\$900.00
15-19 (Additional \$500 for a total of \$1,400)	\$1,400.00
20-24 (Additional \$500 for a total of \$1,900)	\$1,900.00
25-29 (Additional \$500 for a total of \$2,400)	\$2,400.00
30+ (Additional \$500 for a total of \$2,900)	\$2,900.00

**Monroe County School Board
FY 2025-26 Salary Schedule**

PERMANENT SUBSTITUTES (PS)

Old	Current	<u>Experience</u>	<u>New Schedule</u>
OP000	PS-1	0	\$35,600
OP001	PS-2	1	\$36,500
OP002	PS-3	2	\$37,400
OP003	PS-4	3	\$38,300
OP004	PS-5	4	\$39,200
OP005	PS-6	5	\$40,100
OP006	PS-7	6	\$41,000

SUMMER/ ADULT PROGRAMS HOURLY RATES

Instructors teaching in Summer School and Adult Education Programs will receive their regular hourly rate up to \$40 per hour. Hourly rate is determined by taking annual salary and dividing by 1,470 hours (196 days X 7.5 per day). Those instructors whose hourly rate exceeds \$40 per hour will be paid a maximum of \$40 per hour.

Summer School Employment is for 170 hours of work, which includes at least 150 hours of instructional contact time with students and a maximum of 20 hours of planning and student supervision at the school site.

The operation of a summer school program for less than 150/170 hours must have the written approval of the Superintendent. A school(s) may operate its summer school program for less than 150/170 hours with the prior approval of the Superintendent. However, whatever reduction takes place in the 150/170 hours will result in a proportionate reduction in the salary earned by the summer school instructors.

Current day school instructional employees assigned to the adult program on a full time basis shall remain on the teacher salary schedule provided their normal workweek is 37.5 hours. Current instructional employees teaching part-time in the adult program in an after hours capacity shall be paid according to the above schedule. No employee currently working in the district at the time of this agreement shall be adversely affected by the new salary schedule and shall be placed on the schedule at the step where they will receive the same or greater salary.

Employees performing instructional duties in the adult education program under a special licensure shall be paid as a Bachelor's Degree Employee. Years of experience in the field of special licensure shall be granted provided that they are verifiable. No employee currently working in the district at the time of this agreement shall be adversely affected by the new salary schedule and shall be placed on the schedule at the step where they will receive the same or greater salary.

Hourly rates for the Summer Recreation program funded by the Ocean Reef Foundation are covered by a separate Memorandum of Understanding which is incorporated by reference to this salary schedule.

**Monroe County School Board
FY 2025-26 Salary Schedule**

Substitute Teacher and Emergency Teacher Salary Schedule

PAY GRADE ST

SUBSTITUTE TEACHERS

Salary Slot		Daily Rate						
		01	02	03	04	05	06	07
Grade	Step	HS Diploma + 464 on ETS Parapro Passing CLAST Scores	AA/AS or 60+ Semester Hours	Bachelor's Degree	Master's Degree	Doctorate Degree	Retired MCSD Instructional Personnel	Education Specific Degree
ST	1	\$100.00	\$105.50	\$110.00	\$116.05	\$126.60	\$210.00	\$200.00
ST	2	\$125.00	\$130.50	\$135.00	\$141.05	\$151.60	\$210.00	\$200.00
ST	3	\$150.00	\$155.50	\$160.00	\$166.05	\$176.60	\$210.00	\$200.00
ST	4	\$175.00	\$180.50	\$185.00	\$191.05	\$201.60	\$210.00	\$200.00

Regular teachers who substitute during their assigned planning period in the secondary schools may be paid \$40.00 an hour for providing this service.

PAY GRADE ET

EMERGENCY TEACHER		
Salary Slot		Annual Salary
Grade	Step	
ET	1	Step 1 Instructional Salary Schedule

HEAD START

Salary Slot	Position	Contract Days	Hours Per Day	Hourly Rate		Salary Range	
				Minimum	Maximum	Minimum	Maximum
HSPP-0	Paraprofessional	186	7.5	\$22.38	\$37.38	\$31,220.10	\$52,145.10
HSCDA-0	CDA Staff	196	7.5	\$23.28	\$38.28	\$34,221.60	\$56,271.60
HSFA-0	Family Advocates	222	7.5	\$23.86	\$38.86	\$39,726.90	\$64,701.90
HSFAL-0	Family Advocate / ERSEA Lead	254	8.0	\$28.58	\$43.58	\$58,074.56	\$88,554.56
HSN-0	Health/Safety Mgr - Nurse	254	8.0	\$33.67	\$48.67	\$68,417.44	\$98,897.44
HSF-0	Fiscal Analyst	254	8.0	\$27.97	\$42.97	\$56,835.04	\$87,315.04
HSER-0	ERSEA / PFC Manager	254	8.0	\$34.45	\$57.55	\$70,002.40	\$116,941.60
HSAA-0	Pre-K Provider A.A.	196	7.5	\$26.78	\$41.78	\$39,366.60	\$61,416.60
HSPS-0	Permanent Substitutes - Paraprofessional	186	7.5	\$22.38	\$37.38	\$31,220.10	\$52,145.10
HSPSC-0	Permanent Substitutes - CDA	196	7.5	\$23.28	\$38.28	\$34,221.60	\$56,271.60
HSPSAA-0	Permanent Substitutes - AA	196	7.5	\$26.78	\$41.78	\$39,366.60	\$61,416.60
HSPSP1-0	Permanent Substitutes - Provider 1	196	7.5	-	-	\$49,100.00	\$92,000.00
HSPSP2-0	Permanent Substitutes - Provider 2	196	7.5	-	-	\$62,700.00	\$105,600.00
HSP1-0	Pre-K Provider 1	196	7.5	-	-	\$49,100.00	\$92,000.00
HSP2-0	Pre-K Provider 2	196	7.5	-	-	\$62,700.00	\$105,600.00
HSD-0	Director of Head Start and VPK	254	8.0	-	-	\$97,850.00	\$129,950.00
HSEM-0	Education / PD Manager	254	8.0	-	-	\$81,600.00	\$113,700.00
HSSW-0	ERSEA / PFC Mgr. / School Social Worker	254	8.0	-	-	\$70,600.00	\$192,500.00
HSC-0	Mental Health & Disabilities Mgr. / Pre-K Counselor	196	7.5	-	-	\$63,100.00	\$85,900.00

New district employees are placed on salary schedule according to years of experience and receive 1% increments for each year of relevant experience. A change in credentials, resulting in a salary increase must be budgeted prior to fiscal year to receive increase. COLA increases are mandated by the Federal Government. Incentive pay may become part of the employee's base salary if funding is available.

Head Start Incentive Pay

Position		
Family Advocates	Highly Effective	\$600.00
	Effective	\$300.00
PreK Provider 1 (Bachelor's Degree, Out of Field)	Highly Effective Greater than 3 consecutive years experience	Same as District.
	Effective Greater than 3 years consecutive experience	
	Highly Effective 3 years or less experience	
	Effective 3 years or less experience	
PreK Provider 2 (Bachelor's Degree, In Field)	Highly Effective Greater than 3 consecutive years experience	Same as District.
	Effective Greater than 3 years consecutive experience	
	Highly Effective 3 years or less experience	
	Effective 3 years or less experience	

Evaluations done according to Board-approved rubric. Employee performance is compared to goals.

Head Start Supplements

Supplement	Description	Annual Amount
Webmaster	Addl. duties maintaining Head Start Child Plus	\$1,233.75
Social Media Contact / Manager	Addl. duties maintaining Head Start portion of website.	\$1,233.75
Mentor Teacher	Addl. Duties: mentor student/teacher interactions	\$1,627.50
Master's Degree	Master's Degree in related field for teachers (Level D1-M2)	\$1,800.00
Master's Degree	Master's Degree in related field for teachers (Level M3-P3)	\$2,700.00
Master's Degree	Master's Degree in related field for teachers (Level Q1-X3)	\$3,900.00
Master's Degree	Master's Degree in related field for teachers (Level Y1-QQ3)	\$4,200.00
Specialist Degree	Specialist Degree in related field for teachers (Level D1-P3)	\$4,200.00
Specialist Degree	Specialist Degree in related field for teachers (Level Q1-X3)	\$4,800.00
Specialist Degree	Specialist Degree in related field for teachers (Level Y1-QQ3)	\$5,400.00
Doctorate Degree	Doctorate Degree in related field for teachers (Level D1-P3)	\$5,100.00
Doctorate Degree	Doctorate Degree in related field for teachers (Level Q1-X3)	\$5,700.00
Doctorate Degree	Doctorate Degree in related field for teachers (Level Y1-QQ3)	\$6,300.00

Levels are according to District Instructional Salary Schedule



**ATHLETIC TRAINERS AND
TAKE STOCK IN CHILDREN**

**Monroe County School Board
FY 2025-26 Salary Schedule**

Athletic Trainers (AT)

11Month Salary Schedule - 206 Days 8 Hour Duty Day

Pay Grade	Current Salary
AT-1	62,700
AT-2	63,200
AT-3	63,700
AT-4	64,200
AT-5	64,700
AT-6	65,200
AT-7	65,700
AT-8	66,200
AT-9	66,700
AT-10	67,200
AT-11	67,700
AT-12	68,200
AT-13	68,700
AT-14	69,200
AT-15	69,700
AT-16	70,200
AT-17	70,700
AT-18	71,200
AT-19	71,700
AT-20	72,200
AT-21	72,700
AT-22	73,200
AT-23	73,700
AT-24	74,200
AT-25	74,700
AT-26	75,200
AT-27	75,700
AT-28	76,200
AT-29	76,700
AT-30	77,200
AT-31	77,700
AT-32	78,200
AT-33	78,700
AT-34	79,200
AT-35	79,700
AT-36	80,200
AT-37	80,700
AT-38	81,200
AT-39	81,700
AT-40	82,200
AT-41	82,700
AT-42	83,200
AT-43	83,700
AT-44	84,200
AT-45	84,700
AT-46	85,200
AT-47	85,700
AT-48	86,200

Annual Longevity Award:

Years of Continuous Service	Annual Longevity Amount
5-9	\$400.00
10-14 (Additional \$500 for a total of \$900)	\$900.00
15-19 (Additional \$500 for a total of \$1,400)	\$1,400.00
20-24 (Additional \$500 for a total of \$1,900)	\$1,900.00
25-29 (Additional \$500 for a total of \$2,400)	\$2,400.00
30+ (Additional \$500 for a total of \$2,900)	\$2,900.00

(This position is at high schools only.)
Athletic Trainers must be licensed as required by Part XIII of
Chapter 468, Florida Statutes.

**Monroe County School Board
FY 2025-26 Salary Schedule**

Take Stock In Children

11Month Salary Schedule - 220 Days

8 Hour Duty Day

<u>Pay Grade</u>	<u>Salary</u>
TSIC-1	53,700
TSIC-2	54,200
TSIC-3	54,700
TSIC-4	55,200
TSIC-5	55,700
TSIC-6	56,200
TSIC-7	56,700
TSIC-8	57,200
TSIC-9	57,700
TSIC-10	58,200
TSIC-11	58,700
TSIC-12	59,200
TSIC-13	59,700
TSIC-14	60,200
TSIC-15	60,700
TSIC-16	61,200
TSIC-17	61,700
TSIC-18	62,200
TSIC-19	62,700
TSIC-20	63,200
TSIC-21	63,700
TSIC-22	64,200
TSIC-23	64,700
TSIC-24	65,200
TSIC-25	65,700
TSIC-26	66,200
TSIC-27	66,700
TSIC-28	67,200
TSIC-29	67,700
TSIC-30	68,200

Annual Longevity Award:

Years of Continuous Service	Annual Longevity Amount
5-9	\$400.00
10-14 (Additional \$500 for a total of \$900)	\$900.00
15-19 (Additional \$500 for a total of \$1,400)	\$1,400.00
20-24 (Additional \$500 for a total of \$1,900)	\$1,900.00
25-29 (Additional \$500 for a total of \$2,400)	\$2,400.00
30+ (Additional \$500 for a total of \$2,900)	\$2,900.00



FOOD SERVICES

**Monroe County School Board
FY 2025-26 Salary Schedule**

SCHOOL FOOD SERVICE

8 hours 190 days

FOOD SERVICE WORKER (FSW)				COOK (FSC)				SUBSTITUTE FS WORKER (FSS)		
Old	Current	Rate	Annual	Old	Current	Rate	Annual	Old	Current	Rate
F3SD1	FSW-1	18.75	28,500.00	F5SD1	FSC-1	20.56	31,251.20	F1S00H	FSS-1	18.75
F3SD2	FSW-2	18.95	28,804.00	F5SD2	FSC-2	20.76	31,555.20			
F3SE1	FSW-3	19.15	29,108.00	F5SE1	FSC-3	20.96	31,859.20			
F3SE2	FSW-4	19.35	29,412.00	F5SE2	FSC-4	21.16	32,163.20			
F3SF1	FSW-5	19.55	29,716.00	F5SF1	FSC-5	21.36	32,467.20			
F3SF2	FSW-6	19.75	30,020.00	F5SF2	FSC-6	21.56	32,771.20			
F3SG1	FSW-7	19.95	30,324.00	F5SG1	FSC-7	21.76	33,075.20			
F3SG2	FSW-8	20.15	30,628.00	F5SG2	FSC-8	21.96	33,379.20			
F3SH1	FSW-9	20.35	30,932.00	F5SH1	FSC-9	22.16	33,683.20			
F3SH2	FSW-10	20.55	31,236.00	F5SH2	FSC-10	22.36	33,987.20			
F3SI1	FSW-11	20.75	31,540.00	F5SI1	FSC-11	22.56	34,291.20			
F3SI2	FSW-12	20.95	31,844.00	F5SI2	FSC-12	22.76	34,595.20			
F3SJ1	FSW-13	21.15	32,148.00	F5SJ1	FSC-13	22.96	34,899.20			
F3SJ2	FSW-14	21.35	32,452.00	F5SJ2	FSC-14	23.16	35,203.20			
F3SK1	FSW-15	21.55	32,756.00	F5SK1	FSC-15	23.36	35,507.20			
F3SK2	FSW-16	21.75	33,060.00	F5SK2	FSC-16	23.56	35,811.20			
F3SL1	FSW-17	21.95	33,364.00	F5SL1	FSC-17	23.76	36,115.20			
F3SL2	FSW-18	22.15	33,668.00	F5SL2	FSC-18	23.96	36,419.20			
F3SM1	FSW-19	22.35	33,972.00	F5SM1	FSC-19	24.16	36,723.20			
F3SM2	FSW-20	22.55	34,276.00	F5SM2	FSC-20	24.36	37,027.20			
F3SN1	FSW-21	22.75	34,580.00	F5SN1	FSC-21	24.56	37,331.20			
F3SN2	FSW-22	22.95	34,884.00	F5SN2	FSC-22	24.76	37,635.20			
F3SO1	FSW-23	23.15	35,188.00	F5SO1	FSC-23	24.96	37,939.20			
F3SO2	FSW-24	23.35	35,492.00	F5SO2	FSC-24	25.16	38,243.20			
F3SP1	FSW-25	23.55	35,796.00	F5SP1	FSC-25	25.36	38,547.20			
F3SP2	FSW-26	23.75	36,100.00	F5SP2	FSC-26	25.56	38,851.20			
F3SQ1	FSW-27	23.95	36,404.00	F5SQ1	FSC-27	25.76	39,155.20			
F3SQ2	FSW-28	24.15	36,708.00	F5SQ2	FSC-28	25.96	39,459.20			
F3SR1	FSW-29	24.35	37,012.00	F5SR1	FSC-29	26.16	39,763.20			
F3SR2	FSW-30	24.55	37,316.00	F5SR2	FSC-30	26.36	40,067.20			
F3SS1	FSW-31	24.75	37,620.00	F5SS1	FSC-31	26.56	40,371.20			
F3SS2	FSW-32	24.95	37,924.00	F5SS2	FSC-32	26.76	40,675.20			
F3ST1	FSW-33	25.15	38,228.00	F5ST1	FSC-33	26.96	40,979.20			
F3ST2	FSW-34	25.35	38,532.00	F5ST2	FSC-34	27.16	41,283.20			
F3SU1	FSW-35	25.55	38,836.00	F5SU1	FSC-35	27.36	41,587.20			
F3SU2	FSW-36	25.75	39,140.00	F5SU2	FSC-36	27.56	41,891.20			
F3SV1	FSW-37	25.95	39,444.00	F5SV1	FSC-37	27.76	42,195.20			
F3SV2	FSW-38	26.15	39,748.00	F5SV2	FSC-38	27.96	42,499.20			
F3SW1	FSW-39	26.35	40,052.00	F5SW1	FSC-39	28.16	42,803.20			
F3SW2	FSW-40	26.55	40,356.00	F5SW2	FSC-40	28.36	43,107.20			
F3SX1	FSW-41	26.75	40,660.00	F5SX1	FSC-41	28.56	43,411.20			
F3SX2	FSW-42	26.95	40,964.00	F5SX2	FSC-42	28.76	43,715.20			
F3SY1	FSW-43	27.15	41,268.00	F5SY1	FSC-43	28.96	44,019.20			
F3SY2	FSW-44	27.35	41,572.00	F5SY2	FSC-44	29.16	44,323.20			
F3SZ1	FSW-45	27.55	41,876.00	F5SZ1	FSC-45	29.36	44,627.20			
F3SZ2	FSW-46	27.75	42,180.00	F5SZ2	FSC-46	29.56	44,931.20			
F3SAA1	FSW-47	27.95	42,484.00	F5SAA1	FSC-47	29.76	45,235.20			
F3SAA2	FSW-48	28.15	42,788.00	F5SAA2	FSC-48	29.96	45,539.20			
F3SBB1	FSW-49	28.35	43,092.00	F5SBB1	FSC-49	30.16	45,843.20			
F3SBB2	FSW-50	28.55	43,396.00	F5SBB2	FSC-50	30.36	46,147.20			
F3SCC1	FSW-51	28.75	43,700.00	F5SCC1	FSC-51	30.56	46,451.20			
F3SCC2	FSW-52	28.95	44,004.00	F5SCC2	FSC-52	30.76	46,755.20			
F3SDD1	FSW-53	29.15	44,308.00	F5SDD1	FSC-53	30.96	47,059.20			
F3SDD2	FSW-54	29.35	44,612.00	F5SDD2	FSC-54	31.16	47,363.20			
F3SEE1	FSW-55	29.55	44,916.00	F5SEE1	FSC-55	31.36	47,667.20			

Employees are authorized no more than 190 days per year unless specifically authorized in each case.
Annual salary amounts listed are based on the hourly rate at 8 hours a day for 190 days per school year. Individual annual salaries may vary.

Longevity- School Food Service - Hourly Supplement for Service with the District:

Slot	LHS05	LHS10	LHS15	LHS20
	5 Years	10 Years	15 Years	20 Years
	\$ 0.25	\$ 0.35	\$ 0.40	\$ 0.50
Cumulative Hourly	\$ 0.25	\$ 0.60	\$ 1.00	\$ 1.50



**MAINTENANCE, WAREHOUSE
AND
TRANSPORTATION**

**Monroe County School Board
FY 2025-26 Salary Schedule**

BUS DRIVER (BD) 8 Hours/188 Days				BUS AIDE (BA) 8 Hours/188 Days				AREA COORDINATOR (AC) 8 Hours/220 Days			
Old	Current	Rate	Annual	Old	Current	Rate	Annual		Current	Rate	Annual
BDLD1	BD-1	21.85	32,862.40	BALE2	BA-1	18.65	28,049.60	A1	AC-1	31.73	55,844.80
BDLD2	BD-2	22.05	33,163.20	BALF1	BA-2	18.90	28,425.60	A2	AC-2	31.98	56,284.80
BDLE1	BD-3	22.25	33,464.00	BALF2	BA-3	19.15	28,801.60	B1	AC-3	32.23	56,724.80
BDLE2	BD-4	22.45	33,764.80	BALG1	BA-4	19.40	29,177.60	B2	AC-4	32.48	57,164.80
BDLF1	BD-5	22.65	34,065.60	BALG2	BA-5	19.65	29,553.60	C1	AC-5	32.73	57,604.80
BDLF2	BD-6	22.85	34,366.40	BALH1	BA-6	19.90	29,929.60	C2	AC-6	32.98	58,044.80
BDLG1	BD-7	23.05	34,667.20	BALH2	BA-7	20.15	30,305.60	D1	AC-7	33.23	58,484.80
BDLG2	BD-8	23.25	34,968.00	BALI1	BA-8	20.40	30,681.60	D2	AC-8	33.48	58,924.80
BDLH1	BD-9	23.45	35,268.80	BALI2	BA-9	20.65	31,057.60	E1	AC-9	33.73	59,364.80
BDLH2	BD-10	23.65	35,569.60	BALJ1	BA-10	20.90	31,433.60	E2	AC-10	33.98	59,804.80
BDLI1	BD-11	23.85	35,870.40	BALJ2	BA-11	21.15	31,809.60	F1	AC-11	34.23	60,244.80
BDLI2	BD-12	24.05	36,171.20	BALK1	BA-12	21.40	32,185.60	F2	AC-12	34.48	60,684.80
BDLJ1	BD-13	24.25	36,472.00	BALK2	BA-13	21.65	32,561.60	G1	AC-13	34.73	61,124.80
BDLJ2	BD-14	24.45	36,772.80	BALL1	BA-14	21.90	32,937.60	G2	AC-14	34.98	61,564.80
BDLK1	BD-15	24.65	37,073.60	BALL2	BA-15	22.15	33,313.60	H1	AC-15	35.23	62,004.80
BDLK2	BD-16	24.85	37,374.40	BALM1	BA-16	22.40	33,689.60	H2	AC-16	35.48	62,444.80
BDLL1	BD-17	25.05	37,675.20	BALM2	BA-17	22.65	34,065.60	I1	AC-17	35.73	62,884.80
BDLL2	BD-18	25.25	37,976.00	BALN1	BA-18	22.90	34,441.60	I2	AC-18	35.98	63,324.80
BDLM1	BD-19	25.45	38,276.80	BALN2	BA-19	23.15	34,817.60	J1	AC-19	36.23	63,764.80
BDLM2	BD-20	25.65	38,577.60	BALO1	BA-20	23.40	35,193.60	J2	AC-20	36.48	64,204.80
BDLN1	BD-21	25.85	38,878.40	BALO2	BA-21	23.65	35,569.60	K1	AC-21	36.73	64,644.80
BDLN2	BD-22	26.05	39,179.20	BALP1	BA-22	23.90	35,945.60	K2	AC-22	36.98	65,084.80
BDLO1	BD-23	26.25	39,480.00	BALP2	BA-23	24.15	36,321.60	L1	AC-23	37.23	65,524.80
BDLO2	BD-24	26.45	39,780.80	BALQ1	BA-24	24.40	36,697.60	L2	AC-24	37.48	65,964.80
BDLP1	BD-25	26.65	40,081.60	BALQ2	BA-25	24.65	37,073.60	M1	AC-25	37.73	66,404.80
BDLP2	BD-26	26.85	40,382.40	BALR1	BA-26	24.90	37,449.60	M2	AC-26	37.98	66,844.80
BDLQ1	BD-27	27.05	40,683.20	BALR2	BA-27	25.15	37,825.60	N1	AC-27	38.23	67,284.80
BDLQ2	BD-28	27.25	40,984.00	BALS1	BA-28	25.40	38,201.60	N2	AC-28	38.48	67,724.80
BDLR1	BD-29	27.45	41,284.80	BALS2	BA-29	25.65	38,577.60	O1	AC-29	38.73	68,164.80
BDLR2	BD-30	27.65	41,585.60	BALT1	BA-30	25.90	38,953.60	O2	AC-30	38.98	68,604.80
BDLS1	BD-31	27.85	41,886.40	BALT2	BA-31	26.15	39,329.60	P1	AC-31	39.23	69,044.80
BDLS2	BD-32	28.05	42,187.20	BALU1	BA-32	26.40	39,705.60	P2	AC-32	39.48	69,484.80
BDLT1	BD-33	28.25	42,488.00	BALU2	BA-33	26.65	40,081.60	Q1	AC-33	39.73	69,924.80
BDLT2	BD-34	28.45	42,788.80	BALV1	BA-34	26.90	40,457.60	Q2	AC-34	39.98	70,364.80
BDLU1	BD-35	28.65	43,089.60	BALV2	BA-35	27.15	40,833.60	R1	AC-35	40.23	70,804.80
BDLU2	BD-36	28.85	43,390.40	BALW1	BA-36	27.40	41,209.60	R2	AC-36	40.48	71,244.80
BDLV1	BD-37	29.05	43,691.20	BALW2	BA-37	27.65	41,585.60	S1	AC-37	40.73	71,684.80
BDLV2	BD-38	29.25	43,992.00	BALX1	BA-38	27.90	41,961.60	S2	AC-38	40.98	72,124.80
BDLW1	BD-39	29.45	44,292.80	BALX2	BA-39	28.15	42,337.60	T1	AC-39	41.23	72,564.80
BDLW2	BD-40	29.65	44,593.60	BALY1	BA-40	28.40	42,713.60	T2	AC-40	41.48	73,004.80
BDLX1	BD-41	29.85	44,894.40	BALY2	BA-41	28.65	43,089.60	U1	AC-41	41.73	73,444.80
BDLX2	BD-42	30.05	45,195.20	BALZ1	BA-42	28.90	43,465.60	U2	AC-42	41.98	73,884.80
BDLY1	BD-43	30.25	45,496.00	BALZ2	BA-43	29.15	43,841.60	V1	AC-43	42.23	74,324.80
BDLY2	BD-44	30.45	45,796.80	BALAA1	BA-44	29.40	44,217.60	V2	AC-44	42.48	74,764.80
BDLZ1	BD-45	30.65	46,097.60	BALAA2	BA-45	29.65	44,593.60	W1	AC-45	42.73	75,204.80
BDLZ2	BD-46	30.85	46,398.40	BALBB1	BA-46	29.90	44,969.60	W2	AC-46	42.98	75,644.80
BDLAA1	BD-47	31.05	46,699.20	BALBB2	BA-47	30.15	45,345.60	X1	AC-47	43.23	76,084.80
BDLAA2	BD-48	31.25	47,000.00	BALCC1	BA-48	30.40	45,721.60	X2	AC-48	43.48	76,524.80
BDLBB1	BD-49	31.45	47,300.80	BALCC2	BA-49	30.65	46,097.60	Y1	AC-49	43.73	76,964.80
BDLBB2	BD-50	31.65	47,601.60	BALDD1	BA-50	30.90	46,473.60	Y2	AC-50	43.98	77,404.80
BALCC1	BD-51	31.85	47,902.40	BALDD2	BA-51	31.15	46,849.60	Z1	AC-51	44.23	77,844.80
BALCC2	BD-52	32.05	48,203.20	BALEE1	BA-52	31.40	47,225.60	Z2	AC-52	44.48	78,284.80
BALDD1	BD-53	32.25	48,504.00	BALEE2	BA-53	31.65	47,601.60	AA1	AC-53	44.73	78,724.80
BALDD2	BD-54	32.45	48,804.80	BALFF1	BA-54	31.90	47,977.60	AA2	AC-54	44.98	79,164.80
BDLEE1	BD-55	32.65	49,105.60	BALFF2	BA-55	32.15	48,353.60	BB1	AC-55	45.23	79,604.80
BDLEE2	BD-56	32.85	49,406.40	BALGG1	BA-56	32.40	48,729.60	BB2	AC-56	45.48	80,044.80
BALFF1	BD-57	33.05	49,707.20	BALGG1	BA-57	32.65	49,105.60	CC1	AC-57	45.73	80,484.80
BALFF2	BD-58	33.25	50,008.00	BALHH1	BA-58	32.90	49,481.60	CC2	AC-58	45.98	80,924.80
BALGG1	BD-59	33.45	50,308.80	BALHH2	BA-59	33.15	49,857.60	DD1	AC-59	46.23	81,364.80
BALGG1	BD-60	33.65	50,609.60	BALII1	BA-60	33.40	50,233.60	DD2	AC-60	46.48	81,804.80

Notes: Area Coordinators, bus drivers, and bus aides who voluntarily work days in excess of their annual calendar to support summer programming or other district requirements shall be compensated at their scheduled rate of pay.

***Rate of Pay for substitute bus drivers (BDSUB-1) \$21.85

**Monroe County School Board
FY 2025-26 Salary Schedule**

Included in the workday, sixty (60) minutes per day shall be provided for normal bus maintenance, including pre and post trip inspections, and required reports. Additional responsibilities shall include scheduling maintenance and repairs with mechanics, completing required forms and reports, receiving training and daily cleaning of the bus interior. The washing of the exterior of the buses shall be carried out by hiring bus drivers who volunteer to provide this service for additional compensation at their normal rate of pay. One hour shall be allotted per bus for this service. When there are not enough bus drivers who volunteer to wash buses, then other individuals may be hired.

Summer Program Bus Driver paid at regular hourly wage

Longevity- Bus Drivers/Area Coordinators - Hourly Supplement for Service with the District:

Slot	LBD05	LBD10	LBD15	LBD20
	5 Years	10 Years	15 Years	20 Years
	\$ 0.25	\$ 0.35	\$ 0.40	\$ 0.50
	\$ 0.25	\$ 0.60	\$ 1.00	\$ 1.50

Longevity- Bus Aides - Hourly Supplement for Service with the District:

Slot	LBD05	LBD10	LBD15	LBD20
	5 Years	10 Years	15 Years	20 Years
	\$ 0.25	\$ 0.35	\$ 0.40	\$ 0.50
Cumulative Hourly	\$ 0.25	\$ 0.60	\$ 1.00	\$ 1.50

Supplements:

Gas Attendant 118.00 Per Month

Stipends:

For any type service not listed on any salary schedule, per day \$20.00
 Completion of 40 hours of school bus driver training \$1,000.00
 Completion of six months service, an additional stipend of \$1,000.00

All Bus Drivers shall be paid a daily rate based on their hourly step in the salary schedule multiplied by eight hours for each day. This daily rate may be further subdivided into two four hour blocks corresponding to a morning or afternoon route. All drivers shall be compensated their usual daily rate on early release days

A driver or aide who volunteers to perform medical services for a student with an emergency care plan who is assigned to their route shall be paid \$500.00 per year. Substitute drivers and aides shall be paid a flat rate of \$5 per day for covering a route that has a student with an emergency care plan assigned. Annual driver and aide training and agreement to provide medical services shall be documented on an Emergency Care Plan Notification Cover Letter (Appendix G). The student assignment and provisions contained herein shall be listed on the annual route bid sheet at the annual bidding.

Extracurricular Trips:

When traveling on extra-curricular trips (all in county and out of county field trips only – not to include before/after school busses returning students home or to regular drop-off destinations), bus drivers shall be paid at a rate of one- and one-half times their hourly rate on the salary schedule.

Area Coordinator, Mechanics, and Mechanic Helpers:

The Transportation Area Coordinator, Mechanics, and Mechanic Helpers assigned to Sugarloaf transportation, Middle Keys transportation and Upper Keys transportation shall work and be paid for 8 hours per day. When required to drive a route, they shall receive \$25 each am and/or pm that is covered for a maximum of \$50 per day. Area Coordinators shall not bid on a route while serving as the Transportation Department Area Coordinator.

ALL DRIVERS OF SCHOOL BUSES MUST HAVE A VALID BUS DRIVER'S LICENSE (STATE) AND INSURANCE.

Monroe County School Board
FY 2025-26 Salary Schedule

MAINTENANCE, TRANSPORTATION AND WAREHOUSE DEPARTMENTS

RANK	CLASSIFICATION
5	Mechanic Helper, Ground Maintenance Tech, and Internal Service Messenger
6	Labor Foreman
8	Mechanics: Automotive, Body & Fender, Carpenters, and Painters
9	Plumbers (1), Electricians and Refrigeration (HVAC)
10	Lead Mechanic, Service Manager, and Grounds Supervisor

8 hours 254 days

Rank 5 (MTW5)				Rank 6 (MTW6)				Rank 8 (MTW8)				Rank 9 (MTW9)				Rank 10 (MTW10)			
Old	Current	Rate	Annual	Old	Current	Rate	Annual	Old	Current	Rate	Annual	Old	Current	Rate	Annual	Old	Current	Rate	Annual
M5SA2	MTW5-1	19.56	39,745.92	M6SA1	MTW6-1	20.00	40,640.00	M8SA1	MTW8-1	22.21	45,130.72	M9SA1	MTW9-1	25.18	51,165.76	M10BA1	MTW10-1	29.80	60,553.60
M5SB1	MTW5-2	19.81	40,253.92	M6SA2	MTW6-2	20.25	41,148.00	M8SA2	MTW8-2	22.46	45,638.72	M9SA2	MTW9-2	25.43	51,673.76	M10BA2	MTW10-2	30.05	61,061.60
M5SB2	MTW5-3	20.06	40,761.92	M6SB1	MTW6-3	20.50	41,656.00	M8SB1	MTW8-3	22.71	46,146.72	M9SB1	MTW9-3	25.68	52,181.76	M10BB1	MTW10-3	30.30	61,569.60
M5SC1	MTW5-4	20.31	41,269.92	M6SB2	MTW6-4	20.75	42,164.00	M8SB2	MTW8-4	22.96	46,654.72	M9SB2	MTW9-4	25.93	52,689.76	M10BB2	MTW10-4	30.55	62,077.60
M5SC2	MTW5-5	20.56	41,777.92	M6SC1	MTW6-5	21.00	42,672.00	M8SC1	MTW8-5	23.21	47,162.72	M9SC1	MTW9-5	26.18	53,197.76	M10BC1	MTW10-5	30.80	62,585.60
M5SD1	MTW5-6	20.81	42,285.92	M6SC2	MTW6-6	21.25	43,180.00	M8SC2	MTW8-6	23.46	47,670.72	M9SC2	MTW9-6	26.43	53,705.76	M10BC2	MTW10-6	31.05	63,093.60
M5SD2	MTW5-7	21.06	42,793.92	M6SD1	MTW6-7	21.50	43,688.00	M8SD1	MTW8-7	23.71	48,178.72	M9SD1	MTW9-7	26.68	54,213.76	M10BD1	MTW10-7	31.30	63,601.60
M5SE1	MTW5-8	21.31	43,301.92	M6SD2	MTW6-8	21.75	44,196.00	M8SD2	MTW8-8	23.96	48,686.72	M9SD2	MTW9-8	26.93	54,721.76	M10BD2	MTW10-8	31.55	64,109.60
M5SE2	MTW5-9	21.56	43,809.92	M6SE1	MTW6-9	22.00	44,704.00	M8SE1	MTW8-9	24.21	49,194.72	M9SE1	MTW9-9	27.18	55,229.76	M10BE1	MTW10-9	31.80	64,617.60
M5SF1	MTW5-10	21.81	44,317.92	M6SE2	MTW6-10	22.25	45,212.00	M8SE2	MTW8-10	24.46	49,702.72	M9SE2	MTW9-10	27.43	55,737.76	M10BE2	MTW10-10	32.05	65,125.60
M5SF2	MTW5-11	22.06	44,825.92	M6SF1	MTW6-11	22.50	45,720.00	M8SF1	MTW8-11	24.71	50,210.72	M9SF1	MTW9-11	27.68	56,245.76	M10BF1	MTW10-11	32.30	65,633.60
M5SG1	MTW5-12	22.31	45,333.92	M6SF2	MTW6-12	22.75	46,228.00	M8SF2	MTW8-12	24.96	50,718.72	M9SF2	MTW9-12	27.93	56,753.76	M10BF2	MTW10-12	32.55	66,141.60
M5SG2	MTW5-13	22.56	45,841.92	M6SG1	MTW6-13	23.00	46,736.00	M8SG1	MTW8-13	25.21	51,226.72	M9SG1	MTW9-13	28.18	57,261.76	M10BG1	MTW10-13	32.80	66,649.60
M5SH1	MTW5-14	22.81	46,349.92	M6SG2	MTW6-14	23.25	47,244.00	M8SG2	MTW8-14	25.46	51,734.72	M9SG2	MTW9-14	28.43	57,769.76	M10BG2	MTW10-14	33.05	67,157.60
M5SH2	MTW5-15	23.06	46,857.92	M6SH1	MTW6-15	23.50	47,752.00	M8SH1	MTW8-15	25.71	52,242.72	M9SH1	MTW9-15	28.68	58,277.76	M10BH1	MTW10-15	33.30	67,665.60
M5SI1	MTW5-16	23.31	47,365.92	M6SH2	MTW6-16	23.75	48,260.00	M8SH2	MTW8-16	25.96	52,750.72	M9SH2	MTW9-16	28.93	58,785.76	M10BH2	MTW10-16	33.55	68,173.60
M5SI2	MTW5-17	23.56	47,873.92	M6SI1	MTW6-17	24.00	48,768.00	M8SI1	MTW8-17	26.21	53,258.72	M9SI1	MTW9-17	29.18	59,293.76	M10BI1	MTW10-17	33.80	68,681.60
M5SI3	MTW5-18	23.81	48,381.92	M6SI2	MTW6-18	24.25	49,276.00	M8SI2	MTW8-18	26.46	53,766.72	M9SI2	MTW9-18	29.43	59,801.76	M10BI2	MTW10-18	34.05	69,189.60
M5SJ1	MTW5-19	24.06	48,889.92	M6SI3	MTW6-19	24.50	49,784.00	M8SI3	MTW8-19	26.71	54,274.72	M9SI3	MTW9-19	29.68	60,309.76	M10BJ1	MTW10-19	34.30	69,697.60
M5SK1	MTW5-20	24.31	49,397.92	M6SJ1	MTW6-20	24.75	50,292.00	M8SJ1	MTW8-20	26.96	54,782.72	M9SJ1	MTW9-20	29.93	60,817.76	M10BJ2	MTW10-20	34.55	70,205.60
M5SK2	MTW5-21	24.56	49,905.92	M6SK1	MTW6-21	25.00	50,800.00	M8SK1	MTW8-21	27.21	55,290.72	M9SK1	MTW9-21	30.18	61,325.76	M10BK1	MTW10-21	34.80	70,713.60
M5SL1	MTW5-22	24.81	50,413.92	M6SK2	MTW6-22	25.25	51,308.00	M8SK2	MTW8-22	27.46	55,798.72	M9SK2	MTW9-22	30.43	61,833.76	M10BK2	MTW10-22	35.05	71,221.60
M5SL2	MTW5-23	25.06	50,921.92	M6SL1	MTW6-23	25.50	51,816.00	M8SL1	MTW8-23	27.71	56,306.72	M9SL1	MTW9-23	30.68	62,341.76	M10BL1	MTW10-23	35.30	71,729.60
M5SM1	MTW5-24	25.31	51,429.92	M6SL2	MTW6-24	25.75	52,324.00	M8SL2	MTW8-24	27.96	56,814.72	M9SL2	MTW9-24	30.93	62,849.76	M10BL2	MTW10-24	35.55	72,237.60
M5SM2	MTW5-25	25.56	51,937.92	M6SM1	MTW6-25	26.00	52,832.00	M8SM1	MTW8-25	28.21	57,322.72	M9SM1	MTW9-25	31.18	63,357.76	M10BM1	MTW10-25	35.80	72,745.60
M5SN1	MTW5-26	25.81	52,445.92	M6SM2	MTW6-26	26.25	53,340.00	M8SM2	MTW8-26	28.46	57,830.72	M9SM2	MTW9-26	31.43	63,865.76	M10BM2	MTW10-26	36.05	73,253.60
M5SN2	MTW5-27	26.06	52,953.92	M6SN1	MTW6-27	26.50	53,848.00	M8SN1	MTW8-27	28.71	58,338.72	M9SN1	MTW9-27	31.68	64,373.76	M10BN1	MTW10-27	36.30	73,761.60
M5SO1	MTW5-28	26.31	53,461.92	M6SN2	MTW6-28	26.75	54,356.00	M8SN2	MTW8-28	28.96	58,846.72	M9SN2	MTW9-28	31.93	64,881.76	M10BN2	MTW10-28	36.55	74,269.60
M5SO2	MTW5-29	26.56	53,969.92	M6SO1	MTW6-29	27.00	54,864.00	M8SO1	MTW8-29	29.21	59,354.72	M9SO1	MTW9-29	32.18	65,389.76	M10BO1	MTW10-29	36.80	74,777.60
M5SP1	MTW5-30	26.81	54,477.92	M6SO2	MTW6-30	27.25	55,372.00	M8SO2	MTW8-30	29.46	59,862.72	M9SO2	MTW9-30	32.43	65,897.76	M10BO2	MTW10-30	37.05	75,285.60
M5SP2	MTW5-31	27.06	54,985.92	M6SP1	MTW6-31	27.50	55,880.00	M8SP1	MTW8-31	29.71	60,370.72	M9SP1	MTW9-31	32.68	66,405.76	M10BP1	MTW10-31	37.30	75,793.60
M5SQ1	MTW5-32	27.31	55,493.92	M6SP2	MTW6-32	27.75	56,388.00	M8SP2	MTW8-32	29.96	60,878.72	M9SP2	MTW9-32	32.93	66,913.76	M10BP2	MTW10-32	37.55	76,301.60
M5SQ2	MTW5-33	27.56	56,001.92	M6SQ1	MTW6-33	28.00	56,896.00	M8SQ1	MTW8-33	30.21	61,386.72	M9SQ1	MTW9-33	33.18	67,421.76	M10BQ1	MTW10-33	37.80	76,809.60
M5SR1	MTW5-34	27.81	56,509.92	M6SQ2	MTW6-34	28.25	57,404.00	M8SQ2	MTW8-34	30.46	61,894.72	M9SQ2	MTW9-34	33.43	67,929.76	M10BQ2	MTW10-34	38.05	77,317.60
M5SR2	MTW5-35	28.06	57,017.92	M6SR1	MTW6-35	28.50	57,912.00	M8SR1	MTW8-35	30.71	62,402.72	M9SR1	MTW9-35	33.68	68,437.76	M10BR1	MTW10-35	38.30	77,825.60
M5SS1	MTW5-36	28.31	57,525.92	M6SR2	MTW6-36	28.75	58,420.00	M8SR2	MTW8-36	30.96	62,910.72	M9SR2	MTW9-36	33.93	68,945.76	M10BR2	MTW10-36	38.55	78,333.60
M5SS2	MTW5-37	28.56	58,033.92	M6SS1	MTW6-37	29.00	58,928.00	M8SS1	MTW8-37	31.21	63,418.72	M9SS1	MTW9-37	34.18	69,453.76	M10BS1	MTW10-37	38.80	78,841.60
M5ST1	MTW5-38	28.81	58,541.92	M6SS2	MTW6-38	29.25	59,436.00	M8SS2	MTW8-38	31.46	63,926.72	M9SS2	MTW9-38	34.43	69,961.76	M10BS2	MTW10-38	39.05	79,349.60
M5ST2	MTW5-39	29.06	59,049.92	M6ST1	MTW6-39	29.50	59,944.00	M8ST1	MTW8-39	31.71	64,434.72	M9ST1	MTW9-39	34.68	70,469.76	M10BT1	MTW10-39	39.30	79,857.60
M5SU1	MTW5-40	29.31	59,557.92	M6ST2	MTW6-40	29.75	60,452.00	M8ST2	MTW8-40	31.96	64,942.72	M9ST2	MTW9-40	34.93	70,977.76	M10BT2	MTW10-40	39.55	80,365.60
M5SU2	MTW5-41	29.56	60,065.92	M6SU1	MTW6-41	30.00	60,960.00	M8SU1	MTW8-41	32.21	65,450.72	M9SU1	MTW9-41	35.18	71,485.76	M10BU1	MTW10-41	39.80	80,873.60
M5SV1	MTW5-42	29.81	60,573.92	M6SU2	MTW6-42	30.25	61,468.00	M8SU2	MTW8-42	32.46	65,958.72	M9SU2	MTW9-42	35.43	71,993.76	M10BU2	MTW10-42	40.05	81,381.60
M5SV2	MTW5-43	30.06	61,081.92	M6SV1	MTW6-43	30.50	61,976.00	M8SV1	MTW8-43	32.71	66,466.72	M9SV1	MTW9-43	35.68	72,501.76	M10BV1	MTW10-43	40.30	81,889.60
M5SW1	MTW5-44	30.31	61,589.92	M6SV2	MTW6-44	30.75	62,484.00	M8SV2	MTW8-44	32.96	66,974.72	M9SV2	MTW9-44	35.93	73,009.76	M10BV2	MTW10-44	40.55	82,397.60
M5SW2	MTW5-45	30.56	62,097.92	M6SW1	MTW6-45	31.00	62,992.00	M8SW1	MTW8-45	33.21	67,482.72	M9SW1	MTW9-45	36.18	73,517.76	M10BW1	MTW10-45	40.80	82,905.60
M5SX1	MTW5-46	30.81	62,605.92	M6SW2	MTW6-46	31.25	63,500.00	M8SW2	MTW8-46	33.46	67,990.72	M9SW2	MTW9-46	36.43	74,025.76	M10BW2	MTW10-46	41.05	83,413.60
M5SX2	MTW5-47	31.06	63,113.92	M6SX1	MTW6-47	31.50	64,008.00	M8SX1	MTW8-47	33.71	68,498.72	M9SX1	MTW9-47	36.68	74,533.76	M10BX1	MTW10-47	41.30	83,921.60
M5SY1	MTW5-48	31.31	63,621.92	M6SX2	MTW6-48	31.75	64,516.00	M8SX2	MTW8-48	33.96	69,006.72	M9SX2	MTW9-48	36.93	75,041.76	M10BX2	MTW10-48	41.55	84,429.60
M5SY2	MTW5-49	31.56	64,129.92	M6SY1	MTW6-49	32.00	65,024.00	M8SY1	MTW8-49	34.21	69,514.72	M9SY1	MTW9-49	37.18	75,549.76	M10BY1	MTW10-49	41.80	84,937.60
M5SZ1	MTW5-50	31.81	64,637.92	M6SY2	MTW6-50	32.25	65,532.00	M8SY2	MTW8-50	34.46	70,022.72	M9SY2	MTW9-50	37.43	76,057.76	M10BY2	MTW10-50	42.05	85,445.60
M5SZ2	MTW5-51	32.06	65,145.92	M6SZ1	MTW6-51	32.50	66,040.00	M8SZ1	MTW8-51	34.71	70,530.72	M9SZ1	MTW9-51	37.68	76,565.76	M10SZ1	MTW10-51	42.30	85,953.60
M5SAA1	MTW5-52	32.31	65,653.92	M6SZ2	MTW6-52	32.75	66,548.00	M8SZ2	MTW8-52	34.96	71,038.72	M9SZ2	MTW9-52	37.93	77,073.76	M10SZ2	MTW10-52	42.55	86,461.60
M5SAA2	MTW5-53	32.56	66,161.92	M6SAA1	MTW6-53	33.00	67,056.00	M8SAA1	MTW8-53	35.21	71,546.72	M9SAA1	MTW9-53	38.18	77,581.76	M10SAA1	MTW10-53	42	

**Monroe County School Board
FY 2025-26 Salary Schedule**

PAY GRADE TE				
TEMPORARY EMPLOYEES				
Salary Slot		Hourly Rate	Job Description	
Grade	Step			
TE	1	15.00	Worker Trainee	Student Worker
TE	2	16.00	Clerical	Truck Driver Labor Foreman
TE	3	18.21	Body & Auto Mechanics Mason	Painter Carpenter
TE	4	19.18	Electrician	Refrigeration Plumber

PAY GRADE TEH				
TEMPORARY EMPLOYEES-HELPERS				
Salary Slot		Hourly Rate	Job Description	
Grade	Step			
TEH	1	15.00	Electronics Helper 1	
TEH	2	15.40	Auto Mechanics Helper 1 Electronics Helper 2 Plaster Helper 1 Welder Helper 1	Body Mechanics Helper 1 Mason Helper 1 Roofer Helper 1
TEH	3	15.80	Auto Mechanics Helper 2 Electrician Helper 1	Body Mechanics Helper 2 Refrigeration Helper 1
TEH	4	16.20	Auto Mechanics Helper 3 Carpenter Helper 1 Mason Helper 2 Plumber Helper 1 Welder Helper 2	Body Mechanics Helper 3 Electronics Helper 3 Plaster Helper 2 Roofer Helper 2
TEH	5	16.60	Refrigeration Helper 2	
TEH	6	17.00	Carpenter Helper 2 Mason Helper 3 Plumber Helper 2 Welder Helper 3	Electrician Helper 2 Plaster Helper 3 Roofer Helper 3
TEH	7	17.40	Refrigeration Helper 3	
TEH	8	17.80	Carpenter Helper 3	
TEH	9	18.20	Electrician Helper 3	Plumber Helper 3



**HOURLY SCHOOL AND DISTRICT
SUPPORT STAFF**

SCHOOL SUPPORT STAFF

TIER I				TIER II				TIER III				TIER IV			
Administrative Assistant	Pay Grade	Hourly	Annual	Activites Leader - Extended Day	Pay Grade	Hourly	Annual	Paraprofessional	Pay Grade	Hourly	Annual	Nurse, RN	Pay Grade	Hourly	Annual
Attendance Clerk	SSI-1	\$18.13	\$36,840.16	Data Support Assistant	SSII-1	\$19.79	\$40,213.28	Job Coach	SSIII-1	\$20.93	\$42,529.76	Executive School Secretary (Office Manager)	SSIV-1	\$28.02	\$56,936.64
Parent Educator	SSI-2	\$18.43	\$37,449.76	Nurse LPN	SSII-2	\$20.09	\$40,822.88	Job Coach - Lead	SSIII-2	\$21.23	\$43,139.36	Food Service Manager	SSIV-2	\$28.32	\$57,546.24
Library/Media Aide	SSI-3	\$18.73	\$38,059.36	Operations Specialist	SSII-3	\$20.39	\$41,432.48	Assistant Food Service Manager	SSIII-3	\$21.53	\$43,748.96		SSIV-3	\$28.62	\$58,155.84
Day Care Worker	SSI-4	\$19.03	\$38,668.96	Lab Assistant	SSII-4	\$20.69	\$42,042.08		SSIII-4	\$21.83	\$44,358.56		SSIV-4	\$28.92	\$58,765.44
Foreman	SSI-5	\$19.33	\$39,278.56	Bookkeeper	SSII-5	\$20.99	\$42,651.68		SSIII-5	\$22.13	\$44,968.16		SSIV-5	\$29.22	\$59,375.04
	SSI-6	\$19.63	\$39,888.16		SSII-6	\$21.29	\$43,261.28		SSIII-6	\$22.43	\$45,577.76		SSIV-6	\$29.52	\$59,984.64
8 hours	SSI-7	\$19.93	\$40,497.76	8 hours	SSII-7	\$21.59	\$43,870.88	8 hours	SSIII-7	\$22.73	\$46,187.36	8 hours	SSIV-7	\$29.82	\$60,594.24
254 days	SSI-8	\$20.23	\$41,107.36		SSII-8	\$21.89	\$44,480.48		SSIII-8	\$23.03	\$46,796.96		SSIV-8	\$30.12	\$61,203.84
	SSI-9	\$20.53	\$41,716.96		SSII-9	\$22.19	\$45,090.08		SSIII-9	\$23.33	\$47,406.56		SSIV-9	\$30.42	\$61,813.44
	SSI-10	\$20.83	\$42,326.56		SSII-10	\$22.49	\$45,699.68		SSIII-10	\$23.63	\$48,016.16		SSIV-10	\$30.72	\$62,423.04
	SSI-11	\$21.13	\$42,936.16		SSII-11	\$22.79	\$46,309.28		SSIII-11	\$23.93	\$48,625.76		SSIV-11	\$31.02	\$63,032.64
	SSI-12	\$21.43	\$43,545.76		SSII-12	\$23.09	\$46,918.88		SSIII-12	\$24.23	\$49,235.36		SSIV-12	\$31.32	\$63,642.24
	SSI-13	\$21.73	\$44,155.36		SSII-13	\$23.39	\$47,528.48		SSIII-13	\$24.53	\$49,844.96		SSIV-13	\$31.62	\$64,251.84
	SSI-14	\$22.03	\$44,764.96		SSII-14	\$23.69	\$48,138.08		SSIII-14	\$24.83	\$50,454.56		SSIV-14	\$31.92	\$64,861.44
	SSI-15	\$22.33	\$45,374.56		SSII-15	\$23.99	\$48,747.68		SSIII-15	\$25.13	\$51,064.16		SSIV-15	\$32.22	\$65,471.04
	SSI-16	\$22.63	\$45,984.16		SSII-16	\$24.29	\$49,357.28		SSIII-16	\$25.43	\$51,673.76		SSIV-16	\$32.52	\$66,080.64
	SSI-17	\$22.93	\$46,593.76		SSII-17	\$24.59	\$49,966.88		SSIII-17	\$25.73	\$52,283.36		SSIV-17	\$32.82	\$66,690.24
	SSI-18	\$23.23	\$47,203.36		SSII-18	\$24.89	\$50,576.48		SSIII-18	\$26.03	\$52,892.96		SSIV-18	\$33.12	\$67,299.84
	SSI-19	\$23.53	\$47,812.96		SSII-19	\$25.19	\$51,186.08		SSIII-19	\$26.33	\$53,502.56		SSIV-19	\$33.42	\$67,909.44
	SSI-20	\$23.83	\$48,422.56		SSII-20	\$25.49	\$51,795.68		SSIII-20	\$26.63	\$54,112.16		SSIV-20	\$33.72	\$68,519.04
	SSI-21	\$24.13	\$49,032.16		SSII-21	\$25.79	\$52,405.28		SSIII-21	\$26.93	\$54,721.76		SSIV-21	\$34.02	\$69,128.64
	SSI-22	\$24.43	\$49,641.76		SSII-22	\$26.09	\$53,014.88		SSIII-22	\$27.23	\$55,331.36		SSIV-22	\$34.32	\$69,738.24
	SSI-23	\$24.73	\$50,251.36		SSII-23	\$26.39	\$53,624.48		SSIII-23	\$27.53	\$55,940.96		SSIV-23	\$34.62	\$70,347.84
	SSI-24	\$25.03	\$50,860.96		SSII-24	\$26.69	\$54,234.08		SSIII-24	\$27.83	\$56,550.56		SSIV-24	\$34.92	\$70,957.44
	SSI-25	\$25.33	\$51,470.56		SSII-25	\$26.99	\$54,843.68		SSIII-25	\$28.13	\$57,160.16		SSIV-25	\$35.22	\$71,567.04
	SSI-26	\$25.63	\$52,080.16		SSII-26	\$27.29	\$55,453.28		SSIII-26	\$28.43	\$57,769.76		SSIV-26	\$35.52	\$72,176.64
	SSI-27	\$25.93	\$52,689.76		SSII-27	\$27.59	\$56,062.88		SSIII-27	\$28.73	\$58,379.36		SSIV-27	\$35.82	\$72,786.24
	SSI-28	\$26.23	\$53,299.36		SSII-28	\$27.89	\$56,672.48		SSIII-28	\$29.03	\$58,988.96		SSIV-28	\$36.12	\$73,395.84
	SSI-29	\$26.53	\$53,908.96		SSII-29	\$28.19	\$57,282.08		SSIII-29	\$29.33	\$59,598.56		SSIV-29	\$36.42	\$74,005.44
	SSI-30	\$26.83	\$54,518.56		SSII-30	\$28.49	\$57,891.68		SSIII-30	\$29.63	\$60,208.16		SSIV-30	\$36.72	\$74,615.04
	SSI-31	\$27.13	\$55,128.16		SSII-31	\$28.79	\$58,501.28		SSIII-31	\$29.93	\$60,817.76		SSIV-31	\$37.02	\$75,224.64
	SSI-32	\$27.43	\$55,737.76		SSII-32	\$29.09	\$59,110.88		SSIII-32	\$30.23	\$61,427.36		SSIV-32	\$37.32	\$75,834.24
	SSI-33	\$27.73	\$56,347.36		SSII-33	\$29.39	\$59,720.48		SSIII-33	\$30.53	\$62,036.96		SSIV-33	\$37.62	\$76,443.84
	SSI-34	\$28.03	\$56,956.96		SSII-34	\$29.69	\$60,330.08		SSIII-34	\$30.83	\$62,646.56		SSIV-34	\$37.92	\$77,053.44
	SSI-35	\$28.33	\$57,566.56		SSII-35	\$29.99	\$60,939.68		SSIII-35	\$31.13	\$63,256.16		SSIV-35	\$38.22	\$77,663.04
	SSI-36	\$28.63	\$58,176.16		SSII-36	\$30.29	\$61,549.28		SSIII-36	\$31.43	\$63,865.76		SSIV-36	\$38.52	\$78,272.64
	SSI-37	\$28.93	\$58,785.76		SSII-37	\$30.59	\$62,158.88		SSIII-37	\$31.73	\$64,475.36		SSIV-37	\$38.82	\$78,882.24
	SSI-38	\$29.23	\$59,395.36		SSII-38	\$30.89	\$62,768.48		SSIII-38	\$32.03	\$65,084.96		SSIV-38	\$39.12	\$79,491.84
	SSI-39	\$29.53	\$60,004.96		SSII-39	\$31.19	\$63,378.08		SSIII-39	\$32.33	\$65,694.56		SSIV-39	\$39.42	\$80,101.44
	SSI-40	\$29.83	\$60,614.56		SSII-40	\$31.49	\$63,987.68		SSIII-40	\$32.63	\$66,304.16		SSIV-40	\$39.72	\$80,711.04
	SSI-41	\$30.13	\$61,224.16		SSII-41	\$31.79	\$64,597.28		SSIII-41	\$32.93	\$66,913.76		SSIV-41	\$40.02	\$81,320.64
	SSI-42	\$30.43	\$61,833.76		SSII-42	\$32.09	\$65,206.88		SSIII-42	\$33.23	\$67,523.36		SSIV-42	\$40.32	\$81,930.24
	SSI-43	\$30.73	\$62,443.36		SSII-43	\$32.39	\$65,816.48		SSIII-43	\$33.53	\$68,132.96		SSIV-43	\$40.62	\$82,539.84
	SSI-44	\$31.03	\$63,052.96		SSII-44	\$32.69	\$66,426.08		SSIII-44	\$33.83	\$68,742.56		SSIV-44	\$40.92	\$83,149.44
	SSI-45	\$31.33	\$63,662.56		SSII-45	\$32.99	\$67,035.68		SSIII-45	\$34.13	\$69,352.16		SSIV-45	\$41.22	\$83,759.04
	SSI-46	\$31.63	\$64,272.16		SSII-46	\$33.29	\$67,645.28		SSIII-46	\$34.43	\$69,961.76		SSIV-46	\$41.52	\$84,368.64
	SSI-47	\$31.93	\$64,881.76		SSII-47	\$33.59	\$68,254.88		SSIII-47	\$34.73	\$70,571.36		SSIV-47	\$41.82	\$84,978.24
	SSI-48	\$32.23	\$65,491.36		SSII-48	\$33.89	\$68,864.48		SSIII-48	\$35.03	\$71,180.96		SSIV-48	\$42.12	\$85,587.84
	SSI-49	\$32.53	\$66,100.96		SSII-49	\$34.19	\$69,474.08		SSIII-49	\$35.33	\$71,790.56		SSIV-49	\$42.42	\$86,197.44
	SSI-50	\$32.83	\$66,710.56		SSII-50	\$34.49	\$70,083.68		SSIII-50	\$35.63	\$72,400.16		SSIV-50	\$42.72	\$86,807.04

Annual salary amounts listed are based on the hourly rate at 8 hours a day for 254 days per school year. Individual annual salaries may vary

Longevity - Support Staff - Hourly Supplement for Service with the District:

Slot	L8H05	L8H10	L8H15	L8H20
	5 Years	\$0.25	\$0.35	\$0.40
Cumulative	\$0.25	\$0.60	\$1.00	\$1.50

Salary Schedule Supplements:

Only paraprofessionals may receive an advanced degree supplement

Associate	Bachelor	Master/Doctor
\$1,200	\$1,500	\$1,800

DISTRICT SUPPORT STAFF

TIER I				TIER II				TIER III				TIER IV			
Administrative Assistant	Pay Grade	Hourly	Annual	A/R and Daycare Oversight Specialist	Pay Grade	Hourly	Annual	Administrative Aide to Superintendent/Board	Pay Grade	Hourly	Annual	Technology Area Coordinator	Pay Grade	Hourly	Annual
Account Clerk	DSI-1	\$18.13	\$36,840.16	Administrative Aide to Executive Staff	DSII-1	\$23.60	\$47,955.20	Fiscal Services Specialist	DSIII-1	\$28.02	\$56,936.64	Program Specialist, Food Service	DSIV-1	\$29.27	\$59,476.64
Clerk, Internal Services	DSI-2	\$18.43	\$37,449.76	Legal Secretary	DSII-2	\$23.90	\$48,564.80	Records Specialist	DSIII-2	\$28.32	\$57,546.24		DSIV-2	\$29.57	\$60,086.24
	DSI-3	\$18.73	\$38,059.36	Technician Assistant	DSII-3	\$24.20	\$49,174.40	Property Control Specialist	DSIII-3	\$28.62	\$58,155.84		DSIV-3	\$29.87	\$60,695.84
	DSI-4	\$19.03	\$38,668.96	CTE Specialist	DSII-4	\$24.50	\$49,784.00	Benefits and Insurance Specialist	DSIII-4	\$28.92	\$58,765.44		DSIV-4	\$30.17	\$61,305.44
	DSI-5	\$19.33	\$39,278.56		DSII-5	\$24.80	\$50,393.60	Specialist, Food Service	DSIII-5	\$29.22	\$59,375.04		DSIV-5	\$30.47	\$61,915.04
	DSI-6	\$19.63	\$39,888.16		DSII-6	\$25.10	\$51,003.20	Specialist, Certification	DSIII-6	\$29.52	\$59,984.64		DSIV-6	\$30.77	\$62,524.64
	DSI-7	\$19.93	\$40,497.76		DSII-7	\$25.40	\$51,612.80	Technology Technician	DSIII-7	\$29.82	\$60,594.24		DSIV-7	\$31.07	\$63,134.24
	DSI-8	\$20.23	\$41,107.36		DSII-8	\$25.70	\$52,222.40	Human Resource Specialist	DSIII-8	\$30.12	\$61,203.84		DSIV-8	\$31.37	\$63,743.84
	DSI-9	\$20.53	\$41,716.96		DSII-9	\$26.00	\$52,832.00	Payroll Specialist	DSIII-9	\$30.42	\$61,813.44		DSIV-9	\$31.67	\$64,353.44
	DSI-10	\$20.83	\$42,326.56		DSII-10	\$26.30	\$53,441.60	A/P Specialist	DSIII-10	\$30.72	\$62,423.04		DSIV-10	\$31.97	\$64,963.04
	DSI-11	\$21.13	\$42,936.16		DSII-11	\$26.60	\$54,051.20	Information Specialist	DSIII-11	\$31.02	\$63,032.64		DSIV-11	\$32.27	\$65,572.64
	DSI-12	\$21.43	\$43,545.76		DSII-12	\$26.90	\$54,660.80	Office Manager	DSIII-12	\$31.32	\$63,642.24		DSIV-12	\$32.57	\$66,182.24
	DSI-13	\$21.73	\$44,155.36		DSII-13	\$27.20	\$55,270.40	Federal Programs Assistant	DSIII-13	\$31.62	\$64,251.84		DSIV-13	\$32.87	\$66,791.84
	DSI-14	\$22.03	\$44,764.96		DSII-14	\$27.50	\$55,880.00		DSIII-14	\$31.92	\$64,861.44		DSIV-14	\$33.17	\$67,401.44
	DSI-15	\$22.33	\$45,374.56		DSII-15	\$27.80	\$56,489.60		DSIII-15	\$32.22	\$65,471.04		DSIV-15	\$33.47	\$68,011.04
	DSI-16	\$22.63	\$45,984.16		DSII-16	\$28.10	\$57,099.20		DSIII-16	\$32.52	\$66,080.64		DSIV-16	\$33.77	\$68,620.64
	DSI-17	\$22.93	\$46,593.76		DSII-17	\$28.40	\$57,708.80		DSIII-17	\$32.82	\$66,690.24		DSIV-17	\$34.07	\$69,230.24
8 hours 254 days	DSI-18	\$23.23	\$47,203.36	8 hours 254 days	DSII-18	\$28.70	\$58,318.40	8 hours 254 days	DSIII-18	\$33.12	\$67,299.84	8 hours 254 days	DSIV-18	\$34.37	\$69,839.84
	DSI-19	\$23.53	\$47,812.96		DSII-19	\$29.00	\$58,928.00		DSIII-19	\$33.42	\$67,909.44		DSIV-19	\$34.67	\$70,449.44
	DSI-20	\$23.83	\$48,422.56		DSII-20	\$29.30	\$59,537.60		DSIII-20	\$33.72	\$68,519.04		DSIV-20	\$34.97	\$71,059.04
	DSI-21	\$24.13	\$49,032.16		DSII-21	\$29.60	\$60,147.20		DSIII-21	\$34.02	\$69,128.64		DSIV-21	\$35.27	\$71,668.64
	DSI-22	\$24.43	\$49,641.76		DSII-22	\$29.90	\$60,756.80		DSIII-22	\$34.32	\$69,738.24		DSIV-22	\$35.57	\$72,278.24
	DSI-23	\$24.73	\$50,251.36		DSII-23	\$30.20	\$61,366.40		DSIII-23	\$34.62	\$70,347.84		DSIV-23	\$35.87	\$72,887.84
	DSI-24	\$25.03	\$50,860.96		DSII-24	\$30.50	\$61,976.00		DSIII-24	\$34.92	\$70,957.44		DSIV-24	\$36.17	\$73,497.44
	DSI-25	\$25.33	\$51,470.56		DSII-25	\$30.80	\$62,585.60		DSIII-25	\$35.22	\$71,567.04		DSIV-25	\$36.47	\$74,107.04
	DSI-26	\$25.63	\$52,080.16		DSII-26	\$31.10	\$63,195.20		DSIII-26	\$35.52	\$72,176.64		DSIV-26	\$36.77	\$74,716.64
	DSI-27	\$25.93	\$52,689.76		DSII-27	\$31.40	\$63,804.80		DSIII-27	\$35.82	\$72,786.24		DSIV-27	\$37.07	\$75,326.24
	DSI-28	\$26.23	\$53,299.36		DSII-28	\$31.70	\$64,414.40		DSIII-28	\$36.12	\$73,395.84		DSIV-28	\$37.37	\$75,935.84
	DSI-29	\$26.53	\$53,908.96		DSII-29	\$32.00	\$65,024.00		DSIII-29	\$36.42	\$74,005.44		DSIV-29	\$37.67	\$76,545.44
	DSI-30	\$26.83	\$54,518.56		DSII-30	\$32.30	\$65,633.60		DSIII-30	\$36.72	\$74,615.04		DSIV-30	\$37.97	\$77,155.04
	DSI-31	\$27.13	\$55,128.16		DSII-31	\$32.60	\$66,243.20		DSIII-31	\$37.02	\$75,224.64		DSIV-31	\$38.27	\$77,764.64
	DSI-32	\$27.43	\$55,737.76		DSII-32	\$32.90	\$66,852.80		DSIII-32	\$37.32	\$75,834.24		DSIV-32	\$38.57	\$78,374.24
	DSI-33	\$27.73	\$56,347.36		DSII-33	\$33.20	\$67,462.40		DSIII-33	\$37.62	\$76,443.84		DSIV-33	\$38.87	\$78,983.84
	DSI-34	\$28.03	\$56,956.96		DSII-34	\$33.50	\$68,072.00		DSIII-34	\$37.92	\$77,053.44		DSIV-34	\$39.17	\$79,593.44
	DSI-35	\$28.33	\$57,566.56		DSII-35	\$33.80	\$68,681.60		DSIII-35	\$38.22	\$77,663.04		DSIV-35	\$39.47	\$80,203.04
	DSI-36	\$28.63	\$58,176.16		DSII-36	\$34.10	\$69,291.20		DSIII-36	\$38.52	\$78,272.64		DSIV-36	\$39.77	\$80,812.64
	DSI-37	\$28.93	\$58,785.76		DSII-37	\$34.40	\$69,900.80		DSIII-37	\$38.82	\$78,882.24		DSIV-37	\$40.07	\$81,422.24
	DSI-38	\$29.23	\$59,395.36		DSII-38	\$34.70	\$70,510.40		DSIII-38	\$39.12	\$79,491.84		DSIV-38	\$40.37	\$82,031.84
	DSI-39	\$29.53	\$60,004.96		DSII-39	\$35.00	\$71,120.00		DSIII-39	\$39.42	\$80,101.44		DSIV-39	\$40.67	\$82,641.44
	DSI-40	\$29.83	\$60,614.56		DSII-40	\$35.30	\$71,729.60		DSIII-40	\$39.72	\$80,711.04		DSIV-40	\$40.97	\$83,251.04
	DSI-41	\$30.13	\$61,224.16		DSII-41	\$35.60	\$72,339.20		DSIII-41	\$40.02	\$81,320.64		DSIV-41	\$41.27	\$83,860.64
	DSI-42	\$30.43	\$61,833.76		DSII-42	\$35.90	\$72,948.80		DSIII-42	\$40.32	\$81,930.24		DSIV-42	\$41.57	\$84,470.24
	DSI-43	\$30.73	\$62,443.36		DSII-43	\$36.20	\$73,558.40		DSIII-43	\$40.62	\$82,539.84		DSIV-43	\$41.87	\$85,079.84
	DSI-44	\$31.03	\$63,052.96		DSII-44	\$36.50	\$74,168.00		DSIII-44	\$40.92	\$83,149.44		DSIV-44	\$42.17	\$85,689.44
	DSI-45	\$31.33	\$63,662.56		DSII-45	\$36.80	\$74,777.60		DSIII-45	\$41.22	\$83,759.04		DSIV-45	\$42.47	\$86,299.04

Annual salary amounts listed are based on the hourly rate at 8 hours a day for 254 days per school year. Individual annual salaries may vary

Longevity - Support Staff - Hourly Supplement for Service with the District:

Slot	L8H05	L8H10	L8H15	L8H20
	5 Years	10 Years	15 Years	20 Years
	\$0.25	\$0.35	\$0.40	\$0.50
Cumulative	\$0.25	\$0.60	\$1.00	\$1.50



ADMINISTRATIVE/SALARIED

School Administration

DEAN OF STUDENT 7.5 Hour & 220 Days		ASSISTANT PRINCIPAL 8 Hour & 220 Days						PRINCIPAL 8 Hour & 235 Days						8 Hour & 254 Days	
		Elementary		Middle		High		Elementary		Middle		High			
		Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary
DS-1	64,900	APE-1	70,400	APM-1	78,900	APH-1	82,900	PE-1	90,900	PM-1	93,400	PH-1	107,400		
DS-2	65,400	APE-2	70,900	APM-2	79,400	APH-2	83,400	PE-2	91,400	PM-2	93,900	PH-2	107,900		
DS-3	65,900	APE-3	71,400	APM-3	79,900	APH-3	83,900	PE-3	91,900	PM-3	94,400	PH-3	108,400		
DS-4	66,400	APE-4	71,900	APM-4	80,400	APH-4	84,400	PE-4	92,400	PM-4	94,900	PH-4	108,900		
DS-5	66,900	APE-5	72,400	APM-5	80,900	APH-5	84,900	PE-5	92,900	PM-5	95,400	PH-5	109,400		
DS-6	67,400	APE-6	72,900	APM-6	81,400	APH-6	85,400	PE-6	93,400	PM-6	95,900	PH-6	109,900		
DS-7	67,900	APE-7	73,400	APM-7	81,900	APH-7	85,900	PE-7	93,900	PM-7	96,400	PH-7	110,400		
DS-8	68,400	APE-8	73,900	APM-8	82,400	APH-8	86,400	PE-8	94,400	PM-8	96,900	PH-8	110,900		
DS-9	68,900	APE-9	74,400	APM-9	82,900	APH-9	86,900	PE-9	94,900	PM-9	97,400	PH-9	111,400		
DS-10	69,400	APE-10	74,900	APM-10	83,400	APH-10	87,400	PE-10	95,400	PM-10	97,900	PH-10	111,900		
DS-11	69,900	APE-11	75,400	APM-11	83,900	APH-11	87,900	PE-11	95,900	PM-11	98,400	PH-11	112,400		
DS-12	70,400	APE-12	75,900	APM-12	84,400	APH-12	88,400	PE-12	96,400	PM-12	98,900	PH-12	112,900		
DS-13	70,900	APE-13	76,400	APM-13	84,900	APH-13	88,900	PE-13	96,900	PM-13	99,400	PH-13	113,400		
DS-14	71,400	APE-14	76,900	APM-14	85,400	APH-14	89,400	PE-14	97,400	PM-14	99,900	PH-14	113,900		
DS-15	71,900	APE-15	77,400	APM-15	85,900	APH-15	89,900	PE-15	97,900	PM-15	100,400	PH-15	114,400		
DS-16	72,400	APE-16	77,900	APM-16	86,400	APH-16	90,400	PE-16	98,400	PM-16	100,900	PH-16	114,900		
DS-17	72,900	APE-17	78,400	APM-17	86,900	APH-17	90,900	PE-17	98,900	PM-17	101,400	PH-17	115,400		
DS-18	73,400	APE-18	78,900	APM-18	87,400	APH-18	91,400	PE-18	99,400	PM-18	101,900	PH-18	115,900		
DS-19	73,900	APE-19	79,400	APM-19	87,900	APH-19	91,900	PE-19	99,900	PM-19	102,400	PH-19	116,400		
DS-20	74,400	APE-20	79,900	APM-20	88,400	APH-20	92,400	PE-20	100,400	PM-20	102,900	PH-20	116,900		
DS-21	74,900	APE-21	80,400	APM-21	88,900	APH-21	92,900	PE-21	100,900	PM-21	103,400	PH-21	117,400		
DS-22	75,400	APE-22	80,900	APM-22	89,400	APH-22	93,400	PE-22	101,400	PM-22	103,900	PH-22	117,900		
DS-23	75,900	APE-23	81,400	APM-23	89,900	APH-23	93,900	PE-23	101,900	PM-23	104,400	PH-23	118,400		
DS-24	76,400	APE-24	81,900	APM-24	90,400	APH-24	94,400	PE-24	102,400	PM-24	104,900	PH-24	118,900		
DS-25	76,900	APE-25	82,400	APM-25	90,900	APH-25	94,900	PE-25	102,900	PM-25	105,400	PH-25	119,400		
DS-26	77,400	APE-26	82,900	APM-26	91,400	APH-26	95,400	PE-26	103,400	PM-26	105,900	PH-26	119,900		
DS-27	77,900	APE-27	83,400	APM-27	91,900	APH-27	95,900	PE-27	103,900	PM-27	106,400	PH-27	120,400		
DS-28	78,400	APE-28	83,900	APM-28	92,400	APH-28	96,400	PE-28	104,400	PM-28	106,900	PH-28	120,900		
DS-29	78,900	APE-29	84,400	APM-29	92,900	APH-29	96,900	PE-29	104,900	PM-29	107,400	PH-29	121,400		
DS-30	79,400	APE-30	84,900	APM-30	93,400	APH-30	97,400	PE-30	105,400	PM-30	107,900	PH-30	121,900		
DS-31	79,900	APE-31	85,400	APM-31	93,900	APH-31	97,900	PE-31	105,900	PM-31	108,400	PH-31	122,400		
DS-32	80,400	APE-32	85,900	APM-32	94,400	APH-32	98,400	PE-32	106,400	PM-32	108,900	PH-32	122,900		
DS-33	80,900	APE-33	86,400	APM-33	94,900	APH-33	98,900	PE-33	106,900	PM-33	109,400	PH-33	123,400		
DS-34	81,400	APE-34	86,900	APM-34	95,400	APH-34	99,400	PE-34	107,400	PM-34	109,900	PH-34	123,900		
DS-35	81,900	APE-35	87,400	APM-35	95,900	APH-35	99,900	PE-35	107,900	PM-35	110,400	PH-35	124,400		
DS-36	82,400	APE-36	87,900	APM-36	96,400	APH-36	100,400	PE-36	108,400	PM-36	110,900	PH-36	124,900		
DS-37	82,900	APE-37	88,400	APM-37	96,900	APH-37	100,900	PE-37	108,900	PM-37	111,400	PH-37	125,400		
DS-38	83,400	APE-38	88,900	APM-38	97,400	APH-38	101,400	PE-38	109,400	PM-38	111,900	PH-38	125,900		
DS-39	83,900	APE-39	89,400	APM-39	97,900	APH-39	101,900	PE-39	109,900	PM-39	112,400	PH-39	126,400		
DS-40	84,400	APE-40	89,900	APM-40	98,400	APH-40	102,400	PE-40	110,400	PM-40	112,900	PH-40	126,900		
DS-41	84,900	APE-41	90,400	APM-41	98,900	APH-41	102,900	PE-41	110,900	PM-41	113,400	PH-41	127,400		
DS-42	85,400	APE-42	90,900	APM-42	99,400	APH-42	103,400	PE-42	111,400	PM-42	113,900	PH-42	127,900		
DS-43	85,900	APE-43	91,400	APM-43	99,900	APH-43	103,900	PE-43	111,900	PM-43	114,400	PH-43	128,400		
DS-44	86,400	APE-44	91,900	APM-44	100,400	APH-44	104,400	PE-44	112,400	PM-44	114,900	PH-44	128,900		
DS-45	86,900	APE-45	92,400	APM-45	100,900	APH-45	104,900	PE-45	112,900	PM-45	115,400	PH-45	129,400		
DS-46	87,400	APE-46	92,900	APM-46	101,400	APH-46	105,400	PE-46	113,400	PM-46	115,900	PH-46	129,900		
DS-47	87,900	APE-47	93,400	APM-47	101,900	APH-47	105,900	PE-47	113,900	PM-47	116,400	PH-47	130,400		
DS-48	88,400	APE-48	93,900	APM-48	102,400	APH-48	106,400	PE-48	114,400	PM-48	116,900	PH-48	130,900		
DS-49	88,900	APE-49	94,400	APM-49	102,900	APH-49	106,900	PE-49	114,900	PM-49	117,400	PH-49	131,400		
DS-50	89,400	APE-50	94,900	APM-50	103,400	APH-50	107,400	PE-50	115,400	PM-50	117,900	PH-50	131,900		
DS-51	89,900	APE-51	95,400	APM-51	103,900	APH-51	107,900	PE-51	115,900	PM-51	118,400	PH-51	132,400		
DS-52	90,400	APE-52	95,900	APM-52	104,400	APH-52	108,400	PE-52	116,400	PM-52	118,900	PH-52	132,900		
DS-53	90,900	APE-53	96,400	APM-53	104,900	APH-53	108,900	PE-53	116,900	PM-53	119,400	PH-53	133,400		
DS-54	91,400	APE-54	96,900	APM-54	105,400	APH-54	109,400	PE-54	117,400	PM-54	119,900	PH-54	133,900		
DS-55	91,900	APE-55	97,400	APM-55	105,900	APH-55	109,900	PE-55	117,900	PM-55	120,400	PH-55	134,400		
DS-56	92,400	APE-56	97,900	APM-56	106,400	APH-56	110,400	PE-56	118,400	PM-56	120,900	PH-56	134,900		
DS-57	92,900	APE-57	98,400	APM-57	106,900	APH-57	110,900	PE-57	118,900	PM-57	121,400	PH-57	135,400		
DS-58	93,400	APE-58	98,900	APM-58	107,400	APH-58	111,400	PE-58	119,400	PM-58	121,900	PH-58	135,900		
DS-59	93,900	APE-59	99,400	APM-59	107,900	APH-59	111,900	PE-59	119,900	PM-59	122,400	PH-59	136,400		
DS-60	94,400	APE-60	99,900	APM-60	108,400	APH-60	112,400	PE-60	120,400	PM-60	122,900	PH-60	136,900		
DS-61	94,900	APE-61	100,400	APM-61	108,900	APH-61	112,900	PE-61	120,900	PM-61	123,400	PH-61	137,400		
DS-62	95,400	APE-62	100,900	APM-62	109,400	APH-62	113,400	PE-62	121,400	PM-62	123,900	PH-62	137,900		

Annual Longevity Award:

Years of Continuous Service	Annual Longevity Amount
5-9	\$400.00
10-14 (Additional \$500 for a total of \$900)	\$900.00
15-19 (Additional \$500 for a total of \$1,400)	\$1,400.00
20-24 (Additional \$500 for a total of \$1,900)	\$1,900.00
25-29 (Additional \$500 for a total of \$2,400)	\$2,400.00
30+ (Additional \$500 for a total of \$2,900)	\$2,900.00

Degree Supplement - Doctorate Only

\$4,000.00

Monroe County School Board
FY 2025-26 Salary Schedule

11 Month Salary Schedule - 220 Duty Days (DD)															
District Administration						District Director		Executive Director		Curriculum Coordinator		Social Worker		Medicaid Specialist/ TSIC Supervisor	
TIER I		TIER II		TIER III		Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary
Pay Grade	Salary	Pay Grade	Salary	Pay Grade	Salary										
DAA-1	70,900	DAB-1	77,900	DAC-1	82,900	DD-1	85,400	ED-1	110,400	CC-1	75,400	SW-1	70,400	MS-1	62,400
DAA-2	71,400	DAB-2	78,400	DAC-2	83,400	DD-2	85,900	ED-2	110,900	CC-2	75,900	SW-2	70,900	MS-2	62,900
DAA-3	71,900	DAB-3	78,900	DAC-3	83,900	DD-3	86,400	ED-3	111,400	CC-3	76,400	SW-3	71,400	MS-3	63,400
DAA-4	72,400	DAB-4	79,400	DAC-4	84,400	DD-4	86,900	ED-4	111,900	CC-4	76,900	SW-4	71,900	MS-4	63,900
DAA-5	72,900	DAB-5	79,900	DAC-5	84,900	DD-5	87,400	ED-5	112,400	CC-5	77,400	SW-5	72,400	MS-5	64,400
DAA-6	73,400	DAB-6	80,400	DAC-6	85,400	DD-6	87,900	ED-6	112,900	CC-6	77,900	SW-6	72,900	MS-6	64,900
DAA-7	73,900	DAB-7	80,900	DAC-7	85,900	DD-7	88,400	ED-7	113,400	CC-7	78,400	SW-7	73,400	MS-7	65,400
DAA-8	74,400	DAB-8	81,400	DAC-8	86,400	DD-8	88,900	ED-8	113,900	CC-8	78,900	SW-8	73,900	MS-8	65,900
DAA-9	74,900	DAB-9	81,900	DAC-9	86,900	DD-9	89,400	ED-9	114,400	CC-9	79,400	SW-9	74,400	MS-9	66,400
DAA-10	75,400	DAB-10	82,400	DAC-10	87,400	DD-10	89,900	ED-10	114,900	CC-10	79,900	SW-10	74,900	MS-10	66,900
DAA-11	75,900	DAB-11	82,900	DAC-11	87,900	DD-11	90,400	ED-11	115,400	CC-11	80,400	SW-11	75,400	MS-11	67,400
DAA-12	76,400	DAB-12	83,400	DAC-12	88,400	DD-12	90,900	ED-12	115,900	CC-12	80,900	SW-12	75,900	MS-12	67,900
DAA-13	76,900	DAB-13	83,900	DAC-13	88,900	DD-13	91,400	ED-13	116,400	CC-13	81,400	SW-13	76,400	MS-13	68,400
DAA-14	77,400	DAB-14	84,400	DAC-14	89,400	DD-14	91,900	ED-14	116,900	CC-14	81,900	SW-14	76,900	MS-14	68,900
DAA-15	77,900	DAB-15	84,900	DAC-15	89,900	DD-15	92,400	ED-15	117,400	CC-15	82,400	SW-15	77,400	MS-15	69,400
DAA-16	78,400	DAB-16	85,400	DAC-16	90,400	DD-16	92,900	ED-16	117,900	CC-16	82,900	SW-16	77,900	MS-16	69,900
DAA-17	78,900	DAB-17	85,900	DAC-17	90,900	DD-17	93,400	ED-17	118,400	CC-17	83,400	SW-17	78,400	MS-17	70,400
DAA-18	79,400	DAB-18	86,400	DAC-18	91,400	DD-18	93,900	ED-18	118,900	CC-18	83,900	SW-18	78,900	MS-18	70,900
DAA-19	79,900	DAB-19	86,900	DAC-19	91,900	DD-19	94,400	ED-19	119,400	CC-19	84,400	SW-19	79,400	MS-19	71,400
DAA-20	80,400	DAB-20	87,400	DAC-20	92,400	DD-20	94,900	ED-20	119,900	CC-20	84,900	SW-20	79,900	MS-20	71,900
DAA-21	80,900	DAB-21	87,900	DAC-21	92,900	DD-21	95,400	ED-21	120,400	CC-21	85,400	SW-21	80,400	MS-21	72,400
DAA-22	81,400	DAB-22	88,400	DAC-22	93,400	DD-22	95,900	ED-22	120,900	CC-22	85,900	SW-22	80,900	MS-22	72,900
DAA-23	81,900	DAB-23	88,900	DAC-23	93,900	DD-23	96,400	ED-23	121,400	CC-23	86,400	SW-23	81,400	MS-23	73,400
DAA-24	82,400	DAB-24	89,400	DAC-24	94,400	DD-24	96,900	ED-24	121,900	CC-24	86,900	SW-24	81,900	MS-24	73,900
DAA-25	82,900	DAB-25	89,900	DAC-25	94,900	DD-25	97,400	ED-25	122,400	CC-25	87,400	SW-25	82,400	MS-25	74,400
DAA-26	83,400	DAB-26	90,400	DAC-26	95,400	DD-26	97,900	ED-26	122,900	CC-26	87,900	SW-26	82,900	MS-26	74,900
DAA-27	83,900	DAB-27	90,900	DAC-27	95,900	DD-27	98,400	ED-27	123,400	CC-27	88,400	SW-27	83,400	MS-27	75,400
DAA-28	84,400	DAB-28	91,400	DAC-28	96,400	DD-28	98,900	ED-28	123,900	CC-28	88,900	SW-28	83,900	MS-28	75,900
DAA-29	84,900	DAB-29	91,900	DAC-29	96,900	DD-29	99,400	ED-29	124,400	CC-29	89,400	SW-29	84,400	MS-29	76,400
DAA-30	85,400	DAB-30	92,400	DAC-30	97,400	DD-30	99,900	ED-30	124,900	CC-30	89,900	SW-30	84,900	MS-30	76,900
DAA-31	85,900	DAB-31	92,900	DAC-31	97,900	DD-31	100,400	ED-31	125,400	CC-31	90,400	SW-31	85,400	MS-31	77,400
DAA-32	86,400	DAB-32	93,400	DAC-32	98,400	DD-32	100,900	ED-32	125,900	CC-32	90,900	SW-32	85,900	MS-32	77,900
DAA-33	86,900	DAB-33	93,900	DAC-33	98,900	DD-33	101,400	ED-33	126,400	CC-33	91,400	SW-33	86,400	MS-33	78,400
DAA-34	87,400	DAB-34	94,400	DAC-34	99,400	DD-34	101,900	ED-34	126,900	CC-34	91,900	SW-34	86,900	MS-34	78,900
DAA-35	87,900	DAB-35	94,900	DAC-35	99,900	DD-35	102,400	ED-35	127,400	CC-35	92,400	SW-35	87,400	MS-35	79,400
DAA-36	88,400	DAB-36	95,400	DAC-36	100,400	DD-36	102,900	ED-36	127,900	CC-36	92,900	SW-36	87,900	MS-36	79,900
DAA-37	88,900	DAB-37	95,900	DAC-37	100,900	DD-37	103,400	ED-37	128,400	CC-37	93,400	SW-37	88,400	MS-37	80,400
DAA-38	89,400	DAB-38	96,400	DAC-38	101,400	DD-38	103,900	ED-38	128,900	CC-38	93,900	SW-38	88,900	MS-38	80,900
DAA-39	89,900	DAB-39	96,900	DAC-39	101,900	DD-39	104,400	ED-39	129,400	CC-39	94,400	SW-39	89,400	MS-39	81,400
DAA-40	90,400	DAB-40	97,400	DAC-40	102,400	DD-40	104,900	ED-40	129,900	CC-40	94,900	SW-40	89,900	MS-40	81,900
DAA-41	90,900	DAB-41	97,900	DAC-41	102,900	DD-41	105,400	ED-41	130,400	CC-41	95,400	SW-41	90,400	MS-41	82,400
DAA-42	91,400	DAB-42	98,400	DAC-42	103,400	DD-42	105,900	ED-42	130,900	CC-42	95,900	SW-42	90,900	MS-42	82,900
DAA-43	91,900	DAB-43	98,900	DAC-43	103,900	DD-43	106,400	ED-43	131,400	CC-43	96,400	SW-43	91,400	MS-43	83,400
DAA-44	92,400	DAB-44	99,400	DAC-44	104,400	DD-44	106,900	ED-44	131,900	CC-44	96,900	SW-44	91,900	MS-44	83,900
DAA-45	92,900	DAB-45	99,900	DAC-45	104,900	DD-45	107,400	ED-45	132,400	CC-45	97,400	SW-45	92,400	MS-45	84,400
DAA-46	93,400	DAB-46	100,400	DAC-46	105,400	DD-46	107,900	ED-46	132,900	CC-46	97,900	SW-46	92,900	MS-46	84,900
DAA-47	93,900	DAB-47	100,900	DAC-47	105,900	DD-47	108,400	ED-47	133,400	CC-47	98,400	SW-47	93,400	MS-47	85,400
DAA-48	94,400	DAB-48	101,400	DAC-48	106,400	DD-48	108,900	ED-48	133,900	CC-48	98,900	SW-48	93,900	MS-48	85,900
DAA-49	94,900	DAB-49	101,900	DAC-49	106,900	DD-49	109,400	ED-49	134,400	CC-49	99,400	SW-49	94,400	MS-49	86,400
DAA-50	95,400	DAB-50	102,400	DAC-50	107,400	DD-50	109,900	ED-50	134,900	CC-50	99,900	SW-50	94,900	MS-50	86,900
DAA-51	95,900	DAB-51	102,900	DAC-51	107,900	DD-51	110,400	ED-51	135,400	CC-51	100,400	SW-51	95,400	MS-51	87,400
DAA-52	96,400	DAB-52	103,400	DAC-52	108,400	DD-52	110,900	ED-52	135,900	CC-52	100,900	SW-52	95,900	MS-52	87,900
DAA-53	96,900	DAB-53	103,900	DAC-53	108,900	DD-53	111,400	ED-53	136,400	CC-53	101,400	SW-53	96,400	MS-53	88,400
DAA-54	97,400	DAB-54	104,400	DAC-54	109,400	DD-54	111,900	ED-54	136,900	CC-54	101,900	SW-54	96,900	MS-54	88,900
DAA-55	97,900	DAB-55	104,900	DAC-55	109,900	DD-55	112,400	ED-55	137,400	CC-55	102,400	SW-55	97,400	MS-55	89,400
DAA-56	98,400	DAB-56	105,400	DAC-56	110,400	DD-56	112,900	ED-56	137,900	CC-56	102,900	SW-56	97,900	MS-56	89,900
DAA-57	98,900	DAB-57	105,900	DAC-57	110,900	DD-57	113,400	ED-57	138,400	CC-57	103,400	SW-57	98,400	MS-57	90,400
DAA-58	99,400	DAB-58	106,400	DAC-58	111,400	DD-58	113,900	ED-58	138,900	CC-58	103,900	SW-58	98,900	MS-58	90,900
DAA-59	99,900	DAB-59	106,900	DAC-59	111,900	DD-59	114,400	ED-59	139,400	CC-59	104,400	SW-59	99,400	MS-59	91,400
DAA-60	100,400	DAB-60	107,400	DAC-60	112,400	DD-60	114,900	ED-60	139,900	CC-60	104,900	SW-60	99,900	MS-60	91,900
DAA-61	100,900	DAB-61	107,900	DAC-61	112,900	DD-61	115,400	ED-61	140,400	CC-61	105,400	SW-61	100,400	MS-61	92,400
DAA-62	101,400	DAB-62	108,400	DAC-62	113,400	DD-62	115,900	ED-62	140,900	CC-62	105,900	SW-62	100,900	MS-62	92,900

Annual Longevity Award:

Years of Continuous Service	Annual Longevity Amount
5-9	\$400.00
10-14 (Additional \$500 for a total of \$900)	\$900.00
15-19 (Additional \$500 for a total of \$1,400)	\$1,400.00
20-24 (Additional \$500 for a total of \$1,900)	\$1,900.00
25-29 (Additional \$500 for a total of \$2,400)	\$2,400.00
30+ (Additional \$500 for a total of \$2,900)	\$2,900.00

Degree Supplement - Doctorate Only

\$4,000.00

TIER I	Project Coordinator Accountant Telecom Specialist	Communications and Community Relations Coordinator Human Resource Generalist ERP System Specialist	
TIER II	IT System Network Administrator Employee Benefits Manager Risk Manager	Programmer Analyst Facilities Planner Maintenance Systems Administrator	Buyer
TIER III	IT Operations Manager	Maintenance Supervisor	

District Directors	Director - Maintenance Director - Adult Ed. Coordinator - All. Education Chief Building Inspector Director - Technology	Director - Transportation Director - Food Services Director - Security and Safety Coordinator - ESE & Grants Director - Student Services	Director - Internal Services Director - MIS Finance Comptroller Director - A&A Director - Payroll & Benefits
	Executive Director	Executive Director - Student Support Services, Operations and Planning, Finance and Performance, and Personnel Support & Instructional Leadership	Deputy Superintendent

**Monroe County School Board
FY 2025-26 Salary Schedule**

Superintendent and Board Members

PAY GRADE SUP

7200 Superintendent		
Salary Slot SUP-1	\$199,500.00	

Travel

10,200.00

Supplements Paid by the Department of Education

Slot

Superintendent Certification

2,000.00	SASUPC
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CEOLDP Certification

4,500.00	SASUP2
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Annual Longevity Award:

Years of Continuous Service	Annual Longevity Amount
5-9	\$400.00
10-14 (Additional \$500 for a total of \$900)	\$900.00
15-19 (Additional \$500 for a total of \$1,400)	\$1,400.00
20-24 (Additional \$500 for a total of \$1,900)	\$1,900.00
25-29 (Additional \$500 for a total of \$2,400)	\$2,400.00
30+ (Additional \$500 for a total of \$2,900)	\$2,900.00

PAY GRADE SBM

School Board Members		
Salary Slot SBM-1	Yearly - 365 24 hour Day	
	\$40,944.00	

Board Member salary set by the Florida legislature for elected County Constitutional Officers and elected School District Officials, pursuant to salary formula in Chapter 145, Florida Statutes.



**SUPPLEMENTS,
AWARDS AND INCENTIVES,
STIPENDS**

**Monroe County School Board
FY 2025-26 Salary Schedule**

INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

Slot

<ul style="list-style-type: none"> • Senior High School Department Heads • Elementary-Middle School Team Leaders* (*Two or More Grade Levels or Special Areas or Programs) 	10 Months	Base Pay established by Certificate as per Instructional Salary SchedulePLUS (yearly)	\$3,045.00	SITM1
<ul style="list-style-type: none"> • Middle School Department Heads* (*Minimum of 4 full-time teachers in each subject required) • Elementary-Middle School Grade Level Chairman* (*One grade level) • Other teacher leaders* (*Not otherwise listed on the Instructional Leadership Supplements) 	10 Months	Base Pay established by Certificate as per Instructional Salary SchedulePLUS (yearly)	\$1,522.50	SIDH1

Limitations on Team Leaders-Department Heads and Grade Level Chairmen:

1. A school may not expend more than the value of Team Leader supplements as allocated based on projected student enrollment (K-12) as follows ;
 - o 0-600 students = 6
 - o Over 600 to 800 = 7
 - o Over 800 to 950 = 8
 - o Over 950 = 9
 - Each school shall receive two (2) additional Team Leader supplements to be assigned by the Building Level Planning Team based on identified school/student needs and as determined by a majority vote of the BLPT. The intended purpose of this additional allocation is not to modify the established structure of the BLPT, but rather to create additional teacher leader opportunities to meet school/student needs.

2. The District Exceptional Child Program is limited to 4 Team Leader Supplements for the employment of special area teachers as Team Leaders.

3. Any School planning team composed of Team Leaders and/or Grade Level Chairmen may choose to divide the compensation limits among all teacher team members as a percentage of each leadership title. The decision to do so must be unanimous among the team members affected by the decision.

INSTRUCTIONAL LEADERSHIP SUPPLEMENTS

		SLOT
Additional Instructional Assignment – MS and HS: See Art. IX, Section 3	\$4,200.00 Yearly	M-K8 SIEP1 H-SIEP1 H-SIEP2
Additional Instructional Assignment - 3 Prep Period In order to be eligible to receive a supplement under any of the conditions of an additional instructional assignment (Art. IX, Section 7).	\$2,100.00 Yearly	SIEP3
EL Contacts	\$3,900.00 Yearly	SIEP6
Immigrant Contacts	\$3,900.00 Yearly	SIEP6
Before/After School/ Title One Activity Instructor (Teachers who voluntarily agree to instruct in the after school activity program)		
Academic Tutoring Activities Non-academic Activities	\$40.00 Per Hour \$20.00 Per Hour	QPS001 QOX100
Community School Managers – 10 months	\$362.25 Monthly (\$3,622.50 Yearly)	SICSM
Data Coaches * Duties of Data Coaches vary based on size of school.	0-600 students = \$1,863.75 Over 600 to 800 = \$1,995.00 Over 800 to 950 = \$2,047.50 Over 950 = \$2,126.25	SIDC1
Diagnostic Prescription Writer 10 Months Base Pay established by Certificate	\$78.75 Monthly (\$787.50 Yearly)	SIDPW
District Wide Teacher Leaders	\$1,863.75 Yearly	SIDWL
EPIC (Educational Performance Incentive Compensation) Extra Duties Supplement: Extra duties, which are not covered by other supplemental positions on the schedule of annual supplements, may be supplemented as an extra duty supplement. The supplement shall be paid only to teachers who volunteer to perform extra duties as part of their assignment. Teachers will be paid \$26.25 per hour for extra duties as agreed upon by the teacher and the principal. A description of the duties and anticipated number of hours will be set prior to the beginning of the extra duty.	\$2,625.00 Yearly \$26.25 Per Hour	SEPC QPS004
GED Exit Option Program (Teachers who voluntarily agree to participate in the Dropout prevention tutorial program before or after School for additional instructional time.) ***A Pro-rated amount may be paid based on amount of time.	\$2,493.75 Per 50 Minutes Instructional Period	SIGED
Grade Book Manager Duties for grade book managers vary based on size of school.	0-600 students = \$1,863.75 Over 600 to 800 = \$1,995.00 Over 800 to 950 = \$2,047.50 Over 950 = \$2,126.25	SG2M
Hospital/Homebound Teacher	\$42.00 Per Hour	QPS002
Mentor Teacher Assigned as provided for in Article XXVII of the teacher contract	\$1,627.50 Yearly	SIMTI
National Board For Professional Teaching Standards Designated by UTM President	\$2,152.50 Yearly	SINB1
New/Beginning Teacher Induction Program Team Member One appointed by UTM President, and one appointed by Superintendent	\$3,255.00 Yearly	SINTI
Peer Teacher Assigned as provided for in Article XVII of the teacher contract	\$813.75 Yearly	SIPEER
Planning Team Members at Large Does not apply when teachers are receiving a supplement that includes this duty.	\$1,522.50 Yearly	SIPT1
Positive Behavior Support (PBS)	\$2,178.75 Yearly	SPBS
Professional Learning Contact Duties of PL Contacts vary based on size of school.	0-600 students = \$1,863.75 Over 600 to 800 = \$1,995.00 Over 800 to 950 = \$2,047.50 Over 950 = \$2,126.25	SPD
School Based Teacher Leaders	\$1,863.75 Yearly	SITL1
RTI/MTSS Coordination (may be sub-divided) Available to Classroom teachers if not otherwise compensated (e.g. release time)	\$4,095.00 Yearly	SIEP4
Social Media Contact/Manager	\$1,233.75 Yearly	SSMC
Speech Pathologist includes Medicaid reimbursement paper work Base Pay established by Certificate	\$3,150.00 Yearly	SISP1
Technology Support Teacher May be paid to support personnel under certain conditions. Base Pay established by Certificate	\$241.50 Monthly (\$2,415.00 Yearly)	SITST
Visiting Teacher 10 Months Base Pay established by Certificate	\$52.50 Monthly (\$525.00 Yearly)	SIVT1
Webmaster Additional duties and time involved in maintaining a School Web Site	\$1,233.75 Yearly	SWEB
ESE Teachers with Self-Contained Classrooms	\$1,575.00 Yearly	SESC

**Monroe County School Board
FY 2025-26 Salary Schedule**

Non-Instructional Personnel Annual Supplements

Supplement	Description	Amount	Paid	Slot
Administrative Doctorate Degree	Any district/school administrator or district instructional supervisor holding an earned doctorate degree related to job responsibilities shall be eligible	\$4,000.00	Annual	SADOC
Title 1 Served School Supplement (Principals, Assistant Principals, and Deans only)	School administrators assigned to Title 1 served schools.	\$1,000.00	Annual	ST1S
Title 1 Eligible School Supplement (Principals, Assistant Principals, and Deans only)	School administrators assigned to Title 1 eligible schools.	\$500.00	Annual	ST1S
Club Sponsors	As specified on page 31 of this Salary Schedule	Page 31		
Coaching/Athletics Managers	As specified on page 31 of this Salary Schedule	Page 31		
Grade book Manager	Duties for grade book managers	0-600 students = \$1,863.75 Over 600 to 800 = \$1,995.00 Over 800 to 950 = \$2,047.50 Over 950 = \$2,126.25	Annual	SG2M
Professional Certification	When employees hold a professional license or certification recognized by State or other qualifying agency that directly relates to the employee's job responsibilities and performance. Annual re-certification requirements must be maintained.	\$2,300.00	Annual	SPCRT
Student Services Team	Base Pay established by Certificate as per Instructional Salary Schedule...PLUS	\$3,000.00	Annual	SISST
Take Stock In Children-Contact	Middle School	\$644.00	Annual	STSICM
Take Stock In Children-Contact	High School	\$777.00	Annual	STSICH
Title 1 School-Level contact Approved 10/16/10	NON-SES Schools	\$1,500.00	Annual	ST1CN
Title 1 School-Level contact Approved 10/16/10	SES Schools: Teachers accepting this position may not be employed by An SES provider	\$2,500.00	Annual	ST1C
CHIPS Contact	Additional duties and time involved in assisting with the CHIPS (Children's Homeless Intervention Project for Students) program	\$3,900.00	Annual	SICHC
Web Master	Additional duties and time involved in maintaining a School Web Site	\$1,233.75	Annual	SWEB
Health Coordinator	Additional Duties	\$4,200.00	Annual	SHCAD
Superintendent's Planning Team	Additional Duties	\$4,200.00	Annual	SSPTE (220 Days) SSPT (235 Days) SSPTSP (254 Days)
AVID District Director	Additional Duties	\$2,100.00	Annual	SADD
Deputy Superintendent Travel	Travel expense for Deputy Superintendent	\$5,000.00	Annual	S-TRAV-1
Public Records	Additional Duties	\$2,400.00	Annual	SPRDS
Social Media Contacts	Additional Duties	\$1,233.75	Annual	SSMC
Emergency (Temporary) Supplements				
Shelter Services	Time and 1/2 for hours over 40/week		Annual	

**Monroe County School Board
FY 2025-26 Salary Schedule**

Annual Supplements for Athletics-Music-Activities

Athletics	High School	Middle/K-8	Elementary
Academic Challenge Coaches (Limited to 3 District Wide)	\$1,627.50 if team goes to State; +866.25	\$918.75	\$918.75
Assistant Varsity & JV Coaches	\$1,627.50	\$918.75	\$918.75
Athletic Business Manager (High Schools Only)	\$4,068.75		
Athletic Director	\$4,935.00	\$1,785.00	
Athletic Trainer (High Schools Only)	\$3,570.00		
AVID Site Coordinator (National Demonstration School or Site of Distinction)	\$1,233.75	\$1,233.75	\$1,233.75
Band Master	\$4,121.25	\$2,572.50	
Choral Director	\$3,045.00		
Class Sponsor (Freshman/Sophomore)	\$1,023.75	\$1,023.75 (8th only)	
Class Sponsor (Junior)	\$1,076.25		
Class Sponsor (Senior)	\$2,152.50		
Color Guard Coach	\$2,782.50		
Dance Team Director / Conchettes Director	\$2,782.50	\$918.75	\$918.75
District Academic Challenge Coaches	\$1,627.50		
Drama Coach (per production – limit of 2)	\$1,627.50	\$708.75	\$708.75
Florida Future Educators of America (FFEA)	\$1,076.25	\$1,076.25	\$1,076.25
Head Football Coach	\$4,698.75		
Head JV Coaches	\$2,178.75		
Major Clubs approved by Principal	\$1,076.25	*\$918.75	**\$918.75
Marching Band	\$2,625.00		
Mock Trial Sponsor	\$1,627.50		
Mock Trial Sponsor (District-Wide)	\$1,627.50		
National Honor Society Sponsor	\$1,076.25	\$708.75	
Newspaper Sponsor (with class)	\$1,627.50	\$918.75	
Other Head Varsity Coaches	\$4,200.00	^\$1,627.50	^\$1,627.50
Saturday School	\$3,806.25		
Science Fair Coordinator	\$708.75	\$708.75	\$708.75
Special Olympics/Project Unify District Coordinator	\$1,627.50		
Special Olympics/Project Unify Advisor	\$1,076.25		
Special Olympics/Project Unify Coach Per Sport	\$708.75	\$708.75	\$708.75
Spring Football Practice	\$1,627.50		
Student Activity Director	\$2,703.75		
Student Council Sponsor	\$1,076.25	\$708.75	\$708.75
Testing Coordinator	\$1,575.00	K-8 and 6-12 \$1,050	\$787.50
Weight Training/Conditioning (August-December)	\$1,627.50		
Weight Training/Conditioning (January-May)	\$1,627.50		
Weight Training/Conditioning (June-July)	\$708.75		
Yearbook Sponsor (with class)	\$1,627.50	\$945.00	\$945.00
Yearbook Sponsor (without class)	\$2,152.50	\$1,076.25	\$1,076.25

› All supplements shall be paid to qualified instructional staff unless no qualified instructional staff applies for the position.

› Coaches are limited to receiving no more than two athletic supplements with the exception of spring practice or weight training unless authorized by the superintendent.

› Authorized sports for High School Athletics: Football, Baseball, Basketball, Soccer, Softball, Lacrosse, Track, Cross Country, Golf, Tennis, Swimming, Volleyball, Wrestling, Weightlifting (see Article XXXII for limits on the number of coaches)

› Authorized sports for Middle School/K-8: Athletic Director, Basketball, Cheerleading, Cross Country, Softball, Track, Volleyball (see Article XXXII for limits on the number of coaches)

› Authorized sports for elementary school: Cheerleading

^ Funded by school internal funds or day care proceeds

*Maximum of two

**Maximum of one

**Monroe County School Board
FY 2025-26 Salary Schedule**

AWARDS AND INCENTIVES

INCENTIVE PAYMENT FOR ATTENDANCE (First Semester use 2 days)	\$500.00
INCENTIVE PAYMENT FOR ATTENDANCE (Second Semester use 2 days)	\$750.00
EMPLOYEE RECOGNITION PROGRAM	
Teachers-of-the-Year (10 Employees)	\$500.00
District Teacher-of-the-year	\$1,000.00
First Year Teacher (10 Employees)	\$100.00
School Inclusion Teacher (10 Employees)	\$100.00
Student Services Employee of the Year (1 Employee)	\$250.00
District Inclusion Teacher	\$250.00
Outstanding Assistant Principal of the year (1 Employee)	\$250.00
Outstanding Principal of the year (1 Employee)	\$250.00
Outstanding Management/Instructional Employee (1 employee)	\$250.00
Clerical/Office Group (1 Employee)	\$250.00
Student Services Group (1 Employee)	\$250.00
Transportation Group (1 Employee)	\$250.00
Food Service Group (1 Employee)	\$250.00
Maintenance Group (1 Employee)	\$250.00
Teacher Support Group (1 Employee)	\$250.00
District School-Related Employee-of-the Year	\$500.00

**Monroe County School Board
FY 2025-26 Salary Schedule**

STIPENDS

Stipends - (Institutes/Workshops)

DOE or Grant Funded Institutes or Workshops minimum \$100/per day (Institutes must meet the total hourly requirements determined by the DOE or Grant. The daily schedule shall not exceed 7.5 hours, which includes an unpaid lunch period of 1.5 hours).

District Funded Institutes or Workshops \$100/per day

The daily schedule shall not exceed 7.5 hours, which includes an unpaid lunch period of 1.5 hours or Workshops 5 hours per day or less shall include a 20 minute break

PART-TIME INSTRUCTORS

Instructional, Administrative and Support Staff \$25 per hour
(Must be approved in advance by appropriate Executive Director, T&L)

Job 02

Superintendent is the only person who has the authority to grant any Temporary Job 02 (hourly rate up to \$40 per hour).

YEARS OF EXPERIENCE VERIFICATION

NON-INSTRUCTIONAL EMPLOYEES

Non-Instructional, Administrative and Support Staff - all years of verified experience (in-state or out-of-state) will be recognized by MCSD for initial placement on the salary schedule for new hired within the system. The years of experience will be credited by granting one increment for each year of verified experience (maximum of 15 years). The salary of the new hire will be changed on the regular pay date following verification of the experience. All years of experience must be verified within ninety (90) days from the date of hire. Critical needs exceptions for higher placement on the schedule shall be reviewed and agreed upon annually by the Superintendent.

**** MCSD reserves the exclusive right to approve or deny any years of experience verification form due to budget restrictions. ****