



2021-2022 Teacher Unit Collective Bargaining Tentative Agreement Reached
Email Ratification Package
October 27, 2021

DTU and the DCSB have reached a Tentative Agreement (TA) for 2021-2022 regarding salaries and compensation for the Teacher Unit. While the Tentative Agreement was hindered by HB5101 legislation signed into law, DTU and the DCSB have come to a good and fair agreement meeting the intent of HB5101.

We want to thank all the members of the Teacher Unit Bargaining Special Teams for their hard work in reaching an equitable agreement for all. The DTU and the DCSB Bargaining Teams worked creatively to reach the best agreement possible for all our members, in spite of the legislative requirements. The DTU and DCSB Bargaining Teams had to negotiate within the parameters set by the state. Those legislative parameters are outlined below.

HB5101:

HB5101 was passed by the Legislature during the last session and signed into law by Governor DeSantis. The bill creates guidelines for salary increases for entry level classroom teachers using the state allocations for salaries. As a consequence, these guidelines served to limit flexibility of the allocated funds when negotiating teacher salaries while placing more responsibility on school districts to come up with their own funding to provide increases for all Teacher Unit groups. This happens in a year with minimal increases to the student FTE funding because of decreased student enrollment. The funding allocation provides increases to the beginning salary for those classroom teachers below the proposed entry level salary while leaving little to no funding for those above the entry level salary or for non-classroom teacher raises.

HB5101 Teacher Salary Increase Allocation (TSIA) Current and Future Mandates:

HB5101 does the following:

- It mandates the majority of state funding (80%) be used to raise the beginning classroom teacher salary from \$45,891 to \$47,500 and to bring those below 47,500 up to that level. Remember that classroom teachers are defined in statute as follows:

FS. 1012.01(2)(a): Classroom teachers—Classroom teachers are staff members assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education, and adult education, including substitute teachers.
- 20% of the funding may be used for experienced classroom teachers making above \$47,500 and for the other non-classroom teacher groups. That wasn't enough money to provide raises for those groups. Funding the raising of those salaries was left to the individual districts. Remember, the districts received less funding in FTE money this year because of the declining student enrollment.
- **Once the minimum salary of \$47,500 is reached, the increase to the minimum base salary (on both Grandfather and Performance Pay schedules) can't be less than 75% of the largest adjustment to the Grandfather Schedule.** That means that the beginning salary must continue to increase on both schedules at that specified percentage if the experienced teacher salaries on Grandfather continue to rise.
- **In addition, the Highly Effective (HE) Performance Pay increase must be 25% greater than any other salary adjustment on Grandfather. This is new. The HE award is currently \$2001. The Effective rating award must be 50-75% of the HE. The majority of teachers are on Performance Pay. This serves to limit step values on Grandfather.**
- **HB5101 creates a situation that makes it extremely difficult to continue funding both salary schedules because of the lack of funding from the state to do so. They have already shown they are not willing to do much more than raise the beginning salary. In effect, the State Legislative goal seems to be to starve the Grandfather Schedule of funding to force teachers into moving to the Performance Pay Schedule to follow the money.**
- **After adjusting the beginning salaries, the remaining base pay and step values on all of the Teacher Unit Salary Schedules have been adjusted to comply with the legislative intent.**

The Ratification Process:

The Tentative Agreement (TA) must be ratified by the entire Teacher Unit, whether a DTU member or a potential member. If not ratified, DTU and the DCSB must return to the bargaining table. Once ratified, it must be officially approved by the School Board.

Ratification Email:

DTU will send an email to the entire Teacher Unit from DTUJAX with the complete Tentative Agreement to your DCSB email address. There is no email balloting process. You must vote by using the US. mail-in ballot. You will also find the entire Ratification Package at our DTU Website: dtujax.com.

U.S. Mail Ratification Document:

A synopsis of the Tentative Agreement will be sent to everyone in the Teacher Unit via the U.S. mail. This mailing will include a ballot for teachers in the Teacher Unit to complete and return to DTU indicating whether or not the Agreement is accepted or rejected. Please read the entire Ratification Document (provided in your DCSB email) before completing the ballot. The Ratification email will also be found on the dtujax.com website.

The completed ballot must be received at DTU via U.S. mail or in person to DTU at 1601 Atlantic Blvd. by **November 10, 2021, at 3:00 p.m.**

Please allow additional time for the ballot to reach DTU. **Mail delays will impact receipt.** If you do not receive the ballot, please come to the DTU office (1601 Atlantic Blvd) to receive one. You must bring a picture I.D. with you to receive the ballot.

Ratification Meeting:

A meeting will be scheduled to review the Tentative agreement at the Schultz Center on November 8, 2021, at 4:30 p.m. Teachers will be provided an opportunity for a Q and A period.

COPIES OF ALL THE ADJUSTED TEACHER UNIT SALARY SCHEDULES (GRANDFATHER AND PERFORMANCE PAY) ARE PROVIDED IN THIS EMAIL SENT TO YOUR DCSB EMAIL ADDRESS FROM DTUJAX. THE SCHEDULES CAN ALSO BE FOUND ON THE DTU WEBSITE ALONG WITH THE ENTIRE RATIFICATION PACKAGE.

Website: dtujax.com

In addition to the salary schedules, you will find separate charts that reflect the step by step increases on the Grandfather Salary Schedules.

[2021-2022 Teacher Unit Tentative Agreement \(TA\): Grandfather Schedule Proposals](#)

[Remember: Teacher Unit members include the following: (Classroom Teachers: Nursery (A.P. Randolph), Pre-Kindergarten, Kindergarten, Elementary, Middle School, Senior High, Driver Education, ESE, Remedial, Resource (All Art, Music, PE etc.), Instructional Dean, Vocational Technical, Office Education, Industrial Arts, Manpower and Diversified (DCT), Certified School Counselors; Occupational Therapists; Physical Therapists; Psychologists; Occupational Specialists; Media Specialists; Social Workers; ESE, Instructional and Admissions; Specialists (instructional and administrative) - Other Instructional; TV Instructors; Interventionists (Academic and Behavioral)]

2021-2022 DTU Teacher Collective Bargaining: Economic Proposals
(Bolded and underlined statements are new language.)

See attached Salary Schedules to view adjustments made to salaries to meet the legislative intent. Items that have been stricken are items for which there was no agreement or were modified from the original. Proposals have been renumbered.

2021 DTU Teacher Collective Bargaining: Economic Proposal #1
Tentative Agreement

2021-2022 Teacher Grandfather Base Salary Adjustments

- **In 2021-2022, the beginning salary on the TA Grandfather Salary Schedule will be raised from \$45,891 to \$47,500.**
 - **Those teachers whose salary is below \$47,500 will be raised to \$47,500.**
 - **~~Steps on the salary schedule raised to \$47,500 will be moved to the Step 14 value.~~**
 - **After receiving a step, teachers on Level 14 of the Grandfather Salary Schedule will be adjusted to Level 15.**
 - **After receiving a step, teachers on Level 15 of the Grandfather Salary Schedule will be adjusted to Level 16.**
 - **The remaining base pay values on the TA Schedule (above the beginning salary) will be adjusted to reflect new increased values to meet the Legislative intent.**
 - **Increases are retroactive to July 1.**
 - **(See salary schedules and charts.)**
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2021-2022 DTU Teacher Collective Bargaining: Economic Proposal #2
Tentative Agreement

2020-2021 \$1500 Supplement:

- **Teachers on the Grandfather Schedule and the Performance Pay Schedules who received the negotiated \$1500 supplement in 2020-2021 because their salary increase was less than \$3000, will have that \$1500 supplement amount rolled into their base salary.**
 - **At Step 95, on any Grandfather Salary Schedule, those who completed one year on Step 95, will have the \$1500 added as a supplement for 2021-2022.**
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2021-2022 DTU Teacher Collective Bargaining: Economic Proposal # 3
Tentative Agreement

2021-2022 TA Grandfather Step Movement:

- **Teachers on the TA Teacher Grandfather Salary Schedule who worked one day more than half the previous school year, will move one Step/Level in 2021-2022.** (Teachers with an overall Unsatisfactory rating will not receive step.)
 - **Increases are retroactive to July 1.**
 - **TA Grandfather Level 95 Supplements:**
Employees who completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of **\$2,500 (new).**
Level 95- Year 1: Increase equals step movement from Level 27
Level 95- Year 2: \$500 Supplement
Level 95- Year 3: \$1000 Supplement
Level 95- Year 4: \$1500 Supplement
Level 95- Year 5: \$2000 Supplement
Level 95- Year 6: \$2500 Supplement
 - **Teacher Unit members who sat on Level 95 for at least one year and who received the 2020-2021 \$1500 supplement because their salary increase was less than \$3000, will have the \$1500 added as a supplement for 2021-2022.**
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2021-2022 DTU Teacher Collective Bargaining: Economic Proposal #4
Tentative Agreement

2021-2022 Teacher TC Performance Pay Salary Schedule Increases:

- **Teachers on the Performance Pay Schedule who received an overall Highly Effective rating on their previous year's evaluation will receive \$2001 in 2021-2022.**
 - **Teachers on the Performance Pay Schedule who received an overall Effective rating on their previous year's evaluation will receive \$1000.50 in 2021-2022.**
 - **Teachers on Performance Pay making over \$47,500 will have an additional \$500 added to their base salary. This does not apply to the Psychologists on Performance Pay.**
 - **Increases are retroactive to July 1.**
 - **(See salary schedules and charts.)**
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2021-2022 DTU Teacher Collective Bargaining: Economic Proposal #5
Tentative Agreement

2021-2022 \$1000 ESSER Bonus:

- **If available, provide a \$1000 bonus for teachers on the Grandfather and Performance Pay Salary Schedules using ESSER (Elementary and Secondary School Emergency Relief) Funds scheduled for payment in 2021-2022.**
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2022-2022 DTU Teacher Collective Bargaining: Economic Proposal #6
Tentative Agreement

Grandfather Schedule Teachers Moved to the Performance Pay Schedule for the 2021-2022 School Year:

- **Teachers on the Grandfather Teacher Unit Salary Schedules were afforded the opportunity to convert from the Grandfather Schedule to the Performance Pay Salary Schedule for the 2021-2022 school year. All the Teacher Unit members who converted to Performance Pay for 2021-2022 will receive the same negotiated salary increases, bonuses and supplements for which they qualify as negotiated for the Teacher Unit members already on the Performance Pay schedule.**
 - **In addition, those newly converted teachers to the Performance Pay Schedule who were previously on Step/Level 95 of the Grandfather Schedule, will have engrossed into their base pay (on the Performance Pay Schedule), the Grandfather Level 95 supplement earned in 2020-2021.**
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2021-2023 DTU Teacher Collective Bargaining: Economic Proposal #7
Tentative Agreement

Governor's Bonus:

Those members of the Teacher Unit who did not receive the Governor's bonus of \$1000 in 2021, will be provided that bonus in the 2021-2022 school year as negotiated by DTU and the DCSB.

2021-2022 DTU Teacher Unit OT/PT Economic Proposals

2021-2022 DTU Teacher Unit OT/PT Collective Bargaining: Economic Proposal #1

Tentative Agreement

2021-2022 EQ OT/PT Salary Increases:

- **The beginning EQ Salary Schedule will be adjusted to reflect \$52,400 for starting pay.**
 - **Adjust the remaining base pay values so that the new schedule Step/Levels are greater than the old schedule to meet the legislative intent.**
 - **(See salary schedules and charts.)**
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2021-2022 DTU Teacher Unit OT/PT Collective Bargaining: Economic Proposal #2

Tentative Agreement

Recruitment for New Hire OT's and PT's:

- **Adjust the EQ Salary Schedule so that the new hire entry level pay for OT's and PT's does not exceed Level 4 in order to recruit new hire OT's and PT's.**
 - **Adjust the remaining base pay values so that the new schedule Step/Levels are greater than the old schedule and meet the legislative intent.**
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2021-2022 DTU Teacher Unit OT/PT Collective Bargaining: Economic Proposal #3

Tentative Agreement

2021-2022 EQ OT/PT Step Movement:

- **Occupational and Physical Therapists on the EQ Salary Schedule will receive Step/Level movement for the 2021-2022 school year if they worked one day more than half the previous school year. (Members with an overall Unsatisfactory rating will not receive step.)**
 - **Salary Increases are retroactive to July 1, 2021.**
 - **Grandfather Level 95 Supplements:**
Employees who completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of **\$2,500 (new)**.
Level 95- Year 1: Increase equals step movement from Level 27
Level 95- Year 2: \$500 Supplement
Level 95- Year 3: \$1000 Supplement
Level 95- Year 4: \$1500 Supplement
Level 95- Year 5: \$2000 Supplement
Level 95- Year 6: \$2500 Supplement
 - **OT/PT employees who sat on Level 95 for at least one year and who received the 2020-2021 \$1500 supplement because their salary increase was less than \$3000, will have the \$1500 added as a supplement for 2021-2022.**
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2021-2022 DTU Teacher Unit OT/PT Collective Bargaining: Economic Proposal #4

Tentative Agreement

Engross the \$1500 Supplement:

The \$1500 supplement for those therapists who received it in 2021 because their salary increase was less than \$3000, will have that supplement amount rolled into their base salary.

2021-2022 DTU Teacher Unit OT/PT Collective Bargaining: Economic Proposal #5

Tentative Agreement

2021-2022 ESSER Funds Bonus:

If available, provide a \$1000 bonus for Occupational and Physical Therapists using ESSER (Elementary and Secondary Schools Emergency Relief) Funds to be paid out in 2021-2022.

2021-2022 DTU Teacher Unit Occupational Therapist Collective Bargaining: Economic Proposal #6

Tentative Agreement

National Board Supplement Requirement (OT):

The district approved American Occupational Therapy Association Board Certification in Pediatrics will be replaced with the National Board Certification in Occupational Therapy (NBCOT) upon renewal as the acceptable certification to receive the OT National Board Certification Supplement.

2021-2022 DTU Teacher Unit OT/PT Collective Bargaining: Economic Proposal #7 (Old #9)

No Agreement

2020-2022 Hard to Staff Supplement:

In order to recruit and retain OT's/PT's, they will receive a \$1500 Hard to Staff supplement to be negotiated each year. No Agreement

Agreement/DCSB Counter

- DCSB will review the Hard to Staff Supplement for OT's and PT's each year.
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Teacher Unit (Psychologist) Proposals For 2021-2022

2021-2022 DTU Teacher Unit (Psychologist) Collective Bargaining: Economic Proposal #1

Tentative Agreement

2021-2022 Psychologist Grandfather Salary Schedule [10 Month, 12 Month Alt, and 12 Month Salary Schedules] Increases:

- The 2021-2022 base pay values on the Grandfather Psychologist schedules [10 Month, 12 Month Alt, and 12 Month Salary Schedules] will be increased to meet the legislative intent and address recruitment.
 - (See salary schedules and charts)
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2021-2022 DTU Teacher Unit (Psychologist) Collective Bargaining: Economic Proposal #2

Tentative Agreement

2021-2022 Psychologists Grandfather Step Level Movement for 2021-2022

- All Psychologists on the Grandfather Salary Schedules (10 Month, 12 Month Alt, and 12 Month Salary Schedules) will receive step movement for 2021-2022 if they worked one day more than half in the previous school year. (Those Psychologists with an overall Unsatisfactory evaluation will not receive step.)
 - Increases will be retroactive to July 2021.
 - Psychologists on the Grandfather Salary Schedules (10 Month, 12 Month Alt, and 12 Month Salary Schedules] who have completed one year on Level 95 of their respective salary schedules will receive \$500 for each year they have remained on Level 95 for a maximum of \$2,500 (New).
 - Level 95 - Year 1 - Increase equals step movement
 - Level 95 - Year 2 - \$500 Supplement
 - Level 95 - Year 3 - \$1,000 Supplement
 - Level 95 - Year 4 - \$1,500 Supplement
 - Level 95 - Year 5 - \$2,000 Supplement
 - Level 95 - Year 6 - \$2,500 Supplement (New)
 - Psychologists who sat on Level 95 for at least one year and who received the 2020-2021 \$1500 supplement because their salary increase was less than \$3000, will have the \$1500 added as a supplement for 2021-2022.
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2021-2022 DTU Teacher Unit (Psychologist) Collective Bargaining: Economic Proposal #3

Tentative Agreement

2021-2022 Psychologists Performance Pay HE and E Evaluation Rating Increases:

- Those Psychologists on the Performance Pay Schedule receiving an overall Highly Effective Evaluation rating for 2020-2021 will receive \$2001.
 - Those Psychologists on the Performance Pay Schedule receiving an overall Effective Evaluation rating for 2020-2021 will receive \$1000.50.
 - Performance Pay Psychologists do not receive the additional \$500 given to teachers because they received \$2000 as part of their base salary if they were employed with the district as of June 30, 2021
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2021-2022 DTU Teacher Unit (Psychologist) Collective Bargaining: Economic Proposal #4

Tentative Agreement

Engross the \$1500 Supplement onto the Salary Schedule:

- All Psychologists on the Grandfather and Performance Pay Salary Schedules who received the \$1500 negotiated supplement in 2020-2021, will have the \$1500 engrossed into their base pay on the Grandfather and Performance Pay Salary Schedules. Level 95 on Grandfather will receive it as a supplement.
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2021-2022 DTU Teacher Unit (Psychologist) Collective Bargaining: Economic Proposal #5

Tentative Agreement

2021-2022 ESSER \$1000 Bonus:

- If available, provide a \$1000 bonus for psychologists using ESSER (Elementary and Secondary School Emergency Relief) Funds, scheduled for payment in 2021-2022.
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2021-2022 DTU Teacher Unit (Psychologist) Collective Bargaining: Economic Proposal #6

Tentative Agreement

Governor's \$1000 Bonus:

- The Governor's \$1000 bonus that was distributed based on the definition of classroom teachers, did not include Psychologists. Psychologists on the Grandfather and Performance Pay Schedules will receive the \$1000 Governor's Bonus in 2021-2022 as negotiated by DTU and the DCSB.
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2021-2022 DTU Teacher Unit (Psychologist) Collective Bargaining: Economic Proposal #7
(Old #10)

No Tentative Agreement

2021-2022 Hard to Staff Supplement:

- ~~In order to recruit and retain Psychologists, they will receive a \$1500 Hard to Staff Supplement to be negotiated each year. **No agreement**~~

Tentative Agreement/ DCSB Counter

- The employer agrees to re-evaluate the eligibility of Psychologists for the Hard to Staff Supplement every year. **Agreement**
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2021-2022 DTU Teacher Unit (Psychologist) Collective Bargaining: Economic Proposal #8

Tentative Agreement

Paid Lunch:

All Psychologists will receive a paid 30-minute duty-free lunch.

2021-2022 DTU Teacher Unit (Psychologist) Collective Bargaining: Economic Proposal #9

(Old #12)

No Tentative Agreement

NCSP Psychologist Certification Supplement:

Psychologists will be provided one supplement of \$2625 for either the National School Psychologists Certification or the NCSP Licensure.

2021-2022 DTU Teacher Unit (Psychologists) Collective Bargaining: Economic Proposal #10

(Old #13)

No Tentative Agreement

Psychologist Substitute Coverage:

Psychologists will be provided compensation when covering the duties of absent psychologists. No Tentative Agreement

Tentative Agreement/ DCSB Counter

The employer agrees to form a committee, with a time certain, composed of Psychologists and the ESE Department to look at possible compensation for Psychologists when covering the responsibilities of absent Psychologists.

2021-2022 DTU Teacher Unit (Psychologists) Collective Bargaining: Economic Proposal #14

No Tentative Agreement

Thanksgiving as a Paid Holiday:

- 12 Month Alternative Psychologists will receive the Wednesday before Thanksgiving, Thanksgiving Day, and the Friday after Thanksgiving as paid non-workdays.**
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Teacher Unit Specialist Proposals for 2021-2022

2021-2022 Teacher Unit Specialist Collective Bargaining: Economic Proposal #1

Tentative Agreement

2021-2022 Base Salary Adjustments on the AB Specialist Grandfather Salary Schedule

- **In 2021-2022, the beginning salary on the AB Specialists' Grandfather Schedule will be raised from \$45,891 to \$51,585.**
 - **Those Specialists whose salary is below \$51,585 will be raised to \$51,585.**
 - **The remaining base values on the AB Schedule above the minimum beginning salary will be adjusted to reflect the increased values to meet the Legislative intent.**
 - **(See salary schedules and charts)**
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2021-2022 Teacher Unit Specialist Collective Bargaining: Economic Proposal #2
Tentative Agreement

2020-2021 \$1500 Supplement:

- **Specialists on the AB Grandfather Schedule and the AI Performance Pay Schedule who received the negotiated \$1500 supplement in 2020-2021 because their salary increase was less than \$3000, will have that \$1500 supplement amount rolled into their base salary. Level 95 on Grandfather will receive it as a supplement.**
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2021-2022 Teacher Unit Specialist Collective Bargaining: Economic Proposal #3
Tentative Agreement

2021-2022 Grandfather Step Movement:

- **Specialists on the AB Grandfather Salary Schedule who worked one day more than half the previous school year, will move one step/level in 2021-2022 retro-active to July 1. (Those with an overall Unsatisfactory evaluation will not receive step.)**
 - **1. Grandfather Level 95 Supplements:**
 Employees who completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of **\$2500.**

 Level 95- Year 1: Increase equals step movement from Level 27
 Level 95- Year 2: \$500 Supplement
 Level 95- Year 3: \$1000 Supplement
 Level 95- Year 4: \$1500 Supplement
 Level 95- Year 5: \$2000 Supplement
Level 95- Year 6: \$2500 Supplement
 - **The 2021 \$1500 Supplement received by Teacher Unit members will be added as a supplement for those Specialists on AB Step/Level 95.**
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2021-2022 Teacher Unit Specialist Collective Bargaining: Economic Proposal #4
Tentative Agreement

2021-2022 Base Salary Adjustments on the Specialist Performance Pay Salary Schedule

- In 2021-2022, the beginning salary on the Specialists' AI Performance Pay Salary Schedule will be raised to meet the amount on the Specialists' AB Grandfather Schedule.
 - Those Specialists whose salary is below the beginning salary of \$51,585 will be raised to that amount.
 - Specialists on Performance Pay making over \$51,585 will have an additional \$500 added to their base salary.
 - The remaining base values on the Schedule (above the minimum beginning salary) will be adjusted to reflect the increased values and meet the Legislative intent.
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[2021-2022 Teacher Unit Specialist Collective Bargaining: Economic Proposal #5](#)

[Tentative Agreement](#)

2021-2022 AI Specialist Performance Pay Salary Schedule Increases:

- Specialists on the AI Performance Pay Schedule who received an overall Highly Effective rating on their previous year's evaluation will receive \$2001 for 2021-2022.
 - Specialists on the AI Performance Pay Schedule who received an overall Effective rating on their previous year's evaluation will receive \$1000.50 for 2021-2022.
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[2021-2022 DTU Teacher Unit Specialist Collective Bargaining: Economic Proposal #6](#)

[Tentative Agreement](#)

2021-2022 \$1000 ESSER Bonus:

- **If available**, Specialists will be provided a \$1000 bonus on the Grandfather and Performance Pay Salary Schedules using ESSER (Elementary and Secondary School Emergency Relief) Funds scheduled for payment in 2021-2022.
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[2021-2022 DTU Teacher Unit Specialist Collective Bargaining: Economic Proposal #7](#)

[Tentative Agreement](#)

Governor's Bonus:

Those members of the Specialist group who did not receive the Governor's \$1000 bonus in August 2021, will be provided that bonus in the 2021-2022 school year as negotiated by DTU and the DCSB.

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Teacher (Grandfather)
196 Days/7.33 Hours Daily
Pay Scale TA**

GRADE Level	01 BACHELORS		02 MASTERS		03 SPECIALIST		04 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
2*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
3*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
4*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
5*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
6*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
7*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
8*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
9*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
10*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
11*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
12*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
13*	47,500	33.06234	49,700	34.59365	51,350	35.74213	53,350	37.13423
14*	47,500	33.06234	49,700	34.59365	51,600	35.91614	53,600	37.30824
15	49,000	34.10641	51,200	35.63772	53,100	36.96021	55,100	38.35231
16	50,500	35.15049	52,700	36.68179	54,600	38.00429	56,600	39.39639
17	52,000	36.19456	54,200	37.72587	56,100	39.04836	58,100	40.44046
18	53,500	37.23863	55,700	38.76994	57,600	40.09244	59,600	41.48453
19	55,000	38.28271	57,200	39.81402	59,100	41.13651	61,100	42.52861
20	56,500	39.32678	58,700	40.85809	60,600	42.18058	62,600	43.57268
21	58,000	40.37086	60,300	41.91777	62,100	43.22466	64,100	44.61676
22	59,500	41.41493	61,900	43.08545	63,600	44.26873	65,600	45.66083
23	61,000	42.45900	63,500	44.19913	65,100	45.31280	67,100	46.70490
24	62,500	43.50308	65,100	45.31280	66,600	46.35688	68,600	47.74898
25	64,100	44.61676	66,700	46.42648	68,200	47.47056	70,100	48.79305
26	65,700	45.73043	68,300	47.54016	69,800	48.58424	71,700	49.90673
27	67,300	46.84411	69,900	48.65384	71,400	49.69791	73,300	51.02041
95	68,900	47.95779	71,500	49.76752	73,000	50.81159	74,900	52.13409

*Denotes new hires placed on the performance pay salary schedule (TC). Employees with one to fourteen years of experience will be placed at a starting pay of \$47,500 on the performance pay scale.

Level Movement - A teacher who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule.

Employees who have completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of \$2,500.

- Level 95 - Year 1 - Increase equals step movement
- Level 95 - Year 2 - \$500 Supplement
- Level 95 - Year 3 - \$1,000 Supplement
- Level 95 - Year 4 - \$1,500 Supplement
- Level 95 - Year 5 - \$2,000 Supplement
- Level 95 - Year 6 - \$2,500 Supplement

For the 2021-2022 school year, teachers on level 95 will receive a one-time \$1,500 supplement if received in the 2020-2021 school year.

Minimum Salary Increases for the 2021-2022 school year:

For the 2021-2022 school year, teachers on the Grandfather Schedule earning a salary below the newly established minimum of \$47,500, will receive a salary adjustment to reflect the new minimum.

After receiving a step, teachers on Level 14 of the Grandfather Salary Schedule will be adjusted to Level 15.
After receiving a step, teachers on Level 15 of the Grandfather Salary Schedule will be adjusted to Level 16.

Audiologists:

Beginning in the 2019-20 school year, newly hired Audiologists will be placed on the Performance Pay salary schedule with a starting salary equivalent to Level 10 of the Grandfather (TA) Salary Schedule.

Schedule TA
10 Month Teachers
Bachelors 01

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	20-21 \$1,500 supplement
13	45,891	15	49,000	3,109		3,109	Engrossed into salary schedule
14	46,391	16	50,500	4,109		4,109	
15	46,891	16	50,500	3,609		3,609	
16	47,891	17	52,000	4,109		4,109	
17	48,891	18	53,500	4,609		4,609	
18	49,891	19	55,000	5,109		5,109	
19	50,891	20	56,500	5,609		5,609	
20	52,391	21	58,000	5,609		5,609	
21	53,892	22	59,500	5,608		5,608	
22	55,892	23	61,000	5,108		5,108	
23	57,892	24	62,500	4,608		4,608	
24	59,892	25	64,100	4,208		4,208	
25	61,892	26	65,700	3,808		3,808	
26	63,892	27	67,300	3,408		3,408	
27	65,892	95	68,900	3,008		3,008	
95	67,892	95	68,900	1,008	500	1,508	1,500 If received in 20-21

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

Schedule TA
10 Month Teachers
Masters 02

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	20-21 \$1,500 supplement
13	47,091	15	51,200	4,109		4,109	Engrossed into salary schedule
14	47,591	16	52,700	5,109		5,109	
15	48,091	16	52,700	4,609		4,609	
16	49,091	17	54,200	5,109		5,109	
17	50,091	18	55,700	5,609		5,609	
18	51,591	19	57,200	5,609		5,609	
19	53,091	20	58,700	5,609		5,609	
20	55,091	21	60,300	5,209		5,209	
21	57,091	22	61,900	4,809		4,809	
22	59,091	23	63,500	4,409		4,409	
23	61,091	24	65,100	4,009		4,009	
24	63,091	25	66,700	3,609		3,609	
25	65,091	26	68,300	3,209		3,209	
26	67,091	27	69,900	2,809		2,809	
27	69,091	95	71,500	2,409		2,409	
95	71,091	95	71,500	409	500	909	1,500 if received in 20-21

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

Schedule TA
10 Month Teachers
Specialist 03

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	20-21 \$1,500 supplement
13	48,741	15	53,100	4,359		4,359	Engrossed into salary schedule
14	49,491	16	54,600	5,109		5,109	
15	50,491	16	54,600	4,109		4,109	
16	51,991	17	56,100	4,109		4,109	
17	53,491	18	57,600	4,109		4,109	
18	54,991	19	59,100	4,109		4,109	
19	56,491	20	60,600	4,109		4,109	
20	57,991	21	62,100	4,109		4,109	
21	59,491	22	63,600	4,109		4,109	
22	60,991	23	65,100	4,109		4,109	
23	62,491	24	66,600	4,109		4,109	
24	64,491	25	68,200	3,709		3,709	
25	66,491	26	69,800	3,309		3,309	
26	68,491	27	71,400	2,909		2,909	
27	70,491	95	73,000	2,509		2,509	
95	72,491	95	73,000	509	500	1,009	1,500 if received in 20-21

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

Schedule TA
10 Month Teachers
Doctorate 04

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	20-21 \$1,500 supplement
13	50,741	15	55,100	4,359		4,359	Engrossed into salary schedule
14	51,491	16	56,600	5,109		5,109	
15	51,991	16	56,600	4,609		4,609	
16	52,991	17	58,100	5,109		5,109	
17	53,991	18	59,600	5,609		5,609	
18	55,491	19	61,100	5,609		5,609	
19	56,991	20	62,600	5,609		5,609	
20	58,491	21	64,100	5,609		5,609	
21	60,491	22	65,600	5,109		5,109	
22	62,491	23	67,100	4,609		4,609	
23	64,491	24	68,600	4,109		4,109	
24	66,491	25	70,100	3,609		3,609	
25	68,491	26	71,700	3,209		3,209	
26	70,491	27	73,300	2,809		2,809	
27	72,491	95	74,900	2,409		2,409	
95	74,491	95	74,900	409	500	909	1,500 if received in 20-21

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Teacher (Performance Pay)
196 Days/7.33 Hours Daily
Pay Scale TC**

Min	Max
\$ 47,500	\$ 74,900

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Minimum Salary Increase for the 2021-2022 school year:

For the 2021-2022 school year, teachers below the new minimum salary of \$47,500 will have a salary adjustment to the new minimum.

All teachers on Performance Pay will receive \$1,000.50 for an effective rating on their 2020-2021 final summative evaluation and \$2,001 for a highly effective rating on their 2020-2021 final summative evaluation.

Teachers will receive a \$1,500 base salary increase if the \$1,500 supplement was received in the 2020-2021 school year.

For the 2021-2022 school year, teachers above the new base salary of \$47,500 will receive a \$500 base salary increase.

For the 2021-2022 school year, teachers who elected to transition to the performance pay salary schedule (in 2020-2021) will receive a base salary increase equivalent to the employee's level 95 supplement from the 2020-2021 school year.

Audiologists:

Beginning in the 2019-20 school year, newly hired Audiologists will be placed on the Performance Pay salary schedule with a starting salary equivalent to Level 10 of the Grandfather (TA) Salary Schedule.

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Teacher - Job Share (Grandfather)
99 Days/7.33 Hours Daily
Pay Scale TJ**

GRADE	01 BACHELORS		02 MASTERS		03 SPECIALIST		04 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
2*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
3*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
4*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
5*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
6*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
7*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
8*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
9*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
10*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
11*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
12*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
13*	23,992	33.06234	25,104	34.59365	25,937	35.74213	26,947	37.13423
14*	23,992	33.06234	25,104	34.59365	26,063	35.91614	27,073	37.30824
15	24,750	34.10641	25,861	35.63772	26,821	36.96021	27,831	38.35231
16	25,508	35.15049	26,619	36.68179	27,579	38.00429	28,589	39.39639
17	26,265	36.19456	27,377	37.72587	28,336	39.04836	29,346	40.44046
18	27,023	37.23863	28,134	38.76994	29,094	40.09244	30,104	41.48453
19	27,781	38.28271	28,892	39.81402	29,852	41.13651	30,862	42.52861
20	28,538	39.32678	29,649	40.85809	30,609	42.18058	31,619	43.57268
21	29,296	40.37086	30,408	41.91177	31,367	43.22466	32,377	44.61676
22	30,054	41.41493	31,266	43.08545	32,124	44.26873	33,135	45.66083
23	30,811	42.45900	32,074	44.19913	32,882	45.31280	33,892	46.70490
24	31,569	43.50308	32,882	45.31280	33,640	46.35688	34,650	47.74898
25	32,327	44.61676	33,690	46.42648	34,448	47.47056	35,408	48.79305
26	33,185	45.73043	34,498	47.54016	35,256	48.58424	36,216	49.90673
27	33,993	46.84411	35,307	48.65384	36,064	49.69791	37,024	51.02041
95	34,802	47.95779	36,115	49.76752	36,872	50.81159	37,832	52.13409

*Denotes new hires placed on the performance pay salary schedule (JT). Employees with one to fourteen years of experience will be placed at a starting pay of \$23,992 on the performance pay scale.

Level Movement - A teacher who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule.

Employees who have completed one year on Level 95 will receive \$250 for each year they have remained on Level 95 for a maximum of \$1,250.

- Level 95 - Year 1 - Increase equals step movement
- Level 95 - Year 2 - \$250 Supplement
- Level 95 - Year 3 - \$500 Supplement
- Level 95 - Year 4 - \$750 Supplement
- Level 95 - Year 5 - \$1,000 Supplement
- Level 95 - Year 6 - \$1,250 Supplement

For the 2021-2022 school year, teachers on level 95 will receive a one-time \$1,500 supplement if received in the 2020-2021 school year.

Minimum Salary Increases for the 2021-2022 school year:

For the 2021-2022 school year, teachers on the Grandfather Schedule earning a salary below the newly established minimum salary of \$23,992 will receive a salary adjustment to reflect the new minimum.

After receiving a step, teachers on Level 14 of the Grandfather Salary Schedule will be adjusted to Level 15.

After receiving a step, teachers on Level 15 of the Grandfather Salary Schedule will be adjusted to Level 16.

Schedule TJ
 Job Share Teachers
 Bachelors 01

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	20-21 \$750 supplement
13	23,180	15	23,992	813		813	Engrossed into salary schedule
14	23,432	16	23,992	560		560	
15	23,685	16	24,750	1,065		1,065	
16	24,190	17	25,508	1,318		1,318	
17	24,695	18	26,265	1,570		1,570	
18	25,200	19	27,023	1,823		1,823	
19	25,705	20	27,781	2,075		2,075	
20	26,463	21	28,538	2,075		2,075	
21	27,221	22	29,296	2,075		2,075	
22	28,231	23	30,054	1,822		1,822	
23	29,241	24	30,811	1,570		1,570	
24	30,252	25	31,569	1,317		1,317	
25	31,262	26	32,377	1,115		1,115	
26	32,272	27	33,185	913		913	
27	33,282	95	33,993	711		711	
95	34,292	95	34,802	509	250	759	

*Level 95 supplement increased by \$250 and now ranges from \$250 to \$1,250

Schedule TJ
 Job Share Teachers
 Masters 02

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	20-21 \$750 supplement
13	23,786	15	25,104	1,318		1,318	Engrossed into salary schedule
14	24,038	16	25,104	1,065		1,065	
15	24,291	16	25,861	1,570		1,570	
16	24,796	17	26,619	1,823		1,823	
17	25,301	18	27,377	2,075		2,075	
18	26,059	19	28,134	2,075		2,075	
19	26,816	20	28,892	2,075		2,075	
20	27,827	21	29,649	1,823		1,823	
21	28,837	22	30,458	1,621		1,621	
22	29,847	23	31,266	1,419		1,419	
23	30,857	24	32,074	1,217		1,217	
24	31,867	25	32,882	1,015		1,015	
25	32,878	26	33,690	813		813	
26	33,888	27	34,498	611		611	
27	34,898	95	35,307	409		409	
95	35,908	95	36,115	207	250	457	

*Level 95 supplement increased by \$250 and now ranges from \$250 to \$1,250

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Teacher - Job Share (Performance Pay)
99 Days/7.33 Hours Daily
Pay Scale JT**

Min	Max
\$ 23,992	\$ 37,832

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$1,010.70 and teachers rated as Effective (E) shall receive a performance increase of \$505.36. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Minimum Salary Increase for the 2021-2022 school year:

For the 2021-2022 school year, teachers below the new minimum salary of \$23,992 will have a salary adjustment to the new minimum.

All teachers on Performance Pay will receive \$505.36 for an effective rating on their 2020-2021 final summative evaluation and \$1,010.71 for a highly effective rating on their 2020-2021 final summative evaluation.

Teachers will receive a \$750 base salary increase if the \$750 supplement was received in the 2020-2021 school year.

For the 2021-2022 school year, teachers above the new base salary of \$23,992 will receive a \$250 base salary increase.

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Teacher - ROTC
10 Months (196 Days) 7.33 hrs
Pay Scale TR**

Min	Max
\$ 47,500	\$ 74,900

JROTC instructors are placed on the appropriate level of TA to reflect their military experience up to a maximum of four(4) years. Upon receipt of the MIP from the appropriate branch of the military, JROTC instructors will be placed on the TR schedule at the salary determined by the MIP if greater than the salary placement on the TA Salary Schedule.

For JROTC Instructors with Minimum Instructor Pay (MIP) greater than the maximum salary of \$74,900, a supplement will be paid for the difference between MIP and the maximum Salary on the TR Salary Schedule.

Minimum Salary Increases for the 2020-2021 school year:

JROTC Instructors earning a salary below the newly established minimum salary of \$47,500 will receive a salary adjustment to reflect the new minimum.

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Occupational Therapist/Physical Therapist
10 Months (196 Days)
Pay Scale EQ**

GRADE 01		
Level	Annual	Hourly
01*	48,500	33.75839
02*	49,800	34.66325
03*	51,100	35.56812
04	52,400	36.47298
05	53,700	37.37784
06	55,000	38.28271
07	56,300	39.18757
08	57,600	40.09244
09	58,900	40.99730
10	60,200	41.90216
11	61,500	42.80703
12	62,800	43.71189
13	64,300	44.75597
14	65,800	45.80004
15	67,300	46.84411
16	68,800	47.88819
17	70,300	48.93226
18	71,800	49.97633
NEW 19	73,300	51.02041
NEW 20	74,800	52.06448
NEW 95	76,300	53.10856

Level Movement - Employees who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule.

Employees who have completed one year on level 19 (2020-2021 school year) will be advanced to the new level 95.

After receiving a step, employees on level 19 will be placed on the new level 20.

Beginning in the 2021-2022 school year, employees on level 95 will receive an additional \$500 to the level 95 supplement for a maximum of \$2,500.

Level 95 - Year 1 - Increase equals step movement

Level 95 - Year 2 - \$500 Supplement

Level 95 - Year 3 - \$1,000 Supplement

Level 95 - Year 4 - \$1,500 Supplement

Level 95 - Year 5 - \$2,000 Supplement

Level 95 - Year 6 - \$2,500 Supplement

OT/PT shall be allowed credit for prior experience up to a maximum of 10 years.

Minimum Salary Increases for the 2021-2022 school year:

For the 2021-2022 school year, OT/PTs earning a salary below the newly established minimum of \$52,400, will receive a salary adjustment to reflect the new minimum.

Employees on Level 1 - 3 will advance to Level 4 in the 2021-2022 school year.

Beginning in the 2021-2022 school year, newly hired OT/PTs will be placed at level 4.

Schedule EQ

OT/PT

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement *	Total Increase	Added to salary schedule to continue 20-21 \$1,500 supplement
1	46,213	4	52,400	6,187		6,187	Engrossed into salary schedule
2	47,297	4	52,400	5,103		5,103	
3	48,385	4	52,400	4,015		4,015	
4	49,498	5	53,700	4,202		4,202	
5	50,636	6	55,000	4,364		4,364	
6	51,801	7	56,300	4,499		4,499	
7	52,993	8	57,600	4,607		4,607	
8	54,212	9	58,900	4,688		4,688	
9	55,458	10	60,200	4,742		4,742	
10	56,734	11	61,500	4,766		4,766	
11	58,039	12	62,800	4,761		4,761	
12	59,374	13	64,300	4,926		4,926	
13	60,739	14	65,800	5,061		5,061	
14	62,137	15	67,300	5,163		5,163	
15	63,566	16	68,800	5,234		5,234	
16	65,028	17	70,300	5,272		5,272	
17	66,524	18	71,800	5,276		5,276	
18	68,054	New 20	74,800	6,746		6,746	
19	74,484	New 95	76,300	1,816	500	2,316	1,500 if received in 20-21

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Psychologist (Grandfather)
196 Days/8 Hours Daily
Pay Scale TQ**

GRADE	02		03		04	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	51,395	32.77742	53,045	33.82972	54,795	34.94579
2*	51,395	32.77742	53,045	33.82972	54,795	34.94579
3*	51,395	32.77742	53,045	33.82972	54,795	34.94579
4*	51,395	32.77742	53,045	33.82972	54,795	34.94579
5*	51,395	32.77742	53,045	33.82972	54,795	34.94579
6*	51,395	32.77742	53,045	33.82972	54,795	34.94579
7*	51,395	32.77742	53,045	33.82972	54,795	34.94579
8*	51,395	32.77742	53,045	33.82972	54,795	34.94579
9*	51,395	32.77742	53,045	33.82972	54,795	34.94579
10*	51,395	32.77742	53,045	33.82972	54,795	34.94579
11*	51,395	32.77742	53,045	33.82972	54,795	34.94579
12*	51,395	32.77742	53,045	33.82972	54,795	34.94579
13	52,145	33.25574	53,795	34.30804	55,795	35.58355
14	52,895	33.73406	54,795	34.94579	56,795	36.22130
15	53,895	34.37181	56,295	35.90242	57,795	36.85906
16	54,895	35.00957	57,795	36.85906	58,795	37.49681
17	55,895	35.64732	59,295	37.81569	60,295	38.45344
18	57,395	36.60395	60,795	38.77232	61,795	39.41008
19	58,895	37.56059	62,295	39.72895	63,295	40.36671
20	60,395	38.51722	63,795	40.68559	64,795	41.32334
21	61,895	39.47385	65,295	41.64222	66,295	42.27997
22	63,395	40.43048	66,795	42.59885	67,795	43.23661
23	64,895	41.38712	68,295	43.55548	69,295	44.19324
24	66,395	42.34375	69,795	44.51212	70,795	45.14987
25	67,895	43.30038	71,295	45.46875	72,295	46.10651
26	69,395	44.25702	72,795	46.42538	73,795	47.06314
27	70,895	45.21365	74,295	47.38202	75,295	48.01977
95	72,395	46.17028	75,795	48.33865	76,795	48.97640

Employees with one to twelve years of experience will be placed at a starting pay of \$51,395 on the performance pay scale (PC).

Level Movement - A psychologist who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule.

Newly hired school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

Employees who have completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of \$2,500.

Level 95 - Year 1 - Increase equals step movement

Level 95 - Year 2 - \$500 Supplement

Level 95 - Year 3 - \$1,000 Supplement

Level 95 - Year 4 - \$1,500 Supplement

Level 95 - Year 5 - \$2,000 Supplement

Level 95 - Year 6 - \$2,500 Supplement

For the 2021-2022 school year, teachers on level 95 will receive a one-time \$1,500 supplement if received in the 2020-2021 school year.

Minimum Salary Increases for the 2021-2022 school year:

For the 2021-2022 school year, psychologists on the Grandfather Schedules earning a salary below the newly established minimum salary of \$51,395, will receive a salary adjustment to reflect the new minimum.

Schedule TQ
10 month psychologists
Specialist

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	Added to salary schedule to continue 20-21 \$1,500 supplement	
13	48,291	14	54,795	6,504		6,504	Engrossed into salary schedule	
14	49,291	15	56,295	7,004		7,004		
15	50,791	16	57,795	7,004		7,004		
16	52,291	17	59,295	7,004		7,004		
17	53,791	18	60,795	7,004		7,004		
18	55,291	19	62,295	7,004		7,004		
19	56,791	20	63,795	7,004		7,004		
20	58,291	21	65,295	7,004		7,004		
21	59,791	22	66,795	7,004		7,004		
22	61,291	23	68,295	7,004		7,004		
23	62,791	24	69,795	7,004		7,004		
24	64,791	25	71,295	6,504		6,504		
25	66,791	26	72,795	6,004		6,004		
26	68,791	27	74,295	5,504		5,504		
27	70,791	95	75,795	5,004		5,004		
95	72,791	95	75,795	3,004	500	3,504		1,500 if received in 20-21

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

Schedule TQ
10 month psychologists
Doctorate

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	Added to salary schedule to continue 20-21 \$1,500 supplement	
13	50,291	14	56,795	6,504		6,504	Engrossed into salary schedule	
14	51,291	15	57,795	6,504		6,504		
15	52,291	16	58,795	6,504		6,504		
16	53,291	17	60,295	7,004		7,004		
17	54,291	18	61,795	7,504		7,504		
18	55,791	19	63,295	7,504		7,504		
19	57,291	20	64,795	7,504		7,504		
20	58,791	21	66,295	7,504		7,504		
21	60,791	22	67,795	7,004		7,004		
22	62,791	23	69,295	6,504		6,504		
23	64,791	24	70,795	6,004		6,004		
24	66,791	25	72,795	6,004		6,004		
25	68,791	26	73,795	5,004		5,004		
26	70,791	27	75,295	4,504		4,504		
27	72,791	95	76,795	4,004		4,004		
95	74,791	95	76,795	2,004	500	2,504		1,500 if received in 20-21

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Psychologist (Performance Pay)
196 Days/8 Hours Daily
Pay Scale PC**

Min	Max
\$ 51,535	\$ 76,795

Salary Progression

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Minimum Salary Increase for the 2021-2022 school year:

For the 2021-2022 school year, psychologists below the new minimum salary of \$51,535 will have a salary adjustment to the new minimum.

All psychologists on Performance Pay will receive \$1,000.50 for an effective rating on their 2020-2021 final summative evaluation and \$2,001 for a highly effective rating on their 2020-2021 final summative evaluation.

Psychologists will receive a \$1,500 base salary increase if the \$1,500 supplement was received in the 2020-2021 school year.

For the 2021-2022, psychologists will receive an additional \$2,000 base salary increase if the psychologist was employed with the district as of June 30th, 2021.

Newly hired school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Psychologist (Grandfather)
12 Months Alt (239 Days/8 Hours Daily)
Pay Scale TD**

GRADE Level	01 MASTERS		02 SPECIALIST		03 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	56,535	29.56825	58,177	30.42704	59,820	31.28635
02	57,225	29.92913	58,867	30.78792	60,510	31.64723
03	57,915	30.29001	59,557	31.14880	61,200	32.00811
04	58,605	30.65089	60,247	31.50968	61,890	32.36899
05	59,295	31.01177	60,937	31.87055	62,580	32.72986
06	60,215	31.49294	61,857	32.35173	63,500	33.21104
07	61,135	31.97411	62,777	32.83290	64,420	33.69221
08	62,235	32.54942	63,877	33.40821	65,520	34.26752
09	63,335	33.12474	64,977	33.98353	66,620	34.84283
10	64,435	33.70005	66,077	34.55884	67,720	35.41815
11	65,535	34.27537	67,177	35.13415	68,820	35.99346
12	66,635	34.85068	68,277	35.70947	69,920	36.56878
13	67,935	35.53060	69,577	36.38938	71,220	37.24869
14	69,235	36.21051	70,877	37.06930	72,520	37.92861
15	70,535	36.89043	72,177	37.74922	73,820	38.60853
16	71,835	37.57035	73,477	38.42913	75,120	39.28844
17	73,135	38.25026	74,777	39.10905	76,420	39.96836
18	74,635	39.03478	76,277	39.89357	77,920	40.75288
19	76,135	39.81930	77,777	40.67809	79,420	41.53740
20	77,635	40.60382	79,277	41.46260	80,920	42.32191
21	79,135	41.38834	80,777	42.24712	82,420	43.10643
95	80,635	42.17286	82,277	43.03164	83,920	43.89095

A psychologist with no prior years of eligible experience shall be placed at level 1 of the performance pay salary schedule (PS).

Level Movement - A psychologist who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule.

Newly hired school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

Employees who have completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of \$2,500.

- Level 95 - Year 1 - Increase equals step movement
- Level 95 - Year 2 - \$500 Supplement
- Level 95 - Year 3 - \$1,000 Supplement
- Level 95 - Year 4 - \$1,500 Supplement
- Level 95 - Year 5 - \$2,000 Supplement
- Level 95 - Year 6 - \$2,500 Supplement

For the 2021-2022 school year, teachers on level 95 will receive a one-time \$1,500 supplement if received in the 2020-2021 school year.

Minimum Salary Increases for the 2021-2022 school year:

For the 2021-2022 school year, psychologists on the Grandfather Schedules earning a salary below the newly established minimum salary of \$56,535, will receive a salary adjustment to reflect the new minimum.

Schedule TD

12 month alt psychologists

Master

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	Added to salary schedule to continue 20-21 \$1,500 supplement
13	62,498	14	69,235	6,737		6,737	Engrossed into salary schedule
14	63,877	15	70,535	6,658		6,658	
15	65,257	16	71,835	6,578		6,578	
16	66,636	17	73,135	6,499		6,499	
17	68,015	18	74,635	6,620		6,620	
18	69,624	19	76,135	6,511		6,511	
19	71,234	20	77,635	6,401		6,401	
20	72,843	21	79,135	6,292		6,292	
21	74,682	22	80,635	5,953		5,953	
95	76,521	95	80,635	4,114	500	4,614	

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

Schedule TD

12 month alt psychologists

Specialist

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	Added to salary schedule to continue 20-21 \$1,500 supplement
13	64,140	14	70,877	6,737		6,737	Engrossed into salary schedule
14	65,520	15	72,177	6,657		6,657	
15	66,899	16	73,477	6,578		6,578	
16	68,278	17	74,777	6,499		6,499	
17	69,657	18	76,277	6,620		6,620	
18	71,267	19	77,777	6,510		6,510	
19	72,876	20	79,277	6,401		6,401	
20	74,485	21	80,777	6,292		6,292	
21	76,324	22	82,277	5,953		5,953	
95	78,163	95	82,277	4,114	500	4,614	

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

Schedule TD

12 month alt psychologists

Doctorate

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	Added to salary schedule to continue 20-21 \$1,500 supplement
13	65,783	14	72,520	6,737		6,737	Engrossed into salary schedule
14	67,163	15	73,820	6,657		6,657	
15	68,542	16	75,120	6,578		6,578	
16	69,921	17	76,420	6,499		6,499	
17	71,301	18	77,920	6,619		6,619	
18	72,910	19	79,420	6,510		6,510	
19	74,519	20	80,920	6,401		6,401	
20	76,128	21	82,420	6,292		6,292	
21	77,967	22	83,920	5,953		5,953	
95	79,806	95	83,920	4,114	500	4,614	

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Psychologist (Grandfather)
12 Months (261 Days/8 Hours Daily)
Pay Scale TP**

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	61,674	29.53736	63,460	30.39272	65,247	31.24856
02	62,424	29.89655	64,210	30.75192	65,997	31.60776
03	63,174	30.25575	64,960	31.11111	66,747	31.96695
04	63,924	30.61494	65,710	31.47031	67,497	32.32615
05	64,674	30.97414	66,460	31.82950	68,247	32.68534
06	65,424	31.45307	67,460	32.30843	69,247	33.16427
07	66,674	31.93199	68,460	32.78736	70,247	33.64320
08	67,924	32.53065	69,710	33.38602	71,497	34.24186
09	69,174	33.12931	70,960	33.98467	72,747	34.84052
10	70,424	33.72797	72,210	34.58333	73,997	35.43918
11	71,674	34.32663	73,460	35.18199	75,247	36.03784
12	72,924	34.92529	74,710	35.78065	76,497	36.63649
13	74,424	35.64368	76,210	36.49904	77,997	37.35489
14	75,924	36.36207	77,710	37.21743	79,497	38.07328
15	77,424	37.08046	79,210	37.93582	80,997	38.79167
16	78,924	37.79885	80,710	38.65421	82,497	39.51006
17	80,424	38.51724	82,210	39.37261	83,997	40.22845
18	81,924	39.23563	83,710	40.09100	85,497	40.94684
19	83,424	39.95402	85,210	40.80939	86,997	41.66523
20	84,924	40.67241	86,710	41.52778	88,497	42.38362
21	86,424	41.39080	88,210	42.24617	89,997	43.10201
95	87,924	42.10920	89,710	42.96456	91,497	43.82040

A psychologist with no prior years of eligible experience shall be placed at level 1 of the performance pay salary schedule (PS).

Level Movement - A psychologist who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule.

Newly hired school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

Employees who have completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of \$2,500.

- Level 95 - Year 1 - Increase equals step movement
- Level 95 - Year 2 - \$500 Supplement
- Level 95 - Year 3 - \$1,000 Supplement
- Level 95 - Year 4 - \$1,500 Supplement
- Level 95 - Year 5 - \$2,000 Supplement
- Level 95 - Year 6 - \$2,500 Supplement

For the 2021-2022 school year, teachers on level 95 will receive a one-time \$1,500 supplement if received in the 2020-2021 school year.

Minimum Salary Increases for the 2021-2022 school year:

For the 2021-2022 school year, psychologists on the Grandfather Schedules earning a salary below the newly established minimum salary of \$61,674, will receive a salary adjustment to reflect the new minimum.

Schedule TP

12 month psychologists

Master

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	Added to salary schedule to continue 20-21 \$1,500 supplement
13	67,879	14	75,924	8,045		8,045	Engrossed into salary schedule
14	69,379	15	77,424	8,045		8,045	
15	70,879	16	78,924	8,045		8,045	
16	72,379	17	80,424	8,045		8,045	
17	73,879	18	81,924	8,045		8,045	
18	75,629	19	83,424	7,795		7,795	
19	77,379	20	84,924	7,545		7,545	
20	79,129	21	86,424	7,295		7,295	
21	81,129	22	87,924	6,795		6,795	
95	83,129	95	87,924	4,795	500	5,295	

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

Schedule TP

12 month psychologists

Specialist

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	Added to salary schedule to continue 20-21 \$1,500 supplement
13	69,665	14	77,710	8,045		8,045	Engrossed into salary schedule
14	71,165	15	79,210	8,045		8,045	
15	72,665	16	80,710	8,045		8,045	
16	74,165	17	82,210	8,045		8,045	
17	75,665	18	83,710	8,045		8,045	
18	77,415	19	85,210	7,795		7,795	
19	79,165	20	86,710	7,545		7,545	
20	80,915	21	88,210	7,295		7,295	
21	82,915	22	89,710	6,795		6,795	
95	84,915	95	89,710	4,795	500	5,295	

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Psychologist (Performance Pay)
12 months/12 mos. Alternative
Pay Scale PS**

12 months		12 mos. Alt.	
Min	Max	Min	Max
\$ 61,674	\$ 91,497	\$ 56,535	\$ 83,920

Salary Progression

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Minimum Salary Increase for the 2021-2022 school year:

For the 2021-2022 school year, psychologists below the new minimum salary for their respective salary schedule will have a salary adjustment to the new minimum (12 month alt \$56,535/12 month \$61,674).

All psychologists on Performance Pay will receive \$1,000.50 for an effective rating on their 2020-2021 final summative evaluation and \$2,001 for a highly effective rating on their 2020-2021 final summative evaluation.

Psychologists will receive a \$1,500 base salary increase if the \$1,500 supplement was received in the 2020-2021 school year.

For the 2021-2022, psychologists will receive an additional \$2,000 base salary increase if the psychologist was employed with the district as of June 30th, 2021.

Newly hired school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Specialist, Instructional Support (Grandfather)
12 Months (261 Days/8 Hours Daily)
Pay Scale AB**

GRADE 01		
Level	Annual	Hourly
01	51,585	24.70546
02	52,335	25.06466
03	53,085	25.42385
04	53,835	25.78305
05	54,835	26.26197
06	56,135	26.88458
07	57,535	27.55508
08	58,935	28.22557
09	60,435	28.94397
10	62,035	29.71025
11	63,635	30.47653
12	65,235	31.24282
13	66,835	32.00910
14	68,435	32.77538
15	70,035	33.54167
16	71,635	34.30795
17	73,235	35.07423
18	74,835	35.84052
19	76,435	36.60680
20	78,035	37.37308
21	79,635	38.13937
22	81,235	38.90565
23	82,835	39.67193
95	84,435	40.43822

Level Movement - A specialist who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Employees who have completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of \$2,500.

- Level 95 - Year 1 - Increase equals step movement
- Level 95 - Year 2 - \$500 Supplement
- Level 95 - Year 3 - \$1,000 Supplement
- Level 95 - Year 4 - \$1,500 Supplement
- Level 95 - Year 5 - \$2,000 Supplement
- Level 95 - Year 6 - \$2,500 Supplement

For the 2021-2022 school year, specialists on level 95 will receive a one-time \$1,500 supplement if received in the 2020-2021 school year.

Minimum Salary Increases for the 2021-2022 school year:

For the 2021-2022 school year, specialists on the Grandfather Schedule earning a salary below \$51,585, will receive a salary adjustment to reflect the new minimum.

Schedule AB
12 month Specialist

Only showing changes for employees, not entire salary schedule

Current step	20-21 Salary	Step 21-22	21-22 Salary	Change in base salary	Increased value of level 95 supplement*	Total Increase	20-21 \$1,500 supplement
8	54,191	9	60,435	6,244		6,244	Engrossed into salary schedule
9	55,891	10	62,035	6,144		6,144	
10	57,616	11	63,635	6,019		6,019	
11	59,341	12	65,235	5,894		5,894	
12	61,141	13	66,835	5,694		5,694	
13	62,991	14	68,435	5,444		5,444	
14	64,841	15	70,035	5,194		5,194	
15	66,691	16	71,635	4,944		4,944	
16	68,541	17	73,235	4,694		4,694	
17	70,391	18	74,835	4,444		4,444	
18	72,241	19	76,435	4,194		4,194	
19	74,091	20	78,035	3,944		3,944	
20	75,941	21	79,635	3,694		3,694	
21	77,791	22	81,235	3,444		3,444	
22	79,641	23	82,835	3,194		3,194	
23	81,491	95	84,435	2,944		2,944	
95	83,491	95	84,435	944	500	1,444	1,500 If received in 20-21

*Level 95 supplement increased by \$500 and now ranges from \$500 to \$2,500

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Specialist, Instructional Support (Performance Pay)
12 Months (261 Days/8 Hours Daily)
Pay Scale A1**

	Min	Max
Tier I	51,585	83,535

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance Increases and shall retain the same salary.

Minimum Salary Increase for the 2021-2022 school year:

For the 2021-2022 school year, specialists on the Performance Pay scale with an annual salary below \$51,585 will receive a salary adjustment to the new beginning value.

Specialists on Performance Pay will receive \$1,000.50 for an effective rating on their 2020-2021 final summative evaluation and \$2,001 for a highly effective rating on their 2020-2021 final summative evaluation.

Specialists will receive a \$1,500 base salary increase if the \$1,500 supplement was received in the 2020-2021 school year.

For the 2021-2022 school year, Specialists with one to fourteen years of experience will be placed at a starting salary of \$54,625. Specialists whose salary is currently above \$54,625 will receive a \$500 base salary increase.

Only Social Workers without any years of experience will be placed at a starting salary of \$51,585.