

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Paraprofessional
191 Days / 7 Hours Daily
Pay Scales RI RF and RS**

RI - Instruction (Regular Needs)					
RB07/RD07					
(A51E, A51M, A51S, A51O, A511, A512, A513, A514, A515, A516, A519, A521, A530, A550, A910)					
COLUMN	01	02	03	04	05
Level					
01	15.00	15.17	15.27	15.40	15.51
02	15.25	15.42	15.52	15.65	15.76
03	15.50	15.67	15.77	15.90	16.01
04	15.75	15.92	16.02	16.15	16.26
05	16.00	16.17	16.27	16.40	16.51
06	16.25	16.42	16.52	16.65	16.76
07	16.50	16.67	16.77	16.90	17.01
08	16.75	16.92	17.02	17.15	17.26
09	17.00	17.17	17.27	17.40	17.51
10	17.25	17.42	17.52	17.65	17.76
11	17.50	17.67	17.77	17.90	18.01
12	17.75	17.92	18.02	18.15	18.26
95	19.05	19.24	19.43	19.58	19.72

RF - ISSP Facilitator			
RB07/RD07			
(A51F)			
COLUMN	04	05	06
Level			
01	15.30	15.41	15.60
02	15.55	15.66	15.85
03	15.80	15.91	16.10
04	16.05	16.16	16.35
05	16.30	16.41	16.60
06	16.55	16.66	16.85
07	16.80	16.91	17.10
08	17.05	17.16	17.35
09	17.30	17.41	17.60
10	17.55	17.66	17.85
11	17.80	17.91	18.10
12	18.05	18.16	18.35
95	20.76	20.85	20.91

RS - Instruction (Special Needs)					
RB07/RD07					
(A51A, A51B, A51C, A51D, A51G, A520, A522, A523, A524)					
COLUMN	01	02	03	04	05
Level					
01	15.10	15.20	15.32	15.43	15.58
02	15.35	15.45	15.57	15.68	15.83
03	15.60	15.70	15.82	15.93	16.08
04	15.85	15.95	16.07	16.18	16.33
05	16.10	16.20	16.32	16.43	16.58
06	16.35	16.45	16.57	16.68	16.83
07	16.60	16.70	16.82	16.93	17.08
08	16.85	16.95	17.07	17.18	17.33
09	17.10	17.20	17.32	17.43	17.58
10	17.35	17.45	17.57	17.68	17.83
11	17.60	17.70	17.82	17.93	18.08
12	17.85	17.95	18.07	18.18	18.33
95	19.48	19.70	19.87	20.04	20.61

Level Movement - A paraprofessional who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule. Column movement requires the completion of in service hours, college credit, and/or meeting the agreed upon assessment criteria to satisfy the ESEA Requirements for Instructional paraprofessionals.

Level 95 is for incumbents only who were assigned to level 12 or 95 in the prior year.

Longevity Pay - Effective July 1, 2014, members of this employee group with ten (10) years or more of creditable service shall receive an additional \$600 annually. After 15 years of continuous service, the employee will receive an additional \$300 for each five years of continuous service. Effective July 1, 2020, after 15 years of continuous service, the employee will receive an additional \$400 for each five years of continuous service.

COLUMN 01 - A paraprofessional shall be assigned to column I unless he/ she qualifies for movement to columns II, III, IV, or V.

COLUMN 02 - Movement to Column 02 requires 36 hours of in service or one (1) three hour college credit course in a job related area pre-approved by the employer. Official transcripts must be on file in HR reflecting these requirements. (Instructional special needs paraprofessionals who can document previous credit for in service hours shall be given credit retroactively.)

COLUMN 03 - Movement to Column 03 requires 90 hours of in service or fifteen (15) hours of college credit in a job related area pre-approved by the Employer. Official transcripts must be on file in HR reflecting these requirements. (Instructional special needs paraprofessionals who can document previous credit for in service hours will be given credit retroactively.)

COLUMN 04 - Movement to Column 04 requires completion of 180 hours of in-service or 60 semester hours of accredited college course work or an AA/AS degree. Official transcripts must be on file in Human Resources reflecting these requirements.

COLUMN 05 - Movement to Column 05 requires the paraprofessional to have completed 250 hours of in-service or 90 semester hours of accredited college course work in a program, which leads to a teaching degree and has been preapproved by the Employer. Either an overall grade point average of 2.5 or a grade point average of 2.5 in the instructional special needs paraprofessional's major area of study is required. Official transcripts must be on file in Human Resources reflecting these requirements.

COLUMN 06 - Assignment to Column 06 requires the ISSP Facilitator to have earned a Bachelor of Science or Bachelor of Arts degree from an accredited college. Official transcripts must be on file in HR reflecting these requirements.

The hourly rates reflected above will go into effect the day the Board approves the pay scale. Step increases will not be provided at that time as employees eligible for a step increase were advanced July 1, 2021.

**DUVAL COUNTY PUBLIC SCHOOLS
2022-2023**

**Paraprofessional
191 Days / 7 Hours Daily
Pay Scales RI RF and RS**

RI - Instruction (Regular Needs)					
RB07/RD07					
(A51E, A51M, A51S, A51O, A51I, A512, A513, A514, A515, A516, A519, A521, A53D, A550, A910)					
COLUMN	01	02	03	04	05
Level					
01	15.00	15.17	15.27	15.40	15.51
02	15.25	15.42	15.52	15.65	15.76
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11	17.50	17.67	17.77	17.90	18.01
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95	19.05	19.24	19.43	19.58	19.72

RF - ISSP Facilitator			
RB07/RD07			
(A51F)			
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Level			
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06	16.55	16.66	16.85
07	16.80	16.91	17.10
08	17.05	17.16	17.35
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(A51A, A51B, A51C, A51D, A51G, A520, A522, A523, A524)					
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12	17.85	17.95	18.07	18.18	18.33
95	19.48	19.70	19.87	20.04	20.61

Level Movement - A paraprofessional who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule. Column movement requires the completion of in service hours, college credit, and/or meeting the agreed upon assessment criteria to satisfy the ESEA Requirements for instructional paraprofessionals.

Level 95 is for incumbents only who were assigned to level 12 or 95 in the prior year.

Longevity Pay - Effective July 1, 2014, members of this employee group with ten (10) years or more of creditable service shall receive an additional \$600 annually. After 15 years of continuous service, the employee will receive an additional \$300 for each five years of continuous service. Effective July 1, 2020, after 15 years of continuous service, the employee will receive an additional \$400 for each five years of continuous service.

COLUMN 01 - A paraprofessional shall be assigned to column I unless he/ she qualifies for movement to columns II, III, IV, or V.

COLUMN 02 - Movement to Column 02 requires 36 hours of in service or one (1) three hour college credit course in a job related area pre-approved by the employer. Official transcripts must be on file in HR reflecting these requirements. (Instructional special needs paraprofessionals who can document previous credit for in service hours shall be given credit retroactively.)

COLUMN 03 - Movement to Column 03 requires 90 hours of in service or fifteen (15) hours of college credit in a job related area pre-approved by the Employer. Official transcripts must be on file in HR reflecting these requirements. (Instructional special needs paraprofessionals who can document previous credit for in service hours will be given credit retroactively.)

COLUMN 04 - Movement to Column 04 requires completion of 180 hours of in-service or 60 semester hours of accredited college course work or an AA/AS degree. Official transcripts must be on file in Human Resources reflecting these requirements.

COLUMN 05 - Movement to Column 05 requires the paraprofessional to have completed 250 hours of in-service or 90 semester hours of accredited college course work in a program, which leads to a teaching degree and has been preapproved by the Employer. Either an overall grade point average of 2.5 or a grade point average of 2.5 in the instructional special needs paraprofessional's major area of study is required. Official transcripts must be on file in Human Resources reflecting these requirements.

COLUMN 06 - Assignment to Column 06 requires the ISSP Facilitator to have earned a Bachelor of Science or Bachelor of Arts degree from an accredited college. Official transcripts must be on file in HR reflecting these requirements.

Employees on Level 95 for the 2021-2022 school year will receive a \$500 supplement.

**DUVAL COUNTY PUBLIC SCHOOLS
2021-2022**

**Child Development Associate
196 Days / 7.33 Hours Daily
Pay Scale RC**

COLUMN	04	05	06
Level			
01	15.50	15.72	15.94
02	15.75	15.95	16.17
03	16.00	16.18	16.41
04	16.25	16.42	16.65
05	16.50	16.56	16.80
06	16.75	16.81	17.05
07	17.00	17.06	17.31
08	17.25	17.70	17.96
09	17.50	18.37	18.65
10	17.75	19.55	19.85
11	18.00	20.33	20.64
12	18.25	20.62	20.95
95	21.75	22.09	22.43

Level Movement - A CDA (Child Development Associate) who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule. Column movement requires the completion of in service hours, college credit, and/or meeting the agreed upon assessment criteria to satisfy the ESEA Requirements for instructional paraprofessionals.

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COLUMN 04 - Movement to Column 04 requires an associates degree or 60 semester hours of accredited college course. College credit from a college or university which does not grant an associates degree shall be accepted if the course credit is comparable. Official transcripts must be on file in HR reflecting these requirements. Requires CDA Certificate.

COLUMN 05 - Movement to Column 05 requires the CDA to have completed 90 semester hours of accredited college course work in a program which leads to a Teaching Degree and has been pre-approved by the employer. A minimum grade point average of 2.5 is required in the CDA's major area of study. Official transcripts must be on file in HR reflecting these requirements. Requires CDA Certificate.

COLUMN 06 - Assignment to Column 06 requires the CDA to have earned a bachelor of science or bachelor of arts degree from an accredited college. Official transcripts must be on file in HR reflecting these requirements. Requires CDA Certificate.

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2022-2023**

**Child Development Associate
196 Days / 7.33 Hours Daily
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03	16.00	16.18	16.41
04	16.25	16.42	16.65
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06	16.75	16.81	17.05
07	17.00	17.06	17.31
08	17.25	17.70	17.96
09	17.50	18.37	18.65
10	17.75	19.55	19.85
11	18.00	20.33	20.64
12	18.25	20.62	20.95
95	21.75	22.09	22.43

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COLUMN 06 - Assignment to Column 06 requires the CDA to have earned a bachelor of science or bachelor of arts degree from an accredited college. Official transcripts must be on file in HR reflecting these requirements. Requires CDA Certificate.

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