

**DUVAL COUNTY PUBLIC SCHOOLS
2025-2026**

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

RI - Instruction (Regular Needs)					
RB07/RD07 (A51E, A51M, A51S, A510, A511, A512, A513, A514, A515, A516, A519, A530, A550, A910)					
COLUMN	01	02	03	04	05
Level					
01	15.10	15.27	15.37	15.50	15.61
02	15.35	15.52	15.62	15.75	15.86
03	15.60	15.77	15.87	16.00	16.11
04	15.85	16.02	16.12	16.25	16.36
05	16.10	16.27	16.37	16.50	16.61
06	16.35	16.52	16.62	16.75	16.86
07	16.60	16.77	16.87	17.00	17.11
08	16.85	17.02	17.12	17.25	17.36
09	17.10	17.27	17.37	17.50	17.61
10	17.35	17.52	17.62	17.75	17.86
11	17.60	17.77	17.87	18.00	18.11
12	17.85	18.02	18.12	18.25	18.36
95	19.15	19.34	19.53	19.68	19.82

RF - ISSP Facilitator			
RB07/RD07 (A51F)			
COLUMN	04	05	06
Level			
01	15.40	15.51	15.70
02	15.65	15.76	15.95
03	15.90	16.01	16.20
04	16.15	16.26	16.45
05	16.40	16.51	16.70
06	16.65	16.76	16.95
07	16.90	17.01	17.20
08	17.15	17.26	17.45
09	17.40	17.51	17.70
10	17.65	17.76	17.95
11	17.90	18.01	18.20
12	18.15	18.26	18.45
95	20.86	20.95	21.01

RS - Instruction (Special Needs)					
RB07/RD07 (A51A, A51B, A51C, A51D, A51G, A520, A521, A522, A523, A524, A525, A526)					
COLUMN	01	02	03	04	05
Level					
01	15.20	15.30	15.42	15.53	15.68
02	15.45	15.55	15.67	15.78	15.93
03	15.70	15.80	15.92	16.03	16.18
04	15.95	16.05	16.17	16.28	16.43
05	16.20	16.30	16.42	16.53	16.68
06	16.45	16.55	16.67	16.78	16.93
07	16.70	16.80	16.92	17.03	17.18
08	16.95	17.05	17.17	17.28	17.43
09	17.20	17.30	17.42	17.53	17.68
10	17.45	17.55	17.67	17.78	17.93
11	17.70	17.80	17.92	18.03	18.18
12	17.95	18.05	18.17	18.28	18.43
95	19.58	19.80	19.97	20.14	20.71

Longevity Pay

Effective July 1, 2025, in addition to the above hourly rate, paraprofessionals shall receive \$400 a year for each five (5) years of continuous service as a paraprofessional with Duval County Public Schools.

Level Movement

A paraprofessional who worked one (1) day more than one-half the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level Enhancement

All levels on the RI, RF and RS pay scales reflect a \$0.10 increase.

Level 95

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

Level 95 Supplement

Employees who have completed one year on Level 95 will receive \$500 for each year they remain on Level 95.

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

Column Movement

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.

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. 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. 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. 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. 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. Transcripts must be on file in HR reflecting these requirements.

DUVAL COUNTY PUBLIC SCHOOLS

2025-2026

Paraprofessional

Child Development Associate/Teacher Apprentice

196 Days / 7.33 Hours Daily

Pay Scale RC

COLUMN	04	05	06	07	08
Level					
01	15.60	15.82	16.04	17.05	25.52
02	15.85	16.05	16.27		
03	16.10	16.28	16.51		
04	16.35	16.52	16.75		
05	16.60	16.66	16.90		
06	16.85	16.91	17.15		
07	17.10	17.16	17.41		
08	17.35	17.80	18.06		
09	17.60	18.47	18.75		
10	17.85	19.65	19.95		
11	18.10	20.43	20.74		
12	18.35	20.72	21.05		
95	21.85	22.19	22.53		

Longevity Pay

Effective July 1, 2025, in addition to the above hourly rate, paraprofessionals shall receive \$400 a year for each five (5) years of continuous service as a paraprofessional with Duval County Public Schools.

Level Movement

A paraprofessional who worked one (1) day more than one-half the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level Enhancement

All levels on the RC pay scale reflect a \$0.10 increase.

Level 95

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

Level 95 Supplement

Employees who have completed one year on Level 95 will receive \$500 for each year they remain on Level 95.

Year 1 on Level 95 - Increase equals step movement

Year 2 on Level 95 - \$500 Supplement

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

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

Column Movement

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.

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. 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. 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.

COLUMN 07 - Assignment to Column 07 requires the Teacher Apprentice to have Associate of Arts Degree, acceptance into College/University Teacher Apprentice Program (TAP) partner and maintenance of Student in Good Standing status within College of Education program with TAP partner. Requires FLDOE Teacher Apprentice Certification.

COLUMN 08 - Assignment to Column 08 requires the completion of one full school year in the Teacher Apprenticeship Program. Requires FLDOE Teacher Apprentice Certification.