

**DUVAL COUNTY PUBLIC SCHOOLS
2025-2026**

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

GRADE 01		
Level	Annual	Hourly
01	52,888	25.32960
02	53,638	25.68879
03	54,388	26.04799
04	55,138	26.40718
05	55,888	26.76638
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
AA	85,935	41.15661
BB	86,435	41.39607
CC	86,935	41.63554
DD	87,435	41.87500
EE	87,935	42.11446
FF	88,435	42.35393
GG	88,935	42.59339
HH	89,435	42.83285
II	89,935	43.07232

Level Movement

An employee in the teacher unit who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who were paid from Level 95 - Level HH for the 2024-2025 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Level AA - II

Level AA - Level HH reflect an increase of \$1,000. Level II is added effective July 1, 2025.

DUVAL COUNTY PUBLIC SCHOOLS

2025-2026

Specialist, Instructional Support (Performance Pay)

12 Months (261 Days/8 Hours)

Pay Scale AI

	Min	Max
Tier I	\$ 52,888	\$ 89,935

Advanced Degrees

Instructional Specialists hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated below.

Instructional Specialists hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual advanced degree supplement as follows:

Masters Degree - \$1,150 Specialist Degree - \$1,380 Doctorate Degree - \$1,725

Newly Hired Employees

Beginning July 1, 2015, initial salary placement for newly hired Instructional Specialists on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience and the conversion calculation as set forth in the approved Teacher Contract. Once established, the Instructional Specialists shall be placed on Performance Schedule at the established salary.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Current Non-Instructional Employees

Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base Schedule (PBS) within 30 days of his/her reassignment.

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.

Salary Increases

Specialists with one to fourteen years of experience will be placed at a starting salary of \$56,005.

12 month Speech Language Pathologists without any years of experience will be placed at a starting salary of \$56,472.

12 month Social Workers without any years of experience will be placed at a starting salary of \$52,888.

Employees on Performance Pay will receive \$1,000.50 for an effective rating on their 2024-2025 final summative evaluation and \$2,001 for a highly effective rating on their 2024-2025 final summative evaluation.

**DUVAL COUNTY PUBLIC SCHOOLS
2025-2026**

Teacher (Grandfather)
10 Months (196 Days/7.33 Hours)
Pay Scale TA

GRADE Level	01 BACHELORS		02 MASTERS		03 SPECIALIST		04 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
2*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
3*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
4*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
5*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
6*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
7*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
8*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
9*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
10*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
11*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
12*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
13*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
14*	48,700	33.89760	50,900	35.42891	52,550	36.57739	54,550	37.96949
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	41.91717	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
AA	70,400	49.00187	73,000	50.81159	74,500	51.85567	76,400	53.17816
BB	70,900	49.34989	73,500	51.15962	75,000	52.20369	76,900	53.52619
CC	71,400	49.69791	74,000	51.50764	75,500	52.55172	77,400	53.87421
DD	71,900	50.04594	74,500	51.85567	76,000	52.89974	77,900	54.22223
EE	72,400	50.39396	75,000	52.20369	76,500	53.24777	78,400	54.57026
FF	72,900	50.74199	75,500	52.55172	77,000	53.59579	78,900	54.91828
GG	73,400	51.09001	76,000	52.89974	77,500	53.94381	79,400	55.26631
HH	73,900	51.43804	76,500	53.24777	78,000	54.29184	79,900	55.61433
II	74,400	51.78606	77,000	53.59579	78,500	54.63986	80,400	55.96236

Salary Placement

Employees with up to fourteen years of experience will be placed at a starting pay of \$48,700 on the performance pay scale.

*Denotes levels which are no longer occupied by active employees on the grandfather pay scale.

Level Movement

An employee in the teacher unit who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who were paid from Level 95 - Level HH for the 2024-2025 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Level AA - II

Level AA - Level HH reflect an increase of \$1,000. Level II is added effective July 1, 2025.

Audiologists

Newly hired Audiologists will earn a minimum salary of \$48,700.

Speech Language Pathologists

Newly hired Speech Language Pathologists will earn a minimum salary of \$52,000.

DUVAL COUNTY PUBLIC SCHOOLS

2025-2026

Teacher (Performance Pay)
10 Months (196 Days/7.33 Hours)
Pay Scale TC

Min	Max
\$ 48,700	\$ 80,400

Advanced Degrees

Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,150 Specialist Degree - \$1,380 Doctorate Degree - \$1,725

Newly Hired Employees

Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Current Non-Instructional Employees

Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

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.

Salary Increases

Teachers with up to fourteen years of experience will earn a minimum salary of \$48,700.

All teachers on Performance Pay will receive \$1,000.50 for an effective rating on their 2024-2025 final summative evaluation and \$2,001 for a highly effective rating on their 2024-2025 final summative evaluation.

Audiologists

Newly hired Audiologists will earn a minimum salary of \$48,700.

Speech Lanuguage Pathologists

Newly hired Speech Language Pathologists will earn a minimum salary of \$52,000.

DUVAL COUNTY PUBLIC SCHOOLS

2025-2026

Teacher - Job Share (Grandfather)

10 Months (99 Days/7.33 Hours)

Pay Scale TJ

GRADE	01		02		03		04	
	BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
2*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
3*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
4*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
5*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
6*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
7*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
8*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
9*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
10*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
11*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
12*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
13*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
14*	24,598	33.89760	25,710	35.42891	26,543	36.57739	27,553	37.96949
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	30,458	41.97177	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
AA	35,559	49.00187	36,872	50.81159	37,630	51.85567	38,590	53.17816
BB	35,812	49.34989	37,125	51.15962	37,883	52.20369	38,842	53.52619
CC	36,064	49.69791	37,378	51.50764	38,135	52.55172	39,095	53.87421
DD	36,317	50.04594	37,630	51.85567	38,388	52.89974	39,347	54.22223
EE	36,569	50.39396	37,883	52.20369	38,640	53.24777	39,600	54.57026
FF	36,822	50.74199	38,135	52.55172	38,893	53.59579	39,853	54.91828
GG	37,074	51.09001	38,388	52.89974	39,145	53.94381	40,105	55.26631
HH	37,327	51.43804	38,640	53.24777	39,398	54.29184	40,358	55.61433
II	37,580	51.78606	38,893	53.59579	39,651	54.63986	40,610	55.96236

Salary Placement

Employees with up to fourteen years of experience will be placed at a starting pay of \$24,598 on the performance pay scale.

*Denotes levels which are no longer occupied by active employees on the grandfather pay scale.

Level Movement

An employee in the teacher unit who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who were paid from Level 95 - Level HH for the 2024-2025 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Level AA - II

Level AA - Level HH reflect an increase of \$505. Level II is added effective July 1, 2025.

DUVAL COUNTY PUBLIC SCHOOLS

2025-2026

Teacher - Job Share (Performance Pay)

10 Months (99 Days/7.33 Hours)

Pay Scale JT

Min	Max
\$ 24,598	\$ 40,610

Advanced Degrees

Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as

Masters Degree - \$575 Specialist Degree - \$690 Doctorate Degree - \$863

Newly Hired Employees

Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Current Non-Instructional Employees

Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

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.

Salary Increase

Teachers with one to fourteen years of experience will earn a minimum salary of \$24,598.

All teachers on Performance Pay will receive \$505.36 for an effective rating on their 2024-2025 final summative evaluation and \$1,010.70 for a highly effective rating on their 2024-2025 final summative evaluation.

DUVAL COUNTY PUBLIC SCHOOLS

2025-2026

Psychologist (Grandfather)
10 Months (196 Days/8 Hours)

Pay Scale TQ

GRADE	02		03		04	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	52,595	33.54273	54,245	34.59503	55,995	35.71110
2*	52,595	33.54273	54,245	34.59503	55,995	35.71110
3*	52,595	33.54273	54,245	34.59503	55,995	35.71110
4*	52,595	33.54273	54,245	34.59503	55,995	35.71110
5*	52,595	33.54273	54,245	34.59503	55,995	35.71110
6*	52,595	33.54273	54,245	34.59503	55,995	35.71110
7*	52,595	33.54273	54,245	34.59503	55,995	35.71110
8*	52,595	33.54273	54,245	34.59503	55,995	35.71110
9*	52,595	33.54273	54,245	34.59503	55,995	35.71110
10*	52,595	33.54273	54,245	34.59503	55,995	35.71110
11*	52,595	33.54273	54,245	34.59503	55,995	35.71110
12*	52,595	33.54273	54,245	34.59503	55,995	35.71110
13	52,595	33.54273	54,245	34.59503	55,995	35.71110
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
AA	73,895	47.12691	77,295	49.29528	78,295	49.93304
BB	74,395	47.44579	77,795	49.61416	78,795	50.25191
CC	74,895	47.76467	78,295	49.93304	79,295	50.57079
DD	75,395	48.08355	78,795	50.25191	79,795	50.88967
EE	75,895	48.40242	79,295	50.57079	80,295	51.20855
FF	76,395	48.72130	79,795	50.88967	80,795	51.52742
GG	76,895	49.04018	80,295	51.20855	81,295	51.84630
HH	77,395	49.35906	80,795	51.52742	81,795	52.16518
II	77,895	49.67793	81,295	51.84630	82,295	52.48406

Salary Placement

Psychologists with up to thirteen years of experience will be placed at a starting salary of \$52,595 on the performance pay scale (PC).

Level Movement

An employee in the teacher unit who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who were paid from Level 95 - Level HH for the 2024-2025 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Level AA - II

Level AA - Level HH reflect an increase of \$1,000. Level II is added effective July 1, 2025.

Experience Credit

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
2025-2026**

Psychologist (Performance Pay)
10 Months (196 Days/8 Hours)
Pay Scale PC

Min	Max
\$52,595	\$82,295

Advanced Degrees

Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

Specialist Degree - \$1,380 Doctorate Degree - \$1,725

Newly Hired Employees

Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Pay Salary schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Current Non-Instructional Employees

Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Pay schedule within 30 days of his/her reassignment.

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.

Salary Increases

All psychologists on Performance Pay will receive \$1,000.50 for an effective rating on their 2024-2025 final summative evaluation and \$2,001 for a highly effective rating on their 2024-2025 final summative evaluation.

Experience Credit

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
2025-2026**

Psychologist (Grandfather)
12 Months Alt (241 Days/8 Hours)

Pay Scale TD

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	57,329	29.73496	58,177	30.17453	59,820	31.02671
02	57,329	29.73496	58,867	30.53242	60,510	31.38460
03	57,915	30.03864	59,557	30.89030	61,200	31.74248
04	58,605	30.39652	60,247	31.24818	61,890	32.10036
05	59,295	30.75441	60,937	31.60607	62,580	32.45825
06	60,215	31.23159	61,857	32.08325	63,500	32.93543
07	61,135	31.70877	62,777	32.56043	64,420	33.41260
08	62,235	32.27930	63,877	33.13096	65,520	33.98314
09	63,335	32.84984	64,977	33.70150	66,620	34.55368
10	64,435	33.42038	66,077	34.27204	67,720	35.12422
11	65,535	33.99092	67,177	34.84258	68,820	35.69476
12	66,635	34.56146	68,277	35.41312	69,920	36.26530
13	67,935	35.23574	69,577	36.08740	71,220	36.93957
14	69,235	35.91001	70,877	36.76167	72,520	37.61385
15	70,535	36.58428	72,177	37.43594	73,820	38.28812
16	71,835	37.25856	73,477	38.11022	75,120	38.96240
17	73,135	37.93283	74,777	38.78449	76,420	39.63667
18	74,635	38.71084	76,277	39.56250	77,920	40.41468
19	76,135	39.48885	77,777	40.34051	79,420	41.19269
20	77,635	40.26686	79,277	41.11852	80,920	41.97070
21	79,135	41.04487	80,777	41.89652	82,420	42.74870
95	80,635	41.82287	82,277	42.67453	83,920	43.52671
AA	82,135	42.60114	83,777	43.45280	85,420	44.30498
BB	82,635	42.86048	84,277	43.71214	85,920	44.56432
CC	83,135	43.11981	84,777	43.97147	86,420	44.82365
DD	83,635	43.37915	85,277	44.23081	86,920	45.08299
EE	84,135	43.63849	85,777	44.49015	87,420	45.34232
FF	84,635	43.89782	86,277	44.74948	87,920	45.60166
GG	85,135	44.15716	86,777	45.00882	88,420	45.86100
HH	85,635	44.41649	87,277	45.26815	88,920	46.12033
II	86,135	44.67583	87,777	45.52749	89,420	46.37967

Salary Placement

Psychologists with up to two years of experience will be placed at a starting salary of \$57,329 on the performance pay scale (PS).

Level Movement

An employee in the teacher unit who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who were paid from Level 95 - Level HH for the 2024-2025 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Level AA - II

Level AA - Level HH reflect an increase of \$1,000. Level II is added effective July 1, 2025.

Experience Credit

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

2025-2026

Psychologist (Grandfather)

12 Months (261 Days/8 Hours)

Pay Scale TP

GRADE	01		02		03	
	MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	62,488	29.92720	63,460	30.39272	65,247	31.24856
02	62,488	29.92720	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	31.33334	67,210	32.18869	69,000	33.04454
07	66,174	31.69254	67,960	32.54789	69,750	33.40374
08	66,924	32.05174	68,710	32.90709	70,500	33.76294
09	67,674	32.41094	69,460	33.26629	71,250	34.12214
10	68,424	32.77014	70,210	33.62549	72,000	34.48134
11	69,174	33.12934	70,960	33.98469	72,750	34.84054
12	69,924	33.48854	71,710	34.34389	73,500	35.19974
13	70,674	33.84774	72,460	34.70309	74,250	35.55894
14	71,424	34.20694	73,210	35.06229	75,000	35.91814
15	72,174	34.56614	73,960	35.42149	75,750	36.27734
16	72,924	34.92534	74,710	35.78069	76,500	36.63654
17	73,674	35.28454	75,460	36.13989	77,250	36.99574
18	74,424	35.64374	76,210	36.49909	78,000	37.35494
19	75,174	36.00294	76,960	36.85829	78,750	37.71414
20	75,924	36.36214	77,710	37.21749	79,500	38.07334
21	76,674	36.72134	78,460	37.57669	80,250	38.43254
22	77,424	37.08054	79,210	37.93589	81,000	38.79174
23	78,174	37.43974	79,960	38.29509	81,750	39.15094
24	78,924	37.79894	80,710	38.65429	82,500	39.51014
25	79,674	38.15814	81,460	39.01349	83,250	39.86934
26	80,424	38.51734	82,210	39.37269	84,000	40.22854
27	81,174	38.87654	82,960	39.73189	84,750	40.58774
28	81,924	39.23574	83,710	40.09109	85,500	40.94694
29	82,674	39.59494	84,460	40.45029	86,250	41.30614
30	83,424	39.95414	85,210	40.80949	87,000	41.66534
31	84,174	40.31334	85,960	41.16869	87,750	42.02454
32	84,924	40.67254	86,710	41.52789	88,500	42.38374
33	85,674	41.03174	87,460	41.88709	89,250	42.74294
34	86,424	41.39094	88,210	42.24629	90,000	43.10214
35	87,174	41.75014	88,960	42.60549	90,750	43.46134
36	87,924	42.10934	89,710	42.96469	91,500	43.82054
37	88,674	42.46854	90,460	43.32389	92,250	44.17974
38	89,424	42.82774	91,210	43.68309	93,000	44.53894
39	90,174	43.18694	91,960	44.04229	93,750	44.89814
40	90,924	43.54614	92,710	44.40149	94,500	45.25734
41	91,674	43.90534	93,460	44.76069	95,250	45.61654
42	92,424	44.26454	94,210	45.11989	96,000	45.97574
43	93,174	44.62374	94,960	45.47909	96,750	46.33494
44	93,924	44.98294	95,710	45.83829	97,500	46.69414
45	94,674	45.34214	96,460	46.19749	98,250	47.05334
46	95,424	45.70134	97,210	46.55669	99,000	47.41254
47	96,174	46.06054	97,960	46.91589	99,750	47.77174
48	96,924	46.41974	98,710	47.27509	100,500	48.13094
49	97,674	46.77894	99,460	47.63429	101,250	48.49014
50	98,424	47.13814	100,210	47.99349	102,000	48.84934
51	99,174	47.49734	100,960	48.35269	102,750	49.20854
52	99,924	47.85654	101,710	48.71189	103,500	49.56774
53	100,674	48.21574	102,460	49.07109	104,250	49.92694
54	101,424	48.57494	103,210	49.43029	105,000	50.28614
55	102,174	48.93414	103,960	49.78949	105,750	50.64534
56	102,924	49.29334	104,710	50.14869	106,500	51.00454
57	103,674	49.65254	105,460	50.50789	107,250	51.36374
58	104,424	50.01174	106,210	50.86709	108,000	51.72294
59	105,174	50.37094	106,960	51.22629	108,750	52.08214
60	105,924	50.73014	107,710	51.58549	109,500	52.44134
61	106,674	51.08934	108,460	51.94469	110,250	52.80054
62	107,424	51.44854	109,210	52.30389	111,000	53.15974
63	108,174	51.80774	109,960	52.66309	111,750	53.51894
64	108,924	52.16694	110,710	53.02229	112,500	53.87814
65	109,674	52.52614	111,460	53.38149	113,250	54.23734
66	110,424	52.88534	112,210	53.74069	114,000	54.59654
67	111,174	53.24454	112,960	54.09989	114,750	54.95574
68	111,924	53.60374	113,710	54.45909	115,500	55.31494
69	112,674	53.96294	114,460	54.81829	116,250	55.67414
70	113,424	54.32214	115,210	55.17749	117,000	56.03334
71	114,174	54.68134	115,960	55.53669	117,750	56.39254
72	114,924	55.04054	116,710	55.89589	118,500	56.75174
73	115,674	55.40014	117,460	56.25509	119,250	57.11094
74	116,424	55.75934	118,210	56.61429	120,000	57.47014
75	117,174	56.11854	118,960	56.97349	120,750	57.82934
76	117,924	56.47774	119,710	57.33269	121,500	58.18854
77	118,674	56.83694	120,460	57.69189	122,250	58.54774
78	119,424	57.19614	121,210	58.05109	123,000	58.90694
79	120,174	57.55534	121,960	58.41029	123,750	59.26614
80	120,924	57.91454	122,710	58.76949	124,500	59.62534
81	121,674	58.27374	123,460	59.12869	125,250	59.98454
82	122,424	58.63294	124,210	59.48789	126,000	60.34374
83	123,174	58.99214	124,960	59.84709	126,750	60.70294
84	123,924	59.35134	125,710	60.20629	127,500	61.06214
85	124,674	59.71054	126,460	60.56549	128,250	61.42134
86	125,424	60.06974	127,210	60.92469	129,000	61.78054
87	126,174	60.42894	127,960	61.28389	129,750	62.13974
88	126,924	60.78814	128,710	61.64309	130,500	62.49894
89	127,674	61.14734	129,460	62.00229	131,250	62.85814
90	128,424	61.50654	130,210	62.36149	132,000	63.21734
91	129,174	61.86574	130,960	62.72069	132,750	63.57654
92	129,924	62.22494	131,710	63.07989	133,500	63.93574
93	130,674	62.58414	132,460	63.43909	134,250	64.29494
94	131,424	62.94334	133,210	63.79829	135,000	64.65414
95	132,174	63.30254	133,960	64.15749	135,750	65.01334
96	132,924	63.66174	134,710	64.51669	136,500	65.37254
97	133,674	64.02094	135,460	64.87589	137,250	65.73174
98	134,424	64.38014	136,210	65.23509	138,000	66.09094
99	135,174	64.73934	136,960	65.59429	138,750	66.45014
100	135,924	65.09854	137,710	65.95349	139,500	66.80934
101	136,674	65.45774	138,460	66.31269	140,250	67.16854
102	137,424	65.81694	139,210	66.67189	141,000	67.52774
103	138,174	66.17614	139,960	67.03109	141,750	67.88694
104	138,924	66.53534	140,710	67.39029	142,500	68.24614
105	139,674	66.89454	141,460	67.74949	143,250	68.60534
106	140,424	67.25374	142,210	68.10869	144,000	68.96454
107	141,174	67.61294	142,960	68.46789	144,750	69.32374
108	141,924	67.97214	143,710	68.82709	145,500	69.68294
109	142,674	68.33134	144,460	69.18629	146,250	70.04214
110	143,424	68.69054	145,210	69.54549	147,000	70.40134
111	144,174	69.04974	145,960	69.90469	147,750	70.76054
112	144,924	69.40894	146,710	70.26389	148,500	71.11974
113	145,674	69.76814	147,460	70.62309	149,250	71.47894
114	146,424	70.12734	148,210	70.98229	150,000	71.83814
115	147,174	70.48654	148,960	71.34149	150,750	72.19734
116	147,924	70.84574	149,710	71.70069	151,500	72.55654
117	148,674	71.20494	150,460	72.05989	152,250	72.91574
118	149,424	71.56414	151,210	72.41909	153,000	73.27494
119	150,174	71.92334	151,960	72.77829	153,750	73.63414
120	150,924	72.28254	152,710	73.13749	154,500	73.99334
121	151,674	72.64174	153,460	73.49669	155,250	74.35254
122	152,424	73.00094	154,210	73.85589	156,000	74.71174
123	153,174	73.36014	154,960	74.21509	156,750	75.07094
124	153,924	73.71934	155,710	74.57429	157,500	75.43014
125	154,674	74.07854	156,460	74.93349	158,250	75.78934
126	155,424	74.43774	157,210	75.29269	159,000	76.14854
127	156,174	74.79694	157,960	75.65189	159,750	76.50774
128	156,924	75.15614	158,710	76.01109	160,500	76.86694
129	157,674	75.51534	159,460	76.37029	161,250	77.22614
130	158,424	75.87454	160,210	76.72949	162,000	77.58534
131	159,174	76.23374	160,960	77.08869	162,750	77.94454
132	159,924	76.59294	161,710	77.44789	163,500	78.30374
133	160,674	76.95214	162,460	77.80709	164,250	78.66294
134	161,424	77.31134	163,210	78.16629	165,000	79.02214
135	162,174	77.67054	163,960	78.52549	165,750	79.38134
136	162,924	78.02974	164,710	78.88469	166,500	79.74054
137	163,674	78.38894	165,460	79.24389	167,250	80.09974
138	164,424	78.74814	166,210	79.60309	168,000	80.45894
139	165,174	79.10734	166,9			

DUVAL COUNTY PUBLIC SCHOOLS

2025-2026

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
2025-2026**

Psychologist (Performance Pay)
12 Months (261 Days/8 Hours)/12 Months (241 Days/8 Hours)
Pay Scale PS

12 months		12 mos. Alt.	
Min	Max	Min	Max
\$62,488	\$96,997	\$62,488	\$89,420

Advanced Degrees

Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

Specialist Degree - \$1,380 Doctorate Degree - \$1,725

Newly Hired Employees

Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Based Salary (PBS) schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Current Non-Instructional Employees

Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

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.

Salary Increase

All psychologists on Performance Pay will receive \$1,000.50 for an effective rating on their 2024-2025 final summative evaluation and \$2,001 for a highly effective rating on their 2024-2025 final summative evaluation.

Experience Credit

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
2025-2026**

Psychologist

DEFINITIONS & PLACEMENT PROCEDURES

LEVEL

A level represents one (1) year of eligible experience.

ELIGIBLE EXPERIENCE

Eligible experience shall be defined as school psychologist, teacher, or active duty military experience. Military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service and shall be limited to four (4) years.

SALARY PLACEMENT AND EXPERIENCE VERIFICATION

A psychologist with no prior years of eligible experience shall be placed at Level 1 of the salary schedule.

Effective July 1, 1990, credit for eligible experience shall be allowed at a rate of one (1) year for each year of continuous service. A maximum of eight (8) years eligible experience shall be allowed. Retroactive to 2000-2001, new 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.

Movement between columns (pay scale groups) shall be at the same step based on highest degree recorded in the personnel office.

DUVAL COUNTY PUBLIC SCHOOLS

2025-2026

Occupational Therapist/Physical Therapist

10 Months (196 Days/7.33 Hours)

Pay Scale EQ

GRADE 01		
Level	Annual	Hourly
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
19	73,300	51.02041
20	74,800	52.06448
95	76,300	53.10856
AA	77,800	54.15263
BB	78,300	54.50065
CC	78,800	54.84868
DD	79,300	55.19670
EE	79,800	55.54473
FF	80,300	55.89275
GG	80,800	56.24078
HH	81,300	56.58880
II	81,800	56.93683

Level Movement

An employee in the teacher unit who worked one (1) day more than half of the previous work year in their position in Duval County shall advance one level on the salary schedule.

Level 95

Employees who were paid from Level 95 - Level HH for the 2024-2025 school year and worked one (1) day more than half of the previous work year in their position will advance one level.

Level AA - II

Level AA - Level HH reflect an increase of \$1,000. Level II is added effective July 1, 2025.

Advanced Degree Supplement

Occupational and Physical Therapists with a Doctorate Degree, and the Doctorate Degree was not a requirement for the Occupational and Physical Therapy program of study, will receive a \$1,725 annual supplement.

Experience Credit

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

Level Placement

All incoming OT/PT without prior experience will be placed on level 5 at a salary of \$53,700.

DUVAL COUNTY PUBLIC SCHOOLS

2025-2026

Teacher - ROTC

10 Months (196 Days/7.33 Hours)

Pay Scale TR

Min	Max
\$ 48,700	\$ 102,000

Salary Placement

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.