

SALARY SCHEDULE #1 PARAPROFESSIONALS/VPK LEAD

<i>Years Experience</i>	<i>July 2024 Hourly Rate</i>	<i>July 2025 Hourly Rate</i>
0	\$15.00	\$15.00
1	\$15.35	\$15.35
2	\$15.66	\$15.70
3	\$15.66	\$16.01
4	\$15.76	\$16.01
5	\$15.76	\$16.11
6	\$15.81	\$16.11
7	\$15.81	\$16.16
8	\$15.87	\$16.16
9	\$16.18	\$16.22
10	\$16.45	\$16.53
11	\$16.68	\$16.80
12	\$16.95	\$17.03
13	\$18.70	\$18.70
14	\$22.60	\$22.94

Note: Employees on this schedule shall have met the criteria for highly qualified as defined by Federal guidelines and spend 50% or more of their day in instructional student activities under the direction of a certified teacher.

The assignments identified below are not considered separate positions, but they are receiving supplemental pay for the assignment. If a voluntary or involuntary transfer occurs from supplemental position, the supplement does not follow employee.

Paraprofessionals assigned to a Title I school or program will receive an additional \$.75 an hour added to their rate. This assignment is not considered a separate position, but a supplemental pay for assignment. If a voluntary or involuntary transfer occurs from the supplemental position, the supplement does not follow employee. Effective with the 2023-2024 school year, the following previous Title 1 schools will participate in the paraprofessional supplement of \$.75 an hour added to their rate: Otis A. Mason Elementary, Ketterlinus Elementary, R. J. Murray Middle, Sebastian Middle, Gamble Rogers Middle, Evelyn Hamblen Center, St. Augustine High, and Pedro Menendez High.

Paraprofessionals assigned to an ESE program will receive an additional \$.75 an hour added to their rate. This assignment is not considered a separate position, but a supplemental pay for assignment. If voluntary or involuntary transfer occurs from supplemental position, supplement does not follow employee. Beginning July 1, 2016, employees assigned as a Pre-K paraprofessional will receive this supplement due to ESE responsibilities and duties required in these positions.

Paraprofessional assigned to a Behavior Unit which requires the employee to hold a District approved Crisis Management System certification will receive an additional .25 per hour on top

of the \$.75 assigned to ESE. The employee must hold valid certification to earn this supplement. Paraprofessionals in this section that earn their certification during the current school year, will be paid the additional .25 per hour supplement beginning with the date in which certification is earned. This assignment is not considered a separate position but a supplemental pay for assignment if voluntary or involuntary transfer occurs from supplemental position, supplement does not follow employee

Beginning July 1, 2022, paraprofessionals assigned to Gaines Alternative School or Transitions School will receive an additional \$2.00 an hour added to their rate in addition to any applicable supplements listed above.

Employees assigned as the VPK Lead shall receive an additional \$2.00 per hour supplement, not to exceed 7.5 hours per day.

SALARY SCHEDULE #2

BUS OPERATORS

<i>Years Experience</i>	<i>July 2024 Hourly Rate</i>	<i>July 2025 Hourly Rate</i>
0	\$17.50	\$17.50
1	\$17.89	\$17.89
2	\$17.99	\$18.28
3	\$18.09	\$18.38
4	\$18.24	\$18.48
5	\$18.41	\$18.63
6	\$18.76	\$18.80
7	\$19.11	\$19.15
8	\$19.46	\$19.50
9	\$19.76	\$19.85
10	\$19.96	\$20.15
11	\$20.16	\$20.35
12	\$20.36	\$20.55
13	\$22.86	\$22.86
14	\$26.36	\$26.74

Bus Operators assigned to Lead Operator will receive \$2.25 an hour added to their rate. This assignment is not considered a separate position, but a supplemental pay for assignment. If voluntarily or involuntarily transfer occurs from supplemental position, supplement does not follow the employee.

SALARY SCHEDULE #3
CLERK
CLERK/BUS ATTENDANT

<i>Years Experience</i>	<u>July 2024 Hourly Rate</u>	<u>July 2025 Hourly Rate</u>
0	\$15.00	\$15.00
1	\$15.35	\$15.35
2	\$15.66	\$15.70
3	\$15.66	\$16.01
4	\$15.71	\$16.01
5	\$15.71	\$16.06
6	\$15.71	\$16.06
7	\$15.76	\$16.06
8	\$15.76	\$16.11
9	\$15.76	\$16.11
10	\$15.81	\$16.11
11	\$15.81	\$16.16
12	\$16.23	\$16.23
13	\$17.04	\$17.04
14	\$20.94	\$21.28

** Employees that are required to have specialized medical training due to being assigned to ride the bus with a particular student and that are approved by the district to provide these specialized/individualized medical services along with monitoring to the individual student during District provided bus service (to and from the student’s assigned school), shall receive their current hourly rate of their regularly established position plus an additional \$1.00 per hour while fulfilling this extension (bus) service from portal to portal. The assigned employee shall be determined by administrative staff and may or may not be in a bus aide position. If a voluntary or involuntary transfer occurs by the employee or if the student is no longer in need of the service, the supplement will not continue.

Bus Attendant assigned to Lead Attendant position will receive \$2.25 an hour added to their rate. This assignment is not considered a separate position, but a supplemental pay for assignment. If voluntarily or involuntarily transfer occurs from supplemental position, supplement does not follow the employee.

**SALARY SCHEDULE #4A
COMPUTER OPERATORS
ELEMENTARY**

<i>Years Experience</i>	<i>July 2024 Hourly Rate</i>	<i>July 2025 Hourly Rate</i>
0	\$15.45	\$15.45
1	\$15.83	\$15.83
2	\$16.08	\$16.08
3	\$16.31	\$16.33
4	\$16.68	\$16.68
5	\$16.96	\$16.96
6	\$17.24	\$17.24
7	\$17.52	\$17.52
8	\$17.83	\$17.83
9	\$18.23	\$18.23
10	\$18.61	\$18.61
11	\$18.89	\$18.89
12	\$19.42	\$19.42
13	\$19.97	\$19.97
14	\$22.84	\$23.09

Computer Operators will receive supplemental pay as defined below. Each year on July 1, supplements will be recalculated based upon pending student enrollment. The supplement will be adjusted and set at October FTE for the remainder of the school year (whether an increase or a decrease). If a voluntary or involuntary transfer occurs, the supplement does not follow the employee.

LEVEL	ENROLLMENT	SUPPLEMENT PER HOUR
Elementary School	1000 and above	\$0.25

**SALARY SCHEDULE 4B
COMPUTER OPERATORS
MIDDLE, K-8, HIGH,
ALTERNATIVE**

<i>Years Experience</i>	<i>July 2024 Hourly Rate</i>	<i>July 2025 Hourly Rate</i>
0	\$15.70	\$15.70
1	\$16.08	\$16.08
2	\$16.33	\$16.33
3	\$16.56	\$16.58
4	\$16.93	\$16.93
5	\$17.21	\$17.21
6	\$17.49	\$17.49
7	\$17.77	\$17.77
8	\$18.08	\$18.08
9	\$18.48	\$18.48
10	\$18.86	\$18.86
11	\$19.14	\$19.14
12	\$19.67	\$19.67
13	\$20.22	\$20.22
14	\$23.09	\$23.34

Computer Operators will receive supplemental pay as defined below. Each year on July 1, supplements will be recalculated based upon pending student enrollment. The supplement will be adjusted and set at October FTE for the remainder of the school year (whether an increase or a decrease). If a voluntary or involuntary transfer occurs, the supplement does not follow the employee.

LEVEL	ENROLLMENT	SUPPLEMENT PER HOUR
Middle School	1201 and above	\$0.25
K-8 School	1200 through 1450	\$0.25
K-8 School	1451 and above	Additional \$0.25
High School*	2000 and above	\$0.25

*High School includes St. Johns Technical High School, FCTC, St. Johns Virtual and Transitions/Gaines Alternative School.

SALARY SCHEDULE #5

CUSTODIANS

<i><u>Years Experience</u></i>	<i><u>July 2024 Hourly Rate</u></i>	<i><u>July 2025 Hourly Rate</u></i>
0	\$15.00	\$15.00
1	\$15.25	\$15.25
2	\$15.48	\$15.50
3	\$15.48	\$15.73
4	\$15.53	\$15.73
5	\$15.53	\$15.78
6	\$15.53	\$15.78
7	\$15.58	\$15.78
8	\$15.58	\$15.83
9	\$15.58	\$15.83
10	\$15.63	\$15.83
11	\$15.63	\$15.88
12	\$15.76	\$15.88
13	\$16.01	\$16.01
14	\$19.75	\$20.00

Note: Groundskeepers salaries are red-lined (frozen) at their June 30, 2004 rate until their salary is less than that related to the salary schedule and year of experience. Groundskeepers will continue to be granted years of experience to move up on the salary schedule so that eventually their current salary will equal that of a future salary schedule. At such time they will then receive the benefit of the salary schedule.

As of June 30, 2013, one (1) employee remains at the Groundskeeper rate of pay. Beginning July 1, 2013, this one (1) employee's pay will remain frozen at their June 30, 2013 rate of pay.

SALARY SCHEDULE #6

FOOD SERVICE WORKERS

<u>Years Experience</u>	<u>July 2024 Hourly Rate</u>	<u>July 2025 Hourly Rate</u>
0	\$15.00	\$15.00
1	\$15.45	\$15.45
2	\$15.85	\$15.90
3	\$15.85	\$16.30
4	\$15.85	\$16.30
5	\$15.90	\$16.30
6	\$15.90	\$16.35
7	\$15.90	\$16.35
8	\$15.95	\$16.35
9	\$15.95	\$16.40
10	\$15.95	\$16.40
11	\$16.08	\$16.40
12	\$16.28	\$16.53
13	\$16.48	\$16.73
14	\$20.36	\$20.80

Note: Managers in Training will be paid \$.75 per hour above their scheduled salary for one hundred eighty (180) calendar days.

SALARY SCHEDULE #7

HEAD START AND PRE-K / EARLY INTERVENTION

LEAD STAFF

<i>Years Experience</i>	<i>July 2025 Hourly Rate</i>		<i>July 2025 Hourly Rate</i>	
	<i>Interpreters Not Certified*</i>	<i>Interpreters Certified*</i>	<i>Interpreters Not Certified*</i>	<i>Interpreters Certified*</i>
0	--	--	-	-
1	--	--	--	--
2	--	--	--	--
3	--	--	--	--
4	--	--	--	--
5	--	--	--	--
6	--	--	--	--
7	--	--	--	--
8	--	--	--	--
9	--	--	--	--
10	--	--	--	--
11	--	--	--	--
12	--	--	--	--
13	--	--	--	--
14	\$23.32	\$26.32	\$23.66	\$26.66

Note: Head Start Facilitators and Family Specialists will receive an additional \$3.00 per hour over their hourly rate.

Interpreters will be paid at the top (Step 14) of the salary schedule. *Interpreters who are required to be certified through RID (Registry of Interpreters of the Deaf), EIPA (Educational Interpreter Performance Assessment) or NIC (National Interpreter Certification) will be paid an additional \$3.00 per hour and hold such certification.

SALARY SCHEDULE #8

LABORATORY ASSISTANTS

<i><u>Years Experience</u></i>	<i><u>July 2024 Hourly Rate</u></i>	<i><u>July 2025 Hourly Rate</u></i>
0	\$15.00	\$15.00
1	\$15.35	\$15.35
2	\$15.66	\$15.70
3	\$15.66	\$16.01
4	\$15.71	\$16.01
5	\$15.76	\$16.06
6	\$15.76	\$16.11
7	\$15.84	\$16.11
8	\$16.14	\$16.19
9	\$16.40	\$16.49
10	\$16.65	\$16.75
11	\$16.96	\$17.00
12	\$17.21	\$17.31
13	\$19.20	\$19.20
14	\$22.96	\$23.30

Note: Laboratory Assistant II will receive an additional \$.10 per hour added to the level.
 Laboratory Assistant III will receive an additional \$.25 per hour added to the level.
 Laboratory Assistant IV will receive an additional \$.50 per hour added to the level.
 Nurse Assistant will be paid on this salary schedule.
 Intervention Asst./ESE will be paid on this salary schedule and will receive an additional \$1.00 per hour added to their level.

As of June 30, 2013, there is one (1) employee paid as an Intervention Assistant. This one (1) employee's rate of pay will remain frozen beginning July 1, 2013 at their June 30, 2013 rate of pay.

Beginning July 1, 2013, employees in Extended Day Aide positions paid at the Lab Aide rate of pay (currently 7 at the time of the contract) will remain frozen at their June 30, 2013 rate of pay.

SALARY SCHEDULE #9

MAINTENANCE MECHANICS

<u>Years Experience</u>	<u>July 2024 Hourly Rate</u>	<u>July 2025 Hourly Rate</u>
0	\$19.00	\$19.00
1	\$19.49	\$19.49
2	\$19.52	\$19.74
3	\$19.54	\$19.77
4	\$19.60	\$19.79
5	\$19.82	\$19.85
6	\$20.12	\$20.12
7	\$20.40	\$20.40
8	\$20.66	\$20.66
9	\$20.99	\$20.99
10	\$21.27	\$21.27
11	\$21.69	\$21.69
12	\$22.30	\$22.30
13	\$23.06	\$23.06
14	\$26.02	\$26.27

Specific employees paid on this salary schedule will receive an additional \$0.50 per hour for an active certification in one of the following. One supplement maximum – additional pay will not be added for multiple certifications.

1. Automotive Service of Excellence (ASE) S1 through ASE S7 (Bus Mechanic positions only – must have all seven tests).
2. Journeyman (Electrician, Mechanical/HVAC, and Plumber positions only)
3. Valid St. Johns County Class II Contractor License (All Maintenance Mechanic positions with the exception of Bus Mechanics)

The employee must hold valid certification to earn this supplement. Maintenance Mechanics in this section that earn their certification during the current school year, will be paid the additional \$0.50 per hour supplement beginning with the date in which certification is earned. This assignment is not considered a separate position but a supplemental pay if voluntary or involuntary transfer occurs the supplement does not follow employee.

SALARY SCHEDULE #10A
For employees hired into Maintenance Mechanics Helper positions
On or prior to June 30, 2015 ONLY

MAINTENANCE MECHANICS HELPER

<i>Years Experience</i>	<i>July 2024 <u>Hourly Rate</u></i>	<i>July 2025 <u>Hourly Rate</u></i>
0	\$15.34	\$15.34
1	\$15.59	\$15.59
2	\$15.82	\$15.84
3	\$16.14	\$16.14
4	\$16.61	\$16.61
5	\$17.01	\$17.01
6	\$17.29	\$17.29
7	\$17.54	\$17.54
8	\$17.79	\$17.79
9	\$18.02	\$18.04
10	\$18.25	\$18.27
11	\$18.45	\$18.50
12	\$18.58	\$18.70
13	\$20.73	\$20.73
14	\$23.69	\$23.94

This Salary Schedule is specifically for those employees (18 at the time of this contract) who hold Maintenance Mechanic Helper positions as of June 30, 2015. No new employees will be added to this Salary Schedule. Employees on this Salary Schedule that voluntarily request a transfer to a different position in the school district will be removed from this schedule and will be placed on the Salary Schedule applicable to the vacant position even if that deems a decrease in pay. They will not be eligible to return to this schedule in the future.

Employees on this Salary Schedule who terminate employment or retire from the school district will not be placed back on this schedule if rehired with the St. Johns County School District. The number of employees that this table applies to will continue to decrease as employees voluntarily transfer positions or leave the district. At some time in the future, the number of employees paid on this Salary Schedule will become 0 and at that time, the Salary Schedule will become void and it will be removed from the Negotiated Agreement.

SALARY SCHEDULE #10B
For employees hired into
Maintenance Mechanics Helper positions
On or after July 1, 2015.

MAINTENANCE MECHANICS HELPER

<i><u>Years Experience</u></i>	<i><u>July 2024 Hourly Rate</u></i>	<i><u>July 2025 Hourly Rate</u></i>
0	\$15.34	\$15.34
1	\$15.72	\$15.72
2	\$15.97	\$15.97
3	\$16.20	\$16.22
4	\$16.61	\$16.61
5	\$17.01	\$17.01
6	\$17.39	\$17.39
7	\$17.67	\$17.67
8	\$17.92	\$17.92
9	\$18.17	\$18.17
10	\$18.40	\$18.42
11	\$18.63	\$18.65
12	\$18.83	\$18.88
13	\$18.96	\$19.08
14	\$20.56	\$20.81

Beginning July 1, 2016, the Transportation Parts Clerk position will be paid on salary Schedule 11B

SALARY SCHEDULE #11
MEDIA TECHNICIANS
(A.V. Specialist)

<i><u>Years Experience</u></i>	<i><u>July 2024 Hourly Rate</u></i>	<i><u>July 2025 Hourly Rate</u></i>
0	\$15.00	\$15.00
1	\$15.35	\$15.35
2	\$15.66	\$15.70
3	\$15.76	\$16.01
4	\$15.86	\$16.11
5	\$15.96	\$16.21
6	\$16.29	\$16.31
7	\$16.60	\$16.64
8	\$16.91	\$16.95
9	\$17.18	\$17.26
10	\$17.47	\$17.53
11	\$17.74	\$17.82
12	\$18.20	\$18.20
13	\$19.50	\$19.50
14	\$23.30	\$23.64

SALARY SCHEDULE #12

SCHOOL SECRETARIES

<i><u>Years Experience</u></i>	<i><u>July 2024 Hourly Rate</u></i>	<i><u>July 2025 Hourly Rate</u></i>
0	\$15.00	\$15.00
1	\$15.25	\$15.25
2	\$15.48	\$15.50
3	\$15.48	\$15.73
4	\$15.53	\$15.73
5	\$15.53	\$15.78
6	\$15.53	\$15.78
7	\$15.58	\$15.78
8	\$15.58	\$15.83
9	\$15.58	\$15.83
10	\$15.63	\$15.83
11	\$15.63	\$15.88
12	\$16.69	\$16.69
13	\$17.50	\$17.50
14	\$20.46	\$20.71

Note: School Secretary II will receive an additional \$.50 per hour added to their hourly rate. Employees currently in School Secretary II positions will continue to receive the additional pay until they vacate the position, at which time the position will no longer be available to be filled at the School Secretary II level.

SALARY SCHEDULE #13

MISCELLANEOUS*

<i><u>Years Experience</u></i>	<i><u>July 2024 Hourly Rate</u></i>	<i><u>July 2025 Hourly Rate</u></i>
0	\$15.00	\$15.00
1	\$15.25	\$15.25
2	\$15.48	\$15.50
3	\$15.48	\$15.73
4	\$15.53	\$15.73
5	\$15.53	\$15.78
6	\$15.58	\$15.78
7	\$15.80	\$15.83
8	\$16.05	\$16.05
9	\$16.28	\$16.30
10	\$16.51	\$16.53
11	\$16.71	\$16.76
12	\$16.84	\$16.96
13	\$17.01	\$17.09
14	\$19.76	\$20.01

*This schedule consolidates previous Schedules 14, Safety and Security Staff; 17, Transportation Mechanics Helper/Warehouseman; and 18, Transportation Parts Clerk.

SALARY SCHEDULE #14 EXTENDED DAY AIDES

<i><u>Years Experience</u></i>	<i><u>July 2024 Hourly Rate</u></i>	<i><u>July 2025 Hourly Rate</u></i>
0	\$15.00	\$15.00
1	\$15.35	\$15.35
2	\$15.66	\$15.70
3	\$15.66	\$16.01
4	\$15.66	\$16.01
5	\$15.71	\$16.01
6	\$15.71	\$16.06
7	\$15.71	\$16.06
8	\$15.76	\$16.06
9	\$15.76	\$16.11
10	\$15.83	\$16.11
11	\$16.03	\$16.18
12	\$16.26	\$16.38
13	\$16.53	\$16.61
14	\$18.73	\$19.07

All employees assigned to Extended Day Aide positions prior to July 1, 2006 paid on Clerk (Schedule #4) or Laboratory Assistants salary schedule (Schedule #9) will move to the Extended Day Aides schedule (Schedule #16), as long as they can be placed on a level that is equal to or closest to, but not less than their current salary effective July 1, 2006.

All employees assigned to Extended Day Aide positions on or after July 1, 2006, will be paid on the Extended Day Aide schedule (Schedule #16).

