



**Marion County Public Schools
2023-24 Salary Schedule**

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2023-24 Pay Dates and Holidays

Pay Date	10 Month Employees: < 240 Days	12 Month Employees: ≥ 240 Days
7/14		1
7/31		2
8/15		3
8/31	1	4
9/15	2	5
9/29	3	6
10/13	4	7
10/31	5	8
11/15	6	9
11/30	7	10
12/15	8	11
12/29	9	12
1/12	10	13
1/31	11	14
2/15	12	15
2/1	13	16
3/15	14	17
3/29	15	18
4/15	16	19
4/30	17	20
5/15	18	21
5/31	19	22
6/14	20	23
6/28	21	24
7/15	22	
7/31	23	
8/15	24	

Ten Month Employees	
Labor Day	9/4/2023
Thanksgiving	11/23/2023
Christmas Day	12/25/2023
New Year's Day	1/1/2024

Twelve Month Employees	
Fourth of July	7/4/2023
Labor Day	9/4/2023
Election Day	-
Thanksgiving	11/23/2023
Thanksgiving	11/24/2023
Christmas Eve	12/22/2023
Christmas Day	12/25/2023
New Year's Eve	12/29/2023
New Year's Day	1/1/2024
MLK Day	1/15/2024
Memorial Day	5/27/2024

Certified Salary Schedule

187 Day Contract

	RANK I	RANK II	RANK III	RANK IV	RANK V
Years of Experience	Master's Degree plus 30 hours	Master's Degree	Bachelor's Degree	96+ hours	(64 hours - 95 hours)
0	53,000	48,000	44,000	35,000	33,000
1	53,300	48,300	44,300	35,000	33,000
2	53,600	48,600	44,600	35,000	33,000
3	53,900	48,900	44,900	35,000	33,000
4	56,900	51,900	47,900	35,000	33,000
5	57,200	52,200	48,200	35,000	33,000
6	57,500	52,500	48,500	35,000	33,000
7	57,800	52,800	48,800	35,000	33,000
8	58,100	53,100	49,100	35,000	33,000
9	58,400	53,400	49,400	35,000	33,000
10	61,900	56,900	52,900	35,000	33,000
11	62,200	57,200	53,200	35,000	33,000
12	62,500	57,500	53,500	35,000	33,000
13	62,800	57,800	53,800	35,000	33,000
14	63,100	58,100	54,100	35,000	33,000
15	65,100	60,100	56,100	35,000	33,000
16	65,400	60,400	56,400	35,000	33,000
17	65,700	60,700	56,700	35,000	33,000
18	66,000	61,000	57,000	35,000	33,000
19	66,300	61,300	57,300	35,000	33,000
20	68,300	63,300	59,300	35,000	33,000
21	68,600	63,600	59,600	35,000	33,000
22	68,900	63,900	59,900	35,000	33,000
23	69,200	64,200	60,200	35,000	33,000
24	69,500	64,500	60,500	35,000	33,000
25	69,800	64,800	60,800	35,000	33,000
26	70,100	65,100	61,100	35,000	33,000
27	72,100	67,100	63,100	35,000	33,000
28	72,400	67,400	63,400	35,000	33,000
29	72,700	67,700	63,700	35,000	33,000
30	73,000	68,000	64,000	35,000	33,000
31	73,300	68,300	64,300	35,000	33,000
32	76,300	71,300	67,300	35,000	33,000
33	76,600	71,600	67,600	35,000	33,000
34	76,900	71,900	67,900	35,000	33,000
35	77,200	72,200	68,200	35,000	33,000

District Staff

Administrators Extended Days and Supplement:

Position:	Extended Days	Supplement
Superintendent	Determined by Contract	
Assistant Superintendent	53	31%
Chief Academic & School Support Officer	53	28%
Director of Exceptional Child Education	53	26%
Director of Federal & State Programs	53	24%
Director of Pupil Personnel	53	24%
Director of Early Childhood Education	53	10%
Instructional Supervisor	53	24%
Director of Communications	53	N/A
Director of Operations	53	Director 1 + 24%
Director of Transportation & Student Retention	53	20%
School Nutrition Program Director	53	10%
Social Emotional Learning Educator & Coordinator of Support Services	53	N/A
School Psychologist	10	N/A
Assistant Director of ECE/Early Childhood	25	\$1,500
District Team Leader	N/A	\$1,000
Energy Manager	N/A	4%
Occupational Therapist	8	N/A
Physical Therapist	8	N/A

Technology Support Director	240	Director 2
Finance & Payroll Manager	240	Director 1
Vehicle Maintenance Supervisor	240	Director 3
Maintenance Supervisor	240	Director 3
Budget Coordinator (Part-Time)	Up to 129	Director 1

Hourly Positions

Community Education Director – Partial Grant	240	See Classified Scale
CRRSA Learning Specialist	N/A	\$40.00
CRRSA Learning Specialist Assistant	N/A	\$20.00

Classified Director

187 Day Contract

Years of Experience	Director 1	Director 2	Director 3
0	53,000	40,000	31,000
1	53,300	40,300	31,300
2	53,600	40,600	31,600
3	53,900	40,900	31,900
4	56,900	41,200	32,200
5	57,200	41,500	32,500
6	57,500	41,800	32,800
7	57,800	42,100	33,100
8	58,100	42,400	33,400
9	58,400	42,700	33,700
10	61,900	43,000	34,000
11	62,200	43,300	34,300
12	62,500	43,600	34,600
13	62,800	43,900	34,900
14	63,100	44,200	35,200
15	65,100	44,500	35,500
16	65,400	44,800	35,800
17	65,700	45,100	36,100
18	66,000	45,400	36,400
19	66,300	45,700	36,700
20	68,300	46,000	37,000
21	68,600	46,300	37,300
22	68,900	46,600	37,600
23	69,200	46,900	37,900
24	69,500	47,200	38,200
25	69,800	47,500	38,500
26	70,100	47,800	38,800
27	72,100	48,100	39,100
28	72,400	48,400	39,400
29	72,700	48,700	39,700
30	73,000	49,000	40,000
31	73,300	49,300	40,300
32	76,300	49,600	40,600
33	76,600	49,900	40,900
34	76,900	50,200	41,200
35	77,200	50,500	41,500

FRYSC Hourly Salary Schedule

240 Days/8 hours a day

Years of Experience	Degreed	Masters
0	21.00	23.50
1	21.15	23.65
2	21.30	23.80
3	21.45	23.95
4	21.60	24.10
5	21.75	24.25
6	21.90	24.40
7	22.05	24.55
8	22.20	24.70
9	22.35	24.85
10	22.50	25.00
11	22.65	25.15
12	22.80	25.30
13	22.95	25.45
14	23.10	25.60
15	23.25	25.75
16	23.40	25.90
17	23.55	26.05
18	23.70	26.20
19	23.85	26.35
20	24.00	26.50
21	24.15	26.65
22	24.30	26.80
23	24.45	26.95
24	24.60	27.10
25	24.75	27.25
26	24.90	27.40
27	25.05	27.55
28	25.20	27.70
29	25.35	27.85
30	25.50	28.00
31	25.65	28.15
32	25.80	28.30
33	25.95	28.45
34	26.10	28.60
35	26.25	28.75

Classified Index

Grade 1

- Bus Monitor (7942/7943)
- Cook/Baker (7241)
- Custodian (7609)
- Instructional Assistant (7320/8320)

Grade 2

- FS Assistant (7234)
- School Bookkeeper (7771)
- School Secretary (7772/7773/7774/7775)

Grade 3

- CO Admin Assistant (7165)
- Community Relations Specialist (7301)
- Coordinator I (7476)
- Food Service Manager (7212)
- Migrant Assistant (7886)

Grade 4

- Coordinator II (7475)
- District Athletic Director (8115)

Grade 5

- Bus Driver (7941)
- Coordinator III (7474)
- Maintenance Worker (7448/7447)
- Vehicle Mechanic (7916/7917)

Grade 6

- Coordinator IV (7473)

Grade 7

- Coordinator V (7472)
- Supt Secretary (7762)

Classified Salary Schedule

Experience	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7
0	\$14.30	\$15.45	\$16.60	\$17.75	\$18.90	\$21.00	\$23.00
1	\$14.45	\$15.60	\$16.75	\$17.90	\$19.05	\$21.15	\$23.15
2	\$14.60	\$15.75	\$16.90	\$18.05	\$19.20	\$21.30	\$23.30
3	\$14.75	\$15.90	\$17.05	\$18.20	\$19.35	\$21.45	\$23.45
4	\$14.90	\$16.05	\$17.20	\$18.35	\$19.50	\$21.60	\$23.60
5	\$15.05	\$16.20	\$17.35	\$18.50	\$19.65	\$21.75	\$23.75
6	\$15.20	\$16.35	\$17.50	\$18.65	\$19.80	\$21.90	\$23.90
7	\$15.35	\$16.50	\$17.65	\$18.80	\$19.95	\$22.05	\$24.05
8	\$15.50	\$16.65	\$17.80	\$18.95	\$20.10	\$22.20	\$24.20
9	\$15.65	\$16.80	\$17.95	\$19.10	\$20.25	\$22.35	\$24.35
10	\$15.80	\$16.95	\$18.10	\$19.25	\$20.40	\$22.50	\$24.50
11	\$15.95	\$17.10	\$18.25	\$19.40	\$20.55	\$22.65	\$24.65
12	\$16.10	\$17.25	\$18.40	\$19.55	\$20.70	\$22.80	\$24.80
13	\$16.25	\$17.40	\$18.55	\$19.70	\$20.85	\$22.95	\$24.95
14	\$16.40	\$17.55	\$18.70	\$19.85	\$21.00	\$23.10	\$25.10
15	\$16.55	\$17.70	\$18.85	\$20.00	\$21.15	\$23.25	\$25.25
16	\$16.70	\$17.85	\$19.00	\$20.15	\$21.30	\$23.40	\$25.40
17	\$16.85	\$18.00	\$19.15	\$20.30	\$21.45	\$23.55	\$25.55
18	\$17.00	\$18.15	\$19.30	\$20.45	\$21.60	\$23.70	\$25.70
19	\$17.15	\$18.30	\$19.45	\$20.60	\$21.75	\$23.85	\$25.85
20	\$17.30	\$18.45	\$19.60	\$20.75	\$21.90	\$24.00	\$26.00
21	\$17.45	\$18.60	\$19.75	\$20.90	\$22.05	\$24.15	\$26.15
22	\$17.60	\$18.75	\$19.90	\$21.05	\$22.20	\$24.30	\$26.30
23	\$17.75	\$18.90	\$20.05	\$21.20	\$22.35	\$24.45	\$26.45
24	\$17.90	\$19.05	\$20.20	\$21.35	\$22.50	\$24.60	\$26.60
25	\$18.05	\$19.20	\$20.35	\$21.50	\$22.65	\$24.75	\$26.75
26	\$18.20	\$19.35	\$20.50	\$21.65	\$22.80	\$24.90	\$26.90
27	\$18.35	\$19.50	\$20.65	\$21.80	\$22.95	\$25.05	\$27.05
28	\$18.50	\$19.65	\$20.80	\$21.95	\$23.10	\$25.20	\$27.20
29	\$18.65	\$19.80	\$20.95	\$22.10	\$23.25	\$25.35	\$27.35
30	\$18.80	\$19.95	\$21.10	\$22.25	\$23.40	\$25.50	\$27.50
31	\$18.95	\$20.10	\$21.25	\$22.40	\$23.55	\$25.65	\$27.65
32	\$19.10	\$20.25	\$21.40	\$22.55	\$23.70	\$25.80	\$27.80
33	\$19.25	\$20.40	\$21.55	\$22.70	\$23.85	\$25.95	\$27.95
34	\$19.40	\$20.55	\$21.70	\$22.85	\$24.00	\$26.10	\$28.10
35	\$19.55	\$20.70	\$21.85	\$23.00	\$24.15	\$26.25	\$28.25

Full-Time Additional Pay

Certified Employees

National Board Certification	\$2,000
Certified Audiologist	\$2,000
Certified Speech Language Pathologist	
PhD/EdD	\$2,000
ESS Teacher	\$20/hour
Extra Planning to Cover One Class	\$25/hour
Teacher Support Services	\$25/hour
Certified PD Stipend	\$25/hour
Certified PD Instructor	\$30/hour
Interpreter	\$25/hour
Additional course sections and homebound assignment appointed by the Superintendent will be paid hourly based on a teacher's daily rate / 8 hours	
NOTE: Cannot be paid higher than Rank IV without a regular teaching certificate.	
Supplement is calculated on base salary.	

Classified Employees

Interpreter	\$25/hour
Building Trade Licensure (Job Class Code 7448/7447) - Electrical, Plumbing, HVAC, or other as approved by Superintendent	\$1/hour
ESS Assistant	Hourly Rate
PD/Training Hours	Hourly Rate
Bus Driver Training Instructor	Driver's hourly wage plus \$1
Bus Driver Special Trips*	\$15/hour

*Overnight trips are based on time driven and will include a minimum of 6 hours per day.

*Time begins 30 minutes before pick-up time as stated on the Bus Request Form and ends 30 minutes after return.

Part-Time and Substitute Employees

Certified Substitutes

	RANK I/II/III (Retired through KTRS)	RANK I (Master's Deg plus 30 hrs)	RANK II (Master's Degree; EPSB)	RANK III (Bachelor's Degree; EPSB)	RANK IV (96-128 hrs)	RANK V (64-95 hrs)
Regular	\$129	\$114	\$111	\$108	\$104	\$104
Long-Term*	\$158	\$154	\$148	\$139	\$112	\$112
Administrator Substitute	DWT					

*Long-Term substitute teacher: Twenty (20) consecutive days or more in the same assignment.

Note: It is the responsibility of the retired teacher to determine if retirement will be affected by substituting.

Note: Cannot be paid higher than Rank IV without a regular teaching certificate.

Classified Part-Time and Substitute Employees

*All classified substitute will be paid on corresponding grade at Step 0.

*Long-term part-time and substitutes employees may be given credit for up to 5 years of service as determined by the Superintendent

Student Employees

Student Employees	Federal Minimum Wage
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High School Positions

Administrative/Certified Positions

Position	Extended Days	Supplement
Principal	53	29%
Assistant Principal	35	13%
MCHS Counselor	35	N/A
ATC Principal	53	17%
Hugh C Spalding/Marvel Principal	53	17%
ATC/Hugh C Spalding Counselor	25	N/A
Media Specialist	15	N/A
Vocational Agriculture	53	N/A
Family Consumer Science	5	N/A
Technology Education Instructor	5	N/A
JROTC Instructor	53	N/A

Note: Extended days are for full-time positions (FTE) and will be prorated based on partial FTEs.

Academic and Athletic Stipends

Position	Stipend	Pay Dates (15th of each month)			
TEDS Coordinator	1,500	Annual - Semi-monthly			
MCESP Teacher Mentor (JC 6441)	1,000	Annual - Semi-monthly			
Band Director	8,105	Annual - Semi-monthly			
Band Assistant (2)	3,000	Jul	Aug	Sept	Oct
Academic Coach (2)	2,800	Annual - Semi-monthly			
School Tech Leadership Coord	1,000	Annual - Semi-monthly			
Student Council/Prom Sponsor	1,000	Annual - Semi-monthly			
Graduation Sponsor	500	Annual - Semi-monthly			
BETA Club Sponsor	1,000	Annual - Semi-monthly			
BETA Assistant Club Sponsor (3)	500	Annual – Semi-monthly			
District Chemical Hygiene Officer	500	Annual - Semi-monthly			
High School Assistant Athletic Director	3,500	Annual – Semi-monthly			
Head Football Coach	8,105	Annual - Semi-monthly			
Football Offensive Coordinator	3,500	Jul	Aug	Sept	Oct
Football Defensive Coordinator	3,500	Jul	Aug	Sept	Oct
Assistant Football Coach (3)	3,000	Jul	Aug	Sept	Oct
Head Basketball Coach - Boys	8,105	Nov	Dec	Jan	Feb
Assistant Basketball Coach – Boys (2)	3,500	Nov	Dec	Jan	Feb

Head Basketball Coach - Girls	8,105	Nov	Dec	Jan	Feb
Assistant Basketball Coach - Girls (2)	3,500	Nov	Dec	Jan	Feb
Head Baseball Coach	5,000	Mar	Apr	May	Jun
Assistant Baseball Coach (2)	3,000	Mar	Apr	May	Jun
Head Softball Coach	5,000	Mar	Apr	May	Jun
Assistant Softball Coach (2)	3,000	Mar	Apr	May	Jun
Head Track & Field Coach - Boys	2,500	Mar	Apr	May	Jun
Assistant Track & Field Coach - Boys (1)	1,250	Mar	Apr	May	Jun
Head Track & Field Coach - Girls	2,500	Mar	Apr	May	Jun
Assistant Track & Field Coach – Girls (1)	1,250	Mar	Apr	May	Jun
Head Cheerleading Sponsor	4,000	Jul/Aug	Sep/Oct	Nov/Dec	Jan/Feb
Assistant Cheerleading Sponsor	2,000	Jul/Aug	Sep/Oct	Nov/Dec	Jan/Feb
Head Soccer Coach - Boys	5,000	Jul	Aug	Sept	Oct
Assistant Soccer Coach - Boys (2)	3,000	Jul	Aug	Sept	Oct
Head Soccer Coach - Girls	5,000	Jul	Aug	Sept	Oct
Assistant Soccer Coach - Girls (2)	3,000	Jul	Aug	Sept	Oct
Head Swimming Coach	3,000	Nov	Dec	Jan	Feb
Assistant Swimming Coach	1,250	Nov	Dec	Jan	Feb
Head Volleyball Coach	5,000	Jul	Aug	Sept	Oct
Assistant Volleyball Coach (2)	3,000	Jul	Aug	Sept	Oct
Cross Country Coach	2,500	Jul	Aug	Sept	Oct
Assistant Cross-Country Coach	1,250	Jul	Aug	Sept	Oct
Golf Coach	2,500	Jul	Aug	Sept	Oct
Assistant Golf Coach	1,250	Jul	Aug	Sept	Oct
Tennis Coach	2,500	Mar	Apr	May	Jun
Assistant Tennis Coach	1,250	Mar	Apr	May	Jun
Bass Fishing Coach	2,500	Mar	Apr	May	Jun
eSports Coach	1,000	Annual - Semi-monthly			

Middle School Positions

Administrative/Certified Positions

Position:	Extended Days	Supplement
Principal	53	21%
Assistant Principal	25	11%
Counselor	25	N/A
Media Specialist	15	N/A

Note: Extended days are for full-time positions (FTE) and will be prorated based on partial FTEs.

Academic and Athletic Stipends

Position	Stipend	Pay Dates (15th of each month)			
Academic Coach (2)	1,800	Annual - Semi-monthly			
School Technology Leadership Coord	1,000	Annual - Semi-monthly			
Family Engagement Coordinator	1,000	Annual - Semi-monthly			
BETA Club Sponsor	750	Annual - Semi-monthly			
Athletic Director	1,750	Annual - Semi-monthly			
Head Basketball Coach - Boys	2,250	Nov	Dec	Jan	Feb
Assistant Basketball Coach - Boys	1,000	Nov	Dec	Jan	Feb
Head Basketball Coach - Girls	2,250	Jul	Aug	Sep	Oct
Assistant Basketball Coach - Girls	1,000	Jul	Aug	Sep	Oct
Cheerleading Sponsor	1,500	Jul/Aug	Sep/Oct	Nov/Dec	Jan/Feb
Volleyball Coach	1,500	Jan	Feb	Mar	Apr
Assistant Volleyball Coach	750	Jan	Feb	Mar	Apr

Elementary Positions

Administrative/Certified Positions

Position:	Extended Days	Supplement
Principal	53	17%
Assistant Principal	20	9%
Counselor >300 Students	15	N/A
Counselor <300 Students	7	N/A
Media Specialist >300 Students	15	N/A
Media Specialist <300 Students	7	N/A

Note: Extended days are for full-time positions (FTE) and will be prorated based on partial FTEs.

Academic and Athletic Stipends

Position	Stipend	Pay Dates
Academic Coach (2)	1,400	Annual - Semi-monthly
School Tech Leadership Coord	1,000	Annual - Semi-monthly
Family Engagement Coordinator	1,000	Annual - Semi-monthly
BETA Club Sponsor	750	Annual - Semi-monthly

District School Positions

Administrative/Certified Positions

Position:	Extended Days	Supplement
Instructional Coach/Gifted Teacher	13	1,500
Migrant Recruiter	53	N/A
Technology Integration Specialist	35	N/A
School Gap Closure Specialist (3) – Grant Funded	13	N/A
District Athletic Director	40	3,500

Note: Extended days are for full-time positions (FTE) and will be prorated based on partial FTEs.

Academic and Athletic Stipends

Position	Stipend	Pay Dates			
District Show Choir Director	2,000	Annual - Semi-monthly			
District Middle School Band Director	1,500	Annual – Semi-monthly			
District Wrestling Coach	2,500	Nov	Dec	Jan	Feb
District Wrestling Assistant Coach	1,250	Nov	Dec	Jan	Feb
District Middle School Baseball Coach	1,500	Mar	Apr	May	Jun
District Middle Assistant Baseball Coach	750	Mar	Apr	May	Jun
District Middle School Softball Coach	1,500	Mar	Apr	May	Jun
District Middle Assistant Softball Coach	750	Mar	Apr	May	Jun
District Middle School Football Coach	2,500	Jul	Aug	Sept	Oct
District Middle School Football Assistant Coach (2)	1,900	Jul	Aug	Sept	Oct
District Middle School Soccer - Boys	1,500	Mar	Apr	May	Jun
District Middle Assistant Soccer - Boys	750	Mar	Apr	May	Jun
District Middle School Soccer - Girls	1,500	Mar	Apr	May	Jun
District Middle Assistant Soccer - Girls	750	Mar	Apr	May	Jun
District Middle Swim Coach	1,500	Nov	Dec	Jan	Feb

Note: Current employees earning a higher rate than the schedule above will remain at their current rate.