



**Marion County Public Schools
2024-25 Salary Schedule**

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2024-25 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	9/2/2024
Thanksgiving	11/28/2024
Christmas Day	12/25/2024
New Year's Day	1/1/2025

Twelve Month Employees	
Fourth of July	7/4/2024
Labor Day	9/2/2024
Election Day	11/5/2024
Thanksgiving	11/28/2024
Thanksgiving	11/29/2024
Christmas Eve	12/24/2024
Christmas Day	12/25/2024
New Year's Eve	12/31/2024
New Year's Day	1/1/2025
MLK Day	1/20/2025
Memorial Day	5/26/2025
Juneteenth	6/19/2025

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	54,855	49,680	45,540	36,225	34,155
1	55,166	49,991	45,851	36,225	34,155
2	55,476	50,301	46,161	36,225	34,155
3	55,787	50,612	46,472	36,225	34,155
4	58,892	53,717	49,577	36,225	34,155
5	59,202	54,027	49,887	36,225	34,155
6	59,513	54,338	50,198	36,225	34,155
7	59,823	54,648	50,508	36,225	34,155
8	60,134	54,959	50,819	36,225	34,155
9	60,444	55,269	51,129	36,225	34,155
10	64,067	58,892	54,752	36,225	34,155
11	64,377	59,202	55,062	36,225	34,155
12	64,688	59,513	55,373	36,225	34,155
13	64,998	59,823	55,683	36,225	34,155
14	65,309	60,134	55,994	36,225	34,155
15	67,379	62,204	58,064	36,225	34,155
16	67,689	62,514	58,374	36,225	34,155
17	68,000	62,825	58,685	36,225	34,155
18	68,310	63,135	58,995	36,225	34,155
19	68,621	63,446	59,306	36,225	34,155
20	70,691	65,516	61,376	36,225	34,155
21	71,001	65,826	61,686	36,225	34,155
22	71,312	66,137	61,997	36,225	34,155
23	71,622	66,447	62,307	36,225	34,155
24	71,933	66,758	62,618	36,225	34,155
25	72,243	67,068	62,928	36,225	34,155
26	72,554	67,379	63,239	36,225	34,155
27	74,624	69,449	65,309	36,225	34,155
28	74,934	69,759	65,619	36,225	34,155
29	75,245	70,070	65,930	36,225	34,155
30	75,555	70,380	66,240	36,225	34,155
31	75,866	70,691	66,551	36,225	34,155
32	78,971	73,796	69,656	36,225	34,155
33	79,281	74,106	69,966	36,225	34,155
34	79,592	74,417	70,277	36,225	34,155
35	79,902	74,727	70,587	36,225	34,155

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	24%
Director of Federal & State Programs	53	24%
Director of Pupil Personnel	53	24%
Director of Early Childhood Education/Asst. Director of ECE	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
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

Classified Director

187 Day Contract

Years of Experience	Director 1	Director 2	Director 3
0	54,855	41,400	32,085
1	55,166	41,711	32,396
2	55,476	42,021	32,706
3	55,787	42,332	33,017
4	58,892	42,642	33,327
5	59,202	42,953	33,638
6	59,513	43,263	33,948
7	59,823	43,574	34,259
8	60,134	43,884	34,569
9	60,444	44,195	34,880
10	64,067	44,505	35,190
11	64,377	44,816	35,501
12	64,688	45,126	35,811
13	64,998	45,437	36,122
14	65,309	45,747	36,432
15	67,379	46,058	36,743
16	67,689	46,368	37,053
17	68,000	46,679	37,364
18	68,310	46,989	37,674
19	68,621	47,300	37,985
20	70,691	47,610	38,295
21	71,001	47,921	38,606
22	71,312	48,231	38,916
23	71,622	48,542	39,227
24	71,933	48,852	39,537
25	72,243	49,163	39,848
26	72,554	49,473	40,158
27	74,624	49,784	40,469
28	74,934	50,094	40,779
29	75,245	50,405	41,090
30	75,555	50,715	41,400
31	75,866	51,026	41,711
32	78,971	51,336	42,021
33	79,281	51,647	42,332
34	79,592	51,957	42,642
35	79,902	52,268	42,953

FRYSC Hourly Salary Schedule

240 Days/8 hours a day

Years of Experience	Degreed	Masters
0	21.74	24.32
1	21.89	24.48
2	22.05	24.63
3	22.20	24.79
4	22.36	24.94
5	22.51	25.10
6	22.67	25.25
7	22.82	25.41
8	22.98	25.56
9	23.13	25.72
10	23.29	25.88
11	23.44	26.03
12	23.60	26.19
13	23.75	26.34
14	23.91	26.50
15	24.06	26.65
16	24.22	26.81
17	24.37	26.96
18	24.53	27.12
19	24.68	27.27
20	24.84	27.43
21	25.00	27.58
22	25.15	27.74
23	25.31	27.89
24	25.46	28.05
25	25.62	28.20
26	25.77	28.36
27	25.93	28.51
28	26.08	28.67
29	26.24	28.82
30	26.39	28.98
31	26.55	29.14
32	26.70	29.29
33	26.86	29.45
34	27.01	29.60
35	27.17	29.76

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	14.80	15.99	17.18	18.37	19.56	21.74	23.81
1	14.96	16.15	17.34	18.53	19.72	21.89	23.96
2	15.11	16.30	17.49	18.68	19.87	22.05	24.12
3	15.27	16.46	17.65	18.84	20.03	22.20	24.27
4	15.42	16.61	17.80	18.99	20.18	22.36	24.43
5	15.58	16.77	17.96	19.15	20.34	22.51	24.58
6	15.73	16.92	18.11	19.30	20.49	22.67	24.74
7	15.89	17.08	18.27	19.46	20.65	22.82	24.89
8	16.04	17.23	18.42	19.61	20.80	22.98	25.05
9	16.20	17.39	18.58	19.77	20.96	23.13	25.20
10	16.35	17.54	18.73	19.92	21.11	23.29	25.36
11	16.51	17.70	18.89	20.08	21.27	23.44	25.51
12	16.66	17.85	19.04	20.23	21.42	23.60	25.67
13	16.82	18.01	19.20	20.39	21.58	23.75	25.82
14	16.97	18.16	19.35	20.54	21.74	23.91	25.98
15	17.13	18.32	19.51	20.70	21.89	24.06	26.13
16	17.28	18.47	19.67	20.86	22.05	24.22	26.29
17	17.44	18.63	19.82	21.01	22.20	24.37	26.44
18	17.60	18.79	19.98	21.17	22.36	24.53	26.60
19	17.75	18.94	20.13	21.32	22.51	24.68	26.75
20	17.91	19.10	20.29	21.48	22.67	24.84	26.91
21	18.06	19.25	20.44	21.63	22.82	25.00	27.07
22	18.22	19.41	20.60	21.79	22.98	25.15	27.22
23	18.37	19.56	20.75	21.94	23.13	25.31	27.38
24	18.53	19.72	20.91	22.10	23.29	25.46	27.53
25	18.68	19.87	21.06	22.25	23.44	25.62	27.69
26	18.84	20.03	21.22	22.41	23.60	25.77	27.84
27	18.99	20.18	21.37	22.56	23.75	25.93	28.00
28	19.15	20.34	21.53	22.72	23.91	26.08	28.15
29	19.30	20.49	21.68	22.87	24.06	26.24	28.31
30	19.46	20.65	21.84	23.03	24.22	26.39	28.46
31	19.61	20.80	21.99	23.18	24.37	26.55	28.62
32	19.77	20.96	22.15	23.34	24.53	26.70	28.77
33	19.92	21.11	22.30	23.49	24.68	26.86	28.93
34	20.08	21.27	22.46	23.65	24.84	27.01	29.08
35	20.23	21.42	22.61	23.81	25.00	27.17	29.24

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 – Extra Services	\$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 – Extra Services	\$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	\$132	\$117	\$114	\$111	\$107	\$107
Long-Term*	\$161	\$157	\$151	\$142	\$115	\$115
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 substitutes will be paid on corresponding grade at Step 0.

*Long-term part-time and substitute 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	1,000	Annual - Semi-monthly			
Band Director	8,605	Annual - Semi-monthly			
Band Assistant (2)	3,250	Jul	Aug	Sept	Oct
Academic Coach (2)	3,050	Annual - Semi-monthly			
School Tech Leadership Coordinator	1,000	Annual - Semi-monthly			
Student Council/Prom Sponsor	1,000	Annual - Semi-monthly			
Graduation Sponsor	500	Annual - Semi-monthly			
BETA Club Sponsor	1,250	Annual - Semi-monthly			
BETA Assistant Club Sponsor (3)	600	Annual – Semi-monthly			
District Chemical Hygiene Officer	500	Annual - Semi-monthly			
High School Assistant Athletic Director	3,500	Annual – Semi-monthly			
Head Football Coach	8,605	Annual - Semi-monthly			
Football Offensive Coordinator	3,750	Jul	Aug	Sept	Oct
Football Defensive Coordinator	3,750	Jul	Aug	Sept	Oct
Assistant Football Coach (3)	3,250	Jul	Aug	Sept	Oct
Head Basketball Coach - Boys	8,605	Nov	Dec	Jan	Feb
Assistant Basketball Coach – Boys (2)	3,750	Nov	Dec	Jan	Feb

Head Basketball Coach - Girls	8,605	Nov	Dec	Jan	Feb
Assistant Basketball Coach - Girls (2)	3,750	Nov	Dec	Jan	Feb
Head Baseball Coach	5,500	Mar	Apr	May	Jun
Assistant Baseball Coach (2)	3,250	Mar	Apr	May	Jun
Head Softball Coach	5,500	Mar	Apr	May	Jun
Assistant Softball Coach (2)	3,250	Mar	Apr	May	Jun
Head Track & Field Coach – Boys/Girls	4,500	Mar	Apr	May	Jun
Assistant Track & Field Coach – Boys/Girls (3)	2,250	Mar	Apr	May	Jun
Head Cheerleading Sponsor	4,500	Jul/Aug	Sep/Oct	Nov/Dec	Jan/Feb
Assistant Cheerleading Sponsor	2,250	Jul/Aug	Sep/Oct	Nov/Dec	Jan/Feb
Head Soccer Coach - Boys	5,500	Jul	Aug	Sept	Oct
Assistant Soccer Coach - Boys (2)	3,250	Jul	Aug	Sept	Oct
Head Soccer Coach - Girls	5,500	Jul	Aug	Sept	Oct
Assistant Soccer Coach - Girls (2)	3,250	Jul	Aug	Sept	Oct
Head Swimming Coach	3,500	Nov	Dec	Jan	Feb
Assistant Swimming Coach	1,500	Nov	Dec	Jan	Feb
Head Volleyball Coach – Girls	5,500	Jul	Aug	Sept	Oct
Assistant Volleyball Coach – Girls (2)	3,250	Jul	Aug	Sept	Oct
Head Volleyball Coach – Boys	5,500	Jul	Aug	Sept	Oct
Assistant Volleyball Coach – Boys (2)	3,250	Jul	Aug	Sept	Oct
Cross Country Coach	2,750	Jul	Aug	Sept	Oct
Assistant Cross-Country Coach	1,500	Jul	Aug	Sept	Oct
Golf Coach	2,750	Jul	Aug	Sept	Oct
Assistant Golf Coach	1,500	Jul	Aug	Sept	Oct
Tennis Coach	2,750	Mar	Apr	May	Jun
Assistant Tennis Coach	1,500	Mar	Apr	May	Jun
Bass Fishing Coach	2,750	Mar	Apr	May	Jun
eSports Coach	1,250	Annual - Semi-monthly			
Tournament Director	300	Paid with tournament funds			

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)	2,050	Annual - Semi-monthly			
School Technology Leadership Coordinator	1,000	Annual - Semi-monthly			
Family Engagement Coordinator	1,000	Annual - Semi-monthly			
BETA Club Sponsor	850	Annual - Semi-monthly			
Head Basketball Coach - Boys	2,500	Nov	Dec	Jan	Feb
Assistant Basketball Coach - Boys	1,250	Nov	Dec	Jan	Feb
Head Basketball Coach - Girls	2,500	Jul	Aug	Sep	Oct
Assistant Basketball Coach - Girls	1,250	Jul	Aug	Sep	Oct
Cheerleading Sponsor	1,750	Jul/Aug	Sep/Oct	Nov/Dec	Jan/Feb
Volleyball Coach	1,750	Jan	Feb	Mar	Apr
Assistant Volleyball Coach	1,000	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)	1,500	Annual - Semi-monthly
School Tech Leadership Coordinator	1,000	Annual - Semi-monthly
Family Engagement Coordinator	1,000	Annual - Semi-monthly
BETA Club Sponsor	850	Annual - Semi-monthly

District School Positions

Administrative/Certified Positions

Position:	Extended Days	Supplement
Instructional Coach/Gifted Teacher	16	N/A
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 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.