



Marion County Public Schools

2025-26 Salary Schedule

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2025-26 Pay Dates and Holidays

Pay Date	10 Month Employees: < 240 Days	12 Month Employees: ≥ 240 Days
7/15		1
7/31		2
8/15		3
8/29	1	4
9/15	2	5
9/30	3	6
10/15	4	7
10/31	5	8
11/14	6	9
11/28	7	10
12/15	8	11
12/31	9	12
1/15	10	13
1/30	11	14
2/13	12	15
2/27	13	16
3/13	14	17
3/31	15	18
4/15	16	19
4/30	17	20
5/15	18	21
5/29	19	22
6/15	20	23
6/30	21	24
7/15	22	
7/31	23	
8/14	24	

Ten Month Employees	
Labor Day	9/1/2025
Thanksgiving	11/27/2025
Christmas Day	12/25/2025
New Year's Day	1/1/2026

Twelve Month Employees	
Fourth of July	7/4/2025
Labor Day	9/1/2025
Thanksgiving	11/27/2025
Thanksgiving	11/28/2025
Christmas Eve	12/24/2025
Christmas Day	12/25/2025
New Year's Eve	12/31/2025
New Year's Day	1/1/2026
MLK Day	1/19/2026
Memorial Day	5/25/2026
Juneteenth	6/19/2026

Certified Salary Schedule

187 Day Contract

Years of Experience	RANK I Master's Degree plus 30 hours	RANK II Master's Degree	RANK III Bachelor's Degree	RANK IV 96+ hours	RANK V (64 hours - 95 hours)
0	56,501	51,170	47,000	37,312	35,180
1	56,821	51,491	47,321	37,312	35,180
2	57,140	51,810	47,640	37,312	35,180
3	57,461	52,130	47,960	37,312	35,180
4	60,659	55,329	51,064	37,312	35,180
5	60,978	55,648	51,384	37,312	35,180
6	61,298	55,968	51,704	37,312	35,180
7	61,618	56,287	52,023	37,312	35,180
8	61,938	56,608	52,343	37,312	35,180
9	62,257	56,927	52,662	37,312	35,180
10	66,377	61,047	56,782	37,312	35,180
11	66,697	61,366	57,101	37,312	35,180
12	67,017	61,687	57,421	37,312	35,180
13	67,336	62,006	57,741	37,312	35,180
14	67,657	62,326	58,061	37,312	35,180
15	70,855	65,524	61,259	37,312	35,180
16	71,174	65,844	61,579	37,312	35,180
17	71,494	66,164	61,899	37,312	35,180
18	71,814	66,483	62,218	37,312	35,180
19	72,134	66,804	62,539	37,312	35,180
20	75,332	70,002	65,737	37,312	35,180
21	75,651	70,321	66,056	37,312	35,180
22	75,972	70,642	66,376	37,312	35,180
23	76,291	70,961	66,696	37,312	35,180
24	76,611	71,281	67,016	37,312	35,180
25	76,931	71,600	67,335	37,312	35,180
26	77,251	71,921	67,656	37,312	35,180
27	79,383	74,053	69,788	37,312	35,180
28	79,702	74,372	70,107	37,312	35,180
29	80,023	74,693	70,427	37,312	35,180
30	80,342	75,012	70,747	37,312	35,180
31	80,662	75,332	71,067	37,312	35,180
32	82,794	77,464	73,199	37,312	35,180
33	83,114	77,784	73,518	37,312	35,180
34	83,434	78,104	73,839	37,312	35,180
35	83,753	78,423	74,158	37,312	35,180

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 Communications	53	10%
Director of Early Childhood Education/Asst Director of ECE	53	10%
Director of Exceptional Child Education	53	24%
Director of Federal & State Programs	53	24%
Director of Operations	53	Director 1 + 24%
Director of Pupil Personnel	53	24%
Director of Student Engagement & Opportunities	53	24%
Director of Transportation & Student Retention	53	20%
Instructional Supervisor	53	24%
School Nutrition Program Director	53	10%
District Team Leader	N/A	\$1,000
Energy Manager	N/A	4%
Occupational Therapist	8	N/A
Physical Therapist	8	N/A
School Psychologist	10	N/A
Social Emotional Learning Educator & Coordinator of Support Services	53	N/A

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

Classified Director

187 Day Contract

Years of Experience	Director 1	Director 2	Director 3
0	56,501	42,642	33,048
1	56,821	42,962	33,368
2	57,140	43,282	33,687
3	57,461	43,602	34,008
4	60,659	43,921	34,327
5	60,978	44,242	34,647
6	61,298	44,561	34,966
7	61,618	44,881	35,287
8	61,938	45,201	35,606
9	62,257	45,521	35,926
10	66,377	45,840	36,246
11	66,697	46,160	36,566
12	67,017	46,480	36,885
13	67,336	46,800	37,206
14	67,657	47,119	37,525
15	70,855	47,440	37,845
16	71,174	47,759	38,165
17	71,494	48,079	38,485
18	71,814	48,399	38,804
19	72,134	48,719	39,125
20	75,332	49,038	39,444
21	75,651	49,359	39,764
22	75,972	49,678	40,083
23	76,291	49,998	40,404
24	76,611	50,318	40,723
25	76,931	50,638	41,043
26	77,251	50,957	41,363
27	79,383	51,278	41,683
28	79,702	51,597	42,002
29	80,023	51,917	42,323
30	80,342	52,236	42,642
31	80,662	52,557	42,962
32	82,794	52,876	43,282
33	83,114	53,196	43,602
34	83,434	53,516	43,921
35	83,753	53,836	44,242

FRYSC Hourly Salary Schedule

Up to 240 Days/8 hours a day

Years of Experience	Degreed	Masters
0	22.39	25.05
1	22.55	25.21
2	22.71	25.37
3	22.87	25.53
4	23.03	25.69
5	23.19	25.85
6	23.35	26.01
7	23.50	26.17
8	23.67	26.33
9	23.82	26.49
10	23.99	26.66
11	24.14	26.81
12	24.31	26.98
13	24.46	27.13
14	24.63	27.30
15	24.78	27.45
16	24.95	27.61
17	25.10	27.77
18	25.27	27.93
19	25.42	28.09
20	25.59	28.25
21	25.75	28.41
22	25.90	28.57
23	26.07	28.73
24	26.22	28.89
25	26.39	29.05
26	26.54	29.21
27	26.71	29.37
28	27.10	29.53
29	27.03	29.68
30	27.18	29.85
31	27.35	30.01
32	27.50	30.17
33	27.67	30.33
34	27.82	30.49
35	27.99	30.65

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)

Grade 8

- Technology Operations Specialist (7504)

Classified Salary Schedule

Experience	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
0	15.45	17.10	18.28	18.92	20.91	22.39	24.52	24.92
1	15.60	17.25	18.44	19.09	21.06	22.55	24.68	25.17
2	15.76	17.41	18.59	19.24	21.22	22.71	24.84	25.42
3	15.91	17.56	18.75	19.41	21.37	22.87	25.00	25.67
4	16.07	17.72	18.90	19.56	21.53	23.03	25.16	25.92
5	16.22	17.87	19.06	19.72	21.68	23.19	25.32	26.17
6	16.38	18.03	19.21	19.88	21.84	23.35	25.48	26.42
7	16.53	18.18	19.36	20.04	21.99	23.50	25.64	26.67
8	16.69	18.33	19.52	20.20	22.15	23.67	25.80	26.92
9	16.84	18.49	19.67	20.36	22.30	23.82	25.96	27.17
10	17.00	18.64	19.83	20.52	22.45	23.99	26.12	27.42
11	17.15	18.80	19.98	20.68	22.61	24.14	26.28	27.67
12	17.30	18.95	20.14	20.84	22.76	24.31	26.44	27.92
13	17.46	19.11	20.29	21.00	22.92	24.46	26.59	28.17
14	17.61	19.26	20.45	21.16	23.07	24.63	26.76	28.42
15	17.77	19.42	20.60	21.32	23.23	24.78	26.91	28.67
16	17.92	19.57	20.75	21.49	23.38	24.95	27.08	28.92
17	18.08	19.72	20.91	21.64	23.54	25.10	27.23	29.17
18	18.23	19.88	21.06	21.81	23.69	25.27	27.40	29.42
19	18.39	20.03	21.22	21.96	23.84	25.42	27.55	29.67
20	18.54	20.19	21.37	22.12	24.00	25.59	27.72	29.92
21	18.69	20.34	21.53	22.28	24.15	25.75	27.88	30.17
22	18.85	20.50	21.68	22.44	24.31	25.90	28.04	30.42
23	19.00	20.65	21.84	22.60	24.46	26.07	28.20	30.67
24	19.16	20.81	21.99	22.76	24.62	26.22	28.36	30.92
25	19.31	20.96	22.15	22.92	24.77	26.39	28.52	31.17
26	19.47	21.12	22.30	23.08	24.93	26.54	28.68	31.42
27	19.62	21.27	22.45	23.24	25.08	26.71	28.84	31.67
28	19.78	21.42	22.61	23.40	25.24	26.86	28.99	31.92
29	19.93	21.58	22.76	23.56	25.39	27.03	29.16	32.17
30	20.09	21.73	22.92	23.72	25.54	27.18	29.31	32.42
31	20.24	21.89	23.07	23.88	25.70	27.35	29.48	32.67
32	20.39	22.04	23.23	24.04	25.85	27.50	29.63	32.92
33	20.55	22.20	23.38	24.19	26.01	27.67	29.80	33.17
34	20.70	22.35	23.54	24.36	26.16	27.82	29.95	33.42
35	20.86	22.51	23.69	24.52	26.32	27.99	30.12	33.67

Full-Time Additional Pay

Certified Employees

National Board Certification	\$2,000
Certified Audiologist	\$2,000
Certified Speech Language Pathologist	
PhD/EdD	\$2,000
Certified PD Instructor	\$30/hour
Certified PD Stipend	\$25/hour
ESS Teacher	\$25/hour
Extra Planning to Cover One Class	\$25/hour
Interpreter	\$25/hour
Teacher Support 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	\$25/hour
Building Trade Licensure (Job Class Code 7448/7447)	\$1/hour
- Electrical, Plumbing, HVAC, or other as approved by Superintendent	
ESS Assistant	Hourly Rate
PD/Training Hours	Hourly Rate
Bus Driver Training Instructor	Driver's hourly wage plus \$1
Bus Driver Special Trips*	\$17.50/hour

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

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	\$136	\$121	\$117	\$114	\$110	\$110
Long-Term*	\$166	\$162	\$156	\$146	\$118	\$118
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

*Classified substitutes will be paid on corresponding grade at Step 0.

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

*Retirees may be given credit for previous experience that is applicable to a district position. Similar experience shall refer to the essential functions, licensing/training requirements, and/or daily job responsibilities of the positions being similar as determined by the Superintendent.

Student Employees

Student Employees	\$12.00/hour
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High School Positions

Administrative/Certified Positions

Position	Extended Days	Supplement
MCHS Principal	53	29%
ATC Principal	53	17%
Hugh C Spalding/Marvel Principal	53	17%
MCHS Assistant Principal	Up to 35	13%
MCHS Counselor	Up to 35	N/A
ATC/Hugh C Spalding Counselor	Up to 25	N/A
Vocational Agriculture	53	N/A
Media Specialist	Up to 15	N/A
Family Consumer Science	Up to 5	N/A
Technology Education Instructor	Up to 5	N/A
JROTC Instructor	Up to 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)			
Academic Coach (2)	3,050	Annual - Semi-monthly			
Band Director	8,605	Annual - Semi-monthly			
Band Assistant (2)	3,250	Jul	Aug	Sept	Oct
BETA Assistant Club Sponsor (3)	600	Annual - Semi-monthly			
BETA Club Sponsor	1,250	Annual - Semi-monthly			
District Chemical Hygiene Officer	500	Annual - Semi-monthly			
Graduation Sponsor	500	Annual - Semi-monthly			
MCESP Teacher Mentor (JC 6441)	1,000	Annual - Semi-monthly			
School Tech Leadership Coord	1,000	Annual - Semi-monthly			
Student Council/Prom Sponsor	1,000	Annual – Semi-monthly			
TEDS Coordinator	1,500	Annual - Semi-monthly			
Cheerleading Sponsor - Head	4,500	Jul/Aug	Sep/Oct	Nov/Dec	Jan/Feb
Cheerleading Sponsor - Assistant	2,250	Jul/Aug	Sep/Oct	Nov/Dec	Jan/Feb
Cross Country - Head	2,750	Jul	Aug	Sept	Oct
Cross Country - Assistant	2,000	Jul	Aug	Sept	Oct
Football - Head	8,605	Annual – Semi-monthly			

Football - Assistant (Up to 4) (Max \$4500)	14,000	Jul	Aug	Sept	Oct
Golf - Head	2,750	Jul	Aug	Sept	Oct
Golf - Assistant	1,500	Jul	Aug	Sept	Oct
Soccer - Boys	5,500	Jul	Aug	Sept	Oct
Soccer - Assistant - Boys (2)	3,250	Jul	Aug	Sept	Oct
Soccer - Girls	5,500	Jul	Aug	Sept	Oct
Soccer - Assistant - Girls (2)	3,250	Jul	Aug	Sept	Oct
Volleyball – Head - Girls	5,500	Jul	Aug	Sept	Oct
Volleyball – Assistant - Girls (2)	3,250	Jul	Aug	Sept	Oct
Basketball – Head - Boys	8,605	Nov	Dec	Jan	Feb
Basketball – Assistant - Boys (2)	3,750	Nov	Dec	Jan	Feb
Basketball - Head - Girls	8,605	Nov	Dec	Jan	Feb
Basketball - Assistant - Girls (2)	3,750	Nov	Dec	Jan	Feb
Swimming - Head	3,500	Nov	Dec	Jan	Feb
Swimming - Assistant	1,500	Nov	Dec	Jan	Feb
Baseball - Head	5,500	Mar	Apr	May	Jun
Baseball - Assistant (2)	3,250	Mar	Apr	May	Jun
Bass Fishing - Head	2,750	Mar	Apr	May	Jun
Softball - Head	5,500	Mar	Apr	May	Jun
Softball - Assistant (2)	3,250	Mar	Apr	May	Jun
Tennis - Head	2,750	Mar	Apr	May	Jun
Tennis - Assistant	1,500	Mar	Apr	May	Jun
Track & Field – Head - Boys/Girls	4,500	Mar	Apr	May	Jun
Track & Field – Assistant - Boys/Girls (3)	2,250	Mar	Apr	May	Jun
Volleyball – Head - Boys	5,500	Mar	Apr	May	Jun
Volleyball – Assistant - Boys (2)	3,250	Mar	Apr	May	Jun
eSports Coach	1,750	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	Up to 25	11%
Counselor	Up to 25	N/A
Media Specialist	Up to 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			
BETA Club Sponsor	850	Annual - Semi-monthly			
Family Engagement Coordinator	1,000	Annual - Semi-monthly			
School Technology Leadership Coord	1,000	Annual - Semi-monthly			
Basketball - Boys	3,000	Nov	Dec	Jan	Feb
Basketball - Assistant - Boys	1,500	Nov	Dec	Jan	Feb
Basketball - Girls	3,000	Jul	Aug	Sep	Oct
Basketball - Assistant	1,500	Jul	Aug	Sep	Oct
Cheerleading Sponsor	2,250	Jul/Aug	Sep/Oct	Nov/Dec	Jan/Feb
Volleyball	2,250	Jan	Feb	Mar	Apr
Volleyball - Assistant	1,150	Jan	Feb	Mar	Apr

Elementary Positions

Administrative/Certified Positions

Position:	Extended Days	Supplement
Principal	53	17%
Assistant Principal	Up to 20	9%
Counselor	Up to 15	N/A
Media Specialist	Up to 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
Academic Coach (2)	1,500	Annual - Semi-monthly
BETA Club Sponsor	850	Annual - Semi-monthly
Family Engagement Coordinator	1,000	Annual - Semi-monthly
School Tech Leadership Coord	1,000	Annual - Semi-monthly

District School Positions

Administrative/Certified Positions

Position:	Extended Days	Supplement
Instructional Coach/Gifted Teacher	Up to 16	N/A
Migrant Recruiter	53	N/A
School Gap Closure Specialist	Up to 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			
Game Manager	3,000	Annual - Semi-monthly			
District Middle School Football	3,000	Jul	Aug	Sept	Oct
District Middle School Football - Assistant (2)	1,900	Jul	Aug	Sept	Oct
District Middle School Swim	1,500	Nov	Dec	Jan	Feb
District Wrestling Coach	3,000	Nov	Dec	Jan	Feb
District Wrestling - Assistant	1,500	Nov	Dec	Jan	Feb
District Middle School Baseball	2,000	Mar	Apr	May	Jun
District Middle School Baseball - Assistant	1,150	Mar	Apr	May	Jun
District Middle School Softball	2,000	Mar	Apr	May	Jun
District Middle School Softball - Assistant	1,150	Mar	Apr	May	Jun
District Middle School Soccer - Boys	2,000	Mar	Apr	May	Jun
District Middle School Soccer - Assistant - Boys	1,150	Mar	Apr	May	Jun
District Middle School Soccer - Girls	2,000	Mar	Apr	May	Jun
District Middle School Soccer - Assistant - Girls	1,150	Mar	Apr	May	Jun

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