



**Marion County Public Schools
2026-27 Salary Schedule**

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2026-27 Pay Dates and Holidays

Pay Date	10 Month Employees: < 240 Days	12 Month Employees: ≥ 240 Days
7/15		1
7/31		2
8/14		3
8/31	1	4
9/15	2	5
9/30	3	6
10/15	4	7
10/30	5	8
11/13	6	9
11/30	7	10
12/15	8	11
12/31	9	12
1/15	10	13
1/29	11	14
2/15	12	15
2/26	13	16
3/15	14	17
3/31	15	18
4/15	16	19
4/30	17	20
5/14	18	21
5/28	19	22
6/15	20	23
6/30	21	24
7/15	22	
7/30	23	
8/13	24	

Ten Month Employees	
Labor Day	9/7/2026
Thanksgiving	11/26/2026
Christmas Day	12/25/2026
New Year's Day	1/1/2027

Twelve Month Employees	
Fourth of July	7/3/2026
Labor Day	9/7/2026
Thanksgiving	11/26/2026
Thanksgiving	11/27/2026
Christmas Eve	12/24/2026
Christmas Day	12/25/2026
New Year's Eve	12/31/2026
New Year's Day	1/1/2027
MLK Day	1/18/2027
Memorial Day	5/31/2027
Juneteenth	6/18/2027

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	57,349	51,938	47,705	37,872	35,708
1	57,673	52,263	48,031	37,872	35,708
2	57,997	52,587	48,355	37,872	35,708
3	58,323	52,912	48,679	37,872	35,708
4	61,569	56,159	51,830	37,872	35,708
5	61,893	56,483	52,155	37,872	35,708
6	62,217	56,808	52,480	37,872	35,708
7	62,542	57,131	52,803	37,872	35,708
8	62,867	57,457	53,128	37,872	35,708
9	63,191	57,781	53,452	37,872	35,708
10	67,373	61,963	57,634	37,872	35,708
11	67,697	62,286	57,958	37,872	35,708
12	68,022	62,612	58,282	37,872	35,708
13	68,346	62,936	58,607	37,872	35,708
14	68,672	63,261	58,932	37,872	35,708
15	71,918	66,507	62,178	37,872	35,708
16	72,242	66,832	62,503	37,872	35,708
17	72,566	67,156	62,827	37,872	35,708
18	72,891	67,480	63,151	37,872	35,708
19	73,216	67,806	63,477	37,872	35,708
20	76,462	71,052	66,723	37,872	35,708
21	76,786	71,376	67,047	37,872	35,708
22	77,112	71,702	67,372	37,872	35,708
23	77,435	72,025	67,696	37,872	35,708
24	77,760	72,350	68,021	37,872	35,708
25	78,085	72,674	68,345	37,872	35,708
26	78,410	73,000	68,671	37,872	35,708
27	80,574	75,164	70,835	37,872	35,708
28	80,898	75,488	71,159	37,872	35,708
29	81,223	75,813	71,483	37,872	35,708
30	81,547	76,137	71,808	37,872	35,708
31	81,872	76,462	72,133	37,872	35,708
32	84,036	78,626	74,297	37,872	35,708
33	84,361	78,951	74,621	37,872	35,708
34	84,686	79,276	74,947	37,872	35,708
35	85,009	79,599	75,270	37,872	35,708

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	57,349	43,282	33,544
1	57,673	43,606	33,869
2	57,997	43,931	34,192
3	58,323	44,256	34,518
4	61,569	44,580	34,842
5	61,893	44,906	35,167
6	62,217	45,229	35,490
7	62,542	45,554	35,816
8	62,867	45,879	36,140
9	63,191	46,204	36,465
10	67,373	46,528	36,790
11	67,697	46,852	37,114
12	68,022	47,177	37,438
13	68,346	47,502	37,764
14	68,672	47,826	38,088
15	71,918	48,152	38,413
16	72,242	48,475	38,737
17	72,566	48,800	39,062
18	72,891	49,125	39,386
19	73,216	49,450	39,712
20	76,462	49,774	40,036
21	76,786	50,099	40,360
22	77,112	50,423	40,684
23	77,435	50,748	41,010
24	77,760	51,073	41,334
25	78,085	51,398	41,659
26	78,410	51,721	41,983
27	80,574	52,047	42,308
28	80,898	52,371	42,632
29	81,223	52,696	42,958
30	81,547	53,020	43,282
31	81,872	53,345	43,606
32	84,036	53,669	43,931
33	84,361	53,994	44,256
34	84,686	54,319	44,580
35	85,009	54,644	44,906

FRYSC Hourly Salary Schedule

Up to 240 Days/8 hours a day

Years of Experience	Degreed	Masters
0	22.73	25.43
1	22.89	25.59
2	23.05	25.75
3	23.21	25.91
4	23.38	26.08
5	23.54	26.24
6	23.70	26.40
7	23.85	26.56
8	24.03	26.72
9	24.18	26.89
10	24.35	27.06
11	24.50	27.21
12	24.67	27.38
13	24.83	27.54
14	25.00	27.71
15	25.15	27.86
16	25.32	28.02
17	25.48	28.19
18	25.65	28.35
19	25.80	28.51
20	25.97	28.67
21	26.14	28.84
22	26.29	29.00
23	26.46	29.16
24	26.61	29.32
25	26.79	29.49
26	26.94	29.65
27	27.11	29.81
28	27.26	29.97
29	27.44	30.13
30	27.59	30.30
31	27.76	30.46
32	27.91	30.62
33	28.09	30.78
34	28.24	30.95
35	28.41	31.11

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	15.68	17.36	18.55	19.20	21.22	22.73	24.89	25.29
1	15.83	17.51	18.72	19.38	21.38	22.89	25.05	25.55
2	16.00	17.67	18.87	19.53	21.54	23.05	25.21	25.80
3	16.15	17.82	19.03	19.70	21.69	23.21	25.38	26.06
4	16.31	17.99	19.18	19.85	21.85	23.38	25.54	26.31
5	16.46	18.14	19.35	20.02	22.01	23.54	25.70	26.56
6	16.63	18.30	19.50	20.18	22.17	23.70	25.86	26.82
7	16.78	18.45	19.65	20.34	22.32	23.85	26.02	27.07
8	16.94	18.60	19.81	20.50	22.48	24.03	26.19	27.32
9	17.09	18.77	19.97	20.67	22.63	24.18	26.35	27.58
10	17.26	18.92	20.13	20.83	22.79	24.35	26.51	27.83
11	17.41	19.08	20.28	20.99	22.95	24.50	26.67	28.09
12	17.56	19.23	20.44	21.15	23.10	24.67	26.84	28.34
13	17.72	19.40	20.59	21.32	23.26	24.83	26.99	28.59
14	17.87	19.55	20.76	21.48	23.42	25.00	27.16	28.85
15	18.04	19.71	20.91	21.64	23.58	25.15	27.31	29.10
16	18.19	19.86	21.06	21.81	23.73	25.32	27.49	29.35
17	18.35	20.02	21.22	21.96	23.89	25.48	27.64	29.61
18	18.50	20.18	21.38	22.14	24.05	25.65	27.81	29.86
19	18.67	20.33	21.54	22.29	24.20	25.80	27.96	30.12
20	18.82	20.49	21.69	22.45	24.36	25.97	28.14	30.37
21	18.97	20.65	21.85	22.61	24.51	26.14	28.30	30.62
22	19.13	20.81	22.01	22.78	24.67	26.29	28.46	30.88
23	19.29	20.96	22.17	22.94	24.83	26.46	28.62	31.13
24	19.45	21.12	22.32	23.10	24.99	26.61	28.79	31.38
25	19.60	21.27	22.48	23.26	25.14	26.79	28.95	31.64
26	19.76	21.44	22.63	23.43	25.30	26.94	29.11	31.89
27	19.91	21.59	22.79	23.59	25.46	27.11	29.27	32.15
28	20.08	21.74	22.95	23.75	25.62	27.26	29.42	32.40
29	20.23	21.90	23.10	23.91	25.77	27.44	29.60	32.65
30	20.39	22.06	23.26	24.08	25.92	27.59	29.75	32.91
31	20.54	22.22	23.42	24.24	26.09	27.76	29.92	33.16
32	20.70	22.37	23.58	24.40	26.24	27.91	30.07	33.41
33	20.86	22.53	23.73	24.55	26.40	28.09	30.25	33.67
34	21.01	22.69	23.89	24.73	26.55	28.24	30.40	33.92
35	21.17	22.85	24.05	24.89	26.71	28.41	30.57	34.18

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 23	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	Up to 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.