

EDUCATIONAL SUPPORT PROFESSIONALS SALARY SCHEDULE

FISCAL YEAR: 2018-19

Years of Exp	Non-Inst Teacher Aide	Inst Aide Elec Tech 1 Bilingual Interp	Electronics Tech II	School Nurse LPN	Bus Driver	Bus Aide	Bus Shop Supervisor
0	\$15.68	\$17.69	\$18.70	\$17.10	\$17.10	\$14.61	\$19.42
1	\$15.73	\$17.74	\$18.75	\$17.15	\$17.15	\$14.66	\$19.47
2	\$15.78	\$17.79	\$18.80	\$17.20	\$17.20	\$14.71	\$19.52
3	\$15.83	\$17.84	\$18.85	\$17.25	\$17.25	\$14.76	\$19.57
4	\$15.88	\$17.89	\$18.90	\$17.30	\$17.30	\$14.81	\$19.62
5	\$15.94	\$17.95	\$18.96	\$17.36	\$17.36	\$14.91	\$19.68
6	\$16.05	\$18.06	\$19.07	\$17.47	\$17.47	\$15.01	\$19.79
7	\$16.16	\$18.17	\$19.17	\$17.58	\$17.58	\$15.11	\$19.90
8	\$16.26	\$18.27	\$19.27	\$17.69	\$17.69	\$15.21	\$20.00
9	\$16.37	\$18.37	\$19.37	\$17.80	\$17.80	\$15.31	\$20.11
10	\$16.47	\$18.48	\$19.48	\$17.91	\$17.91	\$15.42	\$20.21
11	\$16.58	\$18.59	\$19.59	\$18.01	\$18.01	\$15.53	\$20.32
12	\$16.68	\$18.69	\$19.69	\$18.12	\$18.12	\$15.64	\$20.42
13	\$16.87	\$18.91	\$19.91	\$18.23	\$18.23	\$15.75	\$20.53
14	\$17.13	\$19.25	\$20.25	\$18.57	\$18.38	\$15.86	\$20.72
15	\$17.24	\$19.36	\$20.36	\$18.83	\$18.54	\$16.02	\$20.90
16	\$17.29	\$19.42	\$20.42	\$19.26	\$18.70	\$16.18	\$21.12
17	\$17.39	\$1.95	\$20.52	\$19.52	\$18.83	\$16.34	\$21.38
18	\$17.50	\$19.63	\$20.63	\$19.79	\$18.97	\$16.50	\$21.65
19	\$17.82	\$19.95	\$20.95	\$20.05	\$19.10	\$16.70	\$21.81
20	\$17.87	\$20.00	\$21.00	\$20.32	\$19.50	\$16.90	\$21.97
21	\$17.98	\$20.11	\$21.11	\$20.58	\$19.63	\$17.10	\$22.23
22	\$18.35	\$20.48	\$21.48	\$20.85	\$19.83	\$17.30	\$22.60
23	\$18.51	\$20.64	\$21.64	\$21.12	\$20.16	\$17.50	\$22.87
24	\$19.20	\$21.33	\$22.33	\$21.38	\$20.83	\$17.70	\$23.19
25	\$19.47	\$21.59	\$22.59	\$21.91	\$21.09	\$17.95	\$23.88
26	\$20.37	\$22.50	\$23.50	\$22.18	\$21.42	\$18.20	\$24.46
27	\$20.42	\$22.55	\$23.57	\$22.44	\$22.35	\$18.45	\$25.74
28	\$20.47	\$22.64	\$23.64	\$22.71	\$22.49	\$18.70	\$26.00
29	\$20.58	\$22.71	\$23.71	\$22.97	\$22.61	\$18.95	\$26.27
30	\$20.80	\$22.92	\$23.92	\$23.24	\$22.75	\$19.20	\$26.37
31	\$20.85	\$22.97	\$23.97	\$23.51	\$22.82	\$19.45	\$26.59
32	\$20.90	\$23.03	\$24.03	\$23.77	\$23.14	\$19.70	\$26.80
33	\$20.96	\$23.08	\$24.08	\$24.04	\$23.35	\$19.95	\$26.96

The funding available for salary adjustments for 2013-14 school year is based upon specific appropriations on Line 87 of the 2013 General Appropriations Act. If specific funding from the General Appropriations Act is impacted in future years, then budget constraints will be addressed by reverting to the 2013-14 ESP salary schedule with step.

EDUCATIONAL SUPPORT PROFESSIONALS SALARY SCHEDULE

FISCAL YEAR: 2018-19

Years of Exp	Trans Video/Tech Technician	Courier, Maint Pers, Bus Mechanic	Maint Help, Mech Help	Project Specialist, MIS Senior Op, Comp Software Spec, Comp/Electronic Sys Spec	Mechanic Trainee Intern	Custodian, Maid	School Plant Manager
0	\$17.10	\$16.06	\$15.17	\$21.28	\$10.97	\$15.49	\$18.41
1	\$17.15	\$16.11	\$15.22	\$21.33	\$11.02	\$15.54	\$18.46
2	\$17.20	\$16.16	\$15.27	\$21.38	\$11.07	\$15.59	\$18.51
3	\$17.25	\$16.21	\$15.32	\$21.43	\$11.12	\$15.64	\$18.56
4	\$17.30	\$16.26	\$15.37	\$21.48	\$11.17	\$15.69	\$18.61
5	\$17.36	\$16.32	\$15.43	\$21.54	\$11.23	\$15.75	\$18.67
6	\$17.47	\$16.43	\$15.54	\$21.65	\$11.34	\$15.86	\$18.78
7	\$17.58	\$16.54	\$15.65	\$21.76	\$11.44	\$15.97	\$18.89
8	\$17.69	\$16.65	\$15.75	\$21.86	\$11.54	\$16.07	\$18.99
9	\$17.80	\$16.76	\$15.86	\$21.97	\$11.64	\$16.17	\$19.10
10	\$17.91	\$16.87	\$15.96	\$22.07	\$11.74	\$16.28	\$19.20
11	\$18.01	\$16.97	\$16.07	\$22.18	\$11.84	\$16.39	\$19.31
12	\$18.12	\$17.08	\$16.17	\$22.28	\$11.94	\$16.49	\$19.42
13	\$18.23	\$17.18	\$16.28	\$22.39	\$12.04	\$16.60	\$19.52
14	\$18.38	\$17.40	\$16.49	\$22.60	\$12.14	\$16.81	\$19.73
15	\$18.54	\$17.66	\$16.81	\$22.82	\$12.24	\$17.02	\$20.00
16	\$18.70	\$17.82	\$16.92	\$23.03	\$12.34	\$17.24	\$20.16
17	\$18.83	\$17.98	\$17.02	\$23.24	\$12.44	\$17.45	\$20.32
18	\$18.97	\$18.14	\$17.13	\$23.40	\$12.54	\$17.72	\$20.48
19	\$19.10	\$18.35	\$17.24	\$23.56	\$12.64	\$17.93	\$20.69
20	\$19.50	\$18.51	\$17.40	\$23.72	\$12.74	\$18.14	\$20.85
21	\$19.63	\$18.62	\$17.56	\$23.98	\$12.84	\$18.51	\$21.12
22	\$19.83	\$18.88	\$17.82	\$24.25	\$12.94	\$18.57	\$21.38
23	\$20.16	\$19.15	\$17.98	\$24.46	\$13.04	\$18.67	\$21.70
24	\$20.83	\$19.95	\$18.14	\$24.67	\$13.14	\$18.72	\$21.97
25	\$21.09	\$20.16	\$18.88	\$25.47	\$13.24	\$18.88	\$22.07
26	\$21.42	\$20.64	\$19.26	\$25.84	\$13.34	\$19.10	\$22.18
27	\$22.35	\$21.33	\$20.11	\$26.75	\$13.44	\$19.31	\$22.23
28	\$22.49	\$21.54	\$20.21	\$27.01	\$13.54	\$19.47	\$22.28
29	\$22.61	\$21.65	\$20.42	\$27.22	\$13.64	\$19.52	\$22.44
30	\$22.75	\$21.86	\$20.58	\$27.49	\$13.74	\$19.63	\$22.55
31	\$22.82	\$21.97	\$20.85	\$27.60	\$13.84	\$19.73	\$22.60
32	\$23.14	\$22.55	\$20.96	\$27.92	\$13.94	\$19.84	\$22.66
33	\$23.35	\$22.66	\$21.22	\$28.07	\$14.04	\$19.89	\$22.71

The Notes to Educational Support Professional Salary Schedules are an integral part of these schedules.

The funding available for salary adjustments for 2013-14 school year is based upon specific appropriations on Line 87 of the 2013 General Appropriations Act. If specific funding from the General Appropriations Act is impacted in future years, then budget constraints will be addressed by reverting to the 2013-14 ESP salary schedule with step.

EDUCATIONAL SUPPORT PROFESSIONALS SALARY SCHEDULE

FISCAL YEAR: 2018-19

Years of Exp	Food & Nutrition Services Assistant	Manager Food & Nutrition Services	Asst. Manager Food & Nutrition Services	Data Control Spec, School Secretary, Bookkeeper	Staff Secretary	Systems Oper 1	Systems Oper II
0	\$15.56	\$19.03	\$15.86	\$15.74	\$16.06	\$16.23	\$16.46
1	\$15.61	\$19.08	\$15.91	\$15.79	\$16.11	\$16.28	\$16.51
2	\$15.66	\$19.13	\$15.96	\$15.84	\$16.16	\$16.33	\$16.56
3	\$15.71	\$19.18	\$16.01	\$15.89	\$16.21	\$16.38	\$16.61
4	\$15.76	\$19.23	\$16.06	\$15.94	\$16.26	\$16.43	\$16.66
5	\$15.82	\$19.29	\$16.12	\$16.00	\$16.32	\$16.49	\$16.72
6	\$15.93	\$19.40	\$16.23	\$16.11	\$16.43	\$16.60	\$16.83
7	\$16.04	\$19.51	\$16.34	\$16.22	\$16.54	\$16.71	\$16.94
8	\$16.15	\$19.61	\$16.44	\$16.33	\$16.65	\$16.82	\$17.04
9	\$16.26	\$19.71	\$16.55	\$16.44	\$16.76	\$16.93	\$17.14
10	\$16.37	\$19.82	\$16.65	\$16.55	\$16.87	\$17.04	\$17.25
11	\$16.47	\$19.93	\$16.76	\$16.65	\$16.97	\$17.14	\$17.35
12	\$16.58	\$20.03	\$16.87	\$16.76	\$17.08	\$17.25	\$17.46
13	\$16.68	\$20.14	\$16.97	\$16.87	\$17.18	\$17.35	\$17.57
14	\$16.87	\$20.32	\$17.13	\$17.08	\$17.40	\$17.57	\$17.78
15	\$17.02	\$20.48	\$17.29	\$17.36	\$17.64	\$17.85	\$18.07
16	\$17.24	\$20.69	\$17.50	\$17.51	\$17.82	\$18.00	\$18.20
17	\$17.45	\$20.90	\$17.72	\$17.65	\$18.00	\$18.14	\$18.35
18	\$17.72	\$21.12	\$17.98	\$17.76	\$18.14	\$18.31	\$18.49
19	\$17.93	\$21.33	\$18.19	\$17.86	\$18.31	\$18.45	\$18.66
20	\$18.14	\$21.59	\$18.41	\$18.00	\$18.45	\$18.63	\$18.80
21	\$18.51	\$21.91	\$18.78	\$18.17	\$18.63	\$18.77	\$18.98
22	\$18.57	\$21.97	\$18.83	\$18.45	\$18.87	\$19.04	\$19.32
23	\$18.67	\$22.12	\$18.94	\$18.77	\$19.21	\$19.39	\$19.61
24	\$18.72	\$22.18	\$18.99	\$19.74	\$19.53	\$19.67	\$19.88
25	\$18.88	\$22.34	\$19.15	\$20.05	\$20.23	\$20.40	\$20.62
26	\$19.10	\$22.50	\$19.36	\$20.51	\$20.57	\$20.79	\$20.92
27	\$19.31	\$22.71	\$19.57	\$21.14	\$21.63	\$21.80	\$21.93
28	\$19.47	\$22.92	\$19.73	\$21.44	\$21.83	\$22.01	\$22.21
29	\$19.52	\$22.97	\$19.79	\$21.63	\$22.07	\$22.25	\$22.45
30	\$19.68	\$23.08	\$19.95	\$21.80	\$22.32	\$22.50	\$22.70
31	\$19.73	\$23.13	\$20.00	\$21.90	\$22.60	\$22.74	\$22.99
32	\$19.84	\$23.24	\$20.11	\$22.21	\$22.80	\$23.02	\$23.16
33	\$19.89	\$23.35	\$20.16	\$22.50	\$23.05	\$23.23	\$23.37

The Notes to Educational Support Professional Salary Schedules are an integral part of these schedules.

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EDUCATIONAL SUPPORT PROFESSIONALS SALARY SCHEDULE

FISCAL YEAR: 2018-19

Years of Exp	Business Affairs Clrk, Asst Pysl Clrk, Safety & Security Tech, Ins & Benefits Spec, HR Specialist	Receptionist					
0	\$17.28	\$13.90					
1	\$17.33	\$13.95					
2	\$17.38	\$14.00					
3	\$17.43	\$14.05					
4	\$17.48	\$14.10					
5	\$17.54	\$14.20					
6	\$17.65	\$14.30					
7	\$17.76	\$14.40					
8	\$17.87	\$14.50					
9	\$17.98	\$14.60					
10	\$18.09	\$14.71					
11	\$18.19	\$14.82					
12	\$18.30	\$14.93					
13	\$18.41	\$15.04					
14	\$18.62	\$15.15					
15	\$18.83	\$15.31					
16	\$19.04	\$15.47					
17	\$19.26	\$15.63					
18	\$19.50	\$15.79					
19	\$19.70	\$15.99					
20	\$19.95	\$16.19					
21	\$20.05	\$16.39					
22	\$20.33	\$16.59					
23	\$20.57	\$16.79					
24	\$20.86	\$16.99					
25	\$21.58	\$17.24					
26	\$21.93	\$17.49					
27	\$23.16	\$17.74					
28	\$23.37	\$17.99					
29	\$23.71	\$18.24					
30	\$23.92	\$18.49					
31	\$24.13	\$18.74					
32	\$24.52	\$18.99					
33	\$24.76	\$19.24					

The Notes to Educational Support Professional Salary Schedules are an integral part of these schedules.

The funding available for salary adjustments for 2013-14 school year is based upon specific appropriations on Line 87 of the 2013 General Appropriations Act. If specific funding from the General Appropriations Act is impacted in future years, then budget constraints will be addressed by reverting to the 2013-14 ESP salary schedule with step.

**WALTON COUNTY SCHOOL DISTRICT
NOTES TO EDUCATIONAL SUPPORT PROFESSIONALS SALARY SCHEDULES
FY 2018-2019**

(THESE NOTES ARE AN INTEGRAL PART OF THE SALARY SCHEDULES)

Schedule showing the length of workday and number of months worked per year for Educational Support Professional

	Length of Workday	# of Months Worked
Maintenance, Carpenter, and Mechanics Helper	8 hours	12 months
Mechanics Trainee	8 hours	12 months
Custodian	4 to 8 hours, as needed	9 or 12 months
Lunchroom Worker	2 to 7 hours as needed	182 days
School Secretary, Bookkeeper	7-1/2 hours	12 months
Data Control Specialist, Elementary	7 hours	12 months
Data Control Specialist, Middle & H. S.	8 hours	12 months
Asst. Lunchroom Manager	7 hours	182 days
Bus Mechanic, Other Maintenance Professional	8 hours	12 months
Professional Clerk, Staff Secretary	7-1/2 hours	12 months
Systems Operator – District	7-1/2 hours	12 months
Systems Operator – School	8 hours	12 months
Clinic Aide, LPN	7 hours	182 days
Bus Driver	4 to 8 hours as needed	9 months
Business Affairs, Finance Clerk	7-1/2 hours	12 months
Payroll Clerk	7-1/2 hours	12 months
Plant Manager	8 hours	12 months
Lunchroom Manager	8 hours	185 days
Bus Garage Supervisor, Maintenance Foreman	8 hours	12 months
Maintenance Coordinator	8 hours	12 months
Teacher's Aide	7 hours	182 days
Instructional Aide	7 hours	182days
Electronic Technician	8 hours	12 months
Bilingual Aide	7 hours	182 days

**WALTON COUNTY SCHOOL DISTRICT
NOTES TO EDUCATIONAL SUPPORT
PROFESSIONAL SALARY SCHEDULES
FY 2018-19**

(THESE NOTES ARE AN INTEGRAL PART OF THE SALARY SCHEDULES)

The proposed salary schedule will be retroactive to July 1, 2018.

For the 2018-2019 school year, using the current salary placement schedule, Educational Support Professionals staff will be awarded a step and forty-five cents (\$0.45) on the approved Appendix A: Salary Schedule.

Longevity increases: Employees with more than 33 years' experience will receive an hourly increase of forty-five cents (\$0.45) over their 2017-2018 hourly rate.

No overtime will be allowed without prior approval from the Superintendent of Schools or her designee. Sick leave must be reported on a sick leave form within five (5) days after returning to work.

The length of workday and number of months worked per year for Educational Support Professional are listed on the attached schedule.

Bus Drivers:

All drivers will receive a proportionate share of \$10,250 appropriated by the Walton County Commissioners. The amount each driver receives will be based on the number of days he/she has driven in relation to the total days driven by all drivers during the year.

Those driving the Special-Needs Routes, lunch and shuttle runs will receive compensation equal to their hourly rate of pay.

Initiating with the 2017-2018 school year, the Bus Aides will be placed on the ESP Salary Schedule: Appendix A using the proposed Salary Schedule. The Bus Aides will be placed on the ESP Salary Schedule based on the verified years of experience as a Bus Aide in 2017-2018 with the School Board of Walton County.

Bus Garage Professional:

In addition to their hourly rate of pay per the salary schedule, school bus mechanics will receive:

- 20 cents per hour for time worked as a Certified School Bus Inspection Trainer and Certified Automotive Service Excellence (ASE) S7 Air Conditioning Mechanic
- 20 cents per hour for time worked as a Master Repair Technician
- 15 cents per hour for time worked as a School Bus Inspector

Walton County School District – "A" School District Award

Walton County School District earned the distinction of being recognized as an "A" District by the Florida Department of Education for the 2017-18 school year. Education Support Professionals that were employed by WCSD during the 2017-18 school year for more than one-half (1/2) of the year and that continue to be employed by the WCSD, when funds are distributed, will receive a non-recurring bonus. The amount of the non-recurring bonus is based upon the employment status for the 2017-18 school year. This article will sunset at the end of the 2018-19 school year.

- Full-time: \$250
- Part-time (Less than 4 hours): \$125

**WALTON COUNTY SCHOOL DISTRICT NOTES TO
EDUCATIONAL SUPPORT PROFESSIONAL
SALARY SCHEDULES
FY 2018-2019**

(THESE NOTES ARE AN INTEGRAL PART OF THE SALARY SCHEDULES)

Instructional Aide:

An Instructional Aide is an aide who has an Associate's degree or 60 semester hours of college instruction, and is engaged in direct instruction of students.

Teacher Aides:

A Teacher Aide fits into any of the following two (2) categories:

1. Meets No Child Left Behind (NCLB) requirements through the Paraprofessional Assessment Program or has 48 semester hours of college instruction, and is engaged in direct instruction of students.
2. Is a clerical aide.

A Teacher Aide who has met NCLB requirements by earning 48 semester hours of college instruction will be moved to the Instructional Aide pay schedule as soon as the aide completes 60 semester hours or obtains an Associate's degree, provided that he or she is engaged in direct instruction of students. The district will not provide funding or certification methods for helping to meet these criteria.