



2025-2026

Employee Compensation Plan

Beginning Salary Schedule To be effective July 1, 2025

Board Approved 5/19/2025

TABLE OF CONTENTS

Credit for Experience.....3

Stipends.....3

Teacher Placement Schedule.....4

Administrative Salary Schedule.....5

Support Staff.....6

Support Salary.....7

Secretary Salary Placement.....8

Para Professional Placement.....9

Pay for Performance.....11

Supplements.....12

Bus Driver/Attendant Placement schedule.....18

Temporary Employment.....19

Section 3 - Credit for Experience

Employees will be paid on Step 0 until the Human Resources Department receives all written experience verification requests. Employees have up to ninety (90) days to furnish verified experience for the current year. Verifications received after ninety (90) days will not be retroactive but shall begin within two (2) payroll cycles.

The Superintendent may make other specific recommendations for employee compensation to the School Board.

Instructional Staff

Instructional applicants/new hires/re-hires may be credited with up to twenty-four (24) years of verifiable teaching experience in an elementary or secondary school. Credit for experience teaching in a private school will be accepted if that school is accredited by any accrediting agency approved by the Department of Education.

Administrative Staff

Administrative applicants/new hires/re-hires may be credited with up to fifteen (15) years of verifiable experience at the discretion of the Superintendent of Schools.

- The Superintendent of Schools shall evaluate the applicant's experience and recommend appropriate salary placement. Experience in the position, education, certification, school population (school-based), the performance of the school (school-based), and market rates will all be considered in determining all administrative salaries.
- When transferring from Instructional or Support Staff to Administrative Staff, the Superintendent of Schools shall evaluate the applicant's experience and recommend appropriate salary placement.

Support Staff

Support Staff applicants/new hires/re-hires may be credited with up to seven (7) years of verified full-time experience in a related field.

Section 4 - Stipends

Stipends awarded to LWCS employees require a Board-approved list that includes the employee's Name, Gross Amount, and Account Code.

All additional duty stipends will not exceed 10% of the employee's base salary.

A PAF and justification for the additional duties are required if the stipend being awarded is for one individual.

TEACHER'S PLACEMENT SCHEDULE

These schedules list the minimum and maximum salaries for members holding a valid Florida Educator's Certificate, regardless of each individual's contractual status.

For work extended beyond the employee's regular contract (may include summer school), pay will be computed in terms of the individual's professional hourly rate.

The chart below correlates years of experience to the appropriate salary level. It will be used for all new teachers hired during FY [2025-2026](#). After a teacher is placed on the proper level in the year hired, they will be compensated per that year's salary schedule.

SALARY SCHEDULES FY 2025-26 PLACEMENT SCHEDULE		
Experience	Base Salary	Hourly Rate
0-4	\$47,500	\$31.27
5-8	\$48,180	\$31.71
9-12	\$48,880	\$32.18
13-15	\$48,980	\$32.24
16-18	\$50,550	\$33.28
19	\$52,050	\$34.27
20	\$52,650	\$34.66
21	\$53,250	\$35.06
22	\$54,150	\$35.65
23	\$54,750	\$36.04
24	\$55,950	\$36.83

Degree Supplements:

MA (IN FIELD OF CERTIFICATION)	\$ 3,162.00
MA+SPECIALIST (IN FIELD OF CERTIFICATION)	\$ 4,517.00
PHD	\$ 6,776.00

Compensation for Additional Duties:

Teachers who are directed to work in excess of the standard workday or year by a person with the authority to give such direction shall be paid their regular pay rate.

Former Instructional Employees: – Effective July 1, 2025

Former instructional employees who are reemployed after a break in service as an instructional employee will be placed at the salary at which they left or on the current placement scheduled based on years of teaching experience, whichever is higher.

ADMINISTRATIVE PLACEMENT SALARY SCHEDULES (12-Month)

Administrative										
Step	Range I	Range II	Range III	Range IV	Range V	Range VI	Range VII	Range VIII	Range IX	Range X
0	\$51,500	\$59,120	\$61,375	\$65,955	\$72,895	\$75,165	\$81,165	\$85,595	\$90,925	\$95,215
1	\$52,170	\$59,889	\$62,173	\$66,812	\$73,843	\$76,142	\$82,220	\$86,708	\$92,107	\$96,453
2	\$52,848	\$60,667	\$62,981	\$67,681	\$74,803	\$77,132	\$83,289	\$87,835	\$93,304	\$97,707
3	\$53,535	\$61,456	\$63,800	\$68,561	\$75,775	\$78,135	\$84,372	\$88,977	\$94,517	\$98,977
4	\$54,231	\$62,255	\$64,629	\$69,452	\$76,760	\$79,150	\$85,469	\$90,133	\$95,746	\$100,264
5	\$54,936	\$63,064	\$65,469	\$70,355	\$77,758	\$80,179	\$86,580	\$91,305	\$96,991	\$101,567
6	\$55,650	\$63,884	\$66,321	\$71,270	\$78,769	\$81,222	\$87,705	\$92,492	\$98,252	\$102,887
7	\$56,373	\$64,714	\$67,183	\$72,196	\$79,793	\$82,278	\$88,845	\$93,695	\$99,529	\$104,225
8	\$57,106	\$65,556	\$68,056	\$73,135	\$80,830	\$83,347	\$90,000	\$94,913	\$100,823	\$105,580
9	\$57,849	\$66,408	\$68,941	\$74,085	\$81,881	\$84,431	\$91,170	\$96,146	\$102,134	\$106,952
10	\$58,601	\$67,271	\$69,837	\$75,049	\$82,945	\$85,528	\$92,356	\$97,396	\$103,461	\$108,343
11	\$59,362	\$68,146	\$70,745	\$76,024	\$84,024	\$86,640	\$93,556	\$98,663	\$104,806	\$109,751
12	\$60,134	\$69,032	\$71,665	\$77,012	\$85,116	\$87,767	\$94,772	\$99,945	\$106,169	\$111,178
13	\$60,916	\$69,929	\$72,596	\$78,014	\$86,222	\$88,908	\$96,004	\$101,244	\$107,549	\$112,623
14	\$61,708	\$70,838	\$73,540	\$79,028	\$87,343	\$90,063	\$97,253	\$102,561	\$108,947	\$114,087
15	\$62,510	\$71,759	\$74,496	\$80,055	\$88,479	\$91,234	\$98,517	\$103,894	\$110,363	\$115,571
16	\$63,323	\$72,692	\$75,464	\$81,096	\$89,629	\$92,420	\$99,798	\$105,245	\$111,798	\$117,073
17	\$64,146	\$73,637	\$76,446	\$82,150	\$90,794	\$93,622	\$101,095	\$106,613	\$113,251	\$118,595
18	\$64,980	\$74,594	\$77,439	\$83,218	\$91,975	\$94,839	\$102,409	\$107,999	\$114,724	\$120,137
19	\$65,824	\$75,564	\$78,446	\$84,300	\$93,170	\$96,072	\$103,740	\$109,403	\$116,215	\$121,698
20	\$66,680	\$76,546	\$79,466	\$85,396	\$94,381	\$97,321	\$105,089	\$110,825	\$117,726	\$123,280
21	\$67,547	\$77,541	\$80,499	\$86,506	\$95,608	\$98,586	\$106,455	\$112,266	\$119,256	\$124,883
22	\$68,425	\$78,549	\$81,545	\$87,631	\$96,851	\$99,867	\$107,839	\$113,725	\$120,807	\$126,507
23	\$69,315	\$79,570	\$82,605	\$88,770	\$98,110	\$101,166	\$109,241	\$115,203	\$122,377	\$128,151
24	\$70,216	\$80,605	\$83,679	\$89,924	\$99,386	\$102,481	\$110,661	\$116,701	\$123,968	\$129,817
25	\$71,128	\$81,653	\$84,767	\$91,093	\$100,678	\$103,813	\$112,100	\$118,218	\$125,580	\$131,505
26	\$72,053	\$82,714	\$85,869	\$92,277	\$101,987	\$105,163	\$113,557	\$119,755	\$127,212	\$133,214
27	\$72,990	\$83,789	\$86,985	\$93,477	\$103,312	\$106,530	\$115,033	\$121,312	\$128,866	\$134,946
28	\$73,939	\$84,879	\$88,116	\$94,692	\$104,656	\$107,915	\$116,529	\$122,889	\$130,541	\$136,700
29	\$74,900	\$85,982	\$89,262	\$95,923	\$106,016	\$109,317	\$118,044	\$124,487	\$132,238	\$138,478
30	\$75,874	\$87,100	\$90,422	\$97,170	\$107,394	\$110,739	\$119,578	\$126,105	\$133,957	\$140,278

*For 11-month personnel- The salary is \$6,000 less than what the schedule presents

Support Staff Positions

Accountant- Range E07

Accounts Payable Clerk- Range E04

Bus Driver Trainer-Range E06

Coordinator, Food Service-Range E08

Fleet Manager- Range E09

Human Resources Assistant-Range E10

Information and Technology Coordinator-Range E08

Mechanic-Range E06

Mental Health Coordinator-Range E07

Network Administrator/ Manager-Range E12

Payroll Clerk- Range E07

Professional Development Coordinator-Range E12

Routing Coordinator-Range E07

Support (12 Months)

Support (12 Months)																									
E01		E02		E03		E04		E05		E06		E07		E08		E09		E10		E11		E12			
Step	Hourly	E01	Hourly	E02	Hourly	E03	Hourly	E04	Hourly	E05	Hourly	E06	Hourly	E07	Hourly	E08	Hourly	E09	Hourly	E10	Hourly	E11	Hourly	E12	Hourly
0	\$15.55	\$29,158	\$16.88	\$31,652	\$17.55	\$32,902	\$18.21	\$34,145	\$18.67	\$35,006	\$20.54	\$38,514	\$21.21	\$39,770	\$22.75	\$42,653	\$23.57	\$44,203	\$24.50	\$45,931	\$28.51	\$53,457	\$31.44	\$58,954	
1	\$15.78	\$29,596	\$17.13	\$32,127	\$17.81	\$33,395	\$18.48	\$34,658	\$18.95	\$35,531	\$20.85	\$39,092	\$21.53	\$40,367	\$23.09	\$43,293	\$23.93	\$44,866	\$24.86	\$46,620	\$28.94	\$54,258	\$31.91	\$59,838	
2	\$16.02	\$30,039	\$17.39	\$32,608	\$18.08	\$33,896	\$18.76	\$35,177	\$19.23	\$36,064	\$21.16	\$39,678	\$21.85	\$40,972	\$23.44	\$43,942	\$24.29	\$45,539	\$25.24	\$47,319	\$29.37	\$55,072	\$32.39	\$60,736	
3	\$16.26	\$30,490	\$17.65	\$33,098	\$18.35	\$34,405	\$19.04	\$35,705	\$19.52	\$36,605	\$21.48	\$40,273	\$22.18	\$41,587	\$23.79	\$44,601	\$24.65	\$46,222	\$25.62	\$48,029	\$29.81	\$55,898	\$32.88	\$61,647	
4	\$16.51	\$30,947	\$17.92	\$33,594	\$18.62	\$34,921	\$19.33	\$36,241	\$19.82	\$37,154	\$21.80	\$40,877	\$22.51	\$42,211	\$24.14	\$45,270	\$25.02	\$46,915	\$26.00	\$48,750	\$30.26	\$56,737	\$33.37	\$62,572	
5	\$16.75	\$31,412	\$18.19	\$34,098	\$18.90	\$35,445	\$19.62	\$36,784	\$20.11	\$37,712	\$22.13	\$41,491	\$22.85	\$42,844	\$24.51	\$45,949	\$25.40	\$47,619	\$26.39	\$49,481	\$30.71	\$57,588	\$33.87	\$63,510	
6	\$17.00	\$31,883	\$18.46	\$34,609	\$19.19	\$35,976	\$19.91	\$37,336	\$20.41	\$38,277	\$22.46	\$42,113	\$23.19	\$43,487	\$24.87	\$46,639	\$25.78	\$48,333	\$26.79	\$50,223	\$31.17	\$58,452	\$34.38	\$64,463	
7	\$17.26	\$32,361	\$18.74	\$35,129	\$19.48	\$36,516	\$20.21	\$37,896	\$20.72	\$38,852	\$22.80	\$42,745	\$23.54	\$44,139	\$25.25	\$47,338	\$26.16	\$49,058	\$27.19	\$50,976	\$31.64	\$59,329	\$34.90	\$65,430	
8	\$17.52	\$32,846	\$19.02	\$35,656	\$19.77	\$37,064	\$20.51	\$38,465	\$21.03	\$39,434	\$23.14	\$43,386	\$23.89	\$44,801	\$25.63	\$48,048	\$26.56	\$49,794	\$27.60	\$51,741	\$32.12	\$60,219	\$35.42	\$66,411	
9	\$17.78	\$33,339	\$19.30	\$36,190	\$20.06	\$37,620	\$20.82	\$39,042	\$21.35	\$40,026	\$23.49	\$44,037	\$24.25	\$45,473	\$26.01	\$48,769	\$26.96	\$50,541	\$28.01	\$52,517	\$32.60	\$61,122	\$35.95	\$67,408	
10	\$18.05	\$33,839	\$19.59	\$36,733	\$20.36	\$38,184	\$21.13	\$39,627	\$21.67	\$40,626	\$23.84	\$44,697	\$24.62	\$46,155	\$26.40	\$49,501	\$27.36	\$51,299	\$28.43	\$53,305	\$33.09	\$62,039	\$36.49	\$68,419	
11	\$18.32	\$34,347	\$19.88	\$37,284	\$20.67	\$38,757	\$21.45	\$40,222	\$21.99	\$41,236	\$24.20	\$45,368	\$24.99	\$46,848	\$26.80	\$50,243	\$27.77	\$52,069	\$28.86	\$54,105	\$33.58	\$62,969	\$37.04	\$69,445	
12	\$18.59	\$34,862	\$20.18	\$37,843	\$20.98	\$39,338	\$21.77	\$40,825	\$22.32	\$41,854	\$24.56	\$46,048	\$25.36	\$47,550	\$27.20	\$50,997	\$28.19	\$52,850	\$29.29	\$54,916	\$34.09	\$63,914	\$37.59	\$70,487	
13	\$18.87	\$35,385	\$20.49	\$38,411	\$21.29	\$39,928	\$22.10	\$41,437	\$22.66	\$42,482	\$24.93	\$46,739	\$25.74	\$48,263	\$27.61	\$51,762	\$28.61	\$53,642	\$29.73	\$55,740	\$34.60	\$64,872	\$38.16	\$71,544	
14	\$19.16	\$35,916	\$20.79	\$38,987	\$21.61	\$40,527	\$22.43	\$42,059	\$23.00	\$43,119	\$25.30	\$47,440	\$26.13	\$48,987	\$28.02	\$52,538	\$29.04	\$54,447	\$30.17	\$56,576	\$35.12	\$65,846	\$38.73	\$72,617	
15	\$19.44	\$36,454	\$21.11	\$39,572	\$21.94	\$41,135	\$22.77	\$42,690	\$23.34	\$43,766	\$25.68	\$48,151	\$26.52	\$49,722	\$28.44	\$53,326	\$29.47	\$55,264	\$30.63	\$57,425	\$35.64	\$66,833	\$39.31	\$73,706	
16	\$19.73	\$37,001	\$21.42	\$40,166	\$22.27	\$41,752	\$23.11	\$43,330	\$23.69	\$44,423	\$26.07	\$48,874	\$26.92	\$50,468	\$28.87	\$54,126	\$29.92	\$56,093	\$31.09	\$58,286	\$36.18	\$67,836	\$39.90	\$74,812	
17	\$20.03	\$37,556	\$21.74	\$40,768	\$22.60	\$42,378	\$23.46	\$43,980	\$24.05	\$45,089	\$26.46	\$49,607	\$27.32	\$51,225	\$29.30	\$54,938	\$30.36	\$56,934	\$31.55	\$59,160	\$36.72	\$68,853	\$40.50	\$75,934	
18	\$20.33	\$38,120	\$22.07	\$41,380	\$22.94	\$43,014	\$23.81	\$44,640	\$24.41	\$45,765	\$26.85	\$50,351	\$27.73	\$51,993	\$29.74	\$55,762	\$30.82	\$57,788	\$32.03	\$60,048	\$37.27	\$69,886	\$41.11	\$77,073	
19	\$20.64	\$38,691	\$22.40	\$42,000	\$23.28	\$43,659	\$24.16	\$45,309	\$24.77	\$46,452	\$27.26	\$51,106	\$28.15	\$52,773	\$30.19	\$56,599	\$31.28	\$58,655	\$32.51	\$60,948	\$37.83	\$70,934	\$41.72	\$78,229	
20	\$20.94	\$39,272	\$22.74	\$42,630	\$23.63	\$44,314	\$24.53	\$45,989	\$25.15	\$47,149	\$27.67	\$51,873	\$28.57	\$53,565	\$30.64	\$57,447	\$31.75	\$59,535	\$32.99	\$61,863	\$38.40	\$71,998	\$42.35	\$79,403	
21	\$21.26	\$39,861	\$23.08	\$43,270	\$23.99	\$44,979	\$24.90	\$46,679	\$25.52	\$47,856	\$28.08	\$52,651	\$29.00	\$54,368	\$31.10	\$58,309	\$32.23	\$60,428	\$33.49	\$62,791	\$38.98	\$73,078	\$42.98	\$80,594	
22	\$21.58	\$40,459	\$23.42	\$43,919	\$24.35	\$45,653	\$25.27	\$47,379	\$25.91	\$48,574	\$28.50	\$53,441	\$29.43	\$55,184	\$31.56	\$59,184	\$32.71	\$61,334	\$33.99	\$63,732	\$39.56	\$74,174	\$43.63	\$81,803	
23	\$21.90	\$41,066	\$23.77	\$44,578	\$24.71	\$46,338	\$25.65	\$48,090	\$26.29	\$49,302	\$28.93	\$54,242	\$29.87	\$56,012	\$32.04	\$60,072	\$33.20	\$62,254	\$34.50	\$64,688	\$40.15	\$75,287	\$44.28	\$83,030	

**SECRETARY
PLACEMENT SCHEDULE 2025-2026**

Years of Experience	Placement Level	SB11	SB12	FIN/PRN12	EXE12
0	1	\$ 25,920.00	\$ 31,320.00	\$ 34,327.00	\$ 37,333.00
1	2	\$ 26,387.00	\$ 31,884.00	\$ 34,932.00	\$ 38,732.00
2	3	\$ 26,853.00	\$ 32,448.00	\$ 35,538.00	\$ 39,359.00
3	4	\$ 27,320.00	\$ 33,011.00	\$ 36,143.00	\$ 39,985.00
4	5	\$ 27,786.00	\$ 33,575.00	\$ 36,749.00	\$ 40,612.00
5	6	\$ 28,253.00	\$ 34,536.00	\$ 37,793.00	\$ 41,238.00
6	7	\$ 28,719.00	\$ 35,496.00	\$ 38,837.00	\$ 41,864.00
7	8	\$ 29,186.00	\$ 36,456.00	\$ 39,881.00	\$ 42,804.00
8	9	\$ 29,652.00	\$ 37,417.00	\$ 40,925.00	\$ 43,744.00
9	10	\$ 30,499.00	\$ 38,377.00	\$ 41,969.00	\$ 44,683.00
10	11	\$ 31,346.00	\$ 39,338.00	\$ 43,013.00	\$ 45,623.00
11	12	\$ 32,193.00	\$ 40,298.00	\$ 44,057.00	\$ 46,562.00
12	13	\$ 33,039.00	\$ 41,259.00	\$ 45,101.00	\$ 48,128.00
13	14	\$ 33,886.00	\$ 42,219.00	\$ 46,145.00	\$ 49,694.00
14	15	\$ 34,733.00	\$ 43,180.00	\$ 47,189.00	\$ 51,260.00
15	16	\$ 35,580.00	\$ 44,621.00	\$ 48,755.00	\$ 52,826.00
16	17	\$ 36,426.00	\$ 46,061.00	\$ 50,321.00	\$ 54,392.00
17	18	\$ 37,273.00	\$ 47,502.00	\$ 51,887.00	\$ 55,958.00
18	19	\$ 38,120.00	\$ 48,943.00	\$ 53,453.00	\$ 57,524.00
19	20	\$ 39,433.00	\$ 50,383.00	\$ 55,019.00	\$ 59,090.00

*2 years of work-related experience outside of the public school counts as one year.

**PARAPROFESSIONAL
PLACEMENT SCHEDULE 2025-2026**

Years of Experience	Placement Level	PA01	PA02	PA03	PA04	PA07	PA09
0	1	\$20,925.00	\$21,553.00	\$22,181.00	\$22,808.00	\$32,127.00	\$34,861.00
1	2	\$21,162.00	\$21,790.00	\$22,418.00	\$23,045.00	\$33,382.00	\$35,559.00
2	3	\$21,399.00	\$22,027.00	\$22,655.00	\$23,283.00	\$33,857.00	\$36,256.00
3	4	\$21,636.00	\$22,264.00	\$22,892.00	\$23,520.00	\$34,331.00	\$36,995.00
4	5	\$21,874.00	\$22,501.00	\$23,129.00	\$23,757.00	\$34,805.00	\$37,735.00
5	6	\$22,501.00	\$23,129.00	\$23,757.00	\$24,385.00	\$35,586.00	\$38,474.00
6	7	\$23,129.00	\$23,757.00	\$24,385.00	\$25,012.00	\$36,368.00	\$40,037.00
7	8	\$23,757.00	\$24,385.00	\$25,012.00	\$25,640.00	\$37,149.00	\$40,832.00
8	9	\$24,385.00	\$25,012.00	\$25,640.00	\$26,268.00	\$37,930.00	\$41,627.00
9	10	\$25,012.00	\$25,640.00	\$26,268.00	\$26,896.00	\$38,711.00	\$42,464.00
10	11	\$25,640.00	\$26,268.00	\$26,896.00	\$27,523.00	\$39,813.00	\$43,301.00
11	12	\$26,268.00	\$26,896.00	\$27,523.00	\$28,151.00	\$40,915.00	\$44,180.00
12	13	\$26,896.00	\$27,523.00	\$28,151.00	\$28,779.00	\$42,017.00	\$45,059.00
13	14	\$27,677.00	\$28,305.00	\$28,932.00	\$29,560.00	\$43,119.00	\$45,965.00
14	15	\$28,458.00	\$29,086.00	\$29,714.00	\$30,341.00	\$44,222.00	\$46,886.00
15	16	\$29,239.00	\$29,867.00	\$30,495.00	\$31,122.00	\$45,324.00	\$47,807.00
16	17	\$30,020.00	\$30,648.00	\$31,276.00	\$31,904.00	\$46,537.00	\$48,769.00
17	18	\$30,802.00	\$31,429.00	\$32,057.00	\$32,685.00	\$47,751.00	\$49,760.00
18	19	\$31,583.00	\$32,211.00	\$32,838.00	\$33,466.00	\$48,965.00	\$50,750.00
19	20	\$32,517.00	\$33,145.00	\$33,773.00	\$34,401.00	\$50,429.00	\$51,768.00
20	21	\$33,452.00	\$34,080.00	\$34,708.00	\$35,335.00		
21	22	\$34,387.00	\$35,015.00	\$35,642.00	\$36,270.00		
22	23	\$35,321.00	\$35,949.00	\$36,577.00	\$37,205.00		
23	24	\$36,256.00	\$36,884.00	\$37,512.00	\$38,139.00		
24	25	\$37,191.00	\$37,818.00	\$38,446.00	\$39,074.00		
25	26	\$38,125.00	\$38,753.00	\$39,381.00	\$40,009.00		
26	27	\$39,060.00	\$39,688.00	\$40,316.00	\$40,943.00		
27	28	\$39,995.00	\$40,622.00	\$41,250.00	\$41,878.00		

PA01 BASIC, CLERICAL, ESOL
 PA02 ESE BASIC, ESE CLUSTER, HEALTH CLINIC, MEDIA (W/Teacher), PHYSICAL EDUCATION
 PA03 PRE-K, ESE PRE-K, ESE SELF-CONTAINED, STUDENT SPECIFIC, Media w/o Teacher
 PA04 VOCATIONAL TRAINERS
 PA07 CDAT RBT
 PA09 LPN

Two years of work-related experience outside the public-school setting count as one year.

Educational Supplement	Education Degree	Non-Education Degree
Credit Hours 30	\$500.00	\$500.00
60 hours/AA/AS	\$500.00	\$500.00
90 hours	\$700.00	\$300.00
120 hours/BA/BS	\$700.00	\$300.00
Maximum	\$2,400.00	\$1,600.00

LAKE WALES CHARTER SCHOOLS PERFORMANCE PAY

Florida Statute 1012.22 requires all school districts/systems to adopt a performance pay schedule by July 1, 2014. Underperformance pay and salary adjustments for both instructional personnel and school-based administrators are based on performance by 1012.34, Fla. Stat.

Who is required to be on performance pay?

All teachers are subject to an annual contract as of July 1, 2014.

Annual Adjustments: Future yearly adjustments to the base salary shall be based on performance determined by the final summative Performance Appraisal rating on the Lake Wales Charter School's Teacher Performance Appraisal System as follows:

Highly Effective-\$150
Effective - \$100
Developing/Needs Improvement - \$0
Unsatisfactory - \$0

Administrative Performance Pay

School Leaders include the following: Principals, Assistant Principals, and Deans.

The School Leader's effectiveness rating will be based on both School Grade (67%) and VAM (33%) as follows:

School VAM	Effectiveness Rating
80% to 100% of teachers have HE or E Student Performance Scores	Highly Effective
70% to 79% of teachers have HE or E Student Performance Scores	Effective
60% to 69% of teachers have HE or E Performance Scores	Needs Improvement
Needs Improvement: 0% to 59% of teachers have HE or E Student Performance Scores.	Unsatisfactory

Position	Highly Effective	Effective
Principal	\$300	\$260
Assistant Principal	\$250	\$210
Administrative Dean	\$175	\$135

CRITICAL SHORTAGE AREAS

LWCS Designates the following as critical shortage areas

- Reading/Language Arts K-12
- Secondary Science
- Secondary Mathematics

LWCS will pay a one-time bonus of \$1000 for newly hired qualified teachers who complete one year of teaching in the areas listed above

*High School Principal may modify as needed for career academy positions

Pay for Performance will be based on available budgeted funding for the school year

SUPPLEMENTS

The following salary supplement schedule will be in effect for the school year **2025-2026**. The administrator must justify all position supplements recommended by the Superintendent and approved by the School Board.

HIGH SCHOOL ATHLETIC COACHING SUPPLEMENTS	Supplements
Athletic Director (All Class) (paid in prorated monthly installments) <i>See Note (1)</i>	\$5000
Business Manager (paid in prorated monthly installments)	\$2000
Assistant Athletic Director of Facilities Maintenance	\$4500
HEAD COACHES	Supplements
Head Football (85/15 Payment)	\$4500
Head Assistant Football (85/15 Payment)	\$3100
Head Basketball (Boys/Girls)	\$3000
Head Baseball	\$3000
Head Flag Football (Girls) Spring	\$2000
Head Softball	\$3000
Head Lacrosse (Boys/Girls)	\$2600
Head Track (Boys/Girls)	\$2600
Head Beach Volleyball (Girls)	\$2000
Head Volleyball (Boys/Girls)	\$2600
Head Soccer (Boys/Girls)	\$2600
Head Wrestling (Boys/Girls)	\$2600
Head Swimming (Boys/Girls)	\$2000
Head Competitive Cheerleading <i>See Note (6)</i>	\$1000
Head Spirit Cheerleading – Fall	\$1800
Head Spirit Cheerleading – Winter	\$1800
Head Bowling (Boys/Girls)	\$1800
Head Golf (Boys/Girls)	\$1800
Head Tennis (Boys/Girls)	\$1800
Head Cross Country (Boys/Girls)	\$1800
Head Weightlifting (Boys/Girls)	\$1800
ASSISTANT HEAD COACHES	Supplements
Assistant Flag Football (Girls) Spring	\$1,600
Assistant Football (85/15 Payment)	\$2700
Assistant Basketball (Boys/Girls)	\$2600
Assistant Track (Boys/Girls)	\$2000
Assistant Baseball	\$2000
Assistant Softball	\$2000
Assistant Beach Volleyball (Girls)	\$1,600
Assistant Volleyball (Boys/Girls)	\$2000
Assistant Wrestling (Boys/Girls)	\$2000

Assistant Spirit Cheerleading - Fall/Winter	\$1300
Assistant Lacrosse (Boys/Girls)	\$1800
Assistant Soccer (Boys/Girls)	\$1800
JUNIOR VARSITY COACHES	Supplements
J.V. Basketball (Boys/Girls)	\$1800
J.V. Baseball	\$1800

J.V. Softball	\$1800
J.V. Soccer (Boys/Girls)	\$1800
J.V. Spirit Cheerleading - Fall/Winter	\$1300
J.V. Volleyball (Boys/Girls)	\$1800
J.V. Wrestling (Boys/Girls)	\$1800
OTHER HIGH SCHOOL ATHLETIC SUPPLEMENTS	Supplements
First Responder/Certified Trainer	\$1800
Weight Training	\$2000
Intramurals (No Sports)	\$1200
Business Manager	\$2000
Gym Coordinator	\$800
ESports (Co-Ed) Fall Season	\$1800
ESports (Co-Ed) Spring Season	\$1800

SENIOR HIGH SCHOOL SUPPLEMENTS	Supplements
School Counselors (paid in prorated monthly installments over ten months)	\$2500
Testing Coordinators (paid in prorated monthly installments over ten months)	\$2500
Teachers of Dual Enrollment (designated in FOCUS and paid following completion of each semester in two prorated installments)	\$2500
Band Directors – Marching <i>See Note (4)</i>	\$3000
Band Directors – Concert	\$1800
Band Directors-Non-Marching	\$2500
Associate Band Director - Marching	\$2100
Associate Band Director - Concert	\$1000
Assistant Band Directors - Marching	\$1600
Assistant Band Directors - Concert	\$1200
Orchestra Director <i>See Note (4) above</i>	\$2800
Girls Drill Team Sponsor (3) Fall	\$1200
Girls Drill Team Sponsor (3) Winter	\$1200

Yearbook Sponsor	\$1200
Newspaper	\$1000
Drama Director (One-act play, requires playbill 1 per year)	\$1000
Drama Director (Main stage production or full musical production requires playbill, one per year)	\$2000
Class Coordinator (11-12 grade)	\$1000
Choral Directors <i>See Note (5)</i>	\$2000
Student Council Sponsors	\$1200
Academic "A" Team Coach (1 per school)	\$2000
Assistant Academic "A" Team Coach (1 per school)	\$1500
National Honor Society	\$1500
Community Service Coordinator	\$1000
Chairpersons - Grade 9 through 12 and Vocational Schools (Administration will designate departments throughout the school to be based on four or more full-time teaching units, which will include a chairperson for each department)	\$1500
System-Wide Student Council Sponsor	\$1200
Regional Science & Engineering Fair Coordinator (B.S. Degree - Maximum of 120 hours)	\$2500
Regional Science & Engineering Fair Assistant Coordinator (Maximum of 50 hours)	\$1200
Regional Science & Engineering Fair Assistant Coordinator (Maximum of 40 hours)	\$1000
School Coordinator for District Science Fair	\$800
School Coordinator for District History Fair	\$800
Head Teacher (away from campus - Alt. Ed, etc.)	\$1000
Scholastic Chess Team Coach	\$800
School-Wide Shows	\$500
ESE Learning Center Special Olympics Coach	
Participants: One Supplement for Fall and One Supplement for Spring	
1-10	\$400
11-20	\$500
21 or more	\$600
Peer Teachers	\$1500
Televised Instruction Facilitator	\$1200
Federal and District-Wide Specialist (Teacher Resource Specialist Trainer/TRST)	\$1200
Safe & Drug-Free Schools Contact Person	\$500
Science Labs	\$1000
MIDDLE SCHOOL SUPPLEMENTS	Supplements
MIDDLE SCHOOL COACHES	
Middle School Extramural Coordinator	\$1500

Basketball (Boys/Girls)	\$1000
Cross Country (Boys/Girls)	\$1000

Golf (Boys/Girls)	\$1000
Soccer (Boys/Girls)	\$1000
Tennis (Boys/Girls)	\$1000
Track (Boys/Girls)	\$1000
Volleyball (Boys/Girls)	\$1000
Wrestling (Boys/Girls)	\$1000
MIDDLE SCHOOL SUPPLEMENTS	
School Counselor (paid in prorated monthly installments over ten months)	\$2500
Middle School Team Leader	\$1500
Band Director (thru Grade 8)	\$2100
Choral Directors <i>See Note (5)</i>	\$1500
Orchestra Directors <i>See Note (4)</i>	\$1600
Yearbook Sponsor	\$1000
Academic "A" Team Coach (1 supplement per grade/per School for grades 6 through 8)	\$1500
Middle School Honor Society (Grades 6 - 8)	\$1200
Drama (One-act play, requires playbill, one per year)	\$1000
Drama (Main stage production or full musical production, requires playbill)	\$2000
Math Count (Grades 6, 7, or 8)	\$1500
School Coordinator for District Science Fair	\$800
School Coordinator for District History Fair	\$800
Scholastic Chess Team Coach	\$800
School-Wide Shows	\$500
Peer Teacher	\$1500
Federal and District-Wide Specialist (Teacher Resource Specialist Trainer/TRST)	\$1200

ELEMENTARY SCHOOL SUPPLEMENTS	Supplements
School Counselor (paid in prorated monthly installments over ten months)	\$2500
Elementary Grade Level Chairperson - Grades PreK - 5 (grade Six if Elementary) in elementary schools with four or more full-time units, including the chairperson, including ESE (Support Personnel)	\$1500
Academic "A" Team Coach (1 supplement per grade/per school for grades 5 and 6 if Elementary)	\$1500
School Coordinator for District Science Fair	\$800
Scholastic Chess Team Coach	\$800
School-Wide Shows	\$500
Visual Arts Shows	\$500
Elementary Honor Society	\$800
Elementary Instructional TV	\$800
Peer Teacher	\$1500
Federal and District-Wide Specialist (Teacher Resource Specialist Trainer/TRST)	\$1200

FINE ARTS SCHOOL SUPPLEMENTS (K-8 Fine Arts Schools)	Supplements
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Supplements will be paid proportionately as grades 6, 7, and 8 are added to Fine Arts Schools.	
Band Director	\$2100
Choral Director	\$1600
Strings/Orchestra Director	\$1600
Rock 'n Roll Band Director	\$1600
Dance Instructors Coach (2)	\$1500
Staff Accompanist/Music Coordinator	\$1500
Theatre Coach - Acting (Main stage production of full musical production, one per year, requires playbill)	\$2000
Theatre Coach - Technical (Main stage production of full musical production, one per year, requires playbill)	\$2000
Theatre Coach (2) One-time, one-act play requires a playbill	\$1000
CAREER AND TECHNICAL EDUCATION TEACHER SUPPLEMENTS	Supplements
Land Laboratory and FFA	\$3600
Fire Academy -(1) Serves as Emergency Medical Technician (EMT) Course Teacher, Career & Technical Student Organization sponsor, and performs summer equipment maintenance.	\$2600
Future Builders of America (FBA) Sponsor	\$1500

Career and Technical Student Organization Sponsors CECF, DECA, FBLA, FCCLA (Family, Career & Community Leaders of America - Consumer Sciences), FFEA, HOSA, TSA, VICA (Vocational Industrial Clubs of America/ SkillsUSA), FPSA (Florida Public Service Association)	\$1500
OJT Teacher	\$2500
CTE Acceleration Coordinator	\$2500
National Vocational-Technical Honor Society/National Adult Education Honor Society	\$1500
SENIOR HIGH JROTC SUPPLEMENTS	Supplements
Drill Team	\$2600
Rifle Team	\$2600
RAIDERS Team	\$2600

OTHER NON-EXTRA-CURRICULAR SUPPLEMENTS	Supplements
Health Contact (Completed training required to receive supplement) Designated Health Contact Annual Supplement (For up to two (2) eligible positions across the ESP, Paraeducator, and Teacher contracts who complete mandatory training requirements (excludes Paraeducator, LPN Clinic Nurse). The eligible designated contacts must be actively employed as of May 1st and will be determined by District-wide seniority among the three agreements.) Responsibilities are defined in Article 6.7-2.	\$200

BUS DRIVER SALARY PLACEMENT 2025-2026

Salary Level	Hourly Rate	Years of Experience
1	\$ 19.08	0 to 1 year
2	\$ 19.45	2 to 4 Years
3	\$ 19.82	5 to 9 Years*
4	\$ 20.60	10 to 12 Years
5	\$ 21.32	13 to 15 Years
6	\$ 21.51	16 to 18 Years
7	\$ 21.96	19 to 21 Years
8	\$ 22.64	22 + years

BUS ATTENDANT PAY RATE:

Hourly Rate	\$15.00
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Temporary Employment

Section 1 - Temporary Position

- The position will not exist beyond six (6) consecutive months and will work less than 30 hours per week.
- The position does not offer insurance or retirement benefits.

Section 2 - Established Part-Time Position

- Position may exist beyond six (6) consecutive months.
- The employee works less than 30 hours per week.
- The position does not offer insurance benefits.
- Administrators will try to fill temporary teaching positions with certified teachers. Vacant teaching positions will continue to be advertised until a certified teacher fills each position.

Section 3 - Rates for Other Employment

Effective July 1, 2025

Position	Hourly Rate
Substitute Teacher-High School Diploma	\$15.00
Substitute Teacher - AA/AS Degree	\$16.00
Substitute Teacher - BA/BS Degree	\$17.00
Substitute Teacher-MA/MS Degree	\$18.00
Substitute Teacher- PhD	\$19.00
Interim/Long-term Substitute (Paid after ten consecutive assignments)	varies based on the hourly rate
Substitute LPN	\$21.27
Sub - Paraprofessional	\$15.00
Sub - Bus Driver	\$18.50
After School Aide	\$15.00
Extra Events Pay	Current hourly rate
All Other	\$15.00