




2022-2023 TEACHER SALARY SCHEDULE Jacksonville Region

Years of Experience	Salary
0	\$48,500
1	\$49,500
2	\$51,000
3	\$52,000
4	\$53,000
5	\$54,000
6	\$56,000
7	\$57,000
8	\$58,000
9	\$59,000
10	\$60,000
11	\$61,000
12	\$62,000
13	\$63,000
14	\$64,000
15	\$65,000
16	\$66,000
17	\$66,500

Years of Experience	Salary
18	\$67,000
19	\$67,500
20	\$68,000
21	\$68,500
22	\$69,000
23	\$69,500
24	\$70,000
25	\$70,500
26	\$71,000
27	\$71,500
28	\$72,000
29	\$72,500
30	\$73,000
31	\$73,500
32	\$74,000
33	\$74,500
34	\$75,000
35	\$75,500

Common additional compensation but not limited to the following:




TEACHER CAREER PATHWAY

Pay Potential

Level 3
IDEA Teacher
\$500 - \$1.5K

Level 4
IDEA Teacher
\$1k- \$3K

Level 5
IDEA Teacher
\$3.3k- \$10K *



PERFORMANCE STIPEND PAY opportunities
based on annual board-approved plan.**

Salaries are subject to change upon notice.

*Based on teacher placement on TCP, highest amount earned based on master teacher designation for three consecutive years.

**Performance Pay paid the following school year based on nominal duties that lead to previous year results



2022-2023 FLORIDA INSTRUCTIONAL STIPEND SUMMARY

The following table outlines the only approved stipends for salaried instructional staff (lead teachers) at IDEA Public Schools. Administrators are not eligible for stipends without the approval of the President and Superintendent. All salaried instructional staff must be actively employed at the time of payout to receive stipend installment.

Stipend Type	Requirement	Specifications	Annual Stipend
Paid Based on Certifications Pulled From the Florida DOE Website			
ESOL Certification	FDOE Certified	Employee has active certification on Florida DOE website on or before October 31st, 2022 for fall semester payout and on or before March 31st, 2023 for spring payout. Certificates expiring before October 31st, 2022 and March 31st, 2023 will not be eligible for their respective payout dates. Certificates that do not meet the timeline requirement may be captured on next stipend payout contingent on active status. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester. *Grade Level Clarification: Higher grade level certification will meet the requirement for the lower grade levels if no subject-specific state certification available from the state	\$ 1,800
English Certified	FDOE ELA Certified or Reading Endorsement and teaching English Content in grades 3 - 8*		\$ 3,000
Math Certified	FDOE Math Certified and teaching Math Content in grades 3 - 12*		\$ 3,000
Science Certified	FDOE Science Certified and teaching Science Content in grades 3 - 12*		\$ 3,000
Paid Based on Employee Credentials			
Special Education Teacher	Teaching in a SPED role PK-12	Must be Special Education or Special Education RISE teacher of record before October 31st, 2022 for fall semester payout and on or before March 31st, 2023 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester. (Interventionists who support in SPED as identified by the principal, must hold an active SPED certification meeting the guidelines above this document to be eligible for this payout.)	\$ 3,000
Special Education RISE Teacher	Teaching in a RISE role PK-12		\$ 4,000
Master's Degree	All salaried instructional staff are eligible	Must have completed degree or certification on or before 10/31/22 for Fall payout and 03/31/23 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester.	\$ 1,000
National Board Certified	All salaried instructional staff are eligible		\$ 1,000
Bilingual Certification	Proficiency Certification	Must obtain Proficiency Certification before October 31st, 2022 for fall semester payout and on or before March 31st, 2023 for spring payout.	\$ 2,000
Paid Based on Identification By Campus Principal			
Content Team Leader	College Prep. One content leader per content per school.	Subject areas eligible for Content Team Leader: ELA/Reading, Math, Science, History, CSI, ILS, Electives (minimum of 4 teachers in the group including the leader; those with 3 in scaling schools can earn \$1,000)	\$ 1,500
	Academy. One content leader per content per school.	Subject areas eligible for Content Team Leader: ELA/Reading, Math, Science & Social Studies (minimum of 4 teachers in the group including the leader; those with 3 in scaling schools can earn \$750)	\$ 1,000
SPED Team Leader	College Prep	One SPED content leader per College Prep Campus.	\$ 2,500
	Academy	One SPED content leader per school Academy Campus	\$ 2,000
Grade Team Leader	College Prep	One employee selected per grades 6-12 and one employee for College Prep SPED.	\$ 2,000
	Academy Grades PK-2	One employee selected per grades PK-5 and one employee for Academy SPED.	\$ 1,000
	Academy Grades 3-5		\$ 2,000
Direct Instruction Coaches (DI Coach)	Academy A Coach	Definition of A Coach: Appointed teachers who demonstrate proficiency in tracking DI data and high performance. Click here to learn more.	\$ 500
	Academy B Coach	Definition of B Coach: Appointed level A Coaches who have had at least one successful semester actively in role. Click here to learn more.	\$ 600
	Academy C Coach	Definition of C Coach: Appointed level B Coaches who have had at least one successful semester actively in role. Click here to learn more.	\$ 700
Paid Based on Identification By Campus Principal (Discretionary)			
Teacher Mentor	Academy and College Prep	Teacher Mentor provides coaching support to a single same-content peer teacher, Click here to learn more.	\$ 1,500
Teacher Manager	Academy and College Prep	Performance manager for up to two teachers, Click here to learn more.	\$ 2,000
Club Sponsor Stipend	Campus discretion up to \$500. Anything in excess of \$500 must be approved by VP/ED		\$ 500

NOTE: Co-Teachers and other hourly employees that serve in an extra duty capacity (Coach, UIL, GTL) MUST have a pay code created to punch in/out while performing these duties, and will be paid their hourly rate *in place* of the stipend.

Budgeted

Discretionary

* This document has been reviewed and approved by the IDEA IPS Board. Any requests outside the above must be reviewed and approved by the compensation team in the form of an Employee Agreement.