




# 2023-2024 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\***



**Additional Performance and 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



## 2023-2024 FLORIDA INSTRUCTIONAL STIPEND SUMMARY

The following table outlines the only approved stipends for salaried instructional staff (lead teachers) at IDEA Public Schools. Stipends are awarded to qualified staff members twice per year (November/April). 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	
<b>Paid Based on Certifications Pulled From the Florida DOE Website</b>				
ESOL Certification	FLDOE Certified		\$ 1,800	
English Certified	FLDOE ELA Certified or Reading Endorsement and English Content Teacher of record per Tyler Munis Title grades 3 - 8	Employee has active certification on Florida DOE website on or before October 31st, 2023 for fall semester payout and on or before March 31st, 2024 for spring payout. Certificates expiring before October 31st, 2023 and March 31st, 2024 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. <i>*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</i>	\$ 3,000	
Math Certified	FLDOE Math Certified and Math Content Teacher of record per Tyler Munis Title grades 3 - 12		\$ 3,000	
Science Certified	FLDOE Science Certified and Science Content Teacher of record per Tyler Munis Title grades 3 - 12		\$ 3,000	
<b>Paid Based on Employee Credentials</b>				
Exceptional Student Education	Teaching in a ESE role per Tyler Munis Title in grades PK-12	Must be ESE or ESE RISE teacher of record based on Tyler Munis Title before October 31st, 2023 for fall semester payout and on or before March 31st, 2024 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester. (SPED, RISE Teachers, or Interventionists who support in ESE as identified by the principal, must hold an active ESE certification meeting the guidelines above this document to be eligible for this payout.)	\$ 3,000	
Exceptional Student Education RISE Teacher	Teaching in a RISE role per Tyler Munis Title in grades PK-12		\$ 4,000	
Master's Degree	All salaried instructional staff are eligible	Must have completed degree or certification on or before 10/31/23 for Fall payout and 03/31/24 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, 2023 for fall semester payout and on or before March 31st, 2024 for spring payout.	\$ 2,000	
<b>Paid Based on Identification By Campus Principal</b>				
Grade Team Leader	College Prep	One employee selected per grades 6-12	\$ 2,000	
	Academy Grades PK-2		One employee selected per grades PK-5	\$ 1,000
	Academy Grades 3-5			\$ 2,000
<b>Paid Based on Identification By Campus Principal (Discretionary)</b>				
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, CSI, Electives (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. (May have RISE Team Leader in addition to SPED Team leader contingent on having a minimum of 4 teachers in each group including the leader.)	\$ 2,500	
	Academy		One SPED content leader per school Academy Campus. (May have RISE Team Leader in addition to SPED Team leader contingent on having a minimum of 4 teachers in each group including the leader.)	\$ 2,000
Direct Instruction Coaches (DI Coach)	Academy Level 1 Coach	Definition of Level 1 Coach: Appointed teachers who demonstrate proficiency in tracking DI data and high performance. <a href="#">Click here to learn more.</a>	\$ 500	
	Academy Level 2 Coach		Definition of Level 2 Coach: Appointed level A Coaches who have had at least one successful semester actively in role. <a href="#">Click here to learn more.</a>	\$ 600
	Academy Level 3 Coach		Definition of Level 3: Appointed level B Coaches who have had at least one successful semester actively in role. <a href="#">Click here to learn more.</a>	\$ 700
Teacher Mentor	Academy and College Prep	Teacher Mentor provides coaching support to a single same-content peer teacher, <a href="#">Click here to learn more.</a>	\$ 1,500	
Teacher Manager	Academy and College Prep	Performance manager for up to two teachers, <a href="#">Click here to learn more.</a>	\$ 2,000	
Club Sponsor Stipend	Campus discretion up to \$500. Anything in excess of \$500 must be approved by VP/ED		\$ 500	
<b>NOTE:</b> 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 <i>in place</i> of the stipend.				

### Enterprise Budgeted

### Campus 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.