

APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
SUPPORT PERSONNEL SALARY SCHEDULE
FISCAL YEAR 2016-2017
EFFECTIVE JULY 1, 2016
SUBMITTED TO SCHOOL BOARD ON AUGUST 8, 2016

DRAFT

STEP	PG A	PG B	PG C	PG D	PG E	PG F	PG G
0	-	2,759	2,004	1,891	1,670	1,536	1,456
1	-	2,874	2,088	1,968	1,739	1,600	1,516
2	-	2,989	2,170	2,047	1,809	1,665	1,578
3	-	3,104	2,254	2,125	1,879	1,730	1,637
4	-	3,218	2,338	2,204	1,949	1,795	1,698
5	-	3,334	2,421	2,282	2,018	1,858	1,757
6	-	3,449	2,506	2,360	2,090	1,924	1,819
7	-	3,564	2,588	2,438	2,158	1,989	1,879
8	-	3,678	2,672	2,518	2,228	2,052	1,940
9	-	3,795	2,754	2,596	2,299	2,116	2,000
10	-	3,909	2,839	2,675	2,368	2,181	2,060
11	-	4,025	2,923	2,753	2,437	2,245	2,120
12	-	4,139	3,006	2,833	2,509	2,309	2,182
13	-	4,255	3,090	2,912	2,578	2,372	2,242
14	-	4,370	3,173	2,991	2,647	2,436	2,303
15	-	4,485	3,256	3,069	2,718	2,502	2,362
16	-	4,602	3,341	3,148	2,787	2,565	2,423
17	-	4,718	3,423	3,227	2,855	2,629	2,483
18	-	4,833	3,507	3,306	2,926	2,693	2,543
19	-	4,948	3,590	3,385	2,995	2,757	2,605
20	-	5,063	3,672	3,463	3,063	2,822	2,665
21	-	5,180	3,755	3,542	3,134	2,886	2,725

STEP	PG I	PG II	PG III	PG IV	PG V	PG VI
0	10.76	10.32	8.81	8.85	9.40	-
1	11.21	10.84	9.22	9.29	9.80	-
2	11.66	11.34	9.64	9.73	10.19	-
3	12.11	11.86	10.05	10.16	10.58	-
4	12.54	12.36	10.46	10.59	10.98	-
5	13.00	12.88	10.89	11.03	11.37	-
6	13.44	13.37	11.31	11.46	11.77	-
7	13.89	13.89	11.73	11.91	12.16	-
8	14.33	14.39	12.15	12.33	12.55	-
9	14.79	14.90	12.56	12.78	12.95	-
10	15.23	15.40	12.99	13.21	13.34	-
11	15.68	15.91	13.41	13.66	13.74	-
12	16.12	16.41	13.83	14.08	14.13	-
13	16.57	16.92	14.25	14.52	14.52	-
14	17.01	17.42	14.67	14.95	14.92	-
15	17.46	17.93	15.09	15.39	15.31	-
16	17.91	18.43	15.51	15.83	15.70	-
17	18.36	18.94	15.93	16.27	16.09	-
18	18.81	19.44	16.35	16.70	16.47	-
19	19.25	19.95	16.78	17.14	16.87	-
20	19.68	20.45	17.19	17.56	17.26	-
21	20.14	20.96	17.61	18.00	17.64	-

Employees who have completed eighteen (18) or more years of experience recognized by the School District of Okaloosa County shall be eligible for a longevity stipend as shown below. (See ARTICLE 13, Section B-7)

	<u>Monthly</u>	<u>Hourly</u>
Full-Time Monthly Employee	\$ 259.00	
Hourly Employee		\$ 1.67

APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
SUPPORT PERSONNEL SALARY SCHEDULE
FISCAL YEAR 2016-2017
EFFECTIVE JULY 1, 2016
SUBMITTED TO SCHOOL BOARD ON AUGUST 8, 2016

DRAFT

Step	Years of Experience	Placement Chart A	Step	Years of Experience	Placement Chart B
0	0	1,891	0	0	10.76
1	1	1,968	1	1	11.21
2	2	2,047	2	2	11.66
3	3	2,125	3	3	12.11
4	4	2,204	4	4	12.54
5	5	2,282	5	5	13.00
6	6	2,360	6	6	13.44
7	7	2,438	7	7	13.89
8	8	2,518	8	8	14.33
9	9	2,596	9	9	14.79
10	10	2,675	10	10	15.23
11	11	2,753	11	11	15.68
12	12	2,833	12	12	16.12
13	13	2,912	13	13	16.57
14	14	2,991	14	14	17.01
15	15	3,069	15	15, 16, 17	17.46
16	16, 17	3,148	16	18, 19, 20	17.91
17	18, 19, 20	3,227	17	21	18.36
18	21	3,306	18	22	18.81
19	22	3,385	19	23	19.25
20	23	3,463	20	24	19.68
21	24 Plus	3,542	21	25 Plus	20.14

Employees who have completed eighteen (18) or more years of experience recognized by the School District of Okaloosa County shall be eligible for a longevity stipend as shown below. (See ARTICLE 13, Section B-7)

	<u>Monthly</u>	<u>Hourly</u>
Full-Time Monthly Employee	\$ 259.00	
Hourly Employee		\$ 1.67

**APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
SUPPORT PERSONNEL INTERIM PAYGRADE Y
LEAD CUSTODIANS TEMPORARILY FROZEN
AT FISCAL YEAR 2013-2014 SALARY
PER AGREEMENT REACHED IN FISCAL YEAR 2014-2015
LEAD CUSTODIANS HIRED PRIOR TO JULY 1, 2011
FISCAL YEAR 2016-2017
EFFECTIVE JULY 1, 2016**

DRAFT

STEP	FY 2011-2012 SALARY	FY 2012-2013 SALARY	FY 2013-2014 SALARY	FY 2014-2015 SALARY	FY 2015-2016 SALARY	FY 2016-2017 SALARY
0	1,674	1,593	1,550	1,550	1,550	1,550
1	1,744	1,660	1,615	1,615	1,615	1,615
2	1,813	1,725	1,679	1,679	1,679	1,679
3	1,884	1,794	1,744	1,744	1,744	1,744
4	1,952	1,858	1,808	1,808	1,808	1,808
5	2,023	1,926	1,873	1,873	1,873	1,873
6	2,094	1,993	1,937	1,937	1,937	1,937
7	2,163	2,059	2,002	2,002	2,002	2,002
8	2,233	2,126	2,066	2,066	2,066	2,066
9	2,302	2,191	2,131	2,131	2,131	2,131
10	2,371	2,257	2,195	2,195	2,195	2,195
11	2,441	2,323	2,260	2,260	2,260	2,260
12	2,510	2,389	2,324	2,324	2,324	2,324
13	2,580	2,456	2,389	2,389	2,389	2,389
14	2,651	2,523	2,453	2,453	2,453	2,453
15	2,722	2,591	2,518	2,518	2,518	2,518
16	2,790	2,655	2,582	2,582	2,582	2,582
17	2,859	2,721	2,647	2,647	2,647	2,647
18	2,929	2,788	2,711	2,711	2,711	2,711
19	2,998	2,853	2,776	2,776	2,776	2,776
20	3,068	2,920	2,841	2,841	2,841	2,841
21		2,987	2,906	2,906	2,906	2,906

**APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
SUPPORT PERSONNEL INTERIM PAYGRADE R
FORMER LEAD CUSTODIANS TEMPORARILY
FROZEN AT FISCAL YEAR 2012-2013 SALARY
PER AGREEMENT REACHED IN FISCAL YEAR 2013-2014
FISCAL YEAR 2016-2017
EFFECTIVE JULY 1, 2016**

DRAFT

STEP	FY 2011-2012 SALARY	FY 2012-2013 SALARY	FY 2013-2014 SALARY	FY 2014-2015 SALARY	FY 2015-2016 SALARY	FY 2016-2017 SALARY
0	1,674	1,593	1,593	1,593	1,593	1,593
1	1,744	1,660	1,660	1,660	1,660	1,660
2	1,813	1,725	1,725	1,725	1,725	1,725
3	1,884	1,794	1,794	1,794	1,794	1,794
4	1,952	1,858	1,858	1,858	1,858	1,858
5	2,023	1,926	1,926	1,926	1,926	1,926
6	2,094	1,993	1,993	1,993	1,993	1,993
7	2,163	2,059	2,059	2,059	2,059	2,059
8	2,233	2,126	2,126	2,126	2,126	2,126
9	2,302	2,191	2,191	2,191	2,191	2,191
10	2,371	2,257	2,257	2,257	2,257	2,257
11	2,441	2,323	2,323	2,323	2,323	2,323
12	2,510	2,389	2,389	2,389	2,389	2,389
13	2,580	2,456	2,456	2,456	2,456	2,456
14	2,651	2,523	2,523	2,523	2,523	2,523
15	2,722	2,591	2,591	2,591	2,591	2,591
16	2,790	2,655	2,655	2,655	2,655	2,655
17	2,859	2,721	2,721	2,721	2,721	2,721
18	2,929	2,788	2,788	2,788	2,788	2,788
19	2,998	2,853	2,853	2,853	2,853	2,853
20	3,068	2,920	2,920	2,920	2,920	2,920
21		2,987	2,987	2,987	2,987	2,987

NOTE:

FORMER HEAD/C1 CUSTODIANS WHO DO NOT RECEIVE MONTHLY LEAD CUSTODIAN SUPPLEMENT.

APPENDIX E
SCHOOL DISTRICT OF OKALOOSA COUNTY
JOB CODE PAY GRADE ASSIGNMENT

PAYGRADE B

Accountant
Buyer
Certification Analyst
Data Systems Tech I
Insurance Ombudsman Confidential
Program Analyst
Student Service Worker
Support Employees Analyst
System Support Analyst
Title Resource Liason

PAYGRADE C

CDL Trainer/Safety Monitor
Computer Operator I
Data Systems Technician II
Educational Interpreter - ESE (Sign Language)
Financial Aid Technician
Human Resource Analyst
Leaderman
Payroll Clerk
Retirement Analyst
System Support Analyst II

PAYGRADE D

** Special Placement Chart A
** Bookkeeper
** Child Development Associate
** Day Care Coordinator
** District Level Secretary - 10 Months
** District Level Secretary - 12 Months
** ESE Job Coach
** School Secretary - 10 Months
** School Secretary - 12 Months

PAYGRADE D (Continued)

Air Condition & Refrigeration I
Carpenter I
Electrician I
Heavy Equipment Operator
Locksmith
Mechanic I
Plant Operator
Plumber I
Site Based Technician
Warehouse/Grounds Personnel
Welder I

PAYGRADE E

Computer Operator II
Property Clerk

PAYGRADE F

Air Condition & Refrigeration II
Carpenter II
District Custodian I (12 months-Full Time)
District Level Clerk
Electrical Equipment & Cabling Installer
Electrician II
Mechanic II
Plumber II
Printing Press Operator
School Level Clerk
Stadium Personnel
Welder II

PAYGRADE G

Delivery Personnel
District Custodian II (12 months-Full Time)
Grounds II Personnel
Lead Custodian (Hired 7/1/11 or Later)
Reproduction Clerk
School Custodian II (10 months-Full Time)
School Custodian II (12 months-Full Time)
Site Based Technician II
Truck Driver

PAYGRADE I

** Special Placement Chart B
** Class Assistant
** Safety Assistant
** ESE Assistant
** ESL Interpreter (Language)
** Media Assistant
** Pre-Kindergarten

PAYGRADE I (Continued)

Assistant Vo-Tech

PAYGRADE II

Bus Driver - 9 months

PAYGRADE III

Bus Monitor
Laborer - Hourly
Lunchroom Monitor - 9 months
Tranportation Assistant

PAYGRADE IV

Assistant Lunchroom Manager
Food Service Worker Hourly - 189 Days
Food Service Worker Hourly - 191 Days

PAYGRADE V

Day Care Worker
School Custodian - 9, 10, 12 months hourly

APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATIONAL SUPPORT PERSONNEL
SUPPLEMENTS & MISCELLANEOUS PAY
FISCAL YEAR 2016-2017
EFFECTIVE JULY 1, 2016
SUBMITTED TO SCHOOL BOARD ON AUGUST 8, 2016

DRAFT

	MONTHLY	HOURLY
<u>ADVANCED DEGREE SUPPLEMENTS:</u>		
Associate's	85.00	0.55
Bachelor's	142.00	0.92
Master's	200.00	1.29
Doctorate	263.00	1.69
* Classroom Assistants who do not hold an advanced degree but are "paraprofessional qualified" per NCLB shall receive the Associate degree supplement.		
<u>SCHOOL BOOKKEEPER SUPPLEMENTS:</u>		
Elementary	250.00	
Middle	334.00	
High	417.00	
Special Schools		
Okaloosa STEMM Academy	250.00	
Southside Primary School	250.00	
Richbourg School	250.00	
Silver Sands School	250.00	
Laurel Hill School	334.00	
Ok. Tech. College & CHOICE High	417.00	
Baker School	417.00	
<u>ESE SUPPLEMENTS*:</u>		
Classroom Assistants		1.08
Transportation Assistants		0.54
* ESE Supplements will be based on specific criteria as determined by OCESPA and the District ESE Department as agreed to as part of the FY 2006-2007 contract negotiation.		
<u>ESL SUPPLEMENTS:</u>		
ESL Interpreters		1.08
<u>PAYROLL SUPPLEMENTS:</u>		
Payroll Clerks	323.00	
<u>IN-SCHOOL SUSPENSION SUPPLEMENTS:</u>		
Assistant - ISS		2.10
<u>CUSTODIAL SUPPLEMENTS:</u>		
Elementary Lead Custodian	210.00	
Middle School Lead Custodian	315.00	
High School Lead Custodian	420.00	
<u>FOOD SERVICE ASSISTANT MANAGER SUPPLEMENTS:</u>		
SLADA 399		0.16
SLADA 599		0.18
SLADA 799		0.22
SLADA 999		0.24
SLADA 1199		0.27
SLADA 1200		0.30
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		<u>HOURLY</u>
<u>CUSTODIAL MISCELLANEOUS PAY:</u>		
Cleaners		11.86
<u>FOOD SERVICE MISCELLANEOUS PAY:</u>		
Site Supervisors - Summer Feeding Program		10.78
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