

APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE
FISCAL YEAR 2019-2020
EFFECTIVE JULY 1, 2019
SUBMITTED TO SCHOOL BOARD ON AUGUST 12, 2019

STEP	PG A	PG B	PG C	PG D	PG E	PG F	PG G
0	-	2,794	2,029	1,914	1,691	1,556	1,474
1	-	2,910	2,114	1,993	1,761	1,620	1,535
2	-	3,027	2,197	2,072	1,832	1,686	1,598
3	-	3,143	2,282	2,152	1,902	1,752	1,657
4	-	3,258	2,368	2,232	1,974	1,818	1,719
5	-	3,376	2,451	2,310	2,043	1,881	1,779
6	-	3,492	2,538	2,390	2,116	1,949	1,842
7	-	3,609	2,621	2,468	2,185	2,014	1,902
8	-	3,724	2,705	2,550	2,256	2,077	1,965
9	-	3,843	2,789	2,629	2,327	2,143	2,025
10	-	3,958	2,874	2,708	2,398	2,208	2,086
11	-	4,075	2,960	2,788	2,467	2,273	2,147
12	-	4,191	3,044	2,868	2,541	2,338	2,209
13	-	4,308	3,128	2,949	2,610	2,402	2,270
14	-	4,425	3,213	3,029	2,680	2,466	2,332
15	-	4,541	3,297	3,107	2,752	2,534	2,392
16	-	4,660	3,383	3,188	2,822	2,597	2,453
17	-	4,778	3,466	3,267	2,891	2,662	2,514
18	-	4,893	3,551	3,348	2,963	2,726	2,575
19	-	5,010	3,635	3,428	3,033	2,792	2,638
20	-	5,126	3,718	3,506	3,101	2,857	2,698
21	-	5,245	3,802	3,587	3,174	2,922	2,760

STEP	PG I	PG II	PG III	PG IV	PG V	PG VI
0	10.89	N/A	8.92	8.96	9.52	-
1	11.35	10.97	9.34	9.41	9.92	-
2	11.81	11.49	9.76	9.85	10.32	-
3	12.26	12.01	10.18	10.29	10.71	-
4	12.69	12.51	10.59	10.72	11.11	-
5	13.17	13.04	11.02	11.17	11.52	-
6	13.61	13.54	11.46	11.61	11.92	-
7	14.06	14.06	11.88	12.06	12.31	-
8	14.51	14.57	12.30	12.48	12.70	-
9	14.97	15.08	12.71	12.94	13.11	-
10	15.42	15.60	13.15	13.38	13.51	-
11	15.88	16.11	13.58	13.83	13.91	-
12	16.32	16.61	14.00	14.26	14.31	-
13	16.77	17.13	14.43	14.70	14.70	-
14	17.23	17.64	14.85	15.13	15.10	-
15	17.68	18.16	15.28	15.59	15.51	-
16	18.14	18.66	15.71	16.03	15.90	-
17	18.59	19.17	16.13	16.47	16.29	-
18	19.04	19.69	16.55	16.91	16.67	-
19	19.50	20.20	16.99	17.36	17.08	-
20	19.93	20.70	17.41	17.78	17.48	-
21	20.39	21.22	17.83	18.23	17.86	-

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.

<u>Longevity Stipend:</u>	<u>Monthly</u>	<u>Hourly</u>
Full-Time Monthly Employee	\$ 262.00	
Hourly Employee		\$ 1.69

Employees who are on Step 21 of the School District of Okaloosa County Education Staff Professionals Salary Schedule as of June 30 of the previous year shall be eligible for the following stipend:

<u>Step 21 Longevity Stipend:</u>	<u>Monthly</u>	<u>Hourly</u>
Full-Time Monthly Employee	\$ 100.00	
Hourly Employee		\$ 0.63

APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE
FISCAL YEAR 2019-2020
EFFECTIVE JULY 1, 2019
SUBMITTED TO SCHOOL BOARD ON AUGUST 12, 2019

Step	Years of Experience	Placement Chart A	Step	Years of Experience	Placement Chart B
0	0	1,914	0	0	10.89
1	1	1,993	1	1	11.35
2	2	2,072	2	2	11.81
3	3	2,152	3	3	12.26
4	4	2,232	4	4	12.69
5	5	2,310	5	5	13.17
6	6	2,390	6	6	13.61
7	7	2,468	7	7	14.06
8	8	2,550	8	8	14.51
9	9	2,629	9	9	14.97
10	10	2,708	10	10	15.42
11	11	2,788	11	11	15.88
12	12	2,868	12	12	16.32
13	13	2,949	13	13	16.77
14	14	3,029	14	14	17.23
15	15	3,107	15	15	17.68
16	16	3,188	16	16	18.14
17	17	3,267	17	17	18.45
18	18	3,348	18	18	18.90
19	19	3,428	19	19, 20, 21, 22, 23	19.35
20	20, 21, 22, 23	3,506	20	24	19.93
21	24 Plus	3,587	21	25 Plus	20.39

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.

<u>Longevity Stipend</u>	<u>Monthly</u>	<u>Hourly</u>
Full-Time Monthly Employee	\$ 262.00	
Hourly Employee		\$ 1.69

Employees who are on Step 21 of the School District of Okaloosa County Education Staff Professionals Salary Schedule as of June 30 of the previous year shall be eligible for the following stipend:

<u>Step 21 Longevity Stipend:</u>	<u>Monthly</u>	<u>Hourly</u>
Full-Time Monthly Employee	\$ 100.00	
Hourly Employee		\$ 0.63

APPENDIX E
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS
JOB CODE PAY GRADE ASSIGNMENT
SUBMITTED TO SCHOOL BOARD ON AUGUST 12, 2019

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 Liaison

PAYGRADE C

CDL Trainer/Safety Monitor
Computer Operator I
Data Systems Technician II
Educational Interpreter - ESE (Sign Language)
Educational Interpreter - ESL (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
Frozen Lead Custodian (Hired Before 7/1/11)
(Formerly Paid on Interim Paygrade Y)
Frozen Former Head Custodian (Hired Before 7/1/11)
(Formerly Paid on Interim Paygrade R)
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
** Paraprofessional
** Safety Assistant
** ESE Paraprofessional
** Media Assistant
** Pre-Kindergarten Paraprofessional

PAYGRADE I (Continued)

Vo-Tech Paraprofessional

PAYGRADE II

Bus Driver - 9 months

PAYGRADE III

Bus Monitor
Laborer - Hourly
Lunchroom Monitor - 9 months
Transportation 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
EDUCATION STAFF PROFESSIONALS
SUPPLEMENTS & MISCELLANEOUS PAY
FISCAL YEAR 2019-2020
EFFECTIVE JULY 1, 2019
SUBMITTED TO SCHOOL BOARD ON AUGUST 12, 2019**

SUPPLEMENTS

ADVANCED DEGREE SUPPLEMENTS:

	MONTHLY	HOURLY
Associate's	86.00	0.55
Bachelor's	144.00	0.93
Master's	203.00	1.31
Doctorate	266.00	1.71

* Paraprofessionals who do not hold an advanced degree but are "paraprofessional qualified" per NCLB shall receive the Associate degree supplement.

SCHOOL BOOKKEEPER SUPPLEMENTS:

Elementary	253.00	
Middle	339.00	
High	422.00	
Special Schools		
Okaloosa STEM Academy	253.00	
Southside Primary School	253.00	
Richbourg School	253.00	
Silver Sands School	253.00	
Laurel Hill School	339.00	
Ok. Tech. College & CHOICE High	422.00	
Baker School	422.00	

ESE SUPPLEMENTS*:

ESE Paraprofessionals (Excluding EBD, Silver Sands, & Richbourg)		1.10
ESE Paraprofessionals (EBD, Silver Sands, & Richbourg only)		2.11
ESE Job Coach (Silver Sands & Richbourg only)		2.11
Transportation Assistants		1.01

* ESE Supplements will be based on specific criteria as determined by OESP and the District ESE Department as agreed to as part of the FY 2006-2007 contract negotiation.

PAYROLL SUPPLEMENT:

Payroll Clerks	327.00	
----------------	--------	--

IN-SCHOOL SUSPENSION/STP SUPPLEMENT:

Assistant - ISS/STP		2.13
---------------------	--	------

CUSTODIAL SUPPLEMENTS:

Elementary Lead Custodian	213.00	
Middle School Lead Custodian	319.00	
High School Lead Custodian	425.00	
Custodians Employed at Destin Elementary & Destin Middle		1.01

MEDIA ASSISTANT SUPPLEMENT:

Media Assistant		2.11
-----------------	--	------

FOOD SERVICE ASSISTANT MANAGER SUPPLEMENTS:

SLADA	399	0.16
SLADA	599	0.18
SLADA	799	0.22
SLADA	999	0.24
SLADA	1199	0.27
SLADA	1200	0.30

OTHER PAY

	MONTHLY	HOURLY
<u>CUSTODIAL MISCELLANEOUS PAY:</u>		
Cleaners		12.01
<u>FOOD SERVICE MISCELLANEOUS PAY:</u>		
Site Supervisors - Summer Feeding Program		10.78
<u>TUTOR MISCELLANEOUS PAY:</u>		
Non-Certified Personnel		15.00
<u>CELL PHONE STIPEND:</u>		
ESE Mini Bus Driver	30.00	
<u>SHIFT DIFFERENTIAL: (See Article XIII B.9.)</u>		
Regularly Scheduled Shift Ending 8:00 p.m to 9:59 p.m.		0.30
Regularly Scheduled Shift Ending 10:00 p.m or later		0.50