

**APPENDIX D**  
**SCHOOL DISTRICT OF OKALOOSA COUNTY**  
**EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE**  
**FISCAL YEAR 2020-2021**  
**EFFECTIVE JULY 1, 2020**  
**SUBMITTED TO SCHOOL BOARD ON AUGUST 10, 2020**

**PROPOSED**

STEP	PG A	PG B	PG C	PG D	PG E	PG F	PG G
0	-	2,815	2,044	1,928	1,704	1,568	1,485
1	-	2,932	2,130	2,008	1,774	1,632	1,547
2	-	3,050	2,213	2,088	1,846	1,699	1,610
3	-	3,167	2,299	2,168	1,916	1,765	1,669
4	-	3,282	2,386	2,249	1,989	1,832	1,732
5	-	3,401	2,469	2,327	2,058	1,895	1,792
6	-	3,518	2,557	2,408	2,132	1,964	1,856
7	-	3,636	2,641	2,487	2,201	2,029	1,916
8	-	3,752	2,725	2,569	2,273	2,093	1,980
9	-	3,872	2,810	2,649	2,344	2,159	2,040
10	-	3,988	2,896	2,728	2,416	2,225	2,102
11	-	4,106	2,982	2,809	2,486	2,290	2,163
12	-	4,222	3,067	2,890	2,560	2,356	2,226
13	-	4,340	3,151	2,971	2,630	2,420	2,287
14	-	4,458	3,237	3,052	2,700	2,484	2,349
15	-	4,575	3,322	3,130	2,773	2,553	2,410
16	-	4,695	3,408	3,212	2,843	2,616	2,471
17	-	4,814	3,492	3,292	2,913	2,682	2,533
18	-	4,930	3,578	3,373	2,985	2,746	2,594
19	-	5,048	3,662	3,454	3,056	2,813	2,658
20	-	5,164	3,746	3,532	3,124	2,878	2,718
21	-	5,284	3,831	3,614	3,198	2,944	2,781

STEP	PG I	PG II	PG III	PG IV	PG V	PG VI
0	10.97	N/A	8.99	9.03	9.59	-
1	11.44	N/A	9.41	9.48	9.99	-
2	11.90	11.64	9.83	9.92	10.40	-
3	12.35	12.16	10.26	10.37	10.79	-
4	12.79	12.66	10.67	10.80	11.19	-
5	13.27	13.21	11.10	11.25	11.61	-
6	13.71	13.71	11.55	11.70	12.01	-
7	14.17	14.24	11.97	12.15	12.40	-
8	14.62	14.75	12.39	12.57	12.80	-
9	15.08	15.27	12.81	13.04	13.21	-
10	15.54	15.80	13.25	13.48	13.61	-
11	16.00	16.31	13.68	13.93	14.01	-
12	16.44	16.81	14.11	14.37	14.42	-
13	16.90	17.35	14.54	14.81	14.81	-
14	17.36	17.86	14.96	15.24	15.21	-
15	17.81	18.39	15.39	15.71	15.63	-
16	18.28	18.89	15.83	16.15	16.02	-
17	18.73	19.41	16.25	16.59	16.41	-
18	19.18	19.94	16.67	17.04	16.80	-
19	19.65	20.45	17.12	17.49	17.21	-
20	20.08	20.96	17.54	17.91	17.61	-
21	20.54	21.49	17.96	18.37	17.99	-

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	\$ 264.00	
Hourly Employee		\$ 1.70

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	\$ 150.00	
Hourly Employee		\$ 0.95

**APPENDIX D  
SCHOOL DISTRICT OF OKALOOSA COUNTY  
EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE  
FISCAL YEAR 2020-2021  
EFFECTIVE JULY 1, 2020  
SUBMITTED TO SCHOOL BOARD ON AUGUST 10, 2020**

PROPOSED

Step	Years of Experience	Placement Chart A	Step	Years of Experience	Placement Chart B
			0	0	10.97
			1	1	11.44
	<b>No Longer Applicable</b>		2	2	11.90
			3	3	12.35
	<b>See Pay Grade D</b>		4	4	12.79
			5	5	13.27
			6	6	13.71
			7	7	14.17
			8	8	14.62
			9	9	15.08
			10	10	15.54
			11	11	16.00
			12	12	16.44
			13	13	16.90
			14	14	17.36
			15	15	17.81
			16	16	18.28
			17	17	18.73
			18	18	19.18
			19	19	19.65
			20	20, 21, 22, 23, 24	20.08
			21	25 Plus	20.54

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**APPENDIX E**  
**SCHOOL DISTRICT OF OKALOOSA COUNTY**  
**EDUCATION STAFF PROFESSIONALS**  
**JOB CODE PAY GRADE ASSIGNMENT**

**PROPOSED**

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

Assistant Route Coordinator  
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

Air Condition & Refrigeration I  
Bookkeeper  
Carpenter I  
Child Development Associate  
Day Care Coordinator  
Delivery Personnel - School Food Service  
District Level Secretary - 10 Months  
District Level Secretary - 12 Months  
Electrician I  
ESE Job Coach  
Lead Custodian (Hired Before 7/1/11)  
Former Head Custodian (Hired Before 7/1/11)  
Heavy Equipment Operator  
Locksmith  
Mechanic I  
Plant Operator  
Plumber I  
School Secretary - 10 Months  
School Secretary - 12 Months  
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 2020-2021**  
**EFFECTIVE JULY 1, 2020**  
**SUBMITTED TO SCHOOL BOARD ON AUGUST 10, 2020**

**PROPOSED**

**SUPPLEMENTS**

**ADVANCED DEGREE SUPPLEMENTS:**

	MONTHLY	HOURLY
Associate's	87.00	0.56
Bachelor's	145.00	0.94
Master's	205.00	1.32
Doctorate	268.00	1.72

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

**SCHOOL BOOKKEEPER SUPPLEMENTS:**

Elementary	255.00
Middle	342.00
High	425.00
Special Schools	
Okaloosa STEM Academy	255.00
Southside Primary School	255.00
Richbourg School	255.00
Silver Sands School	255.00
Laurel Hill School	342.00
Ok. Tech. College & CHOICE High	425.00
Baker School	425.00

**ESE SUPPLEMENTS\*:**

ESE Paraprofessionals (Excluding EBD, Silver Sands, & Richbourg)	1.11
ESE Paraprofessionals (EBD, Silver Sands, & Richbourg only)	2.13
ESE Job Coach (Silver Sands & Richbourg only)	2.13
Transportation Assistants	1.02

\* 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	329.00
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**IN-SCHOOL SUSPENSION/STP SUPPLEMENT:**

Assistant - ISS/STP	2.15
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**CUSTODIAL SUPPLEMENTS:**

Elementary Lead Custodian	215.00
Middle School Lead Custodian	321.00
High School Lead Custodian	428.00
Custodians Employed at Destin Elementary & Destin Middle	1.02

**MEDIA ASSISTANT SUPPLEMENT:**

Media Assistant	2.13
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**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**

**CUSTODIAL MISCELLANEOUS PAY:**

	MONTHLY	HOURLY
Cleaners		12.10

**FOOD SERVICE MISCELLANEOUS PAY:**

Site Supervisors - Summer Feeding Program	10.86
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**TUTOR MISCELLANEOUS PAY:**

Non-Certified Personnel	15.00
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**CELL PHONE STIPEND:**

ESE Mini Bus Driver	30.00
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**SHIFT DIFFERENTIAL: (See Article XIII B.9.)**

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