

**APPENDIX D**  
**SCHOOL DISTRICT OF OKALOOSA COUNTY**  
**EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE**  
**FISCAL YEAR 2021-2022**  
**EFFECTIVE JULY 1, 2021**  
**SUBMITTED TO SCHOOL BOARD ON JULY 26, 2021**

<b>STEP</b>	<b>PG A</b>	<b>PG B</b>	<b>PG C</b>	<b>PG D</b>	<b>PG E</b>	<b>PG F</b>	<b>PG G</b>
0	-	N/A	N/A	N/A	N/A	N/A	N/A
1	-	N/A	N/A	N/A	N/A	N/A	N/A
2	-	3,065	2,224	2,098	1,855	1,707	1,618
3	-	3,183	2,310	2,179	1,926	1,774	1,677
4	-	3,298	2,398	2,260	1,999	1,841	1,741
5	-	3,418	2,481	2,339	2,068	1,904	1,801
6	-	3,536	2,570	2,420	2,143	1,974	1,865
7	-	3,654	2,654	2,499	2,212	2,039	1,926
8	-	3,771	2,739	2,582	2,284	2,103	1,990
9	-	3,891	2,824	2,662	2,356	2,170	2,050
10	-	4,008	2,910	2,742	2,428	2,236	2,113
11	-	4,127	2,997	2,823	2,498	2,301	2,174
12	-	4,243	3,082	2,904	2,573	2,368	2,237
13	-	4,362	3,167	2,986	2,643	2,432	2,298
14	-	4,480	3,253	3,067	2,714	2,496	2,361
15	-	4,598	3,339	3,146	2,787	2,566	2,422
16	-	4,718	3,425	3,228	2,857	2,629	2,483
17	-	4,838	3,509	3,308	2,928	2,695	2,546
18	-	4,955	3,596	3,390	3,000	2,760	2,607
19	-	5,073	3,680	3,471	3,071	2,827	2,671
20	-	5,190	3,765	3,550	3,140	2,892	2,732
21	-	5,310	3,850	3,632	3,214	2,959	2,795
22	-	5,431	3,936	3,714	3,288	3,025	2,858

<b>STEP</b>	<b>PG I</b>	<b>PG II</b>	<b>PG III</b>	<b>PG IV</b>	<b>PG V</b>	<b>PG VI</b>
0	N/A	N/A	N/A	N/A	N/A	-
1	N/A	N/A	N/A	N/A	N/A	-
2	11.96	N/A	10.00	10.00	10.45	-
3	12.41	N/A	10.31	10.42	10.84	-
4	12.85	12.72	10.72	10.85	11.25	-
5	13.34	13.28	11.16	11.31	11.67	-
6	13.78	13.78	11.61	11.76	12.07	-
7	14.24	14.31	12.03	12.21	12.46	-
8	14.69	14.82	12.45	12.63	12.86	-
9	15.16	15.35	12.87	13.11	13.28	-
10	15.62	15.88	13.32	13.55	13.68	-
11	16.08	16.39	13.75	14.00	14.08	-
12	16.52	16.89	14.18	14.44	14.49	-
13	16.98	17.44	14.61	14.88	14.88	-
14	17.45	17.95	15.03	15.32	15.29	-
15	17.90	18.48	15.47	15.79	15.71	-
16	18.37	18.98	15.91	16.23	16.10	-
17	18.82	19.51	16.33	16.67	16.49	-
18	19.28	20.04	16.75	17.13	16.88	-
19	19.75	20.55	17.21	17.58	17.30	-
20	20.18	21.06	17.63	18.00	17.70	-
21	20.64	21.60	18.05	18.46	18.08	-
22	21.11	22.13	18.47	18.92	18.48	-

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.

<b><u>Longevity Stipend:</u></b>	<b><u>Monthly</u></b>	<b><u>Hourly</u></b>
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:

<b><u>Step 21 Longevity Stipend:</u></b>	<b><u>Monthly</u></b>	<b><u>Hourly</u></b>
Full-Time Monthly Employee	\$ 150.00	
Hourly Employee		\$ 0.95

**APPENDIX D  
SCHOOL DISTRICT OF OKALOOSA COUNTY  
EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE  
FISCAL YEAR 2021-2022  
EFFECTIVE JULY 1, 2021  
SUBMITTED TO SCHOOL BOARD ON JULY 26, 2021**

<b>Step</b>	<b>Years of Experience</b>	<b>Placement Chart A</b>	<b>Step</b>	<b>Years of Experience</b>	<b>Placement Chart B</b>
	<b>No Longer Applicable</b>			<b>No Longer Applicable</b>	
	<b>See Pay Grade D</b>			<b>See Pay Grade I</b>	

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**APPENDIX E**  
**SCHOOL DISTRICT OF OKALOOSA COUNTY**  
**EDUCATION STAFF PROFESSIONALS**  
**JOB CODE PAY GRADE ASSIGNMENT**  
**SUBMITTED TO SCHOOL BOARD ON JULY 26, 2021**

PAYGRADE B

Accountant  
Buyer  
Certification Analyst  
Data Systems Tech I  
ESE Parent Liaison  
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  
Risk Management 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

ESE Paraprofessional  
Media Assistant  
Paraprofessional  
Pre-Kindergarten Paraprofessional  
Safety Assistant  
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 2021-2022  
EFFECTIVE JULY 1, 2021  
SUBMITTED TO SCHOOL BOARD ON JULY 26, 2021**

**SUPPLEMENTS**

	<u>MONTHLY</u>	<u>HOURLY</u>
<b><u>ADVANCED DEGREE SUPPLEMENTS:</u></b>		
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.		
<b><u>SCHOOL BOOKKEEPER SUPPLEMENTS:</u></b>		
Elementary	255.00	
Middle	342.00	
High	425.00	
Special Schools		
Okaloosa STEMM 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	
<b><u>ESE SUPPLEMENTS*:</u></b>		
ESE Paraprofessionals (Excluding EBD, Silver Sands, & Richbourg)		1.11
ESE Paraprofessionals (EBD, Silver Sands, & Richbourg only; Excluding EBD Alt. Plcmt.)		2.13
ESE Paraprofessionals (EBD Alternative Placement only)		3.52
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.		
<b><u>PAYROLL SUPPLEMENT:</u></b>		
Payroll Clerks	329.00	
<b><u>IN-SCHOOL SUSPENSION/STP SUPPLEMENT:</u></b>		
Assistant - ISS/STP		2.15
<b><u>CUSTODIAL SUPPLEMENTS:</u></b>		
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
<b><u>MEDIA ASSISTANT SUPPLEMENT:</u></b>		
Media Assistant		2.13
<b><u>FOOD SERVICE ASSISTANT MANAGER SUPPLEMENTS:</u></b>		
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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<b><u>OTHER PAY</u></b>		
	<u>MONTHLY</u>	<u>HOURLY</u>
<b><u>CUSTODIAL MISCELLANEOUS PAY:</u></b>		
Cleaners		12.16
<b><u>FOOD SERVICE MISCELLANEOUS PAY:</u></b>		
Site Supervisors - Summer Feeding Program		10.86
<b><u>TUTOR MISCELLANEOUS PAY:</u></b>		
Non-Certified Personnel		15.00
<b><u>CELL PHONE STIPEND:</u></b>		
ESE Mini Bus Driver	30.00	
<b><u>SHIFT DIFFERENTIAL: (See Article XIII B.9.)</u></b>		
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