

**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**

**PROPOSED**

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.

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

<b>Step 21 Longevity Stipend:</b>	<b>Monthly</b>	<b>Hourly</b>
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**

**PROPOSED**

<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>
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

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<b><u>Step 21 Longevity Stipend:</u></b>	<b><u>Monthly</u></b>	<b><u>Hourly</u></b>
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**

**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

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**

**PROPOSED**

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

Assistant - ISS/STP		2.13
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**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
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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**

	MONTHLY	HOURLY
<b><u>CUSTODIAL MISCELLANEOUS PAY:</u></b>		
Cleaners		12.01
<b><u>FOOD SERVICE MISCELLANEOUS PAY:</u></b>		
Site Supervisors - Summer Feeding Program		10.78
<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