

APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE
FISCAL YEAR 2017-2018

PROPOSED

STEP	PG A	PG B	PG C	PG D	PG E	PG F	PG G
0	-	2,773	2,014	1,900	1,678	1,544	1,463
1	-	2,888	2,098	1,978	1,748	1,608	1,524
2	-	3,004	2,181	2,057	1,818	1,673	1,586
3	-	3,120	2,265	2,136	1,888	1,739	1,645
4	-	3,234	2,350	2,215	1,959	1,804	1,706
5	-	3,351	2,433	2,293	2,028	1,867	1,766
6	-	3,466	2,519	2,372	2,100	1,934	1,828
7	-	3,582	2,601	2,450	2,169	1,999	1,888
8	-	3,696	2,685	2,531	2,239	2,062	1,950
9	-	3,814	2,768	2,609	2,310	2,127	2,010
10	-	3,929	2,853	2,688	2,380	2,192	2,070
11	-	4,045	2,938	2,767	2,449	2,256	2,131
12	-	4,160	3,021	2,847	2,522	2,321	2,193
13	-	4,276	3,105	2,927	2,591	2,384	2,253
14	-	4,392	3,189	3,006	2,660	2,448	2,315
15	-	4,507	3,272	3,084	2,732	2,515	2,374
16	-	4,625	3,358	3,164	2,801	2,578	2,435
17	-	4,742	3,440	3,243	2,869	2,642	2,495
18	-	4,857	3,525	3,323	2,941	2,706	2,556
19	-	4,973	3,608	3,402	3,010	2,771	2,618
20	-	5,088	3,690	3,480	3,078	2,836	2,678
21	-	5,206	3,774	3,560	3,150	2,900	2,739

STEP	PG I	PG II	PG III	PG IV	PG V	PG VI
0	10.81	10.37	8.85	8.89	9.45	-
1	11.27	10.89	9.27	9.34	9.85	-
2	11.72	11.40	9.69	9.78	10.24	-
3	12.17	11.92	10.10	10.21	10.63	-
4	12.60	12.42	10.51	10.64	11.03	-
5	13.07	12.94	10.94	11.09	11.43	-
6	13.51	13.44	11.37	11.52	11.83	-
7	13.96	13.96	11.79	11.97	12.22	-
8	14.40	14.46	12.21	12.39	12.61	-
9	14.86	14.97	12.62	12.84	13.01	-
10	15.31	15.48	13.05	13.28	13.41	-
11	15.76	15.99	13.48	13.73	13.81	-
12	16.20	16.49	13.90	14.15	14.20	-
13	16.65	17.00	14.32	14.59	14.59	-
14	17.10	17.51	14.74	15.02	14.99	-
15	17.55	18.02	15.17	15.47	15.39	-
16	18.00	18.52	15.59	15.91	15.78	-
17	18.45	19.03	16.01	16.35	16.17	-
18	18.90	19.54	16.43	16.78	16.55	-
19	19.35	20.05	16.86	17.23	16.95	-
20	19.78	20.55	17.28	17.65	17.35	-
21	20.24	21.06	17.70	18.09	17.73	-

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	\$ 260.00	
Hourly Employee		\$ 1.68

APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE
FISCAL YEAR 2017-2018

PROPOSED

Step	Years of Experience	Placement Chart A	Step	Years of Experience	Placement Chart B
0	0	1,900	0	0	10.81
1	1	1,978	1	1	11.27
2	2	2,057	2	2	11.72
3	3	2,136	3	3	12.17
4	4	2,215	4	4	12.60
5	5	2,293	5	5	13.07
6	6	2,372	6	6	13.51
7	7	2,450	7	7	13.96
8	8	2,531	8	8	14.40
9	9	2,609	9	9	14.86
10	10	2,688	10	10	15.31
11	11	2,767	11	11	15.76
12	12	2,847	12	12	16.20
13	13	2,927	13	13	16.65
14	14	3,006	14	14	17.10
15	15	3,084	15	15	17.55
16	16	3,164	16	16, 17	18.00
17	17	3,243	17	18, 19, 20, 21	18.45
18	18, 19, 20, 21	3,323	18	22	18.90
19	22	3,402	19	23	19.35
20	23	3,480	20	24	19.78
21	24 Plus	3,560	21	25 Plus	20.24

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	\$ 260.00	
Hourly Employee		\$ 1.68

**APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS 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 2017-2018**

PROPOSED

STEP	FY 2012-2013 SALARY	FY 2013-2014 SALARY	FY 2014-2015 SALARY	FY 2015-2016 SALARY	FY 2016-2017 SALARY	FY 2017-2018 SALARY
0	1,593	1,550	1,550	1,550	1,550	1,550
1	1,660	1,615	1,615	1,615	1,615	1,615
2	1,725	1,679	1,679	1,679	1,679	1,679
3	1,794	1,744	1,744	1,744	1,744	1,744
4	1,858	1,808	1,808	1,808	1,808	1,808
5	1,926	1,873	1,873	1,873	1,873	1,873
6	1,993	1,937	1,937	1,937	1,937	1,937
7	2,059	2,002	2,002	2,002	2,002	2,002
8	2,126	2,066	2,066	2,066	2,066	2,066
9	2,191	2,131	2,131	2,131	2,131	2,131
10	2,257	2,195	2,195	2,195	2,195	2,195
11	2,323	2,260	2,260	2,260	2,260	2,260
12	2,389	2,324	2,324	2,324	2,324	2,324
13	2,456	2,389	2,389	2,389	2,389	2,389
14	2,523	2,453	2,453	2,453	2,453	2,453
15	2,591	2,518	2,518	2,518	2,518	2,518
16	2,655	2,582	2,582	2,582	2,582	2,582
17	2,721	2,647	2,647	2,647	2,647	2,647
18	2,788	2,711	2,711	2,711	2,711	2,711
19	2,853	2,776	2,776	2,776	2,776	2,776
20	2,920	2,841	2,841	2,841	2,841	2,841
21	2,987	2,906	2,906	2,906	2,906	2,906

**APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS INTERIM PAYGRADE R
FORMER LEAD CUSTODIANS TEMPORARILY
FROZEN AT FISCAL YEAR 2012-2013 SALARY
PER AGREEMENT REACHED IN FISCAL YEAR 2013-2014
FISCAL YEAR 2017-2018**

PROPOSED

STEP	FY 2012-2013 SALARY	FY 2013-2014 SALARY	FY 2014-2015 SALARY	FY 2015-2016 SALARY	FY 2016-2017 SALARY	FY 2017-2018 SALARY
0	1,593	1,593	1,593	1,593	1,593	1,593
1	1,660	1,660	1,660	1,660	1,660	1,660
2	1,725	1,725	1,725	1,725	1,725	1,725
3	1,794	1,794	1,794	1,794	1,794	1,794
4	1,858	1,858	1,858	1,858	1,858	1,858
5	1,926	1,926	1,926	1,926	1,926	1,926
6	1,993	1,993	1,993	1,993	1,993	1,993
7	2,059	2,059	2,059	2,059	2,059	2,059
8	2,126	2,126	2,126	2,126	2,126	2,126
9	2,191	2,191	2,191	2,191	2,191	2,191
10	2,257	2,257	2,257	2,257	2,257	2,257
11	2,323	2,323	2,323	2,323	2,323	2,323
12	2,389	2,389	2,389	2,389	2,389	2,389
13	2,456	2,456	2,456	2,456	2,456	2,456
14	2,523	2,523	2,523	2,523	2,523	2,523
15	2,591	2,591	2,591	2,591	2,591	2,591
16	2,655	2,655	2,655	2,655	2,655	2,655
17	2,721	2,721	2,721	2,721	2,721	2,721
18	2,788	2,788	2,788	2,788	2,788	2,788
19	2,853	2,853	2,853	2,853	2,853	2,853
20	2,920	2,920	2,920	2,920	2,920	2,920
21	2,987	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
EDUCATION STAFF PROFESSIONALS
JOB CODE PAY GRADE ASSIGNMENT

DRAFT

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
- ** Paraprofessional
- ** Safety Assistant
- ** ESE Paraprofessional
- ** ESL Interpreter (Language)
- ** 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
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
EDUCATION STAFF PROFESSIONALS
SUPPLEMENTS & MISCELLANEOUS PAY
FISCAL YEAR 2017-2018**

PROPOSED

	MONTHLY	HOURLY
<u>ADVANCED DEGREE SUPPLEMENTS:</u>		
Associate's	85.00	0.55
Bachelor's	143.00	0.92
Master's	201.00	1.30
Doctorate	264.00	1.70
* Paraprofessionals 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	251.00	
Middle	336.00	
High	419.00	
Special Schools		
Okaloosa STEM Academy	251.00	
Southside Primary School	251.00	
Richbourg School	251.00	
Silver Sands School	251.00	
Laurel Hill School	336.00	
Ok. Tech. College & CHOICE High	419.00	
Baker School	419.00	
<u>ESE SUPPLEMENTS*:</u>		
ESE Paraprofessionals (Excluding EBD, Silver Sands, & Richbourg)		1.09
ESE Paraprofessionals (EBD, Silver Sands, & Richbourg only)		2.09
Transportation Assistants		1.00
* 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.		
<u>ESL SUPPLEMENTS:</u>		
ESL Interpreters		1.09
<u>PAYROLL SUPPLEMENTS:</u>		
Payroll Clerks	325.00	
<u>IN-SCHOOL SUSPENSION SUPPLEMENTS:</u>		
Assistant - ISS		2.11
<u>CUSTODIAL SUPPLEMENTS:</u>		
Elementary Lead Custodian	211.00	
Middle School Lead Custodian	317.00	
High School Lead Custodian	422.00	
<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		11.92
<u>FOOD SERVICE MISCELLANEOUS PAY:</u>		
Site Supervisors - Summer Feeding Program		10.78
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