

For Ratification

Master Contract

between

School Board of Okaloosa County

and

**Okaloosa County Education
Association**

Agreement reached at the table March 5, 2018

Teacher Evaluation Handbook: www.myocea.org/evaluationhandbook

SALARY

Grandfathered Salary Schedule: *Step* (if eligible) and *.5% General Improvement*

Pay for Performance Salary:

Effective-2.25%

Highly Effective-3:00%

**SCHOOL DISTRICT OF OKALOOSA COUNTY
GRANDFATHERED INSTRUCTIONAL SALARY SCHEDULE
FISCAL YEAR 2017-2018**

PROPOSED

Step	BACHELOR'S	MASTER'S	SPECIALIST	PHD
1	34,641	36,547	38,279	40,012
2	35,505	37,457	39,233	41,008
3	36,388	38,391	40,208	42,028
4	37,294	39,347	41,209	43,075
5	38,223	40,327	42,236	44,149
6	39,175	41,331	43,287	45,247
7	40,151	42,360	44,366	46,374
8	41,150	43,416	45,469	47,528
9	42,176	44,497	46,603	48,712
10	43,225	45,604	47,764	49,925
11	44,300	46,740	48,953	51,167
12	45,404	47,903	50,171	52,442
13	46,535	49,096	51,421	53,747
14	47,693	50,319	52,701	55,085
15	48,882	51,572	54,013	56,457
16	50,100	52,855	55,357	57,864
17	51,346	54,172	56,735	59,304
18	52,626	55,519	58,148	60,780
19	53,935	56,903	59,597	62,294
20	55,280	58,320	61,081	63,845
21	56,655	59,772	62,601	65,436
22	58,067	61,260	64,160	67,066
23	59,512	62,786	65,758	68,736
24	60,993	64,349	67,396	70,446
25	62,513	65,951	69,075	72,200
26	64,069	67,593	70,794	73,998
27	65,665	69,276	72,557	75,840
28	67,300	71,001	74,363	77,730
29	68,975	72,769	76,214	79,665
30	70,693	74,581	78,113	81,647

INITIAL PLACEMENT - ALL POSITIONS

1. All Florida Public School experience may be counted.
2. Teachers hired prior to July 1, 2001, may bring in up to nine (9) years of out-of-state public and/or private experience combined. Private school experience must be earned in an accredited school.
3. For all teachers hired July 1, 2001, or after, all experience earned in schools requiring a state or Department of Defense certification will be counted.
4. Employees shall not be given credit for years for which they are currently drawing retirement dollars.
5. All Florida and out-of-state experience when combined shall not exceed step 30 on initial placement chart.
6. The one (1) year's credit will be awarded when the number of days under contract exceeds one day over half the number of days in the contract year.

INSTRUCTIONAL EMPLOYEES HIRED PRIOR TO JULY 1, 2011

Employees shall be paid based on the column of the salary schedule that corresponds with the level of their teaching degrees.

Employees who opt to remain on the grandfathered salary schedule will move one (1) step per year until step (30) is reached so long as the Highly Effective raise can be funded for more than 2.49%.

Employees who opt to participate in Pay for Performance will not move one (1) step per year; however, those individuals rated as highly effective and effective will receive percentage increases based on annual negotiations.

INSTRUCTIONAL EMPLOYEES HIRED JULY 1, 2011, THROUGH JUNE 30, 2014

Employees shall be paid based on the Bachelor's column of the salary schedule. An employee holding an advanced degree shall receive a supplement provided the advanced degree is in the individual's area of certification. Qualifying individuals shall receive supplements in the following amounts:

Master's Degree	\$	2,273.00
Specialist's Degree	\$	4,547.00
Doctorate's Degree	\$	6,820.00

Employees who opt to remain on the grandfathered salary schedule will move one (1) step per year until step (30) is reached so long as the Highly Effective raise can be funded for more than 2.49%.

Employees who opt to participate in Pay for Performance will not move one (1) step per year; however, those individuals rated as highly effective and effective will receive percentage increases based on annual negotiations.

INSTRUCTIONAL EMPLOYEES HIRED JULY 1, 2014, OR LATER

Employees shall be initially paid based on the Instructional Performance Pay Placement Chart. An employee holding an advanced degree shall receive a supplement provided the advanced degree is in the individual's area of certification. Qualifying individuals shall receive supplements in the following amounts:

Master's Degree	\$	2,273.00
Specialist's Degree	\$	4,547.00
Doctorate's Degree	\$	6,820.00

These individuals are not eligible for step increases as they must participate in Pay for Performance. Individuals rated as highly effective and effective will receive percentage increases based on annual negotiations.

TWELVE MONTH PERSONNEL

Instructional salary schedule figures divided by ten (10) and multiplied by twelve (12), plus supplement if authorized for the position.

HIGH SCHOOL BAND DIRECTORS - ELECTING NOT TO PARTICIPATE IN PAY FOR PERFORMANCE

High school band directors who were hired prior to July 1, 2014, and were paid salaries based on Appendix H - Differentiated Pay Schedule (Supplements) shall receive the same improvements that are negotiated for the grandfathered salary schedule.

1200+ Students	\$	94,642
600 - 1199 Students	\$	88,462
100 - 599 Students	\$	73,008

SUPPLEMENTAL HOURLY RATE

Rates, applicable for Summer School Teachers, regular teachers who teach a period beyond contractual obligation, or adult education teachers are as follows:

Bachelor's Degree	\$	32.42
Master's Degree	\$	36.91
Specialist's Degree	\$	40.13
Doctorate's Degree	\$	43.28

INITIAL PLACEMENT FOR SPECIFIC TYPES OF POSITIONS

New ROTC instructors shall be placed on the salary schedule as ten (10) month employees in the appropriate column at the least step to guarantee their Minimum Instructor Pay. After initial placement, ROTC instructors shall move one step each year until they reach the top of the salary schedule. Initial placement shall be in lieu of experience in teaching and no credit shall be granted for years teaching prior to initial placement.

Teachers at the two vocational schools and occupational specialists new to the system shall bring in experience under the following conditions:

1. Maximum of nine (9) years for like work experience. Work experience is defined as having one day over half the number of work days in the year.
2. Teaching experience shall be granted according to Article XIX-B.
3. If years of work experience and teaching experience are combined, the number of years combined shall not exceed nine (9).
4. No credit previously granted for teaching and work experience will be retracted.

School psychologists and guidance counselors may receive up to five (5) years credit for verified full-time work as a licensed therapist in a non-school environment in lieu of previous experience in a public or accredited private school. Credit will NOT be allowed for experience in both an education setting and a professional setting. Speech, Occupational & Physical Therapists shall be given credit for all verified experience as a licensed therapist in the State of Florida and up to nine (9) years of credit for verified experience in another state. Social Workers may receive up to nine (9) years of credit for verified full-time work as a licensed Social Worker in a non-school environment in lieu of previous experience in a public or accredited private school.

5. Annual contract column shall only apply to teachers who are newly hired to the Okaloosa County School District after September 2, 2009. Newly hired shall include employees returning after a break in service.

DIFFERENTIATED PAY

1. Differentiated pay related to C, D, and F schools will be as follows:

<u>Differentiated Pay</u>	<u>School Grade</u>	<u>Description</u>	<u>Annual Amount</u>
Highly Effective	C	First Full Year Only	\$2,576
Highly Effective	D	First Full Year Only	\$5,151
Highly Effective	F	First Full Year Only	\$5,151

An individual must be transferring from an "A" or "B" school to be eligible.

If an individual works at more than one school, the differential shall be pro-rated based upon the percentage of time assigned to the school.

2. Differentiated pay related to Okaloosa County School District's 'difficult to staff job titles' will be \$515 per year. The District and Union will meet each October to determine the difficult to staff job titles based on the previous three years. Teachers who hold a certificate in one of these designated areas and currently teach the subject listed on the certificate shall be awarded the differentiated pay. Those who only fit this criteria part of the day shall receive a pro-rated share.
3. Differentiated pay in the amount of \$103 shall be paid to instructional and administrative personnel assigned to a Title I school. If an individual works at more than one school, the differential shall be pro-rated based upon the percentage of time assigned to the school.

**SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL PERFORMANCE PAY PLACEMENT CHART
FISCAL YEAR 2017-2018**

PROPOSED

STEP	BACHELOR'S	MASTER'S	SPECIALIST	PHD
1	34,641	N/A	N/A	N/A
2	35,505	N/A	N/A	N/A
3	36,388	N/A	N/A	N/A
4	37,294	N/A	N/A	N/A
5	38,223	N/A	N/A	N/A
6	39,175	N/A	N/A	N/A
7	40,151	N/A	N/A	N/A
8	41,150	N/A	N/A	N/A
9	42,176	N/A	N/A	N/A
10	43,225	N/A	N/A	N/A
11	44,300	N/A	N/A	N/A
12	45,404	N/A	N/A	N/A
13	46,535	N/A	N/A	N/A
14	47,693	N/A	N/A	N/A
15	48,882	N/A	N/A	N/A
16	50,100	N/A	N/A	N/A
17	51,346	N/A	N/A	N/A
18	52,626	N/A	N/A	N/A
19	53,935	N/A	N/A	N/A
20	55,280	N/A	N/A	N/A
21	56,655	N/A	N/A	N/A
22	58,067	N/A	N/A	N/A
23	59,512	N/A	N/A	N/A
24	60,993	N/A	N/A	N/A
25	62,513	N/A	N/A	N/A
26	64,069	N/A	N/A	N/A
27	65,665	N/A	N/A	N/A
28	67,300	N/A	N/A	N/A
29	68,975	N/A	N/A	N/A
30	70,693	N/A	N/A	N/A

INITIAL PLACEMENT - ALL POSITIONS

1. All Florida Public School experience may be counted.
2. Teachers hired prior to July 1, 2001, may bring in up to nine (9) years of out-of-state public and/or private experience combined. Private school experience must be earned in an accredited school.
3. For all teachers hired July 1, 2001, or after, all experience earned in schools requiring a state or Department of Defense certification will be counted.
4. Employees shall not be given credit for years for which they are currently drawing retirement dollars.
5. All Florida and out-of-state experience when combined shall not exceed step 30 on initial placement chart.
6. The one (1) year's credit will be awarded when the number of days under contract exceeds one day over half the number of days in the contract year.

**APPENDIX H
DIFFERENTIATED PAY SCHEDULE
FISCAL YEAR 2017-2018**

PROPOSED

MIDDLE SUPPLEMENT

- Notes: (1) ALL SUPPLEMENTS ARE AVAILABLE FOR BOYS AND GIRLS TEAMS
(2) COMPLIANCE WITH TITLE IX GUIDELINES WILL BE STRICTLY ENFORCED
(3) SUPPLEMENTS NOT COVERED IN THIS CONTRACT MUST MEET THE PROVISIONS OF THE WAIVER PROCEDURE AS OUTLINED IN ARTICLE XX
(4) JUSTIFICATION MUST BE PROVIDED IF AN INDIVIDUAL IS RECEIVING SUPPLEMENTS FOR CONCURRENT ACTIVITIES**

1 Band Director	6,551
2 Football/Tackle Head Coach	5,346
3 Basketball Head Coach	3,932
Choral Director	3,932
Cheerleader Sponsor	3,932
Assistant Football/Tackle Coach	3,932
Dance Team Director	3,932
4 Athletic Director	3,536
5 Baseball Coach	2,307
Track Coach	2,307
Annual Sponsor	2,307
Golf Coach	2,307
Softball Coach	2,307
Cross Country Coach	2,307
Soccer Coach	2,307
Tennis Coach	2,307
Speech Sponsor	2,307
Academic Team Coach	2,307
Swimming Coach	2,307
Volleyball Coach	2,307
6 Assistant Basketball Coach	2,307
7 Team Leader	1,378
8 School Based Staff Development Coordinator	1,378
9 National Board Certified Teacher	2,102

Middle Schools will be allocated Team leaders at the rate of one (1) team leader per one hundred and twenty-five (125) students. There will be a minimum of six (6) at each school.

ELEMENTARY SUPPLEMENT

<u>Grade Level Chairperson</u>	
One Kindergarten	1,378
One First Grade	1,378
One Second Grade	1,378
One Third Grade	1,378
One Fourth Grade	1,378
One Fifth Grade	1,378
One Special Area	1,378
Academic Team Coach	2,307
School Based Staff Development Coordinator	1,378
National Board Certified Teacher	2,102

Effective for the 1994-1995 school year, experience credit will not be added to any supplemental positions. Individuals in supplemental positions, for which experience credit has been granted, shall be grandfathered at the prior year's experience level.

Note:

Supplements for District School Psychologist, District Speech Therapist, District Occupational Therapist, District Physical Therapist, and EH/EBD Teachers are listed on the High School Supplements page under Item #7.

**APPENDIX H
DIFFERENTIATED PAY SCHEDULE
FISCAL YEAR 2017-2018**

PROPOSED

SENIOR HIGH SUPPLEMENT

**Notes: (1) ALL SUPPLEMENTS ARE AVAILABLE FOR BOYS AND GIRLS TEAMS
(2) COMPLIANCE WITH TITLE IX GUIDELINES WILL BE STRICTLY ENFORCED
(3) SUPPLEMENTS NOT COVERED IN THIS CONTRACT MUST MEET THE PROVISIONS OF THE WAIVER
PROCEDURE AS OUTLINED IN ARTICLE XX
(4) JUSTIFICATION MUST BE PROVIDED IF AN INDIVIDUAL IS RECEIVING SUPPLEMENTS FOR CONCURRENT
ACTIVITIES**

	<u>(1200 Students)</u>	<u>(600-1199 Students)</u>	<u>(100-599 Students)</u>
1 Band Director - Moved to Salary Schedule			
2 Basketball Coach	5,895		
3 Football/Tackle Coordinator	5,501		
4 Assistant Football/Tackle Coach	5,243		
Assistant Band Director	5,243		
Cheerleader Sponsor	5,243		
Dance Team Director	5,243		
Choral Director	5,243		
JV Football/Tackle Coach	5,243		
5 Baseball Coach	4,026		
Softball Coach	4,026		
6 Assistant JV Football/Tackle Coach	3,932		
7 District School Psychologist	3,000		
District Speech Therapist	3,000		
District Occupational Therapist	3,000		
District Physical Therapist	3,000		
EH/EBD Teacher	3,000		
8 JV Basketball Coach	2,307		
Assistant Basketball Coach	2,307		
Track Coach	2,307		
Annual Sponsor	2,307		
Golf Coach	2,307		
Wrestling Coach	2,307		
Weight Lifting Coach	2,307		
Cross Country Coach	2,307		
Volleyball Coach	2,307		
Assistant Baseball Coach	2,307		
Assistant Softball Coach	2,307		
Swimming Coach	2,307		
Soccer Coach	2,307		
Tennis Coach	2,307		
Flag Football	2,307		
Speech Sponsor	2,307		
Academic Team Coach	2,307		
Competitive Cheerleading	2,307		
ROTC	2,307		
9 Voc Agriculture Sponsor	1,958		
10 Assistant Volleyball Coach	1,833		
Assistant Track Coach	1,833		
Assistant Cheerleading Sponsor	1,833		
Assistant Soccer Coach	1,833		
Assistant Flag Football	1,833		
Newspaper Sponsor	1,833		
11 Department Chairperson	1,705	1,378	1,378
12 School Based Staff Development Coordinator	1,378		
13 Future Farmers of America Sponsor	1,311		
14 Behavioral Analyst	1,046		
15 National Board Certified Teacher	2,102		

Senior High Schools will have six (6) supplements to include Math, Social Studies, Science, Language Arts, Vocational and Exceptional Child, and Physical Education and Driver Training.

Effective for the 1994-1995 school year, experience credit will not be added to any supplemental positions. Individuals in supplemental positions, for which experience credit has been granted, shall be grandfathered at the prior year's experience level.