

**Addendum to the
Master Contract**

between

School Board of Okaloosa County

and

**Okaloosa Education
Staff Professionals**

Agreement reached at the table March 11, 2019

Article 2 – RECOGNITION

(Old C. becomes D.)

C. Unless otherwise indicated the term “day” will mean normal employee workdays.

Article 4 - RIGHTS

A. Employee Rights

~~6. No action against an employee shall be taken on the basis of a complaint by a parent or student or other individual nor shall any notice thereof be included in the employee’s personnel file unless the matter is first reported to the employee in writing and the employee has the opportunity to respond in writing. An employee shall have the right to know the name of the individual filing the complaint.~~

10. The Administration should make the employee aware of work related complaints as soon as possible but within ~~fifteen (15)~~ **five (5)** days of the time they know or should have known; otherwise no reference to said incident shall be made in the future. ***An employee shall have the right to know the name of the individual filing the complaint and respond.***

14. This District is required to provide each employee with Child Abuse and Neglect Training. It is the employees’ responsibility to report all suspected cases of child abuse to the DCF hotline.

ARTICLE 7 – WORKING CONDITIONS

I. Additional Working Conditions for Assistants, Clerks and Secretaries

2. In the event a substitute teacher cannot be found for a teacher the District may then ask a paraprofessional if they wish to be considered as a substitute teacher. The paraprofessional who volunteers or is used during an emergency ~~will be paid an additional \$35.00 per day, in addition to their regular salary. At the secondary level, paraprofessionals will be paid \$7.00 for each period they serve as a substitute~~ ***per hour in addition to their regular salary.***

AGREEMENTS

Salary Schedule: Step

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 annual stipend at \$67.00 monthly or \$0.43/hour

JOB CODE PAY GRADE ASSIGNMENT

PAYGRADE D (Continued)

*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)*

Supplements:

CUSTODIAL SUPPLEMENTS

Custodians Employed at Destin Elementary & Destin Middle 1.00/hr

MEDIA ASSISTANT SUPPLEMENTS

Media Assistant 2.09/hr

ESE JOB COACH SUPPLEMENT

ESE Job Coach at Silver Sands and Richbourg only 2.09/hr

TUTOR MISCELLANEOUS PAY:

Non-Certified Personnel 15.00/hr

CELL PHONE STIPEND:

ESE Mini Bus Driver 30.00/month

Shift Differential

Regularly scheduled shift ending 8:00 PM – 9:59 PM .30/hr

Regularly scheduled shift ending at 10:00 PM or later .50/hr