

**SCHOOL DISTRICT OF OKALOOSA COUNTY
 GRANDFATHERED INSTRUCTIONAL SALARY SCHEDULE
 FISCAL YEAR 2019-2020
 EFFECTIVE JULY 1, 2019**

PROPOSED

Step	BACHELOR'S	MASTER'S	SPECIALIST	PHD
1	34,814	36,730	38,470	40,212
2	35,683	37,644	39,429	41,213
3	36,570	38,583	40,409	42,238
4	37,480	39,544	41,415	43,290
5	38,414	40,529	42,447	44,370
6	39,371	41,538	43,503	45,473
7	40,352	42,572	44,588	46,606
8	41,356	43,633	45,696	47,766
9	42,387	44,719	46,836	48,956
10	43,441	45,832	48,003	50,175
11	44,522	46,974	49,198	51,423
12	45,631	48,143	50,422	52,704
13	46,768	49,341	51,678	54,016
14	47,931	50,571	52,965	55,360
15	49,126	51,830	54,283	56,739
16	50,351	53,119	55,634	58,153
17	51,603	54,443	57,019	59,601
18	52,889	55,797	58,439	61,084
19	54,205	57,188	59,895	62,605
20	55,556	58,612	61,386	64,164
21	56,938	60,071	62,914	65,763
22	58,357	61,566	64,481	67,401
23	59,810	63,100	66,087	69,080
24	61,298	64,671	67,733	70,798
25	62,826	66,281	69,420	72,561
26	64,389	67,931	71,148	74,368
27	65,993	69,622	72,920	76,219
28	67,637	71,356	74,735	78,119
29	69,320	73,133	76,595	80,063
30	71,046	74,954	78,504	82,055

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 choose to remain on the grandfathered salary schedule will move one (1) step per year until step 30 is reached provided the following two criteria are met:

1. The employee received a performance rating of Highly Effective or Effective in the previous fiscal year.
2. "Pay for Performance" Highly Effective employees' salary increase is greater than 2.49%.

Employees who choose 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	\$	2,284.00
Specialist's Degree	\$	4,570.00
Doctorate's Degree	\$	6,854.00

Employees who choose to remain on the grandfathered salary schedule will move one (1) step per year until step 30 is reached provided the following two criteria are met:

1. The employee received a performance rating of Highly Effective or Effective in the previous fiscal year.
2. "Pay for Performance" Highly Effective employees' salary increase is greater than 2.49%.

Employees who choose 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	\$	2,284.00
Specialist's Degree	\$	4,570.00
Doctorate's Degree	\$	6,854.00

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 - HIRED PRIOR TO JULY 1, 2014

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. Their salaries were determined by their respective school's student population level as reflected in the table below.

1200+ Students	\$	95,115
600 - 1199 Students	\$	88,904
100 - 599 Students	\$	73,373

HIGH SCHOOL BAND DIRECTORS - HIRED JULY 1, 2014, THROUGH JUNE 30, 2018

High school band directors who were hired between July 1, 2014, and July 17, 2018, were initially paid salaries based on their respective school's student population level as reflected in the table below. These individuals must participate in Pay for Performance. Individuals rated as highly effective and effective will receive percentage increases based on annual negotiations.

1200+ Students	\$	95,115
600 - 1199 Students	\$	88,904
100 - 599 Students	\$	73,373

HIGH SCHOOL BAND DIRECTORS - HIRED JULY 1, 2018, OR LATER

High school band directors who are hired July 1, 2018, or later shall be placed on the appropriate step of the Instructional Performance Pay Placement Chart in accordance with their verified years of experience. 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.

In addition to the salary noted above, high school band directors will receive supplements based on their respective school's student population level as reflected in the table below. The initial supplement will be calculated by subtracting the salary noted in the paragraph above from the amount shown in the table below. The initial supplement amount remains constant and does not change based on any pay for performance salary increases which may be granted in any given year. Note: All years of experience claimed by a newly hired employee must be submitted and verified prior to the calculation of the initial annual supplement.

1200+ Students	\$	95,115
600 - 1199 Students	\$	88,904
100 - 599 Students	\$	73,373

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	\$	32.58
Master's Degree	\$	37.09
Specialist's Degree	\$	40.33
Doctorate's Degree	\$	43.50

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	\$2,589
Highly Effective	D	First Full Year Only	\$5,177
Highly Effective	F	First Full Year Only	\$5,177

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 \$518 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 \$104 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.

LONGEVITY

Employees who are on Step 30 of the School District of Okaloosa County instructional grandfathered salary schedule as of June 30 of the previous fiscal year shall be eligible for a \$100.00 monthly stipend.

**SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL PERFORMANCE PAY PLACEMENT CHART
FISCAL YEAR 2019-2020
EFFECTIVE JULY 1, 2019**

PROPOSED

STEP	BACHELOR'S	MASTER'S	SPECIALIST	PHD
1	N/A	N/A	N/A	N/A
2	35,683	N/A	N/A	N/A
3	36,570	N/A	N/A	N/A
4	37,480	N/A	N/A	N/A
5	38,414	N/A	N/A	N/A
6	39,371	N/A	N/A	N/A
7	40,352	N/A	N/A	N/A
8	41,356	N/A	N/A	N/A
9	42,387	N/A	N/A	N/A
10	43,441	N/A	N/A	N/A
11	44,522	N/A	N/A	N/A
12	45,631	N/A	N/A	N/A
13	46,768	N/A	N/A	N/A
14	47,931	N/A	N/A	N/A
15	49,126	N/A	N/A	N/A
16	50,351	N/A	N/A	N/A
17	51,603	N/A	N/A	N/A
18	52,889	N/A	N/A	N/A
19	54,205	N/A	N/A	N/A
20	55,556	N/A	N/A	N/A
21	56,938	N/A	N/A	N/A
22	58,357	N/A	N/A	N/A
23	59,810	N/A	N/A	N/A
24	61,298	N/A	N/A	N/A
25	62,826	N/A	N/A	N/A
26	64,389	N/A	N/A	N/A
27	65,993	N/A	N/A	N/A
28	67,637	N/A	N/A	N/A
29	69,320	N/A	N/A	N/A
30	71,046	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 F
DIFFERENTIATED PAY SCHEDULE
FISCAL YEAR 2019-2020
EFFECTIVE JULY 1, 2019**

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	6,584
2 Football/Tackle Head Coach	5,373
3 Basketball Head Coach	3,952
Cheerleader Sponsor	3,952
Choral Director	3,952
Dance Team Director	3,952
Football/Tackle Coach - Assistant	3,952
4 Athletic Director	3,554
5 Academic Team Coach	2,319
Annual Sponsor	2,319
Baseball Coach	2,319
Cross Country Coach	2,319
Golf Coach	2,319
Soccer Coach	2,319
Softball Coach	2,319
Speech Sponsor	2,319
Swim Coach	2,319
Tennis Coach	2,319
Track Coach	2,319
Volleyball Coach	2,319
6 Basketball Coach - Assistant	2,319
7 Team Leader	1,385
8 School Based Staff Development Coordinator	1,385
9 National Board Certified Teacher	2,113

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	1,385
One First Grade	1,385
One Second Grade	1,385
One Third Grade	1,385
One Fourth Grade	1,385
One Fifth Grade	1,385
One Special Area	1,385
Academic Team Coach	2,319
School Based Staff Development Coordinator	1,385
National Board Certified Teacher	2,113

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, EH/EBD Teachers, and Mental Health Counselors are listed on the High School Supplements page under Items #7 and #16.

**APPENDIX F
DIFFERENTIATED PAY SCHEDULE
FISCAL YEAR 2019-2020
EFFECTIVE JULY 1, 2019**

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	5,924		
3 Football/Tackle Coordinator	5,529		
4 Band Director - Assistant	5,269		
Cheerleader Sponsor	5,269		
Choral Director	5,269		
Dance Team Director	5,269		
Football Coach - Assistant	5,269		
Football Coach - JV	5,269		
5 Baseball Coach	4,046		
Softball Coach	4,046		
6 Football Coach - JV Assistant	3,952		
7 District Occupational Therapist	3,015		
District Physical Therapist	3,015		
District Speech Therapist	3,015		
EH/EBD Teacher	3,015		
Mental Health Counselor	3,015		
8 Academic Team Coach	2,319		
Annual Sponsor	2,319		
Baseball Coach - Assistant	2,319		
Basketball Coach - Assistant	2,319		
Basketball Coach - JV	2,319		
Competitive Cheerleading	2,319		
Cross Country Coach	2,319		
Flag Football	2,319		
Golf Coach	2,319		
Lacrosse	2,319		
ROTC	2,319		
Soccer Coach	2,319		
Softball Coach - Assistant	2,319		
Speech Sponsor	2,319		
Swim Coach	2,319		
Tennis Coach	2,319		
Track Coach	2,319		
Volleyball Coach	2,319		
Weightlifting Coach	2,319		
Wrestling Coach	2,319		
9 Voc Agriculture Sponsor	1,968		
10 Cheerleading Sponsor - Assistant	1,842		
Flag Football - Assistant	1,842		
Newspaper Sponsor	1,842		
Soccer Coach - Assistant	1,842		
Track Coach - Assistant	1,842		
Volleyball Coach - Assistant	1,842		
11 Department Chairperson	1,714	1,385	1,385
12 School Based Staff Development Coordinator	1,385		
13 Future Farmers of America Sponsor	1,318		
14 Behavioral Analyst	1,051		
15 National Board Certified Teacher	2,113		
16 District School Psychologist	8,000		

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.