

**SCHOOL DISTRICT OF OKALOOSA COUNTY  
 GRANDFATHERED INSTRUCTIONAL SALARY SCHEDULE  
 FISCAL YEAR 2020-2021  
 EFFECTIVE JULY 1, 2020**

<b>Step</b>	<b>BACHELOR'S</b>	<b>MASTER'S</b>	<b>SPECIALIST</b>	<b>PHD</b>
1	34,988	36,914	38,662	40,413
2	35,861	37,832	39,626	41,419
3	36,753	38,776	40,611	42,449
4	37,667	39,742	41,622	43,506
5	38,606	40,732	42,659	44,592
6	39,568	41,746	43,721	45,700
7	40,554	42,785	44,811	46,839
8	41,563	43,851	45,924	48,005
9	42,599	44,943	47,070	49,201
10	43,658	46,061	48,243	50,426
11	44,745	47,209	49,444	51,680
12	45,859	48,384	50,674	52,968
13	47,002	49,588	51,936	54,286
14	48,171	50,824	53,230	55,637
15	49,372	52,089	54,554	57,023
16	50,603	53,385	55,912	58,444
17	51,861	54,715	57,304	59,899
18	53,153	56,076	58,731	61,389
19	54,476	57,474	60,194	62,918
20	55,834	58,905	61,693	64,485
21	57,223	60,371	63,229	66,092
22	58,649	61,874	64,803	67,738
23	60,109	63,416	66,417	69,425
24	61,604	64,994	68,072	71,152
25	63,140	66,612	69,767	72,924
26	64,711	68,271	71,504	74,740
27	66,323	69,970	73,285	76,600
28	67,975	71,713	75,109	78,510
29	69,667	73,499	76,978	80,463
30	71,401	75,329	78,897	82,465

**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	\$	2,295.00
Specialist's Degree	\$	4,593.00
Doctorate's Degree	\$	6,888.00

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	\$	2,295.00
Specialist's Degree	\$	4,593.00
Doctorate's Degree	\$	6,888.00

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	\$	95,591
600 - 1199 Students	\$	89,349
100 - 599 Students	\$	73,740

**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	\$	95,591
600 - 1199 Students	\$	89,349
100 - 599 Students	\$	73,740

**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	\$	95,591
600 - 1199 Students	\$	89,349
100 - 599 Students	\$	73,740

**HIGH SCHOOL HEAD FOOTBALL COACHES - HIRED JANUARY 1, 2020, OR LATER**

High school head football coaches who are hired January 1, 2020, or later shall be placed on the appropriate step of the Instructional Performance Pay Placement Chart (12 months) 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 head football coaches whose initial placement is lower than \$75,000 will receive supplements. The initial supplement will be calculated by subtracting the salary noted in the paragraph above from \$75,000. 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.

**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	\$	32.74
Master's Degree	\$	37.28
Specialist's Degree	\$	40.53
Doctorate's Degree	\$	43.72

**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 participate in Pay for Performance. Initial placement shall be in lieu of experience in teaching and no credit shall be granted for years teaching prior to initial placement.

Work experience is defined as having one day over half the number of work days in the year. All experience must be verified before receiving credit.

Vocational

1. Job alike work experience shall be granted not to exceed nine (9) years.
2. Teaching experience shall be granted according to Article XIX-B not to exceed nine (9) years.
3. The combination of job alike work experience and teaching experience shall not exceed nine (9) years.

Guidance Counselors and School Psychologists

1. Job alike work experience in a non-school environment shall be granted not to exceed nine (9) years.
2. Job alike work experience in a school environment shall be granted according to Article XIX-B.
3. The combination of job alike experience in a school and non-school environment shall not exceed nine (9) years. If school related job alike experience is greater than nine (9) years, it will be granted according to item 2 above, and non-school experience will not be applied.
4. School Psychologists will receive an annual supplement as shown on Appendix F.

Occupational Therapists, Physical Therapists, Speech and Language Pathologists and Assistants, Social Workers, Mental Health Counselors, and Behavior Analysts

1. Job alike work experience shall be granted for all verified experience.
2. Speech, Occupational and Physical Therapists, Social Workers, and Mental Health Counselors will receive an annual supplement per Appendix F if they are licensed by the Department of Health.
3. Behavior Analysts who are BCBA or BCaBA Certified will receive an annual supplement as shown on Appendix F.

**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	\$2,602
Highly Effective	D	First Full Year Only	\$5,203
Highly Effective	F	First Full Year Only	\$5,203

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 determined by mutual agreement between the District and the Association.
3. Differentiated pay for instructional personnel assigned to a Title I school will be determined by mutual agreement between the District and the Association.

**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 \$150.00 monthly stipend.

**SCHOOL DISTRICT OF OKALOOSA COUNTY  
INSTRUCTIONAL PERFORMANCE PAY PLACEMENT CHART  
FISCAL YEAR 2020-2021  
EFFECTIVE JULY 1, 2020**

<b>STEP</b>	<b>BACHELOR'S</b>	<b>MASTER'S</b>	<b>SPECIALIST</b>	<b>PHD</b>
1	N/A	N/A	N/A	N/A
2	35,861	N/A	N/A	N/A
3	36,753	N/A	N/A	N/A
4	37,667	N/A	N/A	N/A
5	38,606	N/A	N/A	N/A
6	39,568	N/A	N/A	N/A
7	40,554	N/A	N/A	N/A
8	41,563	N/A	N/A	N/A
9	42,599	N/A	N/A	N/A
10	43,658	N/A	N/A	N/A
11	44,745	N/A	N/A	N/A
12	45,859	N/A	N/A	N/A
13	47,002	N/A	N/A	N/A
14	48,171	N/A	N/A	N/A
15	49,372	N/A	N/A	N/A
16	50,603	N/A	N/A	N/A
17	51,861	N/A	N/A	N/A
18	53,153	N/A	N/A	N/A
19	54,476	N/A	N/A	N/A
20	55,834	N/A	N/A	N/A
21	57,223	N/A	N/A	N/A
22	58,649	N/A	N/A	N/A
23	60,109	N/A	N/A	N/A
24	61,604	N/A	N/A	N/A
25	63,140	N/A	N/A	N/A
26	64,711	N/A	N/A	N/A
27	66,323	N/A	N/A	N/A
28	67,975	N/A	N/A	N/A
29	69,667	N/A	N/A	N/A
30	71,401	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 2020-2021  
EFFECTIVE JULY 1, 2020**

**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	6,617
2 Football/Tackle Head Coach	5,400
3 Basketball Head Coach	3,972
Cheerleader Sponsor	3,972
Choral Director	3,972
Dance Team Director	3,972
Football/Tackle Coach - Assistant	3,972
4 Athletic Director	3,572
5 Academic Team Coach	2,331
Annual Sponsor	2,331
Baseball Coach	2,331
Cross Country Coach	2,331
Golf Coach	2,331
Soccer Coach	2,331
Softball Coach	2,331
Speech Sponsor	2,331
Swim Coach	2,331
Tennis Coach	2,331
Track Coach	2,331
Volleyball Coach	2,331
6 Basketball Coach - Assistant	2,331
7 Team Leader	1,392
8 School Based Staff Development Coordinator	1,392
9 National Board Certified Teacher	2,124

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	1,392
One First Grade	1,392
One Second Grade	1,392
One Third Grade	1,392
One Fourth Grade	1,392
One Fifth Grade	1,392
One Special Area	1,392
Academic Team Coach	2,331
School Based Staff Development Coordinator	1,392
National Board Certified Teacher	2,124

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 2020-2021  
EFFECTIVE JULY 1, 2020**

**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	5,954		
3 Football/Tackle Coordinator	5,557		
4 Band Director - Assistant	5,295		
Cheerleader Sponsor	5,295		
Choral Director	5,295		
Dance Team Director	5,295		
Football Coach - Assistant	5,295		
Football Coach - JV	5,295		
5 Baseball Coach	4,066		
Softball Coach	4,066		
6 Football Coach - JV Assistant	3,972		
7 District Occupational Therapist	3,030		
District Physical Therapist	3,030		
District Speech Therapist	3,030		
District Social Worker	3,030		
EH/EBD Teacher	3,030		
Mental Health Counselor	3,030		
8 Academic Team Coach	2,331		
Annual Sponsor	2,331		
Baseball Coach - Assistant	2,331		
Basketball Coach - Assistant	2,331		
Basketball Coach - JV	2,331		
Competitive Cheerleading	2,331		
Cross Country Coach	2,331		
Flag Football	2,331		
Golf Coach	2,331		
Lacrosse	2,331		
ROTC	2,331		
Soccer Coach	2,331		
Softball Coach - Assistant	2,331		
Speech Sponsor	2,331		
Swim Coach	2,331		
Tennis Coach	2,331		
Track Coach	2,331		
Volleyball Coach	2,331		
Weightlifting Coach	2,331		
Wrestling Coach	2,331		
9 Voc Agriculture Sponsor	1,978		
10 Cheerleading Sponsor - Assistant	1,851		
Flag Football - Assistant	1,851		
Newspaper Sponsor	1,851		
Soccer Coach - Assistant	1,851		
Track Coach - Assistant	1,851		
Volleyball Coach - Assistant	1,851		
11 Department Chairperson	1,723	1,392	1,392
12 School Based Staff Development Coordinator	1,392		
13 Future Farmers of America Sponsor	1,325		
14 Behavioral Interventionist	1,056		
15 National Board Certified Teacher	2,124		
16 District School Psychologist	8,040		
Behavioral Analyst - BCBA or BCaBA Certified	8,040		
17 ESE/EBD Alternative Placement Teacher	5,000		

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.