

APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE
FISCAL YEAR 2024-2025
EFFECTIVE JULY 1, 2024
SUBMITTED TO SCHOOL BOARD ON JULY 22, 2024

PROPOSED

STEP	PG A		PG B		PG C		PG D		PG E		PG F		PG G	
	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT
1			0 - 7	3,703	0 - 7	2,690	0 - 7	2,532	0 - 10	2,461	0 - 12	2,387	0 - 14	2,387
2			8	3,822	8	2,776	8	2,617	11	2,531	13	2,447	15	2,447
3			9	3,944	9	2,862	9	2,698	12	2,608	14	2,508	16	2,508
4			10	4,062	10	2,949	10	2,779	13	2,679	15	2,600	17	2,571
5			11	4,182	11	3,038	11	2,861	14	2,751	16	2,637	18	2,636
6			12	4,301	12	3,124	12	2,943	15	2,825	17	2,703	19	2,702
7			13	4,421	13	3,210	13	3,027	16	2,895	18	2,770	20	2,769
8			14	4,540	14	3,297	14	3,109	17	2,967	19	2,839	21	2,838
9			15	4,661	15	3,384	15	3,189	18	3,009	20	2,910	22	2,909
10			16	4,782	16	3,472	16	3,272	19	3,084	21	2,983	23	2,982
11			17	4,903	17	3,520	17	3,317	20	3,161	22	3,058	24	3,057
12			18	4,971	18	3,608	18	3,400	21	3,240	23	3,134	25	3,133
13			19	5,096	19	3,698	19	3,486	22	3,321	24	3,212		
14			20	5,223	20	3,790	20	3,573	23	3,404	25	3,292		
15			21	5,353	21	3,885	21	3,662	24	3,490				
16			22	5,487	22	3,982	22	3,753	25	3,577				
17			23	5,624	23	4,081	23	3,848						
18			24	5,764	24	4,183	24	3,944						
19			25	5,908	25	4,288	25	4,042						

STEP	PG I		PG II		PG III		PG IV		PG V		PG VI	
	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT
1	0 - 10	15.83			0 - 14	15.24	0 - 13	15.21	0 - 13	15.21		
2	11	16.30	0 - 11	16.61	15	15.68	14	15.38	14	15.42		
3	12	16.74	12	17.12	16	16.13	15	16.00	15	15.81		
4	13	17.21	13	17.67	17	16.55	16	16.45	16	16.21		
5	14	17.68	14	18.20	18	16.97	17	16.89	17	16.62		
6	15	18.15	15	18.73	19	17.44	18	17.36	18	17.04		
7	16	18.62	16	19.24	20	17.68	19	17.81	19	17.47		
8	17	18.88	17	19.77	21	18.13	20	18.07	20	17.91		
9	18	19.35	18	20.31	22	18.58	21	18.52	21	18.37		
10	19	19.83	19	20.83	23	19.05	22	18.98	22	18.84		
11	20	20.33	20	21.34	24	19.53	23	19.46	23	19.31		
12	21	20.84	21	21.89	25	20.02	24	19.95	24	19.79		
13	22	21.36	22	22.20			25	20.45	25	20.28		
14	23	21.89	23	22.76								
15	24	22.45	24	23.33								
16	25	23.01	25	23.91								

Initial Placement

Years of experience are used for initial placement only.

Outside job experience will be allowed for pay purposes only when it coincides with the performance responsibilities of the current job description. For those Support Professionals hired July 1, 2022 or later, all full-time job-alike experience will be allowed for pay purposes.

Longevity Stipend #1

Education Staff Professional employees who have completed eighteen (18) or more years of service recognized by the School District of Okaloosa County (to include a maximum of 5 years of recognized outside experience) shall be eligible for a longevity stipend as shown below.

Longevity Stipend #1	Monthly	Hourly
Full-Time Monthly Employee	\$ 270	
Hourly Employee		\$ 1.74

Longevity Stipend #2

Education Staff Professionals will receive an additional Longevity Stipend after three (3) additional years of service have been completed since originally receiving Longevity Stipend #1, as of June 30th.

Longevity Stipend #2	Monthly	Hourly
Full-Time Monthly Employee	\$ 154	
Hourly Employee		\$ 0.99

APPENDIX E
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS
JOB CODE PAY GRADE ASSIGNMENT

PROPOSED

PAYGRADE B

Accountant
Buyer
Certification Analyst
Data Systems Tech I
ESE Parent Liaison
~~Human Resource Analyst~~
Insurance Ombudsman Confidential
Program Analyst
~~Retirement Analyst~~
Student Service Worker
Support Employees Analyst
System Support Analyst
Title Resource Liaison

PAYGRADE C

Accounts Payable Analyst
Assistant Route Coordinator
CDL Trainer/Safety Monitor
Computer Operator I
Data Systems Technician II
Educational Interpreter - ESE (Sign Language)
Educational Interpreter - ESL (Language)
Financial Aid Technician
~~Human Resource Analyst~~
Leaderman
Payroll Clerk
~~Retirement Analyst~~
Risk Management Analyst
System Support Analyst II
Title I/Title X Analyst

PAYGRADE D

Air Condition & Refrigeration I
Bookkeeper
Carpenter I
Child Development Associate
Day Care Coordinator
~~Delivery Personnel - School Food Service~~
District Level Secretary - 10 Months
District Level Secretary - 12 Months
Electrician I
ESE Job Coach
Lead Custodian (Hired Before 7/1/11)
Former Head Custodian (Hired Before 7/1/11)
Heavy Equipment Operator
Locksmith
Mechanic I
Plant Operator
Plumber I
School Secretary - 10 Months
School Secretary - 12 Months
Site Based Technician
Warehouse/Grounds Personnel
Welder I

PAYGRADE E

Computer Operator II
~~Delivery Personnel~~
~~Delivery Personnel - School Food Service~~
IT Field Tech
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

ESE Paraprofessional
Media Assistant
Paraprofessional
Pre-Kindergarten Paraprofessional
Safety Assistant
Vo-Tech Paraprofessional

PAYGRADE II

Bus Driver - 9 months

PAYGRADE III

Bus Monitor
Laborer - Hourly
Lunchroom Monitor - 9 months
Transportation 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 2024-2025
EFFECTIVE JULY 1, 2024
SUBMITTED TO SCHOOL BOARD ON JULY 22, 2024

PROPOSED

SUPPLEMENTS

	MONTHLY	HOURLY
<u>ADVANCED DEGREE SUPPLEMENTS:</u>		
Associate's	89.00	0.58
Bachelor's	148.00	0.96
Master's	209.00	1.34
Doctorate	274.00	1.76
* 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	261.00	
Middle	349.00	
High	434.00	
Special Schools		
Okaloosa STEM Academy	261.00	
Southside Primary School	261.00	
Richbourg School	261.00	
Silver Sands School	261.00	
Laurel Hill School	349.00	
Okaloosa Technical College	434.00	
Baker School	434.00	
<u>ESE SUPPLEMENTS*:</u>		
ESE Paraprofessionals (Excluding Self-Contained VE, CBS, & Pre-K D; EBD/EH; Silver Sands; & Richbourg)		1.13
ESE Paraprofessionals (Self-Contained VE, CBS, & Pre-K D)		1.50
ESE Paraprofessionals (EBD/EH, Silver Sands, & Richbourg only; Excluding EBD Alt. Plcmt.)		2.50
ESE Paraprofessionals (EBD Alternative Placement only)		3.60
ESE Job Coach (Silver Sands & Richbourg only)		2.17
Transportation Assistants		1.04
ESE Mini Bus Driver		1.04
* 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>PAYROLL SUPPLEMENT:</u>		
Payroll Clerks	336.00	
School & Department Payroll	75.00	
Federal Grant Maintenance (Department Level)	100.00	
<u>IN-SCHOOL SUSPENSION/STP SUPPLEMENT:</u>		
Assistant - ISS/STP		2.19
<u>CUSTODIAL SUPPLEMENTS:</u>		
Elementary Lead Custodian	219.00	
Middle School Lead Custodian	328.00	
High School Lead Custodian	437.00	
Custodians Employed at Destin Elementary & Destin Middle		1.04
<u>MEDIA ASSISTANT SUPPLEMENT:</u>		
Media Assistant		2.17
<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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OTHER PAY

	MONTHLY	HOURLY
<u>CUSTODIAL MISCELLANEOUS PAY:</u>		
Cleaners		15.21
<u>FOOD SERVICE MISCELLANEOUS PAY:</u>		
Site Supervisors - Summer Feeding Program		School Year Rate
<u>TUTOR MISCELLANEOUS PAY:</u>		
Non-Certified Personnel		15.00
<u>CELL PHONE STIPEND:</u> (Must meet application qualifications)		
ESE Mini Bus/Medical Bus Driver	37.50	
Maintenance Worker	37.50	
<u>SHIFT DIFFERENTIAL: (See Article XIII B.9.)</u>		
Regularly Scheduled Shift Ending 8:00 p.m to 9:59 p.m.		0.30
Regularly Scheduled Shift Ending 10:00 p.m or later		0.50
