

**SCHOOL DISTRICT OF OKALOOSA COUNTY  
INSTRUCTIONAL SALARY SCHEDULE  
PROFESSIONAL/ANNUAL SERVICE CONTRACT  
FISCAL YEAR 2009-2010**

**PROFESSIONAL SERVICES CONTRACT**

**ANNUAL CONTRACT**

<b>STEP</b>	<b>YRS EXP</b>	<b>BACHELOR'S</b>	<b>MASTER'S</b>	<b>SPECIALIST</b>	<b>PHD</b>	<b>BACHELOR'S</b>	<b>MASTER'S</b>	<b>SPECIALIST</b>	<b>PHD</b>
1	0	32,428	34,212	35,833	37,455	32,428	34,212	35,833	37,454
2	1	33,401	35,238	36,908	38,578	32,914	34,725	36,370	38,016
3	2	34,403	36,296	38,016	39,736	33,408	35,246	36,916	38,586
4	3	35,436	37,385	39,156	40,927	33,909	35,775	37,470	39,165
5	4	36,499	38,506	40,331	42,155	34,418	36,312	38,032	39,752
6	5	37,594	39,661	41,541	43,421	34,934	36,857	38,602	40,348
7	6	38,721	40,851	42,786	44,723	35,458	37,410	39,181	40,953
8	7	39,882	42,077	44,071	46,065	35,990	37,971	39,769	41,567
9	8	41,079	43,338	45,393	47,447	36,530	38,541	40,366	42,191
10	9	42,312	44,639	46,754	48,870	37,077	39,119	40,971	42,824
11	10	43,581	45,978	48,157	50,337	37,634	39,706	41,586	43,466
12	11	44,889	47,357	49,602	51,847	38,199	40,302	42,210	44,118
13	12	46,235	48,779	51,090	53,402	38,772	40,907	42,843	44,780
14	13	47,623	50,242	52,623	55,004	39,353	41,521	43,486	45,452
15	14	49,051	51,748	54,201	56,654	39,943	42,144	44,138	46,134
16	15	50,523	53,301	55,827	58,354	40,543	42,776	44,800	46,826
17	16	52,038	54,900	57,502	60,104	41,151	43,418	45,472	47,528
18	-	53,599	56,547	59,227	61,907	41,768	44,069	46,154	48,241
19	17	55,207	58,244	61,004	63,765	42,394	44,730	46,846	48,965
20	18	56,864	59,991	62,834	65,677	43,030	45,401	47,549	49,699
21	19	58,569	61,791	64,719	67,648	43,676	46,082	48,262	50,444
22	20	60,326	63,645	66,661	69,677	44,331	46,773	48,986	51,201
23	21+	64,036	67,454	70,561	73,667	44,996	47,475	49,721	51,969

Initial placement on salary schedule according to initial placement chart. After initial placement, each individual will move one (1) step per year until step twenty-three (23) is reached.

1. Effective July 1, 2007, longevity is included in step 23 and is no longer a separate amount which needs to be added to step 23.
2. All Florida Public School experience may be counted.
3. 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.
4. 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.
5. Employees shall not be given credit for years for which they are currently drawing retirement dollars.
6. All Florida and out-of-state experience when combined shall not exceed step 23 on initial placement chart.
7. 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.

**TWELVE MONTH PERSONNEL**

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

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**HOURLY RATE**

Rates, applicable for Summer School Teachers, regular teachers who teach a period beyond contractual obligation, adult education teachers, or teachers employed on a part-time basis for less than four (4) periods per day, are:

Bachelor's Degree	29.95
Master's Degree	34.11
Specialist's Degree	37.06
Doctorate's Degree	39.97

**FOR INITIAL PLACEMENT ON THE SALARY SCHEDULE**

New ROTC instructors shall be placed on the salary schedule as twelve (12) month employees or 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. ROTC Instructors hired prior to October 1, 2007, shall be twelve (12) month instructors.

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 the date both parties have ratified. Newly hired shall be defined as a break in service.