

**SCHOOL DISTRICT OF OKALOOSA COUNTY**  
**YEARS OF EXPERIENCE INITIAL PLACEMENT/INSTRUCTIONAL SALARY SCHEDULE**  
**Fiscal Year 2007-2008**

<b>Step</b>	<b>YRS EXP</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
2	1	33,401	35,238	36,908	38,578
3	2	34,403	36,296	38,016	39,736
4	3	35,436	37,385	39,156	40,927
5	4	36,499	38,506	40,331	42,155
6	5	37,594	39,661	41,541	43,421
7	6	38,721	40,851	42,786	44,723
8	7	39,882	42,077	44,071	46,065
9	8	41,079	43,338	45,393	47,447
10	9	42,312	44,639	46,754	48,870
11	10	43,581	45,978	48,157	50,337
12	11	44,889	47,357	49,602	51,847
13	12	46,235	48,779	51,090	53,402
14	13	47,623	50,242	52,623	55,004
15	14	49,051	51,748	54,201	56,654
16	-	50,523	53,301	55,827	58,354
17	15	52,038	54,900	57,502	60,104
18	16	53,599	56,547	59,227	61,907
19	17	55,207	58,244	61,004	63,765
20	18	56,864	59,991	62,834	65,677
21	-	58,569	61,791	64,719	67,648
22	-	60,326	63,645	66,661	69,677
23	19+	63,136	66,554	69,661	72,767

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.

**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.

**Appendix H**  
**Differentiated Pay Schedule**  
**Fiscal Year 2007-2008**  
**4.5% General Improvement**  
**Final Agreement - October 25, 2007**

**Senior High School**

**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**

	<b>(1200 Students)</b>	<b>(600-1199 Students)</b>	<b>(100-599 Students)</b>
1 Band Director (figures show total salary)	84,844	75,398	62,077
2 Basketball Coach	5,474		
3 Football Coordinator	5,107		
4 Assistant Football Coach	4,867		
Assistant Band Director	4,867		
Cheerleader Sponsor	4,867		
Dance Team Director	4,867		
Choral Director	4,867		
JV Football Coach	4,867		
5 Baseball Coach	3,738		
Softball Coach	3,738		
6 Assistant JV Football Coach	3,651		
7 JV Basketball Coach	2,141		
Assistant Basketball Coach	2,141		
Track Coach	2,141		
Annual Sponsor	2,141		
Golf Coach	2,141		
Wrestling Coach	2,141		
Weight Lifting Coach	2,141		
Cross Country Coach	2,141		
Volleyball Coach	2,141		
Assistant Baseball Coach	2,141		
Assistant Softball Coach	2,141		
Swimming Coach	2,141		
Soccer Coach	2,141		
Tennis Coach	2,141		
Speech Sponsor	2,141		
Academic Team Coach	2,141		
8 District School Psychologist	2,141		
9 Assistant Volleyball Coach	1,701		
Assistant Track Coach	1,701		
Assistant Cheerleading Sponsor	1,701		
Assistant Soccer Coach	1,701		
10 Voc Agriculture Sponsor	1,819		
11 Future Farmers of America Sponsor	1,218		
12 Department Chairperson	1,583	1,279	1,279
13 District Speech Therapist/Occupational Therapist/Physical Therapists	972	972	972
14 Newspaper Sponsor	1,701		
15 School Based Staff Development Coordinator	1,701		
16 Lead Teacher	1,583		

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**Middle Supplement**

**Notes: (1) ALL SUPPLEMENTS ARE AVAILABLE FOR BOYS AND GIRLS TEAMS**  
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**(4) JUSTIFICATION MUST BE PROVIDED IF AN INDIVIDUAL IS RECEIVING SUPPLEMENTS FOR CONCURRENT ACTIVITIES**

	<b><u>(1200+ Students)</u></b>
1 Band Director	6,082
2 Football Head Coach	4,963
3 Athletic Director	3,283
4 Basketball Head Coach	3,651
Choral Director	3,651
Cheerleader Sponsor	3,651
Assistant Football Coach	3,651
5 Baseball Coach	2,141
Track Coach	2,141
Annual Sponsor	2,141
Golf Coach	2,141
Softball Coach	2,141
Cross Country Coach	2,141
Soccer Coach	2,141
Tennis Coach	2,141
Speech Sponsor	2,141
Academic Team Coach	2,141
Swimming Coach	2,141
Volleyball Coach	2,141
6 Dance Team Director	1,490
7 Team Leader	1,279
8 School Based Staff Development Coordinator	1,279
9 Assistant Basketball Coach	2,141

**Elementary Supplement**

**Grade Level Chairperson**

One Kindergarten	1,279
One First Grade	1,279
One Second Grade	1,279
One Third Grade	1,279
One Fourth Grade	1,279
One Fifth Grade	1,279
One Special Area	1,279
School Based Staff Development Coordinator	1,279