

For Ratification

Master Contract

between

School Board of Okaloosa County

and

Okaloosa County Education Association

Agreement reached at the table June 1, 2022

ARTICLE VI – TEACHING CONDITIONS

- LL. Teachers responsible for completing Kindergarten report cards will be provided ~~one half (.5) day of TDE at the end of the 1st, 2nd, and 3rd nine weeks and one (1) day at the end of the 4th nine weeks~~ a total of 2.5 days of TDE for the purpose of completing the one-on-one student assessment required to complete the report card. ~~The TDE day shall be taken within the 5 school days prior to the end of each nine-week grading period.~~

ARTICLE VIII – TEACHERS AUTHORITY AND PROTECTION

- D. Every effort shall be made to informally resolve complaints made against instructional personnel by parents, students, or other individuals. Instructional personnel will be notified and given an opportunity to respond within five (5) working days when the administrator becomes aware of an alleged incident/complaint.

Failure of instructional personnel to respond in a timely manner does not limit the timeline for taking administrative action.

If investigation of a complaint warrants official action, (written notice, reprimand, recommendation for disciplinary action, etc.) documentation including written acknowledgment of instructional personnel must be filed in compliance with Personnel Record laws and rules.

If the incident warrants a formal investigation, the maximum of thirty (30) ~~calendar~~ working days shall be the limit for the completion of investigative procedural steps, an extension may be granted if both parties agree that additional time is warranted. If an outside agency such as DCF or Law enforcement is involved, the district investigative timeline will be temporarily suspended until the investigation by the outside agency is complete.

When notified of the completion of an investigation conducted by the Human Resources or Equity offices, an employee who is named as a claimant or respondent must sign for investigative documents or contact Human Resources for alternate delivery arrangements within five (5) business days.

ARTICLE XIV – PROFESSIONAL DEVELOPMENT

- ~~C.~~ Certified employees may check their professional development history to include hours/points earned relative to certificate renewal through the professional growth program. ~~That program is maintained by the Professional Development department.~~

Salary Schedule

Grandfathered Salary Schedule

Minimum Salary increased to \$49,017 (Step 12)

All other steps increased by 1.5%.

Existing employees will receive a step increase for 2022-2023.

Pay for Performance

Initial Placement (0-13 yrs experience): \$49,017

Pay for Performance Highly Effective: 4.61% increase

Pay for Performance Effective: 3.83% increase

Specific Supplement Changes

Teachers at Silver Sands and Richbourg: \$3,075

District Social Worker (Unlicensed): \$3,075

District Social Worker (Licensed): \$8,161

Mental Health Counselors, District Occ Therapist, Phys
Therapist, Speech Therapist: \$8,161

Mental Health Counselor (unlicensed): \$3,075

Teachers supervising detention outside of contract hours: \$15/hr

Training outside of contract hours: \$15/hr

Middle School Flag Football Coach: \$2,366

All other supplements: 1.5% increase

ARTICLE XV – TEACHER EVALUATION

Proposed changes are denoted in orange:

www.myoceca.org/2022contract

SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL PERFORMANCE PAY PLACEMENT CHART
FISCAL YEAR 2022-2023
EFFECTIVE JULY 1, 2022



YEARS OF EXPER.	BACHELOR'S	MASTER'S	SPECIALIST	PHD
0 - 13	49,017	N/A	N/A	N/A
14	49,979	N/A	N/A	N/A
15	51,225	N/A	N/A	N/A
16	52,502	N/A	N/A	N/A
17	53,807	N/A	N/A	N/A
18	55,148	N/A	N/A	N/A
19	56,521	N/A	N/A	N/A
20	57,930	N/A	N/A	N/A
21	59,370	N/A	N/A	N/A
22	60,850	N/A	N/A	N/A
23	62,365	N/A	N/A	N/A
24	63,916	N/A	N/A	N/A
25	65,510	N/A	N/A	N/A
26	67,139	N/A	N/A	N/A
27	68,812	N/A	N/A	N/A
28	70,526	N/A	N/A	N/A
29	72,282	N/A	N/A	N/A
30	74,081	N/A	N/A	N/A

SCHOOL DISTRICT OF OKALOOSA COUNTY
GRANDFATHERED INSTRUCTIONAL SALARY SCHEDULE
FISCAL YEAR 2022-2023
EFFECTIVE JULY 1, 2022



Step	BACHELOR'S	MASTER'S	SPECIALIST	PHD
1	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A
4	N/A	N/A	N/A	N/A
5	N/A	N/A	N/A	N/A
6	N/A	N/A	N/A	N/A
7	N/A	N/A	N/A	N/A
8	N/A	N/A	N/A	N/A
9	N/A	N/A	N/A	N/A
10	N/A	N/A	N/A	N/A
11	N/A	N/A	N/A	N/A
12	49,017	51,679	54,095	55,858
13	49,567	52,294	54,769	57,248
14	50,800	53,597	56,134	58,673
15	52,066	54,932	57,531	60,135
16	53,365	56,299	58,963	61,633
17	54,690	57,700	60,430	63,169
18	56,053	59,135	61,935	64,739
19	57,449	60,610	63,478	66,351
20	58,881	62,120	65,060	68,004
21	60,345	63,665	66,679	69,699
22	61,849	65,251	68,340	71,435
23	63,389	66,876	70,040	73,214
24	64,965	68,540	71,787	75,034
25	66,586	70,247	73,574	76,904
26	68,241	71,997	75,405	78,819
27	69,942	73,788	77,283	80,780
28	71,684	75,626	79,208	82,794
29	73,469	77,509	81,179	84,854
30	75,298	79,439	83,203	86,965

**SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL SALARY SCHEDULE DETAILS
FISCAL YEAR 2022-2023
EFFECTIVE JULY 1, 2022**



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, if negotiated, 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:

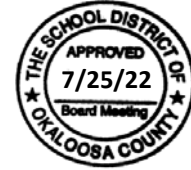
Master's Degree	\$	2,382.00
Specialist's Degree	\$	4,766.00
Doctorate's Degree	\$	7,149.00

Employees who choose to remain on the grandfathered salary schedule will move one (1) step per year, if negotiated, 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.

SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL SALARY SCHEDULE DETAILS
FISCAL YEAR 2022-2023
EFFECTIVE JULY 1, 2022



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	\$	2,382.00
Specialist's Degree	\$	4,766.00
Doctorate's Degree	\$	7,149.00

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	\$	100,666
600 - 1199 Students	\$	94,093
100 - 599 Students	\$	77,656

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

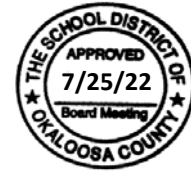
High school band directors who were hired between July 1, 2014, and July 17, 2018, were initially paid salaries based on their respective school's student population level as reflected in the table below. These individuals must participate in Pay for Performance. Individuals rated as highly effective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

1200+ Students	\$	100,666
600 - 1199 Students	\$	94,093
100 - 599 Students	\$	77,656

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.

**SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL SALARY SCHEDULE DETAILS
FISCAL YEAR 2022-2023
EFFECTIVE JULY 1, 2022**



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	\$	100,666
600 - 1199 Students	\$	94,093
100 - 599 Students	\$	77,656

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 \$76,688 will receive supplements. The initial supplement will be calculated by subtracting the salary noted in the paragraph above from \$76,688. 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	\$	33.23
Master's Degree	\$	37.84
Specialist's Degree	\$	41.14
Doctorate's Degree	\$	44.38

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.

SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL SALARY SCHEDULE DETAILS
FISCAL YEAR 2022-2023
EFFECTIVE JULY 1, 2022



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	\$2,641
Highly Effective	D	First Full Year Only	\$5,281
Highly Effective	F	First Full Year Only	\$5,281

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 29 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.

**APPENDIX F
DIFFERENTIATED PAY SCHEDULE
FISCAL YEAR 2022-2023
EFFECTIVE JULY 1, 2022**



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	6,716
2 Football/Tackle Head Coach	5,481
3 Basketball Head Coach	4,032
Cheerleader Sponsor	4,032
Choral Director	4,032
Dance Team Director	4,032
Football/Tackle Coach - Assistant	4,032
4 Athletic Director	3,626
5 Academic Team Coach	2,366
Annual Sponsor	2,366
Baseball Coach	2,366
Cross Country Coach	2,366
Flag Football	2,366
Golf Coach	2,366
Soccer Coach	2,366
Softball Coach	2,366
Speech Sponsor	2,366
STEMM Coach	2,366
Swim Coach	2,366
Tennis Coach	2,366
Track Coach	2,366
Volleyball Coach	2,366
6 Basketball Coach - Assistant	2,366
7 Team Leader	1,413
8 School Based Staff Development Coordinator	1,413
9 National Board Certified Teacher	2,156

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

Grade Level Chairperson

One Kindergarten	1,413
One First Grade	1,413
One Second Grade	1,413
One Third Grade	1,413
One Fourth Grade	1,413
One Fifth Grade	1,413
One Special Area	1,413
Academic Team Coach	2,366
STEMM Coach	2,366
School Based Staff Development Coordinator	1,413
National Board Certified Teacher	2,156

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 2022-2023
EFFECTIVE JULY 1, 2022**



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	6,043		
3 Football/Tackle Coordinator	5,640		
4 Band Director - Assistant	5,374		
Cheerleader Sponsor	5,374		
Choral Director	5,374		
Dance Team Director	5,374		
Football Coach - Assistant	5,374		
Football Coach - JV	5,374		
5 Baseball Coach	4,127		
Softball Coach	4,127		
6 Football Coach - JV Assistant	4,032		
7 District Social Worker (Not Licensed)	3,075		
EH/EBD Teacher, Silver Sands Teacher, Richbourg Teacher	3,075		
Mental Health Counselor	3,075		
8 Academic Team Coach	2,366		
Annual Sponsor	2,366		
Baseball Coach - Assistant	2,366		
Basketball Coach - Assistant	2,366		
Basketball Coach - JV	2,366		
Competitive Cheerleading	2,366		
Cross Country Coach	2,366		
Flag Football	2,366		
Golf Coach	2,366		
Lacrosse	2,366		
ROTC	2,366		
Soccer Coach	2,366		
Softball Coach - Assistant	2,366		
Speech Sponsor	2,366		
STEMM Coach	2,366		
Swim Coach	2,366		
Tennis Coach	2,366		
Track Coach	2,366		
Volleyball Coach	2,366		
Weightlifting Coach	2,366		
Wrestling Coach	2,366		
9 Voc Agriculture Sponsor	2,008		
10 Cheerleading Sponsor - Assistant	1,879		
Flag Football - Assistant	1,879		
Newspaper Sponsor	1,879		
Soccer Coach - Assistant	1,879		
Track Coach - Assistant	1,879		
Volleyball Coach - Assistant	1,879		
11 Department Chairperson	1,749	1,413	1,413
12 School Based Staff Development Coordinator	1,413		
13 Future Farmers of America Sponsor	1,345		
14 Behavioral Interventionist	1,072		
15 National Board Certified Teacher	2,156		
16 District School Psychologist	8,161		
Behavioral Analyst - BCBA or BCaBA Certified	8,161		
District Occupational Therapist	8,161		
District Physical Therapist	8,161		
District Speech Therapist	8,161		
District Social Worker (Licensed)	8,161		
17 ESE/EBD Alternative Placement Teacher	5,075		

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.

APPENDIX F
DIFFERENTIATED PAY SCHEDULE
FISCAL YEAR 2022-2023
EFFECTIVE JULY 1, 2022



OTHER COMPENSATION

Description	Amount	Period
Elementary Teachers with Combined Grade Level Classes	1,000	Per Year
IEP Caseload Manager	750	Per Year
IEP Caseload Manager - Audit Year	900	Per Year
Peer Mentor to Experienced Teacher New to Okaloosa County	450	Per Year
Peer Mentor to First Year with a Professional Certificate	450	Per Year
Peer Mentor to First Year with a Temporary Certificate	650	Per Year
Rate for Student Completion of Virtual Semester Course	130	Per Student
Rate for Student Completion of Virtual Full One Year Credit Course	260	Per Student
School Counselor Attending Retention Meeting	25	Per Meeting
Teacher Completion of Reading Certification or Endorsement	150	Per Year - 1st Year Only
Teacher Supervising Detention Outside of Contract Hours	15	Per Hour
Teachers Acting as a Sub During Planning Time	15	Per Planning
Teachers Acting as Supervisor at Athletic Event	30	Per Hour
Teachers with ESOL on Teaching Certificate	150	Per Year - 1st Year Only
Training Outside of Contract Hours	15	Per Hour