

**For Ratification**

# **Master Contract**

**between**

**School Board of Okaloosa County**

**and**

**Okaloosa County Education  
Association**

**Agreement reached at the table on May 30, 2023**

## General Proposal

Replace the word ~~OASIS~~ with **FOCUS** in all instances without having to address each instance separately in the whole document.

### Article II, Section 1

(H) *(New Language)*

9. The Association president or designee may be released to attend any Board meeting or workshop held during the school day, provided the president or designee notifies the principal/administrator at least one (1) day in advance of the meeting. The president shall be allowed to attend emergency called meetings.

### Article II, Section 1

*(Strike all)*

~~I. — Any teacher who is a member of the Association or who has applied for membership may execute and deliver to Human Resources a Continuing Membership Authorization authorizing deductions of membership dues in the Association. Such authorization shall continue in effect as long as the Association remains the certified bargaining agent for employees in this unit unless revoked upon thirty (30) days written notice to the Association. Pursuant to such authorization, the Board shall deduct such sum as authorized in equal monthly payments from the teacher's regular salary check beginning with the date of authorization. The deductions shall be remitted monthly to the Association. All retroactive dues will be the responsibility of the Association.~~

### Article II, Section 1

*(New Letter, New Language)*

The Association building representative(s) at each work site shall be able to submit time sensitive reminders to be read over the school intercom system in accordance with the school procedures for making such reminders.

### Article VI (N)

N. Collaborative Planning Groups shall define a shared instructional commonality (i.e. grade level, subject area, etc.) and will provide to principals a schedule of dates and times they will meet and discuss **student data**, instructional strategies, practices, and content for a minimum of thirty (30) consecutive minutes once per week. When necessary, principals will flex the personnel's work week to accommodate the thirty (30) consecutive minutes.

### Article IX (E)

*(New Language)*

6. If two or more employees wish to job share a single supplemented position, they may jointly agree to waive the contract restrictions and request this variation. Upon approval by the principal, the employees shall be paid equal shares of supplemented position's salary. Employees are under no obligation to job share supplemental positions unless such request is made by the employee.

## **Article XII (B)**

### **B. Personal Leave Without Pay**

Any absence beyond accrued leave must be approved by the School Board prior to the absence except in case of documented emergency. Illness with doctor's excuse is considered a documented emergency. Other personal/emergency leave requires that written documentation/verification accompanies the Request for Leave and that all personal leave has been exhausted.

Absences without approved leave are subject to disciplinary action and/or termination. Employees can be assured that all requests for Leave without Pay (LWOP) will be submitted to the School Board with a recommendation by the Superintendent for approval ~~or non-approval~~. Employees on personal Leave without Pay will not be allowed to switch to paid leave without first coming back to work. This provision shall have no effect on the use of the sick leave pool. If an employee is on the Leave without Pay report for taking unpaid leave without their supervisor's approval, the employee will be removed from the Leave Without Pay report if the employee does not receive additional LWOP-related discipline for ~~twenty-four (24)~~ **twelve (12)** months. Any leave taken under this section that qualifies for leave under the Family Medical Leave section of the Article shall be taken in conjunction with the Family Medical Leave section.

## **Article XIX (H)**

H. A teacher who has reached normal retirement eligibility according to the FRS Pension Plan and has been credited with ~~ten (10)~~ **twenty (20)** years of experience earned in Okaloosa County School System shall have ten (10%) percent of the employee's annual salary, excluding supplements paid upon the submission of their resignation and completion of the necessary procedures through the Human Resources Department. The retirement incentive will not be paid to any teacher who: (a) fails to submit a request within one (1) calendar year after the date of separation or (b) continues employment beyond June 30 of the year in which the teacher reaches first eligibility for normal retirement benefits. It shall be the responsibility of each teacher to determine the teacher's eligibility for normal retirement and to meet the requirements set forth in this provision. Employees who are members of the FRS Investment Plan will be held to the same normal retirement eligibility requirements as the FRS Pension Plan members.

## **Article XX (G)**

**(New Letter, New Language)**

**G. Upon the third documented concern of an employee's inability to perform job duties, or if an emergency health event necessitates, the Board may require employees to undergo physical or psychiatric examination. The employee will submit a Fit for Duty exam at the requirement of the Human Resources Department Administrator and will be provided TDE to complete the process at the Board's expense. Employees will select from a list of doctors provided by Risk Management. Employees have the right to obtain a second opinion, at their own expense, by an appropriate licensed physician of their choosing.**

## **Salary Information**

### **Edited Language – Stipend**

IEP Caseload Managers: \$750 per year for the first 35 IEPs, and an additional \$50 for each additional 20 IEPs or part thereof per year.

IEP Caseload Manager - Audit Year: ~~\$900~~ \$1200 per year for the first 35 IEPs, and an additional \$50 for each additional 20 IEPs or part thereof per year.

### **New Language - Stipend**

School counselors whose average caseload, based on October, Survey 2 FTE count, exceeds limits listed below will receive a \$1000 annual stipend.

- Elementary schools, Silver Sands, Richbourg - 600
- Middle schools and K8 schools - 500
- High schools and K12 schools - 400

Average caseload equals number of students at school during October, Survey 2 FTE Count, divided by number of guidance counselor allocations for that school.

### **New Language - Salary**

Beginning July 1, 2023, employees on the grandfathered salary schedule will be assigned their current salary (including previously earned longevity stipend amounts) as their permanent base salary. From that point forward, salaries will be negotiated as percentage increases in lieu of steps and no additional longevity will be paid.

### **Negotiated Salaries for 23-24**

- Pay for Performance
  - Highly Effective 2.5% increase
  - Effective 1.87% increase
- Grandfather Salary Schedule
  - Highly Effective, Effective 2% increase
- Supplements 2% increase

**SCHOOL DISTRICT OF OKALOOSA COUNTY**  
**INSTRUCTIONAL PERFORMANCE PAY PLACEMENT CHART**  
**FISCAL YEAR 2023-2024**  
**EFFECTIVE JULY 1, 2023**

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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 2023-2024**  
**EFFECTIVE JULY 1, 2023**

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<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	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 2023-2024  
EFFECTIVE JULY 1, 2023**

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**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.

Beginning July 1, 2023, employees who choose to remain on the grandfathered salary schedule will be assigned their current salary (including previously earned longevity stipend amounts) as their permanent base salary. From that point forward, salary annual increases will be negotiated as percentage increases in lieu of steps and no additional longevity will be paid. An employee must receive a performance rating of Highly Effective or Effective in the previous fiscal year in order to qualify for the annual increase.

~~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 and are~~ rated as Highly Effective ~~or 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	\$	2,430.00
Specialist's Degree	\$	4,861.00
Doctorate's Degree	\$	7,292.00

**SCHOOL DISTRICT OF OKALOOSA COUNTY  
INSTRUCTIONAL SALARY SCHEDULE DETAILS  
FISCAL YEAR 2023-2024  
EFFECTIVE JULY 1, 2023**

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Beginning July 1, 2023, employees who choose to remain on the grandfathered salary schedule will be assigned their current salary (including previously earned longevity stipend amounts) as their permanent base salary. From that point forward, salary annual increases will be negotiated as percentage increases in lieu of steps and no additional longevity will be paid. An employee must receive a performance rating of Highly Effective or Effective in the previous fiscal year in order to qualify for the annual increase.

~~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 and are rated as Highly Effective or 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	\$	2,430.00
Specialist's Degree	\$	4,861.00
Doctorate's Degree	\$	7,292.00

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



**SCHOOL DISTRICT OF OKALOOSA COUNTY  
INSTRUCTIONAL SALARY SCHEDULE DETAILS  
FISCAL YEAR 2023-2024  
EFFECTIVE JULY 1, 2023**

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**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.

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.

**SCHOOL DISTRICT OF OKALOOSA COUNTY  
INSTRUCTIONAL SALARY SCHEDULE DETAILS  
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**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	\$	33.89
Master's Degree	\$	38.60
Specialist's Degree	\$	41.96
Doctorate's Degree	\$	45.27

**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.

**SCHOOL DISTRICT OF OKALOOSA COUNTY  
INSTRUCTIONAL SALARY SCHEDULE DETAILS  
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**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 2023-2024  
EFFECTIVE JULY 1, 2023**

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**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	6,850
2 Football/Tackle Head Coach	5,591
3 Basketball Head Coach	4,113
Cheerleader Sponsor	4,113
Choral Director	4,113
Dance Team Director	4,113
Football/Tackle Coach - Assistant	4,113
4 Athletic Director	3,699
5 Academic Team Coach	2,413
Annual Sponsor	2,413
Baseball Coach	2,413
Cross Country Coach	2,413
Flag Football	2,413
Golf Coach	2,413
Soccer Coach	2,413
Softball Coach	2,413
Speech Sponsor	2,413
STEMM Coach	2,413
Swim Coach	2,413
Tennis Coach	2,413
Track Coach	2,413
Volleyball Coach	2,413
6 Basketball Coach - Assistant	2,413
7 Team Leader	1,441
Volleyball Coach - Assistant	1,441
Softball Coach - Assistant	1,441
Baseball Coach - Assistant	1,441
Girls Soccer Coach - Assistant	1,441
Boys Soccer Coach - Assistant	1,441
8 School Based Staff Development Coordinator	1,441
9 National Board Certified Teacher	2,199

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	1,441
One First Grade	1,441
One Second Grade	1,441
One Third Grade	1,441
One Fourth Grade	1,441
One Fifth Grade	1,441
One Special Area	1,441
Academic Team Coach	2,413
STEMM Coach	2,413
School Based Staff Development Coordinator	1,441
National Board Certified Teacher	2,199

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 2023-2024  
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**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	6,164		
3 Football/Tackle Coordinator	5,753		
4 Band Director - Assistant	5,481		
Cheerleader Sponsor	5,481		
Choral Director	5,481		
Dance Team Director	5,481		
Football Coach - Assistant	5,481		
Football Coach - JV	5,481		
5 Baseball Coach	4,210		
Softball Coach	4,210		
6 Football Coach - JV Assistant	4,113		
7 District Social Worker (Not Licensed)	3,137		
EH/EBD Teacher, Silver Sands Teacher, Richbourg Teacher	3,137		
Mental Health Counselor (Not Licensed)	3,137		
8 Academic Team Coach	2,413		
Annual Sponsor	2,413		
Baseball Coach - Assistant	2,413		
Basketball Coach - Assistant	2,413		
Basketball Coach - JV	2,413		
Competitive Cheerleading	2,413		
Cross Country Coach	2,413		
Flag Football	2,413		
Golf Coach	2,413		
Lacrosse	2,413		
ROTC	2,413		
Soccer Coach	2,413		
Softball Coach - Assistant	2,413		
Speech Sponsor	2,413		
STEMM Coach	2,413		
Swim Coach	2,413		
Tennis Coach	2,413		
Track Coach	2,413		
Volleyball Coach	2,413		
Weightlifting Coach	2,413		
Wrestling Coach	2,413		
9 Voc Agriculture Sponsor	2,048		
10 Cheerleading Sponsor - Assistant	1,917		
Flag Football - Assistant	1,917		
Newspaper Sponsor	1,917		
Soccer Coach - Assistant	1,917		
Track Coach - Assistant	1,917		
Volleyball Coach - Assistant	1,917		
11 Department Chairperson	1,784	1,441	1,441
12 School Based Staff Development Coordinator	1,441		
District Debate Coordinator	1,441		
13 Future Farmers of America Sponsor	1,372		
14 Behavioral Interventionist	1,093		
15 National Board Certified Teacher	2,199		
16 District School Psychologist	8,324		
Behavioral Analyst - BCBA or BCaBA Certified	8,324		
District Occupational Therapist	8,324		
District Physical Therapist	8,324		
District Speech Therapist	8,324		
District Social Worker (Licensed)	3,137		
Mental Health Counselor (Licensed)	8,324		
17 ESE/EBD Alternative Placement Teacher	5,177		

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 2023-2024**  
**EFFECTIVE JULY 1, 2023**

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**OTHER COMPENSATION**

<b>Description</b>	<b>Amount</b>	<b>Period</b>
Elementary Teachers with Combined Grade Level Classes	1,000	Per Year
IEP Caseload Manager - <b>First 35 IEPs</b>	750	Per Year
<b>IEP Caseload Manager - Per Additional 20 IEPs or Part Thereof</b>	<b>50</b>	<b>Per Year</b>
IEP Caseload Manager - Audit Year - <b>First 35 IEPs</b>	<b>1,200</b>	Per Year
<b>IEP Caseload Manager - Audit Year - Per Additional 20 IEPs or Part Thereof</b>	<b>50</b>	<b>Per Year</b>
School Counselors Whose Average Caseload, Based on October Survey 2	1,000	Per Year
<b>FTE Count Exceeds Limits Listed Below (FTE Divided by No. of Counselors)</b>		
<b>- Elementary Schools, Silver Sands, Richbourg - 600</b>		
<b>- Middle Schools and K-8 Schools - 500</b>		
<b>- High Schools and K-12 Schools - 400</b>		
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