

School District of Okaloosa County
Department Administrative Salary Schedule - Placement Chart
Fiscal Year 2024-2025
Effective July 1, 2024



<u>PAY GRADE</u>	<u>POSITIONS</u>
0	Deputy Superintendents; Chief Officers
1	Assistant Superintendents
2	Director I
3	N/A
4	District Directors
5	N/A
6	Program Directors
7	N/A
8	Coordinator
9	Specialists

Positions classified as "District-Based Instructional Administrators" and "District-Based Noninstructional Administrators" per Florida Statute 1012.01(3)(a) and (b) are paid based on this salary schedule/placement chart.

SALARY INDEX:

Based on 12 months, initial base salary per year will be:

\$ 65,926

10 month- 206 days to include 6 paid holidays

12 month - 252 days to include 12 paid holidays

10 month salaries are determined by calculating 10/12 of the salary reflected in the schedule at the appropriate step and pay grade.

An administrative salary shift from 10 to 12 months or from 12 to 10 months within the same pay grade and job description is not considered to be a change of position.

PAY GRADES											
Years											
Exp	Step	0	1	2	3	4	5	6	7	8	9
0	1	1.3800	1.3600	1.2800	N/A	1.2000	N/A	1.1300	N/A	1.0800	1.0000
1	2	1.4144	1.3939	1.3119	N/A	1.2299	N/A	1.1581	N/A	1.1069	1.0249
2	3	1.4496	1.4286	1.3446	N/A	1.2605	N/A	1.1869	N/A	1.1345	1.0504
3	4	1.4857	1.4642	1.3781	N/A	1.2919	N/A	1.2165	N/A	1.1627	1.0766
4	5	1.5227	1.5007	1.4124	N/A	1.3241	N/A	1.2468	N/A	1.1917	1.1034
5	6	1.5606	1.5381	1.4476	N/A	1.3571	N/A	1.2778	N/A	1.2214	1.1309
6	7	1.5995	1.5764	1.4836	N/A	1.3909	N/A	1.3096	N/A	1.2518	1.1591
7	8	1.6393	1.6157	1.5205	N/A	1.4255	N/A	1.3422	N/A	1.2830	1.1880
8	9	1.6801	1.6559	1.5584	N/A	1.4610	N/A	1.3756	N/A	1.3149	1.2176
9	10	1.7219	1.6971	1.5972	N/A	1.4974	N/A	1.4099	N/A	1.3476	1.2479
10	11	1.7648	1.7394	1.6370	N/A	1.5347	N/A	1.4450	N/A	1.3812	1.2790
11	12	1.8087	1.7827	1.6778	N/A	1.5729	N/A	1.4810	N/A	1.4156	1.3108
12	13	1.8537	1.8271	1.7196	N/A	1.6121	N/A	1.5179	N/A	1.4508	1.3434
13	14	1.8999	1.8726	1.7624	N/A	1.6522	N/A	1.5557	N/A	1.4869	1.3769
14	15	1.9472	1.9192	1.8063	N/A	1.6933	N/A	1.5944	N/A	1.5239	1.4112
15	16	1.9957	1.9670	1.8513	N/A	1.7355	N/A	1.6341	N/A	1.5618	1.4463
16	17	2.0454	2.0160	1.8974	N/A	1.7787	N/A	1.6748	N/A	1.6007	1.4823

School District of Okaloosa County
Department Administrative Salary Schedule Details
Fiscal Year 2024-2025
Effective July 1, 2024



INITIAL PLACEMENT TO DEPARTMENT ADMINISTRATIVE SALARY SCHEDULE

Current employees in the District who are promoted to a department administrative position shall be placed on the department administrative salary schedule/placement chart in the appropriate pay grade at the lowest step which reflects an increase in pay then receive an additional three steps.

If a current employee has verified experience outside of the District, specifically in administrative positions, they will be placed on the administrative salary schedule to reflect that experience if it would result in an increase in pay. It is the employee's responsibility to provide Personnel with the said experience at the time of the promotion.

If an instructional employee's current "Pay for Performance" salary is greater than the top step of the new pay grade, the individual will retain his/her current salary and receive an increase equivalent to three steps at 2.49% each.

DEPARTMENT ADMINISTRATIVE EMPLOYEES

Employees shall be paid based on the column of the salary schedule that corresponds with their respective position pay grade. Employees who are rated as highly effective and effective will receive annual percentage increases based on the Superintendent's recommendation and School Board approval in compliance with Florida State Statutes.

ADMINISTRATIVE PROMOTIONS

If an administrator is promoted or demoted to another administrator position, he/she will receive an increase (or decrease) in pay equivalent to the average percentage of the increase or decrease between the two pay grades.

EXPERIENCE CREDIT

New hires to the district shall receive credit for "administrative experience only." Credit will not be given for years for which the administrator is currently drawing retirement.

ADVANCED DEGREE SUPPLEMENTS:

Specialist's Degree	\$ 1,100.00
Doctorate Degree	\$ 2,200.00

OTHER INFORMATION

Administrators are not eligible for overtime.

No employee salary shall exceed the Superintendent's salary less \$500.

School District of Okaloosa County
Managerial Salary Schedule Placement Chart
Fiscal Year 2024-2025
Effective July 1, 2024



<u>PAY GRADE</u>	<u>POSITION(S)</u>
10	Supervisors; Central Office Administrative Assistant/Supervisor
11	Administrative Assistant
12	Foreman; Office Manager; Route Coordinator; Custodial Zone Manager
13	Central Kitchen Production Manager; Quality Control Manager; and Warehouse Manager
14	School Food Service Manager; Central Kitchen Supervisor

SALARY INDEX:

Based on a high school diploma and a base salary per month in the amount of: \$ 2,755

PAY GRADES						
Years						
Exp	Step	10	11	12	13	14
0	1	1.7500	1.5600	1.3600	1.1500	1.0600
1	2	1.7936	1.5988	1.3939	1.1786	1.0864
2	3	1.8383	1.6386	1.4286	1.2079	1.1135
3	4	1.8841	1.6794	1.4642	1.2380	1.1412
4	5	1.9310	1.7212	1.5007	1.2688	1.1696
5	6	1.9791	1.7641	1.5381	1.3004	1.1987
6	7	2.0284	1.8080	1.5764	1.3328	1.2285
7	8	2.0789	1.8530	1.6157	1.3660	1.2591
8	9	2.1307	1.8991	1.6559	1.4000	1.2905
9	10	2.1838	1.9464	1.6971	1.4349	1.3226
10	11	2.2382	1.9949	1.7394	1.4706	1.3555
11	12	2.2939	2.0446	1.7827	1.5072	1.3893
12	13	2.3510	2.0955	1.8271	1.5447	1.4239
13	14	2.4095	2.1477	1.8726	1.5832	1.4594
14	15	2.4695	2.2012	1.9192	1.6226	1.4957
15	16	2.5310	2.2560	1.9670	1.6630	1.5329
16	17	2.5940	2.3122	2.0160	1.7044	1.5711
17	18	2.6586	2.3698	2.0662	1.7468	1.6102

Current employees in the District who are promoted to a managerial position from the instructional or educational support salary schedule shall be placed on the salary schedule in the appropriate pay grade at the lowest step which reflects an increase in pay then receive an additional three steps.

If a current employee has experience outside of the District, specifically in managerial positions, they will be placed on the managerial salary schedule to reflect that experience if it would result in an increase in pay. It is the employees' responsibility to provide Personnel with the said experience at the time of the promotion.

Adjustments for degrees are made after initial placement unless it results in a decrease in pay from the original salary of the employee in which case we adjust upward so that no loss occurs.

Managers hired from outside the District shall be given experience for managerial experience only.

Employees who receive promotions to positions within their current salary schedule (Administrative, Managerial, or Professional/Technical salary schedule) will be moved to the new position pay grade and receive an increase (or decrease) in pay equivalent to the average percentage of the increase or decrease between the two paygrades.

Managers are not eligible for overtime, with the exception of Pay Grade 14.

Employees will receive annual percentage increases based on the Superintendent's recommendation and School Board approval in compliance with Florida State Statutes.

ADJUSTMENTS FOR ADVANCED DEGREES:

Associate's Degree	\$ 550.00
Bachelor's Degree	\$ 1,100.00
Master's Degree	\$ 2,200.00

SUPPLEMENT

1. Transportation Route Coordinators acting as CDL Trainers will receive an annual supplement of \$1,500.00.
2. Foreman - Fire Inspector will receive an annual supplement of \$1,500.00.
3. Department Payroll will receive a monthly supplement of \$75.00.

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



STEP	PGA EXP. AMOUNT	PG B EXP. AMOUNT	PG C EXP. AMOUNT	PG D EXP. AMOUNT	PG E EXP. AMOUNT	PG F EXP. AMOUNT	PG G 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 EXP. AMOUNT	PG II EXP. AMOUNT	PG III EXP. AMOUNT	PG IV EXP. AMOUNT	PG V EXP. AMOUNT	PG VI 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 15.42	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.

<u>Longevity Stipend #1</u>	<u>Monthly</u>	<u>Hourly</u>
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.

<u>Longevity Stipend #2</u>	<u>Monthly</u>	<u>Hourly</u>
Full-Time Monthly Employee	\$ 154	
Hourly Employee		\$ 0.99

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



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
Leaderman
Payroll Clerk
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
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

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

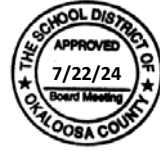
PAYGRADE IV

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



SUPPLEMENTS

	<u>MONTHLY</u>	<u>HOURLY</u>
<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 STEMM 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

APPENDIX D
SCHOOL DISTRICT OF OKALOOSA COUNTY
EDUCATION STAFF PROFESSIONALS
SUPPLEMENTS & MISCELLANEOUS PAY
FISCAL YEAR 2024-2025
EFFECTIVE JULY 1, 2024



OTHER PAY

CUSTODIAL MISCELLANEOUS PAY:

Cleaners

MONTHLY

HOURLY

15.21

FOOD SERVICE MISCELLANEOUS PAY:

Site Supervisors - Summer Feeding Program

School Year Rate

TUTOR MISCELLANEOUS PAY:

Non-Certified Personnel

15.00

CELL PHONE STIPEND: (Must meet application qualifications)

ESE Mini Bus/Medical Bus Driver

37.50

Maintenance Worker

37.50

SHIFT DIFFERENTIAL: (See Article XIII B.9.)

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

School District of Okaloosa County
Professional/Technical Salary Schedule Placement Chart
Fiscal Year 2024-2025
Effective July 1, 2024



<u>PAY GRADE</u>	<u>POSITION(S)</u>
1	Coordinators
2	Evaluation/Differentiation Accountability Analyst
3	Programmer Analyst; Budget Analyst; Financial Analyst; Mobile Learning Analyst; SIS/ERP Focus Analyst
4	Plan Inspector/Building Official; Information Systems Database Official; MIS/IT Security Official
5	Programmer; FTE Data Technician; Testing & Evaluation Technician; Field Supervisor - Food Service; Instructional Television Broadcast Technician; Administrative Assistant II; Online Data Technician; Document/Data Technician, Safety & Security Technician; Career & Technical Education Technician

SALARY INDEX - Pay Grades 1 & 2:

Based on 12 months, a Master's Degree, and a base salary per year in the amount of: **\$ 65,926**

10 month - 206 days to include 6 paid holidays, salary is divided by twelve multiplied by 10

12 month - 252 or 254 days to include 12 paid holidays

MONTHLY SALARY - Pay Grades 3, 4, & 5:

Based on 12 months and a High School Diploma per chart below.

PAY GRADES						
Years						
Exp	Step	1	2	3	4	5
0	1	1.1300	1.0000	4,160	3,526	2,893
1	2	1.1581	1.0249	4,333	3,674	3,013
2	3	1.1869	1.0504	4,505	3,818	3,132
3	4	1.2165	1.0766	4,679	3,965	3,255
4	5	1.2468	1.1034	4,851	4,115	3,375
5	6	1.2778	1.1309	5,024	4,259	3,495
6	7	1.3096	1.1591	5,199	4,410	3,616
7	8	1.3422	1.1880	5,374	4,554	3,735
8	9	1.3756	1.2176	5,548	4,702	3,855
9	10	1.4099	1.2479	5,719	4,848	3,978
10	11	1.4450	1.2790	5,893	4,997	4,100
11	12	1.4810	1.3108	6,064	5,144	4,219
12	13	1.5179	1.3434	6,239	5,288	4,341
13	14	1.5557	1.3769	6,414	5,435	4,458
14	15	1.5944	1.4112	6,587	5,584	4,579
15	16	1.6341	1.4463	6,760	5,731	4,701
16	17	1.6748	1.4823	6,932	5,877	4,821
17	18			7,105	6,025	4,945
18	19			7,280	6,170	5,060
19	20			7,451	6,318	5,184
20	21			7,623	6,464	5,307
21	22			7,797	6,610	5,430

Current employees in the District who are promoted to a professional technical position from the instructional or educational support salary schedule shall be placed on the salary schedule in the appropriate pay grade at the lowest step which reflects an increase in pay, and shall receive an annual percentage increase based on the Superintendent's recommendation and School Board approval in compliance with Florida State Statutes.

Employees who receive promotions to positions within their current salary schedule (Administrative, Managerial, or Professional/Technical salary schedule) will be moved to the new position pay grade and receive an increase (or decrease) in pay equivalent to the average percentage of the increase or decrease between the two paygrades.

Employees who receive promotions that require a change in salary schedules will be placed on the appropriate pay grade at the lowest step which reflects an increase in pay.

Professional and Technical positions are not eligible for overtime pay, with the exception of Pay Grade 5.

Employees hired from outside the District shall be given credit for experience directly related to the position only.

School District of Okaloosa County
Professional/Technical Salary Schedule Placement Chart
Fiscal Year 2024-2025
Effective July 1, 2024



ADVANCED DEGREE SUPPLEMENTS - PAY GRADES 1 & 2:

Specialist's Degree	\$ 1,100.00
Doctorate Degree	\$ 2,200.00

ADVANCED DEGREE SUPPLEMENTS - PAY GRADES 3, 4, & 5:

Associate Degree	\$ 89.00
Bachelor's Degree	\$ 148.00
Master's Degree	\$ 209.00
Doctorate Degree	\$ 274.00

Employees in pay grade 3, 4, and 5, who have completed eighteen (18) or more years of experience recognized by the School District of Okaloosa County shall be eligible for a longevity stipend in the amount of \$261. It is the responsibility of the employee to notify the Human Resource Department they have completed eighteen (18) years of service, to begin receiving the longevity stipend.

PAYROLL SUPPLEMENT:

Department Payroll	75.00
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SCHOOL DISTRICT OF OKALOOSA COUNTY
SUBSTITUTE & TEMPORARY EMPLOYEE SALARY SCHEDULE
FISCAL YEAR 2024-2025
EFFECTIVE SEPTEMBER 24, 2024



SUBSTITUTE PERSONNEL - INSTRUCTIONAL

	<u>HOURLY</u>	<u>DAILY</u>
<u>Substitute Teacher & Substitute Adult Education</u>		
Non-Degreed and Bachelors Degree or Higher	15.00	112.50
Supplement for Self-Contained EBD Classrooms	2.50	18.75
<u>Long Term Substitute Teacher (20 - 59 Days*)</u>		
Non-Degreed and Bachelors Degree or Higher	18.00	135.00
Supplement for Self-Contained EBD Classrooms	2.50	18.75
* After 20 consecutive days within a 25-day period in the same position, pay is retroactively increased.		
<u>Extended Substitute Teacher (60 Days or More**)</u>		
Non-Degreed	25.00	187.50
Bachelors Degree or Higher	33.35	250.09
Supplement for Self-Contained EBD Classrooms	2.50	18.75
** After 60 consecutive days within a 70-day period in the same position, pay is retroactively increased.		

All daily rates are based on a 7.50 hour work day.

Substitutes at the secondary level will be paid 20% of the daily rate for each class worked.

SUBSTITUTE PERSONNEL - EDUCATIONAL SUPPORT

	<u>HOURLY</u>
Bus Driver (Equivalent to Step 2)	16.57
Paraprofessional	15.00
Cleaner/Custodian (Equivalent to Cleaner Rate)	15.17
Day Care Worker	15.00
Laborer	15.00
Lunchroom Monitor	15.00
Lunchroom Worker	15.00
Secretary	15.00
Transportation Assistant	15.00
Health Assistat/Nurse (Must be approved through Health Dept.)	15.00

TEMPORARY PERSONNEL

Community Education Enrichment Teacher

Pay will be 80% of the fees collected (includes benefits).

Long Term Temporary Teacher Filling Vacant Teacher Position (20 - 59 Days*)

Non-Degreed and Bachelors Degree or Higher	18.00	135.00
Supplement for Self-Contained EBD Classrooms	2.50	18.75

* Temporary Teacher must commit to 20 consecutive days within a 25-day period in the same position.

Student Workers

Effective June 1, 2005, the hourly rate will be based upon the first step of the corresponding salary schedule for the specific job title. Student workers are exempt from Social Security and Medicare per IRS Publication 15. Student Workers will be fingerprinted in the same manner as all other employees.

Temporary Employees (Not Including Instructional)

The hourly rate will be based upon the first step of the corresponding salary schedule for the specific job title.

PAYMENT SCHEDULE FOR DISTRICT APPROVED WORKSHOPS/TRAINING PROGRAMS

	<u>HOURLY</u>
<u>Employee as Instructor - Instructional & Education Staff Professional Personnel</u>	
Training outside job description during duty time	15.38
Training outside job description during non-duty time	41.00
<u>Employee as Participant</u>	
Certified Instructional Personnel - Paid only when required and conducted on non-duty time.	15.00
Education Staff Professional Personnel - Paid only when required and conducted on non-duty time.	15.00
<u>Training for Bus Driver Certification (CDL)</u>	15.00

**ALL RATES ARE EFFECTIVE AS OF THE FIRST PAY PERIOD AFTER NEGOTIATIONS HAVE
BEEN RATIFIED EACH YEAR. RATES ARE NOT RETROACTIVE.**