SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL PERFORMANCE PAY PLACEMENT CHART
FISCAL YEAR 2026-2027
EFFECTIVE JULY 1, 2026



THIS CHART IS USED FOR INITIAL PLACEMENT ONLY.

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 2026-2027
EFFECTIVE JULY 1, 2026



GRANDFATHERED EMPLOYEES RECEIVE PERCENTAGE IN LIEU OF STEP.

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 2026-2027
EFFECTIVE JULY 1, 2026



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 participate in Pay for Performance and are rated as Highly Effective or 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

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 participate in Pay for Performance and are rated as Highly Effective or Effective will receive percentage increases based on annual negotiations.

SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL SALARY SCHEDULE DETAILS
FISCAL YEAR 2026-2027
EFFECTIVE JULY 1, 2026



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 must participate in Pay for Performance. Individuals rated as Highly Effective or 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 2026-2027
EFFECTIVE JULY 1, 2026



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	$	33.89
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.

SCHOOL DISTRICT OF OKALOOSA COUNTY
INSTRUCTIONAL SALARY SCHEDULE DETAILS
FISCAL YEAR 2026-2027
EFFECTIVE JULY 1, 2026



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 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:

Differentiated Pay	School Grade	Description	Annual Amount
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.

APPENDIX F
DIFFERENTIATED PAY SCHEDULE
FISCAL YEAR 2026-2027
EFFECTIVE JULY 1, 2026



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
	E-Sports	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.

APPENDIX F
DIFFERENTIATED PAY SCHEDULE
FISCAL YEAR 2026-2027
EFFECTIVE JULY 1, 2026



ELEMENTARY SUPPLEMENT

Grade Level Chairperson	
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.

APPENDIX F
DIFFERENTIATED PAY SCHEDULE
FISCAL YEAR 2026-2027
EFFECTIVE JULY 1, 2026



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

		(1200 Students)	(600-1199 Students)	(100-599 Students)
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	N/A			
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		
	Theater	2,413		
	Track Coach	2,413		
	Volleyball Coach - Girls	2,413		
	Volleyball Coach - Boys	2,413		
	Volleyball Coach - Beach	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		
	E-Sports	1,441		
13	Future Farmers of America Sponsor	1,372		
14	N/A			
15	National Board Certified Teacher	2,199		

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 2026-2027
EFFECTIVE JULY 1, 2026



DISTRICT SUPPLEMENTS

1	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)	8,324
	Mental Health Counselor (Licensed)	8,324
2	ESE/EBD Alternative Placement Teacher	5,177
3	District Social Worker (Not Licensed)	3,137
	EH/EBD Teacher, Silver Sands Teacher, Richbourg Teacher	3,137
	Mental Health Counselor (Not Licensed)	3,137
4	Behavioral Interventionist	1,093

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 2026-2027
EFFECTIVE JULY 1, 2026



OTHER COMPENSATION

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