APPENDIX D

SCHOOL DISTRICT OF OKALOOSA COUNTY

EDUCATION STAFF PROFESSIONALS SALARY SCHEDULE

FISCAL YEAR 2026-2027

EFFECTIVE JULY 1, 2026



	PG A		PG B		PG C		PG D		PG E		PG F		PG G	
STEP	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT
1			0 - 7	3,778	0 - 7	2,744	0 - 7	2,583	0 - 10	2,510	0 - 12	2,435	0 - 14	2,435
2			8	3,898	8	2,832	8	2,669	11	2,582	13	2,496	15	2,496
3			9	4,023	9	2,920	9	2,752	12	2,660	14	2,559	16	2,559
4			10	4,144	10	3,008	10	2,835	13	2,733	15	2,652	17	2,623
5			11	4,266	11	3,099	11	2,919	14	2,806	16	2,690	18	2,689
6			12	4,388	12	3,187	12	3,002	15	2,881	17	2,758	19	2,757
7			13	4,509	13	3,274	13	3,087	16	2,953	18	2,826	20	2,825
8			14	4,631	14	3,363	14	3,172	17	3,027	19	2,896	21	2,895
9			15	4,755	15	3,452	15	3,253	18	3,069	20	2,969	22	2,968
10			16	4,878	16	3,542	16	3,338	19	3,146	21	3,043	23	3,042
11			17	5,002	17	3,591	17	3,384	20	3,224	22	3,120	24	3,119
12			18	5,071	18	3,680	18	3,468	21	3,305	23	3,197	25	3,196
13			19	5,198	19	3,772	19	3,556	22	3,388	24	3,276	26	3,275
14			20	5,328	20	3,866	20	3,645	23	3,472	25	3,358		
15			21	5,460	21	3,963	21	3,736	24	3,560	26	3,441		
16			22	5,597	22	4,062	22	3,828	25	3,649				
17			23	5,737	23	4,163	23	3,926	26	3,740				
18			24	5,879	24	4,267	24	4,023						
19			25	6,027	25	4,374	25	4,124						
20			26	6,177	26	4,482	26	4,226						

	PG I		PG II		PG III		PG IV		PG V		PG VI	
STEP	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT	EXP.	AMOUNT
1	0 - 10	16.15			0 - 14	15.55	0 - 13	15.52	0 - 13	15.52		
2	11	16.62	0 - 11	18.19	15	16.00	14	15.73	14	15.73		
3	12	17.07	12	18.72	16	16.45	15	16.32	15	16.13		
4	13	17.56	13	19.28	17	16.88	16	16.78	16	16.53		
5	14	18.04	14	19.81	18	17.31	17	17.23	17	16.95		
6	15	18.51	15	20.36	19	17.79	18	17.71	18	17.39		
7	16	18.99	16	20.88	20	18.04	19	18.17	19	17.82		
8	17	19.26	17	21.42	21	18.49	20	18.43	20	18.27		
9	18	19.74	18	21.96	22	18.95	21	18.89	21	18.74		
10	19	20.23	19	22.50	23	19.44	22	19.36	22	19.22		
11	20	20.73	20	23.02	24	19.92	23	19.85	23	19.70		
12	21	21.26	21	23.58	25	20.42	24	20.35	24	20.19		
13	22	21.79	22	23.89	26	20.93	25	20.86	25	20.68		
14	23	22.33	23	24.47			26	21.39	26	21.20		
15	24	22.90	24	25.05								
16	25	23.48	25	25.64								
17	26	24.06	26	26.24								

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.

Longevity Stipend #1	Monthly	Hourly
Full-Time Monthly Employee	$ 271	
Hourly Employee		$ 1.75

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.

Longevity Stipend #2	Monthly	Hourly
Full-Time Monthly Employee	$ 155	
Hourly Employee		$ 1.00

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
Risk Management 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
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
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 2026-2027

EFFECTIVE JULY 1, 2026

THE SCHOOL DISTRICT OF OKALOOSA COUNTY
APPROVED
8/10/26
Board Meeting

SUPPLEMENTS

	MONTHLY	HOURLY
ADVANCED DEGREE SUPPLEMENTS:		
Associate's	90.00	0.58
Bachelor's	149.00	0.96
Master's	210.00	1.35
Specialist	240.00	1.55
Doctorate	275.00	1.77

* Paraprofessionals who do not hold an advanced degree but are "paraprofessional qualified" per NCLB shall receive the Associate degree supplement.

SCHOOL BOOKKEEPER SUPPLEMENTS:		
Elementary	302.00	
Middle	427.00	
High	653.00	
Special Schools		
Okaloosa STEMM Academy	302.00	
Southside Primary School	302.00	
Richbourg School	302.00	
Silver Sands School	302.00	
Laurel Hill School	427.00	
Okaloosa Technical College	653.00	
Baker School	653.00	
ESE SUPPLEMENTS*:		
ESE Paraprofessionals (Excluding Self-Contained VE, CBS, & Pre-K D;		
EBD/EH; Silver Sands; & Richbourg)		1.14
ESE Paraprofessionals (Self-Contained VE, CBS, & Pre-K D)		1.51
ESE Paraprofessionals (EBD/EH)		2.51
ESE Paraprofessionals (Silver Sands & Richbourg Only)		3.00
ESE Job Coach (Silver Sands & Richbourg only)		2.18
Transportation Assistants		1.05
ESE Mini Bus Driver		1.05

* 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.

PAYROLL SUPPLEMENT:		
Payroll Clerks	338.00	
School & Department Payroll		
<25 Employees	75.00	
25-74 Employees	100.00	
75-124 Employees	125.00	
125-174 Employees	150.00	
>=175 Employees	175.00	
Federal Grant Maintenance (Department Level)	101.00	

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SCHOOL DISTRICT OF OKALOOSA COUNTY

EDUCATION STAFF PROFESSIONALS

SUPPLEMENTS & MISCELLANEOUS PAY

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IN-SCHOOL SUSPENSION/STP SUPPLEMENT:

Assistant - ISS/STP		2.20

CUSTODIAL SUPPLEMENTS:

Elementary Lead Custodian	220.00	
Middle School Lead Custodian	330.00	
High School Lead Custodian	439.00	
Custodians Employed at Destin Elementary & Destin Middle		1.05

MEDIA ASSISTANT SUPPLEMENT:

Media Assistant		2.18

DAY CARE SUPPLEMENT:

Day Care Coordinator	100.00	

MAINTENANCE SUPPLEMENTS:

Leaderman	100.00	
Air Cond. & Refrigeration	100.00	
Electrician	100.00	
Heavy Equipment Operator	100.00	
Site Based Technician	100.00	
Site Based Technician - Athletic Facilities	100.00	
Water Treatment	100.00	
Welder	100.00	
Plumber	125.00	

FOOD SERVICE ASSISTANT MANAGER SUPPLEMENTS:

SLADA 399		0.16
SLADA 599		0.18
SLADA 799		0.22
SLADA 999		0.24
SLADA 1199		0.27
SLADA 1200		0.30

OTHER PAY

	MONTHLY	HOURLY
CUSTODIAL MISCELLANEOUS PAY:		
Cleaners		15.52
FOOD SERVICE MISCELLANEOUS PAY:		
Site Supervisors - Summer Feeding Program		School Year Rate
TUTOR MISCELLANEOUS PAY:		
Non-Certified Personnel		15.00

APPENDIX D

SCHOOL DISTRICT OF OKALOOSA COUNTY

EDUCATION STAFF PROFESSIONALS

SUPPLEMENTS & MISCELLANEOUS PAY

FISCAL YEAR 2026-2027

EFFECTIVE JULY 1, 2026



TRANSPORTATION EMPLOYEE - PAY FOR ADDITIONAL ROUTE

One Shift Per Day - Daily Pay	15.00
Two Shifts Per Day - Daily Pay	25.00

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