

**SCHOOL DISTRICT OF OKALOOSA COUNTY  
 SUBSTITUTE & TEMPORARY EMPLOYEE SALARY SCHEDULE  
 FISCAL YEAR 2017-2018  
 EFFECTIVE APRIL 10, 2018**



<u><b>SUBSTITUTE PERSONNEL - INSTRUCTIONAL</b></u>	<u><b>HOURLY</b></u>	<u><b>DAILY</b></u>
<u>Substitute Teacher &amp; Substitute Adult Education</u>		
Non-Degreed	8.75	65.63
Bachelors Degree or Higher	12.03	90.23
<u>Long Term Substitute Teacher (20 - 59 Days*)</u>		
Bachelors Degree or Higher	14.43	108.23
* 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>		
Bachelors Degree or Higher	23.57	176.74
** After 60 consecutive days within a 70-day period in the same position, pay is retroactively increased to an hourly rate equivalent to Step 1 of the Instructional Salary Schedule, Bachelors Degree.		

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.  
 The formulas used to calculate the above hourly rates are:

Non-Degreed	Step 1 Bachelors Annual Base Pay X 0.002 / 7.50
Bachelors or Higher	Step 1 Bachelors Annual Base Pay X 0.00275 / 7.50
Long Term	Step 1 Bachelors Annual Base Pay X 0.0033 / 7.50
Extended	Step 1 Bachelors Annual Base Pay / 196 / 7.50

<u><b>SUBSTITUTE PERSONNEL - EDUCATIONAL SUPPORT</b></u>	<u><b>HOURLY</b></u>
Bus Driver	8.25
Classroom Assistant	8.25
Cleaner/Custodian	11.92
Day Care Worker	8.25
Laborer	8.25
Lunchroom Monitor	8.25
Lunchroom Worker	8.25
Secretary	8.25
Transportation Assistant	8.25
Health Assistant/Nurse (Must be approved through Health Dept.)	10.50

**TEMPORARY PERSONNEL**

Community Education Enrichment Teacher  
 Pay will be 80% of the fees collected (includes benefits).

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

<u><b>PAYMENT SCHEDULE FOR DISTRICT APPROVED WORKSHOPS/TRAINING PROGRAMS</b></u>	<u><b>HOURLY</b></u>
<u>Employee as Instructor - Instructional &amp; Educational Support Personnel</u>	
Training outside job description <b>during duty</b> time	15.38
Training outside job description <b>during non-duty</b> time	41.00
<u>Employee as Participant</u>	
Certified Instructional Personnel - Paid only when required and conducted on non-duty time with authorized funding from revenue other than general funds. (Effective 7/1/07 per contract)	13.00
Educational Support Personnel - Paid only when required and conducted on non-duty time based on current adopted substitute hourly rates matching employee's current regular job title.	See Ed. Support Substitute Rates
<u>Training for Bus Driver Certification (CDL)</u>	Min. Wage

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