

**SCHOOL DISTRICT OF OKALOOSA COUNTY
 SUBSTITUTE & TEMPORARY EMPLOYEE SALARY SCHEDULE
 FISCAL YEAR 2021-2022
 EFFECTIVE AUGUST 4, 2021
 SUBMITTED FOR BOARD APPROVAL ON DECEMBER 13, 2021**

<u>SUBSTITUTE PERSONNEL - INSTRUCTIONAL</u>	<u>HOURLY</u>	<u>DAILY</u>
All Daily and Long Term Substitutes Working August 4, 2021, through May 25, 2022 (This rate is in lieu of the rates shown below for the specified time period only.)	20.00	150.00
<u>Substitute Teacher & Substitute Adult Education</u>		
Non-Degreed	10.00	75.00
Sub Supplement - Non-Degreed - Fiscal Year 2021-2022 Only	2.08	15.60
Bachelors Degree or Higher	12.03	90.23
Sub Supplement - Bachelors or Higher - Fiscal Year 2021-2022 Only	3.33	25.00
<u>Long Term Substitute Teacher (20 - 59 Days*)</u>		
Bachelors Degree or Higher	14.43	108.23
Sub Supplement - Fiscal Year 2021-2022 Only	3.33	25.00
* 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	31.15	233.66
** After 60 consecutive days within a 70-day period in the same position, pay is retroactively increased to an hourly rate equivalent to a beginning teacher with a Bachelors Degree and no experience.		

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>SUBSTITUTE PERSONNEL - EDUCATIONAL SUPPORT</u>	<u>HOURLY</u>
Bus Driver	12.72
Paraprofessional	10.00
Cleaner/Custodian	12.16
Day Care Worker	10.00
Laborer	10.00
Lunchroom Monitor	10.00
Lunchroom Worker	10.00
Secretary	10.00
Transportation Assistant	10.00
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>PAYMENT SCHEDULE FOR DISTRICT APPROVED WORKSHOPS/TRAINING PROGRAMS</u>	<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.	13.00
Education Staff Professional Personnel - Paid only when required and conducted on non-duty time.	10.00
Training for Bus Driver Certification (CDL)	10.00

ALL RATES ARE EFFECTIVE AS OF THE FIRST PAY PERIOD AFTER NEGOTIATIONS HAVE

BEEN RATIFIED EACH YEAR. RATES ARE NOT RETROACTIVE.
