

**School District of Okaloosa County
Administrative Salary Schedule
Fiscal Year 2020-2021
Effective July 1, 2020**



<u>PAY GRADE</u>	<u>POSITIONS</u>
0	Deputy Superintendents; Chief Officers
1	Assistant Superintendents
2	Principals of 9-12 Schools; Director I
3	Principals of K-12 Schools with 900+ students
4	Principals of 6-8 Schools; District Directors; Principal/Director of Vocational-Technical Schools; Principals of K-12 Schools with 1-900 students
5	Principals of Elementary Schools; Principal of Silver Sands School
6	Program Directors; Vice Principals of High Schools and Vocational-Technical Schools
7	Assistant Principal I
8	Coordinator
9	Specialists; Assistant Principal II, Athletic Director

SALARY INDEX:

Based on 12 months, a Master's Degree, and a base salary per year in the amount of: \$ 63,837

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

PAY GRADES										
Years										
Exp	0	1	2	3	4	5	6	7	8	9
0	1.3800	1.3600	1.2800	1.2500	1.2000	1.1500	1.1300	1.1000	1.0800	1.0000
1	1.4144	1.3939	1.3119	1.2811	1.2299	1.1786	1.1581	1.1274	1.1069	1.0249
2	1.4496	1.4286	1.3446	1.3130	1.2605	1.2079	1.1869	1.1555	1.1345	1.0504
3	1.4857	1.4642	1.3781	1.3457	1.2919	1.2380	1.2165	1.1843	1.1627	1.0766
4	1.5227	1.5007	1.4124	1.3792	1.3241	1.2688	1.2468	1.2138	1.1917	1.1034
5	1.5606	1.5381	1.4476	1.4135	1.3571	1.3004	1.2778	1.2440	1.2214	1.1309
6	1.5995	1.5764	1.4836	1.4487	1.3909	1.3328	1.3096	1.2750	1.2518	1.1591
7	1.6393	1.6157	1.5205	1.4848	1.4255	1.3660	1.3422	1.3067	1.2830	1.1880
8	1.6801	1.6559	1.5584	1.5218	1.4610	1.4000	1.3756	1.3392	1.3149	1.2176
9	1.7219	1.6971	1.5972	1.5597	1.4974	1.4349	1.4099	1.3725	1.3476	1.2479
10	1.7648	1.7394	1.6370	1.5985	1.5347	1.4706	1.4450	1.4067	1.3812	1.2790
11	1.8087	1.7827	1.6778	1.6383	1.5729	1.5072	1.4810	1.4417	1.4156	1.3108
12	1.8537	1.8271	1.7196	1.6791	1.6121	1.5447	1.5179	1.4776	1.4508	1.3434
13	1.8999	1.8726	1.7624	1.7209	1.6522	1.5832	1.5557	1.5144	1.4869	1.3769
14	1.9472	1.9192	1.8063	1.7638	1.6933	1.6226	1.5944	1.5521	1.5239	1.4112
15	1.9957	1.9670	1.8513	1.8077	1.7355	1.6630	1.6341	1.5907	1.5618	1.4463
16	2.0454	2.0160	1.8974	1.8527	1.7787	1.7044	1.6748	1.6303	1.6007	1.4823

Current employees in the District who are promoted to an administrative 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.

If a current employee has 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 employees responsibility to provide Personnel with the said experience at the time of the promotion.

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 at their current step. 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.

New hires to the district shall receive credit for "administrative experience only." Credit will not be given for years the administrator is currently drawing retirement on. The maximum credit for administrative experience will be ten (10) years.

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.

Administrators are not eligible for overtime.

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

ADJUSTMENTS FOR ADVANCED DEGREES:

High School Diploma	\$ (2,200.00)
Bachelor's Degree	\$ (1,100.00)
Specialist's Degree	\$ 1,100.00
Doctorate Degree	\$ 2,200.00

LONGEVITY

Employees who are on Step 16 of the School District of Okaloosa County administrative grandfathered salary schedule as of June 30 of the previous fiscal year shall be eligible for a \$150.00 monthly stipend.

**School District of Okaloosa County
Administrative Performance Pay Placement Chart
Fiscal Year 2020-2021
Effective July 1, 2020**



<u>PAY GRADE</u>	<u>POSITIONS</u>
0	Deputy Superintendents; Chief Officers
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PAY GRADES										
Years										
Exp	0	1	2	3	4	5	6	7	8	9
0	N/A	N/A	1.2800	1.2500	1.2000	1.1500	1.1300	1.1000	N/A	1.0000
1	N/A	N/A	1.3119	1.2811	1.2299	1.1786	1.1581	1.1274	N/A	1.0249
2	N/A	N/A	1.3446	1.3130	1.2605	1.2079	1.1869	1.1555	N/A	1.0504
3	N/A	N/A	1.3781	1.3457	1.2919	1.2380	1.2165	1.1843	N/A	1.0766
4	N/A	N/A	1.4124	1.3792	1.3241	1.2688	1.2468	1.2138	N/A	1.1034
5	N/A	N/A	1.4476	1.4135	1.3571	1.3004	1.2778	1.2440	N/A	1.1309
6	N/A	N/A	1.4836	1.4487	1.3909	1.3328	1.3096	1.2750	N/A	1.1591
7	N/A	N/A	1.5205	1.4848	1.4255	1.3660	1.3422	1.3067	N/A	1.1880
8	N/A	N/A	1.5584	1.5218	1.4610	1.4000	1.3756	1.3392	N/A	1.2176
9	N/A	N/A	1.5972	1.5597	1.4974	1.4349	1.4099	1.3725	N/A	1.2479
10	N/A	N/A	1.6370	1.5985	1.5347	1.4706	1.4450	1.4067	N/A	1.2790
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15	N/A	N/A	1.8513	1.8077	1.7355	1.6630	1.6341	1.5907	N/A	1.4463
16	N/A	N/A	1.8974	1.8527	1.7787	1.7044	1.6748	1.6303	N/A	1.4823

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SCHOOL LEVEL ADMINISTRATIVE EMPLOYEES HIRED JULY 1, 2014, OR LATER

Employees shall be paid based on the column of the salary schedule that corresponds with their respective position pay grade.

Employees who opt to participate in "Pay for Performance" 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.