

**SCHOOL DISTRICT OF OKALOOSA COUNTY**  
**SUBSTITUTE & TEMPORARY EMPLOYEE SALARY SCHEDULE**  
**FISCAL YEAR 2023-2024**  
**EFFECTIVE AUGUST 10, 2023**



**SUBSTITUTE PERSONNEL - INSTRUCTIONAL**

	<b><u>HOURLY</u></b>	<b><u>DAILY</u></b>
<b><u>Substitute Teacher &amp; Substitute Adult Education</u></b>		
Non-Degreed and Bachelors Degree or Higher	15.00	112.50
Supplement for Self-Contained EBD Classrooms	2.50	18.75
<b><u>Long Term Substitute Teacher (20 - 59 Days*)</u></b>		
Non-Degreed and Bachelors Degree or Higher	18.00	135.00
Supplement for Self-Contained EBD Classrooms	2.50	18.75
* After 20 consecutive days within a 25-day period in the same position, pay is retroactively increased.		
<b><u>Extended Substitute Teacher (60 Days or More**)</u></b>		
Non-Degreed	25.00	187.50
Bachelors Degree or Higher	33.35	250.09
Supplement for Self-Contained EBD Classrooms	2.50	18.75
** After 60 consecutive days within a 70-day period in the same position, pay is retroactively increased.		

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.

**SUBSTITUTE PERSONNEL - EDUCATIONAL SUPPORT**

	<b><u>HOURLY</u></b>
Bus Driver (Equivalent to Step 2)	16.57
Paraprofessional	15.00
Cleaner/Custodian (Equivalent to Cleaner Rate)	15.17
Day Care Worker	15.00
Laborer	15.00
Lunchroom Monitor	15.00
Lunchroom Worker	15.00
Secretary	15.00
Transportation Assistant	15.00
Health Assistat/Nurse (Must be approved through Health Dept.)	15.00

**TEMPORARY PERSONNEL**

**Community Education Enrichment Teacher**

Pay will be 80% of the fees collected (includes benefits).

**Long Term Temporary Teacher Filling Vacant Teacher Position (20 - 59 Days\*)**

Non-Degreed and Bachelors Degree or Higher	18.00	135.00
Supplement for Self-Contained EBD Classrooms	2.50	18.75

\* Temporary Teacher must commit to 20 consecutive days within a 25-day period in the same position.

**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 (Not Including Instructional)**

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

**PAYMENT SCHEDULE FOR DISTRICT APPROVED WORKSHOPS/TRAINING PROGRAMS**

	<b><u>HOURLY</u></b>
<b><u>Employee as Instructor - Instructional &amp; Education Staff Professional Personnel</u></b>	
Training outside job description <b>during duty</b> time	15.38
Training outside job description <b>during non-duty</b> time	41.00
<b><u>Employee as Participant</u></b>	
Certified Instructional Personnel - Paid only when required and conducted on non-duty time.	15.00
Education Staff Professional Personnel - Paid only when required and conducted on non-duty time.	15.00
<b><u>Training for Bus Driver Certification (CDL)</u></b>	15.00

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