

ADDENDUM

TO THE

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SCHOOL BOARD OF OKALOOSA COUNTY

and

OKALOOSA COUNTY EDUCATION ASSOCIATION

Agreement reached at the table on November 30, 1995

August 14, 1995 to August 14, 1996

ARTICLE XVIII - PROFESSIONAL COMPENSATION

D. Insurance

The Board shall offer as a medical insurance option a "Point of Service Plan" with benefits as found in the "certificate of insurance for 95-96". The cost to the employee for the 1995-96 contract year shall be \$0.00 for single; \$158.84 per month for family; \$17.59 per month for family with two (2) employees in family based on twelve (12) deductions.

The Board shall offer as a medical insurance option a "Preferred Provider Option Plan" with benefits as found in the "certificate of insurance for 95-96". The cost to the employee for the 1995-96 contract year shall be \$22.69 per month for single; \$211.36 per month for family; \$70.11 per month for family with two (2) employees in family based on twelve (12) deductions.

For employees who do not choose one of the above options, the Board shall provide a Long Term Disability Policy with benefits as found in "certificate of insurance for 95-96" at no cost to the employee.

The Board shall provide a dental plan with benefits as found in "certificate of insurance for 95-96" to each employee at no cost to the employee, and make available to the employee family coverage for the same plan at a cost of \$28.19 per month; \$12.99 per month for families with two (2) employees based on twelve (12) deductions for the 1995-96 contract year.


The above provisions apply to all employees who work twenty (20) or more hours per week. The Board shall continue to pay its contribution towards premiums for any employees injured on the job while they are drawing workers' compensation until final settlement is reached. New employees desiring to participate in any of the above insurance plans shall pay the premiums for the first three (3) months of eligibility. After three (3) months the Board shall pay the above insurance provisions. Failure of employees to participate during the three (3) months the Board does not contribute shall not effect in any way their ability to participate once the Board's contributions would begin.

- G The Board provided health, indemnity, dental and life insurance program will be reviewed prior to March 1 of each year by the Benefits Oversight Group. Members of this group (Chief Negotiator for the Board, District Financial Officer, Chief Negotiator for the Association and the Association President) will review any proposed changes to the above named insurance plans (benefits or premiums). Changes to any of the above named plans will be negotiated at the table.

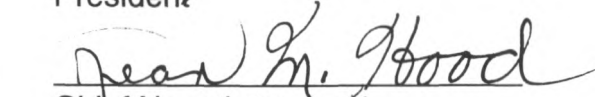
ARTICLE XXI - TERMS OF AGREEMENT

This Agreement shall be effective as of August 14, 1995 and shall continue in effect through August 14, 1996. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

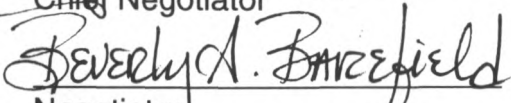
OKALOOSA COUNTY EDUCATION
ASSOCIATION



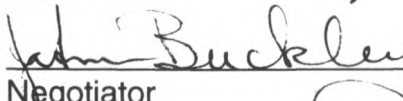
President



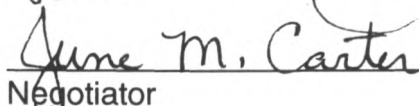
Chief Negotiator



Negotiator



Negotiator

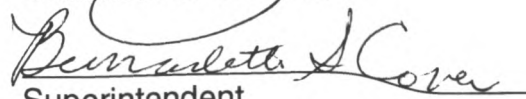


Negotiator

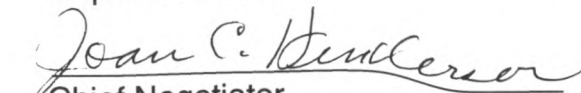
SCHOOL BOARD OF OKALOOSA
COUNTY




Chairman of the Board



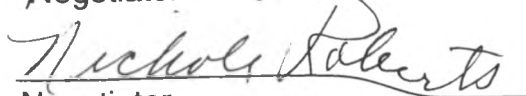
Superintendent



Chief Negotiator



Negotiator



Negotiator

Appendix G
OKALOOSA DISTRICT SCHOOL BOARD
YEARS OF EXPERIENCE INITIAL PLACEMENT/INSTRUCTIONAL SALARY SCHEDULE
1995-96

STEP	BACHELOR'S YRS EXP	MASTER'S YRS EXP	SPECIALIST YRS EXP	PHD YRS EXP	BACHELOR'S	MASTER'S	SPECIALIST	PHD
1	0	0	0	0	\$20,825	\$21,762	\$22,796	\$23,936
2	1	1	1	1	21,710	22,687	23,765	24,953
3	2	2	2	2	22,595	23,612	24,733	25,970
4	3	3	3	3	23,480	24,537	25,702	26,987
5	4	4	4	4	24,417	25,516	26,728	28,065
6	5	5	5	5	25,354	26,495	27,754	29,142
7	6	6	6	6	26,292	27,475	28,780	30,219
8	7	7	7	7	27,281	28,508	29,863	31,356
9	8	8	8	8	28,270	29,542	30,945	32,493
10	9,10	9	9	9	29,259	30,576	32,028	33,630
11	11,12	10,11	10	-	30,300	31,664	33,168	34,826
12	13,14	12,13	11,12	10,11,12	31,342	32,752	34,308	36,023
13	15	14,15	13,14	13,14	32,383	33,840	35,448	37,220
14	16,17	16	15,16	15	33,476	34,983	36,644	38,477
15	18	17,18	17	16,17	34,570	36,125	37,841	39,733
16	19,20	19	18,19	18,19	35,663	37,268	39,038	40,990
17	21	20,21	20,21	20	36,808	38,465	40,292	42,306
18	22,23	22,23	22,23	21,22,23	37,608	39,265	41,092	43,106
19	24,25	24,25	24,25	25,25	38,008	39,665	41,492	43,506
20	26+	26+	26+	26+	38,408	40,065	41,892	43,906

Initial placement on salary schedule according to initial placement chart - after initial placement each individual will move one (1) step per year until step 20 is reached.

1. All Florida Public School experience may be counted.
2. Nine (9) years of out-of-state public and private combined may be brought in. Private school experience must be earned in an accredited school.
3. All Florida and out-of-state experience when combined shall not exceed step 20 on initial placement chart.
4. The (1) year's credit will be awarded when the number of days under contract exceeds one day over half the number of days in the contract year.

TWELVE MONTH PERSONNEL

Instructional salary schedule figures divided by ten (10) and multiplied by twelve (12), plus supplement if authorized for the position.

HOURLY RATE

Rates, applicable for Summer School Teachers, regular teachers who teach a period beyond contractual obligation, adult education teachers, or teachers employed on a part-time basis for less than four (4) period per day are:

Bachelor's Degree	=	\$19.17 per hour
Master's Degree	=	\$21.87 per hour
Specialist's Degree	=	\$23.75 per hour
Doctorate's Degree	=	\$25.63 per hour

FOR INITIAL PLACEMENT ON THE SALARY SCHEDULE

New ROTC instructors shall be placed on the salary schedule as twelve (12) month employees in the appropriate column at the least step to guarantee their Minimum Instructor Pay. After initial placement, ROTC instructors shall move one step each year until they reach the top of the salary schedule. Initial placement shall be in lieu of experience in teaching and no credit shall be granted for years teaching prior to initial placement.

Teachers at the two vocational schools and occupational specialist new to the system shall bring in experience under the following conditions:

1. Maximum of five (5) years for like work experience. Work experience is defined as having one day over half the number of work days in the year.
2. Teaching experience shall be granted according to Article XVIII-B.
3. If years of work experience and teaching experience are combined, the number of years combined shall not exceed five (5).

No credit previously granted for teaching and work experience will be retracted.

Licensed physical therapists, occupational therapists, school psychologist, social worker and guidance counselors may receive up to five (5) years credit for verified full time work as a licensed therapist in a non-school environment in lieu of previous experience in a public or accredited private school. Credit will NOT be allowed for experience in both an educational setting and a professional setting.

Appendix H
Supplements
1995-96

Senior High School

		(1200 Students)	(600-1199)	(100-300)
1.	Band Directors (Figures show total salary)	\$52,948	\$49,381	\$40,462
2.	Basketball	3,511		
3.	Coordinators	3,276		
4.	Assistant Football	3,121		
	Assistant Band	3,121		
	Cheerleaders	3,121		
	Dance Team Director	3,121		
	Choral	3,121		
	9th Grade Football	3,121		
5.	Baseball Coaches	2,397		
6.	Assistant 9th Grade Football	2,397		
	9th Grade Basketball Boys/Girls	2,341		
7.	Assistant Basketball (Boys)	1,373		
	Track Boys and Girls	1,373		
	Annual Sponsor	1,373		
	Golf Coaches	1,373		
	Wrestling Coaches	1,373		
	Weight Lifting	1,373		
	Cross Country Coaches	1,373		
	Volleyball Coaches	1,373		
	Assistant Baseball Coaches	1,373		
	Assistant Softball	1,373		
	Swimming Coaches	1,373		
	Soccer Coaches	1,373		
	Tennis Coaches	1,373		
	Speech Sponsors	1,373		
	Academic Team Coaches	1,373		
8.	School Psychologist	1,373		
9.	Assistant Volleyball	1,091		
	Assistant Track	1,091		
	Assistant Cheerleading	1,091		
	Assistant Soccer	1,091		
10.	Voc Agriculture Sponsors	1,168		
11.	FFA	782		
12.	Department Chairperson	1015/819/624		
13.	Speech Therapist	624		
14.	Newspaper Sponsor	1,091		

