

**The School District of Escambia County**  
**ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE**  
**12-Month Annual Base Scale**  
**Fiscal Year 2023-2024**

<b>Grade</b>	<b>STEP 0</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
<b>1</b>	116,799	117,968	119,136	120,327	121,518	122,733	123,948	125,190	126,430	127,692	128,957
<b>2</b>	113,682	114,820	115,958	117,117	118,275	119,460	120,642	121,849	123,055	124,286	125,516
<b>3</b>	107,456	108,531	109,605	110,700	111,796	112,913	114,032	115,172	116,313	117,475	118,639
<b>4</b>	98,112	99,093	100,073	101,075	102,078	103,098	104,118	105,159	106,200	107,263	108,326
<b>5</b>	96,555	97,521	98,486	99,473	100,459	101,463	102,466	103,491	104,516	105,562	106,608
<b>6</b>	94,996	95,946	96,895	97,864	98,834	99,822	100,809	101,819	102,826	103,855	104,882
<b>7</b>	89,546	90,441	91,337	92,250	93,162	94,096	95,027	95,977	96,928	97,897	98,867
<b>8</b>	86,430	87,295	88,160	89,043	89,923	90,823	91,721	92,639	93,555	94,494	95,429
<b>9</b>	81,761	82,579	83,397	84,231	85,064	85,915	86,766	87,634	88,501	89,388	90,272
<b>10</b>	77,869	78,648	79,425	80,220	81,013	81,824	82,633	83,461	84,288	85,129	85,971
<b>11</b>	76,309	77,072	77,835	78,612	79,390	80,185	80,978	81,789	82,598	83,424	84,249
<b>12</b>	74,750	75,499	76,248	77,009	77,771	78,548	79,325	80,118	80,911	81,721	82,530
<b>13</b>	73,194	73,926	74,657	75,406	76,151	76,913	77,673	78,449	79,227	80,019	80,812

Masters Degree, Add \$0  
Specialist Degree, Add \$4,092  
Doctorate Degree, Add \$4,752

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<b>Grade</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>STEP 14</b>	<b>STEP 15</b>	<b>STEP 16</b>	<b>STEP 17</b>	<b>STEP 18</b>	<b>STEP 19</b>	<b>STEP 20</b>
<b>1</b>	130,246	131,534	132,850	134,165	135,508	136,848	138,217	139,585	140,983	142,380
<b>2</b>	126,770	128,024	129,305	130,586	131,892	133,198	134,532	135,863	137,222	138,579
<b>3</b>	119,826	121,012	122,223	123,434	124,667	125,901	127,160	128,418	129,703	130,988
<b>4</b>	109,408	110,491	111,595	112,700	113,828	114,954	116,105	117,253	118,427	119,600
<b>5</b>	107,674	108,740	109,826	110,912	112,022	113,131	114,263	115,395	116,548	117,700
<b>6</b>	105,932	106,981	108,051	109,120	110,212	111,302	112,416	113,529	114,665	115,801
<b>7</b>	99,857	100,843	101,853	102,861	103,890	104,917	105,966	107,015	108,086	109,157
<b>8</b>	96,382	97,336	98,308	99,282	100,277	101,269	102,282	103,294	104,328	105,360
<b>9</b>	91,175	92,078	92,999	93,919	94,860	95,799	96,756	97,713	98,691	99,669
<b>10</b>	86,831	87,690	88,567	89,444	90,339	91,234	92,146	93,058	93,988	94,919
<b>11</b>	85,093	85,936	86,795	87,655	88,531	89,406	90,301	91,195	92,107	93,017
<b>12</b>	83,355	84,179	85,022	85,864	86,724	87,583	88,459	89,331	90,226	91,119
<b>13</b>	81,621	82,429	83,254	84,078	84,919	85,758	86,616	87,474	88,350	89,223

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<b>Grade</b>	<b>STEP 21</b>	<b>STEP 22</b>	<b>STEP 23</b>	<b>STEP 24</b>	<b>STEP 25</b>	<b>STEP 26</b>	<b>STEP 27</b>	<b>STEP 28</b>	<b>STEP 29</b>	<b>STEP 30</b>
<b>1</b>	143,803	145,226	146,679	148,132	149,613	151,093	152,605	154,115	155,657	157,197
<b>2</b>	139,966	141,352	142,766	144,179	145,620	147,062	148,533	150,003	151,504	153,004
<b>3</b>	132,298	133,608	134,942	136,277	137,641	139,003	140,394	141,784	143,202	144,620
<b>4</b>	120,797	121,993	123,212	124,430	125,675	126,921	128,190	129,458	130,754	132,048
<b>5</b>	118,879	120,057	121,258	122,457	123,683	124,907	126,156	127,404	128,679	129,952
<b>6</b>	116,959	118,116	119,297	120,477	121,684	122,889	124,117	125,345	126,599	127,853
<b>7</b>	110,249	111,338	112,452	113,566	114,702	115,838	116,996	118,155	119,338	120,520
<b>8</b>	106,415	107,468	108,543	109,617	110,713	111,808	112,928	114,044	115,185	116,326
<b>9</b>	100,664	101,660	102,678	103,695	104,731	105,767	106,827	107,885	108,964	110,043
<b>10</b>	95,868	96,817	97,785	98,753	99,741	100,728	101,735	102,744	103,770	104,796
<b>11</b>	93,949	94,879	95,830	96,778	97,746	98,712	99,698	100,686	101,692	102,699
<b>12</b>	92,031	92,941	93,871	94,800	95,748	96,694	97,663	98,631	99,618	100,604
<b>13</b>	90,117	91,010	91,920	92,827	93,757	94,686	95,634	96,578	97,546	98,511

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**12-Month Annual Base Scale**  
**Fiscal Year 2023-2024**

<b>Grade</b>	<b>STEP 31</b>	<b>STEP 32</b>	<b>STEP 33</b>	<b>STEP 34</b>	<b>STEP 35</b>	<b>STEP 36</b>	<b>STEP 37</b>	<b>STEP 38</b>	<b>STEP 39</b>	<b>STEP 40</b>
<b>1</b>	158,771	160,342	161,945	163,548	165,186	166,822	168,488	170,155	171,859	173,559
<b>2</b>	154,534	156,063	157,625	159,185	160,775	162,368	163,992	165,616	167,272	168,929
<b>3</b>	146,066	147,513	148,987	150,464	151,968	153,473	155,007	156,541	158,107	159,674
<b>4</b>	133,369	134,690	136,037	137,382	138,757	140,129	141,531	142,933	144,363	145,792
<b>5</b>	131,252	132,549	133,876	135,200	136,553	137,906	139,286	140,665	142,072	143,478
<b>6</b>	129,132	130,411	131,714	133,018	134,348	135,680	137,037	138,393	139,776	141,161
<b>7</b>	121,725	122,930	124,158	125,387	126,642	127,896	129,175	130,454	131,760	133,062
<b>8</b>	117,488	118,652	119,840	121,025	122,236	123,446	124,681	125,916	127,175	128,434
<b>9</b>	111,143	112,243	113,364	114,486	115,631	116,776	117,945	119,113	120,302	121,493
<b>10</b>	105,843	106,893	107,962	109,031	110,121	111,212	112,324	113,435	114,570	115,705
<b>11</b>	103,727	104,754	105,802	106,849	107,916	108,986	110,076	111,167	112,279	113,389
<b>12</b>	101,609	102,614	103,641	104,665	105,715	106,760	107,828	108,894	109,984	111,072
<b>13</b>	99,497	100,481	101,487	102,492	103,516	104,541	105,585	106,630	107,696	108,762

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**11-Month Annual Base Scale**  
**Fiscal Year 2023-2024**

Grade	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
<b>1</b>	107,067	108,137	109,207	110,300	111,393	112,506	113,620	114,756	115,893	117,053	118,210
<b>2</b>	104,210	105,252	106,293	107,357	108,420	109,505	110,589	111,694	112,799	113,927	115,054
<b>3</b>	98,503	99,486	100,470	101,474	102,478	103,504	104,529	105,575	106,620	107,685	108,752
<b>4</b>	89,936	90,834	91,734	92,653	93,570	94,507	95,441	96,396	97,351	98,327	99,299
<b>5</b>	88,507	89,394	90,279	91,183	92,085	93,006	93,927	94,867	95,806	96,764	97,723
<b>6</b>	87,079	87,951	88,821	89,711	90,599	91,503	92,408	93,333	94,256	95,200	96,143
<b>7</b>	82,083	82,906	83,726	84,565	85,401	86,254	87,107	87,978	88,851	89,740	90,625
<b>8</b>	79,227	80,020	80,813	81,622	82,430	83,255	84,079	84,920	85,759	86,617	87,475
<b>9</b>	74,947	75,697	76,447	77,212	77,977	78,756	79,535	80,331	81,125	81,937	82,748
<b>10</b>	71,378	72,094	72,808	73,536	74,262	75,005	75,747	76,505	77,262	78,036	78,808
<b>11</b>	69,949	70,648	71,348	72,060	72,772	73,501	74,229	74,972	75,715	76,472	77,229
<b>12</b>	68,523	69,207	69,892	70,591	71,291	72,003	72,717	73,443	74,170	74,911	75,652
<b>13</b>	67,095	67,765	68,437	69,121	69,806	70,504	71,202	71,914	72,624	73,352	74,078

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<b>1</b>	119,393	120,576	121,782	122,987	124,218	125,447	126,700	127,954	129,235	130,514
<b>2</b>	116,207	117,356	118,531	119,704	120,901	122,097	123,320	124,542	125,786	127,032
<b>3</b>	109,841	110,928	112,037	113,147	114,278	115,408	116,563	117,719	118,896	120,073
<b>4</b>	100,291	101,284	102,297	103,309	104,342	105,374	106,430	107,484	108,558	109,631
<b>5</b>	98,700	99,677	100,675	101,671	102,687	103,704	104,742	105,777	106,836	107,893
<b>6</b>	97,105	98,067	99,047	100,029	101,027	102,026	103,047	104,068	105,109	106,149
<b>7</b>	91,534	92,440	93,364	94,289	95,232	96,174	97,136	98,098	99,078	100,059
<b>8</b>	88,351	89,223	90,118	91,011	91,921	92,828	93,758	94,686	95,634	96,579
<b>9</b>	83,576	84,404	85,248	86,091	86,955	87,814	88,692	89,570	90,466	91,361
<b>10</b>	79,596	80,382	81,186	81,991	82,812	83,632	84,468	85,304	86,156	87,007
<b>11</b>	78,001	78,775	79,563	80,350	81,152	81,956	82,776	83,594	84,431	85,267
<b>12</b>	76,409	77,165	77,939	78,710	79,498	80,284	81,087	81,891	82,708	83,526
<b>13</b>	74,820	75,560	76,316	77,071	77,841	78,611	79,399	80,186	80,988	81,790

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<b>1</b>	131,819	133,125	134,454	135,785	137,145	138,504	139,890	141,273	142,687	144,097
<b>2</b>	128,302	129,572	130,867	132,163	133,484	134,805	136,154	137,502	138,878	140,254
<b>3</b>	121,272	122,474	123,697	124,922	126,173	127,423	128,694	129,969	131,268	132,570
<b>4</b>	110,728	111,825	112,943	114,063	115,204	116,345	117,508	118,672	119,858	121,044
<b>5</b>	108,973	110,052	111,152	112,252	113,375	114,498	115,642	116,787	117,955	119,122
<b>6</b>	107,213	108,274	109,358	110,438	111,542	112,645	113,773	114,900	116,051	117,199
<b>7</b>	101,062	102,064	103,084	104,104	105,144	106,184	107,248	108,308	109,394	110,477
<b>8</b>	97,547	98,512	99,498	100,483	101,488	102,493	103,517	104,542	105,586	106,632
<b>9</b>	92,276	93,189	94,121	95,053	96,005	96,953	97,924	98,892	99,881	100,871
<b>10</b>	87,878	88,749	89,638	90,524	91,429	92,334	93,257	94,180	95,122	96,063
<b>11</b>	86,121	86,973	87,843	88,711	89,600	90,485	91,391	92,296	93,219	94,142
<b>12</b>	84,362	85,198	86,049	86,901	87,770	88,639	89,526	90,411	91,315	92,218
<b>13</b>	82,607	83,425	84,258	85,091	85,943	86,794	87,663	88,531	89,418	90,302

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<b>1</b>	145,539	146,979	148,450	149,919	151,420	152,919	154,448	155,977	157,537	159,096
<b>2</b>	141,657	143,057	144,490	145,919	147,378	148,837	150,325	151,813	153,333	154,852
<b>3</b>	133,895	135,220	136,572	137,925	139,303	140,682	142,089	143,497	144,933	146,367
<b>4</b>	122,255	123,465	124,701	125,935	127,193	128,452	129,738	131,022	132,333	133,645
<b>5</b>	120,314	121,504	122,720	123,935	125,175	126,413	127,679	128,942	130,231	131,519
<b>6</b>	118,373	119,545	120,739	121,933	123,153	124,372	125,618	126,860	128,129	129,397
<b>7</b>	111,582	112,686	113,813	114,938	116,088	117,237	118,410	119,583	120,779	121,974
<b>8</b>	107,697	108,764	109,853	110,940	112,049	113,158	114,291	115,422	116,576	117,730
<b>9</b>	101,880	102,890	103,918	104,945	105,995	107,045	108,115	109,186	110,278	111,368
<b>10</b>	97,024	97,984	98,965	99,945	100,944	101,944	102,964	103,984	105,023	106,063
<b>11</b>	95,083	96,023	96,984	97,945	98,925	99,905	100,903	101,901	102,921	103,938
<b>12</b>	93,141	94,064	95,005	95,945	96,904	97,862	98,841	99,820	100,817	101,815
<b>13</b>	91,205	92,108	93,029	93,948	94,888	95,828	96,787	97,746	98,722	99,698

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## Agenda Item Details

Meeting	Dec 18, 2023 - REGULAR MEETING AGENDA (5:30 PM)
Category	20. Consent - Finance
Subject	I. (ADD) 2023-2024 Administrative and Professional Salary Schedules
Access	Public
Type	Action (Pulled)
Fiscal Impact	Yes
Dollar Amount	749,100.00
Budgeted	Yes
Budget Source	See below
Recommended Action	Approval, retroactive to July 1, 2023, of the 2023-2024 Administrative and Professional Salary Schedules

## Public Content

### Background Information/Description

See attached 2023-2024 Salary Schedules and Bargaining Agreement dated November 20, 2023. Recruitment and Retention Bonus is applicable but total amount is not included in Salary Schedule and Step Roll calculations below.

1. Salary Schedules: 1.0% General Improvement
2. Step Roll (Approximately 2.0% total): Eligible Professional and District Administrators - One step (Approx. 2.0%)

Eligible School Based Administrators - Two steps

(Approx. 2.0%)

### Funding Source

#### Professional

- (1110) General Fund - \$291,000
- (4210) Other Special Revenue Fund - \$36,000.00
- (4400) ESSER - \$14,000.00

#### Administrative

- (1110) General Fund - \$363,200
- (4210) Other Special Revenue Fund - \$21,800.00
- (4400) ESSER - \$23,100.00

-  [2023-2024 Professional 10 Month Salary Schedule 2023\\_12.pdf \(119 KB\)](#)
-  [2023-2024 Professional 11 Month Salary Schedule 2023\\_12.pdf \(119 KB\)](#)
-  [2023-2024 Professional 12 Month Salary Schedule 2023\\_12.pdf \(119 KB\)](#)
-  [2023-2024 Admin 11 Month School Level Performance Based 2023\\_12.pdf \(116 KB\)](#)
-  [2023-2024 Admin 11 Month School Level Performance Plus 2023\\_12.pdf \(116 KB\)](#)
-  [2023-2024 Admin 11 Month District Level Salary Schedule 2023\\_12.pdf \(109 KB\)](#)
-  [2023-2024 Admin 12 Month School Level Performance Based 2023\\_12.pdf \(116 KB\)](#)
-  [2023-2024 Admin 12 Month School Level Performance Plus 2023\\_12.pdf \(116 KB\)](#)
-  [2023-2024 Admin 12 Month District Level Salary Schedule 2023\\_12.pdf \(109 KB\)](#)
-  [2023-2024 Bargaining Agreement 2023\\_12.pdf \(1,021 KB\)](#)

### Workflow

Workflow                      Dec 13, 2023 11:03 AM :: Submitted by Tammy Edwards. Routed to Terry St Cyr for approval.  
Dec 13, 2023 11:12 AM :: Approved by Terry St Cyr. Routed to Shenna Payne for approval.  
Dec 13, 2023 11:37 AM :: Approved by Shenna Payne. Routed to Holley DeWees for approval.  
Dec 14, 2023 7:13 AM :: Final approval by Holley DeWees

### Motion & Voting

Approval, retroactive to July 1, 2023, of the 2023-2024 Administrative and Professional Salary Schedules

Motion by Paul Fetsko, second by David Williams.

Final Resolution: Motion Carries

Yes: Kevin Adams, Paul Fetsko, David Williams, Patty Hightower, Bill Slayton

**Last Modified by Holley DeWees on December 18, 2023**