

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - DISTRICT LEVEL
12-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
1	118,761	121,136	123,559	126,029	128,550	131,120	133,744	136,419	139,147	141,932	144,770
2	115,591	117,903	120,261	122,668	125,121	127,622	130,177	132,779	135,435	138,145	140,906
3	109,259	111,444	113,672	115,947	118,266	120,629	123,044	125,506	128,015	130,574	133,186
4	99,760	101,754	103,791	105,868	107,983	110,143	112,346	114,594	116,886	119,222	121,609
5	98,176	100,139	102,142	104,184	106,268	108,392	110,559	112,770	115,025	117,326	119,673
6	96,590	98,521	100,494	102,504	104,553	106,643	108,777	110,952	113,172	115,435	117,743
7	91,049	92,870	94,727	96,622	98,555	100,527	102,536	104,588	106,680	108,815	110,990
8	87,883	89,640	91,431	93,259	95,126	97,028	98,969	100,947	102,967	105,028	107,127
9	83,133	84,795	86,492	88,221	89,987	91,786	93,622	95,496	97,404	99,353	101,340
10	79,175	80,758	82,372	84,021	85,702	87,416	89,164	90,947	92,764	94,620	96,510
11	77,588	79,142	80,723	82,338	83,987	85,664	87,377	89,124	90,908	92,728	94,579
12	76,005	77,526	79,075	80,657	82,272	83,919	85,594	87,306	89,054	90,834	92,653
13	74,423	75,910	77,430	78,978	80,558	82,170	83,812	85,487	87,197	88,941	90,719
14	68,945	70,325	71,732	73,167	74,629	76,121	77,645	79,196	80,782	82,396	84,044
15	63,531	64,801	66,097	67,420	68,767	70,143	71,545	72,976	74,436	75,926	77,443

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

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Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	147,664	150,619	153,630	156,703	159,837	163,037	166,295	169,619	173,013	176,474
2	143,725	146,598	149,531	152,519	155,571	158,684	161,857	165,095	168,395	171,764
3	135,851	138,567	141,339	144,163	147,047	149,987	152,989	156,048	159,167	162,349
4	124,042	126,521	129,053	131,633	134,267	136,951	139,691	142,486	145,335	148,242
5	122,068	124,508	126,997	129,539	132,127	134,771	137,466	140,216	143,019	145,879
6	120,099	122,501	124,949	127,449	129,999	132,597	135,249	137,954	140,714	143,527
7	113,209	115,474	117,785	120,141	122,544	124,997	127,495	130,045	132,645	135,300
8	109,270	111,457	113,685	115,958	118,275	120,642	123,054	125,517	128,025	130,587
9	103,367	105,437	107,543	109,694	111,888	114,125	116,410	118,736	121,113	123,534
10	98,442	100,411	102,420	104,469	106,558	108,688	110,865	113,080	115,340	117,648
11	96,473	98,403	100,370	102,378	104,425	106,514	108,644	110,816	113,034	115,295
12	94,505	96,394	98,322	100,289	102,294	104,341	106,428	108,558	110,727	112,941
13	92,535	94,387	96,272	98,197	100,163	102,165	104,210	106,292	108,418	110,588
14	85,725	87,441	89,188	90,972	92,792	94,647	96,541	98,473	100,441	102,449
15	78,993	80,573	82,184	83,827	85,505	87,216	88,959	90,737	92,552	94,403

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1	108,864	111,040	113,262	115,528	117,837	120,194	122,600	125,049	127,552	130,104	132,705
2	105,960	108,079	110,239	112,445	114,696	116,988	119,328	121,716	124,148	126,631	129,166
3	100,153	102,157	104,200	106,284	108,409	110,580	112,791	115,046	117,347	119,694	122,088
4	91,445	93,274	95,142	97,044	98,985	100,966	102,985	105,044	107,146	109,288	111,476
5	89,995	91,793	93,628	95,502	97,411	99,358	101,346	103,374	105,442	107,547	109,701
6	88,541	90,312	92,120	93,962	95,840	97,755	99,709	101,706	103,741	105,815	107,932
7	83,464	85,130	86,834	88,570	90,342	92,148	93,993	95,873	97,790	99,747	101,741
8	80,559	82,171	83,813	85,489	87,198	88,944	90,722	92,536	94,389	96,275	98,200
9	76,206	77,731	79,284	80,870	82,488	84,138	85,821	87,537	89,288	91,075	92,896
10	72,578	74,029	75,510	77,021	78,562	80,129	81,731	83,367	85,033	86,733	88,470
11	71,122	72,546	73,997	75,477	76,986	78,529	80,099	81,699	83,333	85,001	86,698
12	69,673	71,065	72,488	73,936	75,415	76,924	78,464	80,032	81,633	83,263	84,931
13	68,220	69,586	70,976	72,396	73,846	75,322	76,827	78,362	79,931	81,529	83,160
14	63,200	64,463	65,752	67,068	68,409	69,777	71,173	72,597	74,048	75,529	77,040
15	58,237	59,401	60,589	61,802	63,038	64,298	65,583	66,895	68,234	69,598	70,991

Masters Degree, Add \$0

Specialist Degree, Add \$3,751

Doctorate Degree, Add \$4,356

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1	135,357	138,069	140,829	143,646	146,518	149,448	152,437	155,485	158,596	161,766
2	131,747	134,382	137,070	139,809	142,607	145,460	148,370	151,335	154,362	157,450
3	124,528	127,022	129,560	132,150	134,793	137,487	140,239	143,043	145,905	148,822
4	113,706	115,978	118,297	120,665	123,078	125,538	128,050	130,612	133,224	135,889
5	111,894	114,130	116,415	118,743	121,117	123,540	126,010	128,532	131,101	133,723
6	110,091	112,292	114,537	116,828	119,163	121,547	123,978	126,457	128,988	131,568
7	103,776	105,852	107,970	110,129	112,331	114,579	116,870	119,208	121,592	124,025
8	100,166	102,166	104,212	106,293	108,420	110,589	112,801	115,057	117,356	119,703
9	94,755	96,648	98,582	100,553	102,566	104,617	106,709	108,842	111,021	113,239
10	90,239	92,042	93,885	95,762	97,678	99,630	101,624	103,657	105,729	107,842
11	88,434	90,201	92,007	93,845	95,724	97,638	99,589	101,581	103,613	105,687
12	86,629	88,362	90,128	91,931	93,771	95,647	97,558	99,509	101,502	103,530
13	84,824	86,519	88,252	90,013	91,817	93,653	95,524	97,437	99,386	101,371
14	78,579	80,151	81,754	83,391	85,057	86,759	88,494	90,265	92,071	93,912
15	72,409	73,858	75,336	76,842	78,379	79,946	81,545	83,177	84,839	86,537

Masters Degree, Add \$0
Specialist Degree, Add \$3,751
Doctorate Degree, Add \$4,356



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