

The School District of Escambia County  
**EDUCATIONAL SUPPORT PERSONNEL SALARY SCHEDULE**  
(Escambia Education Staff Professionals)  
2023-2024 Fiscal Year

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16
9	15.15	15.45	15.77	16.08	16.40	16.73	17.06	17.40	17.75	18.11	18.46	18.84	19.21	19.59	19.99	20.39
10	15.22	15.52	15.84	16.16	16.47	16.81	17.14	17.48	17.84	18.19	18.55	18.93	19.31	19.70	20.09	20.49
11	15.35	15.67	15.98	16.29	16.62	16.95	17.29	17.63	17.99	18.35	18.72	19.09	19.47	19.87	20.26	20.66
12	15.49	15.81	16.12	16.44	16.77	17.11	17.45	17.80	18.15	18.51	18.89	19.26	19.64	20.04	20.44	20.86
13	15.64	15.95	16.27	16.59	16.93	17.27	17.61	17.97	18.32	18.70	19.07	19.44	19.84	20.23	20.63	21.05
14	15.80	16.11	16.43	16.76	17.09	17.43	17.79	18.14	18.50	18.88	19.25	19.63	20.03	20.43	20.84	21.25
15	15.96	16.27	16.59	16.93	17.27	17.61	17.97	18.32	18.70	19.07	19.44	19.84	20.23	20.63	21.05	21.47
16	16.13	16.44	16.78	17.11	17.45	17.81	18.16	18.52	18.90	19.27	19.65	20.05	20.45	20.86	21.28	21.70
17	16.30	16.62	16.96	17.30	17.64	18.00	18.35	18.73	19.10	19.48	19.87	20.26	20.67	21.09	21.50	21.94
18	16.82	17.15	17.49	17.85	18.20	18.56	18.94	19.32	19.71	20.10	20.50	20.91	21.33	21.76	22.19	22.63
19	17.61	17.97	18.32	18.70	19.07	19.45	19.84	20.23	20.63	21.05	21.47	21.90	22.34	22.79	23.24	23.70
20	18.42	18.79	19.17	19.55	19.94	20.34	20.75	21.16	21.58	22.02	22.45	22.91	23.36	23.84	24.31	24.80
21	19.30	19.68	20.08	20.48	20.90	21.31	21.74	22.17	22.61	23.07	23.52	24.00	24.48	24.97	25.47	25.98
22	20.20	20.60	21.02	21.43	21.87	22.30	22.75	23.20	23.66	24.14	24.62	25.12	25.61	26.13	26.65	27.19
23	21.13	21.55	21.99	22.42	22.87	23.33	23.80	24.27	24.76	25.25	25.76	26.27	26.80	27.33	27.88	28.44
24	22.14	22.58	23.04	23.49	23.97	24.44	24.94	25.43	25.94	26.46	26.99	27.52	28.08	28.64	29.21	29.80
25	23.18	23.64	24.12	24.59	25.09	25.59	26.11	26.62	27.16	27.70	28.26	28.83	29.40	29.99	30.58	31.20
26	24.28	24.77	25.26	25.77	26.28	26.81	27.34	27.89	28.45	29.02	29.59	30.19	30.79	31.41	32.04	32.67
27	25.41	25.92	26.44	26.97	27.50	28.06	28.61	29.19	29.77	30.37	30.98	31.59	32.23	32.88	33.53	34.20
28	26.63	27.17	27.71	28.26	28.83	29.40	30.00	30.59	31.21	31.83	32.46	33.12	33.77	34.45	35.14	35.84
29	27.93	28.48	29.06	29.63	30.23	30.84	31.45	32.08	32.72	33.37	34.05	34.72	35.42	36.13	36.84	37.58
30	29.24	29.83	30.42	31.03	31.65	32.28	32.93	33.58	34.26	34.95	35.64	36.36	37.09	37.82	38.58	39.35
31	30.65	31.27	31.90	32.53	33.18	33.85	34.52	35.21	35.92	36.63	37.37	38.12	38.87	39.65	40.45	41.26
32	32.12	32.76	33.41	34.09	34.76	35.46	36.17	36.90	37.63	38.38	39.15	39.94	40.73	41.55	42.38	43.23
33	33.65	34.33	35.02	35.71	36.43	37.16	37.90	38.65	39.43	40.22	41.03	41.84	42.68	43.53	44.41	45.29

Note:

- Additional pay for longevity: 2% for 5 - 10 years of service, 4% for 10 - 15 years of service, 6% for 15 - 20 years of service, 8% for 20 - 25 years of service, 10% for 25 - 28 years of service, 11% for 28 - 30 years of service, 12% for more than 30 years of service.
- No Child Left Behind Paraprofessional Career Ladder provides an opportunity for paraprofessionals to receive an additional 2%, 4% or 6%, dependent upon the agreed-upon criteria.
- Wellness Coordinator - \$200.00 supplement to be paid at the end of the academic year once the coordinator has completed the required activities and paperwork. The paperwork should be turned into Risk Management.
- For additional salary agreement conditions, see supplemental information.

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Grade	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30	STEP 31
9	20.80	21.21	21.63	22.07	22.51	22.96	23.42	23.89	24.37	24.86	25.35	25.86	26.38	26.91	27.45
10	20.90	21.32	21.75	22.18	22.62	23.07	23.53	24.01	24.48	24.98	25.47	25.99	26.50	27.04	27.58
11	21.08	21.50	21.93	22.37	22.82	23.27	23.74	24.21	24.69	25.19	25.69	26.21	26.73	27.27	27.82
12	21.27	21.69	22.13	22.57	23.02	23.48	23.96	24.43	24.92	25.42	25.93	26.44	26.98	27.51	28.06
13	21.47	21.90	22.34	22.79	23.24	23.70	24.18	24.66	25.16	25.65	26.17	26.69	27.23	27.78	28.34
14	21.67	22.11	22.55	23.01	23.46	23.94	24.41	24.90	25.40	25.91	26.42	26.96	27.49	28.05	28.61
15	21.90	22.34	22.79	23.24	23.70	24.18	24.66	25.16	25.66	26.17	26.69	27.23	27.78	28.33	28.90
16	22.14	22.57	23.03	23.49	23.96	24.44	24.93	25.43	25.94	26.45	26.99	27.52	28.08	28.63	29.20
17	22.37	22.83	23.28	23.75	24.22	24.70	25.20	25.70	26.22	26.74	27.27	27.82	28.38	28.95	29.53
18	23.09	23.54	24.02	24.50	24.99	25.49	26.00	26.52	27.05	27.59	28.14	28.70	29.28	29.87	30.47
19	24.18	24.66	25.16	25.66	26.17	26.69	27.23	27.78	28.33	28.90	29.47	30.07	30.66	31.28	31.91
20	25.29	25.80	26.31	26.84	27.37	27.93	28.48	29.05	29.63	30.22	30.83	31.44	32.08	32.71	33.36
21	26.49	27.03	27.56	28.12	28.68	29.25	29.84	30.43	31.05	31.66	32.30	32.95	33.60	34.28	34.97
22	27.73	28.28	28.85	29.43	30.02	30.61	31.23	31.86	32.49	33.14	33.80	34.48	35.17	35.88	36.60
23	29.01	29.58	30.18	30.78	31.40	32.03	32.66	33.32	33.99	34.66	35.36	36.07	36.78	37.52	38.27
24	30.39	31.00	31.62	32.25	32.90	33.55	34.23	34.92	35.61	36.32	37.05	37.78	38.54	39.32	40.11
25	31.83	32.46	33.11	33.76	34.44	35.13	35.83	36.55	37.28	38.03	38.78	39.56	40.36	41.17	41.99
26	33.33	34.00	34.68	35.37	36.08	36.80	37.54	38.29	39.06	39.83	40.63	41.44	42.27	43.12	43.98
27	34.89	35.58	36.29	37.02	37.76	38.51	39.29	40.07	40.87	41.69	42.52	43.38	44.24	45.13	46.03
28	36.56	37.29	38.04	38.80	39.57	40.37	41.18	42.00	42.83	43.69	44.57	45.46	46.37	47.30	48.25
29	38.34	39.11	39.88	40.68	41.50	42.33	43.18	44.04	44.91	45.81	46.73	47.67	48.62	49.59	50.58
30	40.14	40.95	41.76	42.59	43.45	44.32	45.21	46.11	47.03	47.98	48.93	49.90	50.90	51.92	52.96
31	42.08	42.93	43.78	44.65	45.55	46.46	47.39	48.34	49.31	50.29	51.30	52.32	53.37	54.44	55.53
32	44.09	44.98	45.87	46.79	47.72	48.68	49.65	50.65	51.66	52.69	53.74	54.82	55.91	57.03	58.17
33	46.20	47.13	48.07	49.03	50.01	51.01	52.03	53.07	54.13	55.21	56.32	57.44	58.59	59.76	60.96

Note:

- Additional pay for longevity: 2% for 5 - 10 years of service, 4% for 10 - 15 years of service, 6% for 15 - 20 years of service, 8% for 20 - 25 years of service, 10% for 25 - 28 years of service, 11% for 28 - 30 years of service, 12% for more than 30 years of service.
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**2023-2024 Fiscal Year**

**Supplemental Information**

- Beginning in the fall of 2018, bus operators who do not use sick or personal leave during the previous year will receive a bonus of \$100. Approved Temporary Duty Leave, approved Line of Duty Leave, approved comp time, and Association leave shall not affect a school related employee's perfect attendance.
- Beginning in the fall of 2018, bus operators will receive a bonus of \$100 per year (SBO Bonus Program) for meeting the safe driver criteria for the previous year.

**If verified and approved by the Director of the Department in which the employee works, an employee who has an active license listed below will receive the supplement.**

- Additional pay of \$.25/hr will be added for the following certifications: Student Behavior De-escalating Training & Sensitivity Training. - SBO's only
- Additional pay of \$.50/hr will be added for the following certifications: State or Local Journeyman's Certification, Pest Control Certification & State License issued by the Department of Financial Services (State Fire Marshall) to maintain, repair and inspect Fire Suppression Equipment.
- Additional pay of \$1.00/hr will be added for the following certifications: State or Local Master's Certification, Bus Driver State Certified Trainers/Test Examiners, Certified DOE School Bus Inspector & ASE Master Certification.
- Additional pay of \$.50/hr will be added for the following certification: Fundamental Payroll Certification (FPC) through the American Payroll Association (must be in an eligible payroll dept. position). - Payroll Department only
- Additional pay of \$1.00/hr will be added for the following certification: Certified Payroll Professional (CPP) through the American Payroll Association (must be in an eligible payroll dept. position). - Payroll Department only
- Additional pay of \$.25/hr will be added for those with an EPA Section 608 Technician Certification and working within its capacity.
- Additional pay of \$.25/hr will be added for those working with ESE, ASD, ESE Pre-K, or VE multi-grade (self-contained) students.



### Agenda Item Details

Meeting	Dec 18, 2023 - REGULAR MEETING AGENDA (5:30 PM)
Category	20. Consent - Finance
Subject	E. 2023-2024 Educational Support Personnel Salary Schedule pending ratification results which are due Friday, December 15, 2023 at 4:00pm
Access	Public
Type	Action (Pulled)
Fiscal Impact	Yes
Dollar Amount	1,856,000.00
Budgeted	Yes
Budget Source	See below
Recommended Action	Approval, retroactive to July 1, 2023, of the 2023-2024 Educational Support Personnel Salary Schedule pending ratification results which are due Friday, December 15, 2023 at 4:00pm
Goals	

### Public Content

#### Background Information/Description

See attached 2023-2024 Salary Proposal and Bargaining Agreement dated November 20, 2023.

#### Funding Source

(1110) General Fund - \$1,200,000.00

(4110) Food Services Fund - \$240,000.00

(4210) Other Special Revenue Fund - \$254,000.00

(4400) ESSER - \$162,000.00

 [2023-2024 ESP Salary Schedule 2023\\_12.pdf \(1,810 KB\)](#)

 [2023-2024 Bargaining Agreement 2023\\_12.pdf \(1,021 KB\)](#)

### **Workflow**

Workflow                      Dec 8, 2023 1:05 PM :: Submitted by Tammy Edwards. Routed to Terry St Cyr for approval.  
Dec 8, 2023 1:41 PM :: Final approval by Terry St Cyr

### **Motion & Voting**

Approval, retroactive to July 1, 2023, of the 2023-2024 Educational Support Personnel Salary Schedule pending ratification results which are due Friday, December 15, 2023 at 4:00pm

Motion by Bill Slayton, second by Paul Fetsko.

Final Resolution: Motion Carries

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

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