

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
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	83,849	85,526	87,236	88,980	90,760	92,576	94,428	96,317	98,244	100,208	102,212
2	80,741	82,357	84,002	85,683	87,396	89,145	90,928	92,746	94,602	96,494	98,422
3	79,190	80,772	82,389	84,037	85,718	87,432	89,182	90,965	92,784	94,638	96,533
4	74,529	76,019	77,539	79,090	80,672	82,287	83,932	85,611	87,324	89,071	90,852
5	71,425	72,854	74,312	75,796	77,313	78,859	80,436	82,044	83,686	85,361	87,068
6	66,766	68,101	69,465	70,855	72,270	73,715	75,189	76,694	78,227	79,791	81,387
7	62,107	63,351	64,617	65,911	67,229	68,574	69,944	71,341	72,771	74,226	75,711
8	59,004	60,183	61,386	62,615	63,867	65,145	66,447	67,778	69,133	70,516	71,926
9	57,452	58,599	59,772	60,967	62,187	63,430	64,700	65,993	67,312	68,658	70,032
10	56,674	57,808	58,964	60,143	61,347	62,572	63,825	65,101	66,403	67,731	69,083
11	55,897	57,016	58,155	59,318	60,505	61,716	62,949	64,209	65,493	66,802	68,141
12	52,018	53,058	54,119	55,202	56,304	57,432	58,579	59,751	60,945	62,163	63,408
13	45,804	46,722	47,655	48,609	49,581	50,573	51,585	52,614	53,668	54,742	55,834
14	44,254	45,139	46,042	46,963	47,901	48,859	49,837	50,833	51,850	52,888	53,945
15	43,476	44,346	45,231	46,135	47,059	47,999	48,960	49,937	50,937	51,955	52,996
16	40,370	41,177	42,002	42,840	43,698	44,572	45,464	46,373	47,300	48,247	49,211
17	37,265	38,010	38,772	39,546	40,338	41,145	41,968	42,810	43,662	44,536	45,427
18	31,084	31,676	32,310	32,955	33,615	34,286	34,972	35,672	36,384	37,112	37,855

Masters Degree (In-Field), Add \$3,300
Specialist Degree (In-Field), Add \$4,092
Doctorate Degree (In-Field), Add \$4,752
Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

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12-Month Annual Base Scale
Fiscal Year 2023-2024

Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	104,257	106,343	108,468	110,638	112,850	115,107	117,409	119,759	122,153	124,594
2	100,392	102,398	104,446	106,536	108,666	110,839	113,056	115,320	117,624	119,977
3	98,463	100,431	102,440	104,489	106,579	108,712	110,886	113,103	115,365	117,673
4	92,666	94,521	96,413	98,341	100,306	102,312	104,358	106,447	108,574	110,745
5	88,808	90,584	92,397	94,244	96,128	98,051	100,011	102,012	104,051	106,132
6	83,015	84,675	86,369	88,094	89,859	91,656	93,490	95,359	97,267	99,212
7	77,226	78,769	80,344	81,950	83,591	85,262	86,969	88,708	90,482	92,293
8	73,364	74,831	76,327	77,854	79,411	81,000	82,619	84,272	85,958	87,677
9	71,432	72,861	74,319	75,804	77,322	78,868	80,445	82,054	83,696	85,370
10	70,466	71,875	73,313	74,779	76,277	77,800	79,357	80,943	82,562	84,215
11	69,501	70,891	72,308	73,756	75,230	76,735	78,269	79,834	81,431	83,061
12	64,676	65,970	67,289	68,634	70,007	71,406	72,834	74,290	75,777	77,292
13	56,952	58,090	59,254	60,437	61,647	62,879	64,139	65,422	66,728	68,063
14	55,024	56,125	57,248	58,392	59,558	60,750	61,966	63,205	64,467	65,757
15	54,054	55,136	56,240	57,363	58,510	59,680	60,872	62,091	63,332	64,601
16	50,195	51,198	52,223	53,267	54,333	55,421	56,529	57,658	58,812	59,988
17	46,335	47,263	48,207	49,172	50,156	51,160	52,184	53,227	54,293	55,377
18	38,611	39,385	40,172	40,976	41,794	42,630	43,483	44,352	45,240	46,143

Masters Degree (In-Field), Add \$3,300

Specialist Degree (In-Field), Add \$4,092

Doctorate Degree (In-Field), Add \$4,752

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
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
1	76,863	78,397	79,966	81,567	83,196	84,860	86,558	88,290	90,056	91,857	93,695
2	74,012	75,494	77,004	78,544	80,113	81,717	83,351	85,018	86,719	88,454	90,223
3	72,591	74,042	75,526	77,037	78,574	80,145	81,748	83,383	85,049	86,753	88,487
4	68,319	69,685	71,081	72,501	73,950	75,430	76,940	78,478	80,048	81,647	83,283
5	65,473	66,783	68,116	69,482	70,872	72,289	73,734	75,210	76,714	78,249	79,812
6	61,204	62,427	63,676	64,949	66,248	67,573	68,925	70,302	71,710	73,143	74,606
7	56,932	58,072	59,232	60,417	61,625	62,857	64,115	65,396	66,705	68,040	69,401
8	54,087	55,167	56,268	57,394	58,544	59,715	60,911	62,128	63,368	64,636	65,929
9	52,662	53,717	54,790	55,886	57,004	58,145	59,306	60,492	61,704	62,937	64,196
10	51,952	52,993	54,051	55,132	56,236	57,359	58,506	59,676	60,870	62,090	63,331
11	51,240	52,263	53,308	54,375	55,461	56,572	57,703	58,857	60,035	61,233	62,459
12	47,683	48,637	49,608	50,600	51,613	52,645	53,698	54,773	55,867	56,984	58,124
13	41,989	42,829	43,686	44,559	45,452	46,360	47,287	48,233	49,197	50,181	51,185
14	40,567	41,379	42,205	43,049	43,911	44,790	45,683	46,598	47,530	48,481	49,451
15	39,852	40,649	41,463	42,293	43,137	44,001	44,880	45,777	46,693	47,625	48,578
16	37,005	37,749	38,503	39,274	40,059	40,861	41,678	42,511	43,360	44,226	45,112
17	34,159	34,845	35,540	36,251	36,976	37,716	38,469	39,240	40,024	40,822	41,641
18	28,494	29,036	29,616	30,209	30,813	31,428	32,057	32,701	33,352	34,021	34,699

Masters Degree (In-Field), Add \$3,025
Specialist Degree (In-Field), Add \$3,751
Doctorate Degree (In-Field), Add \$4,356

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

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PROFESSIONAL SALARY SCHEDULE
11-Month Annual Base Scale
Fiscal Year 2023-2024

Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	95,568	97,479	99,429	101,417	103,447	105,515	107,625	109,778	111,973	114,214
2	92,028	93,867	95,744	97,657	99,610	101,604	103,638	105,710	107,823	109,980
3	90,256	92,063	93,903	95,781	97,696	99,652	101,644	103,677	105,749	107,864
4	84,947	86,647	88,379	90,147	91,951	93,791	95,664	97,577	99,531	101,519
5	81,408	83,035	84,697	86,391	88,118	89,881	91,680	93,515	95,384	97,292
6	76,098	77,619	79,174	80,757	82,371	84,018	85,700	87,414	89,162	90,945
7	70,789	72,204	73,649	75,121	76,624	78,154	79,718	81,313	82,939	84,599
8	67,246	68,593	69,964	71,365	72,792	74,247	75,732	77,247	78,792	80,368
9	65,479	66,788	68,123	69,488	70,877	72,295	73,742	75,215	76,719	78,255
10	64,599	65,889	67,208	68,552	69,922	71,322	72,747	74,205	75,686	77,198
11	63,708	64,980	66,281	67,607	68,960	70,338	71,745	73,180	74,643	76,138
12	59,288	60,474	61,681	62,914	64,174	65,459	66,767	68,103	69,467	70,857
13	52,210	53,253	54,318	55,404	56,512	57,642	58,793	59,970	61,170	62,394
14	50,441	51,448	52,478	53,529	54,600	55,689	56,804	57,940	59,098	60,279
15	49,551	50,540	51,551	52,582	53,635	54,706	55,800	56,919	58,054	59,217
16	46,015	46,934	47,874	48,832	49,808	50,805	51,820	52,856	53,914	54,991
17	42,474	43,322	44,189	45,075	45,975	46,893	47,831	48,789	49,765	50,760
18	35,392	36,101	36,823	37,560	38,311	39,077	39,858	40,655	41,469	42,299

Masters Degree (In-Field), Add \$3,025

Specialist Degree (In-Field), Add \$3,751

Doctorate Degree (In-Field), Add \$4,356

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
10-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	69,874	71,271	72,699	74,151	75,633	77,147	78,690	80,265	81,869	83,507	85,177
2	67,285	68,628	70,004	71,402	72,830	74,286	75,774	77,288	78,836	80,411	82,020
3	65,992	67,310	68,657	70,031	71,430	72,859	74,317	75,802	77,320	78,866	80,441
4	62,106	63,350	64,617	65,911	67,229	68,574	69,944	71,341	72,771	74,226	75,712
5	59,520	60,711	61,925	63,164	64,428	65,716	67,031	68,373	69,738	71,135	72,555
6	55,640	56,752	57,886	59,045	60,226	61,432	62,659	63,912	65,190	66,493	67,823
7	51,757	52,793	53,849	54,926	56,025	57,144	58,288	59,454	60,641	61,854	63,091
8	49,169	50,152	51,155	52,179	53,223	54,285	55,371	56,479	57,609	58,762	59,934
9	47,875	48,834	49,810	50,806	51,822	52,858	53,916	54,993	56,091	57,215	58,360
10	47,229	48,175	49,139	50,119	51,121	52,145	53,187	54,253	55,337	56,444	57,572
11	46,580	47,513	48,464	49,433	50,420	51,428	52,457	53,507	54,576	55,666	56,780
12	43,349	44,215	45,100	46,001	46,922	47,860	48,818	49,793	50,790	51,803	52,840
13	38,173	38,937	39,712	40,508	41,320	42,145	42,989	43,849	44,725	45,620	46,533
14	36,880	37,615	38,368	39,136	39,919	40,716	41,531	42,361	43,211	44,074	44,956
15	36,231	36,954	37,693	38,447	39,216	40,001	40,799	41,615	42,447	43,297	44,162
16	33,642	34,318	35,002	35,706	36,418	37,146	37,888	38,646	39,417	40,208	41,010
17	31,053	31,678	32,311	32,955	33,616	34,287	34,972	35,672	36,384	37,113	37,855
18	25,903	26,396	26,926	27,464	28,013	28,572	29,142	29,725	30,321	30,927	31,544

Masters Degree (In-Field), Add \$2,750
Specialist Degree (In-Field), Add \$3,410
Doctorate Degree (In-Field), Add \$3,960
Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

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10-Month Annual Base Scale
Fiscal Year 2023-2024

Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	86,877	88,615	90,391	92,197	94,041	95,921	97,839	99,797	101,794	103,828
2	83,660	85,335	87,041	88,780	90,557	92,367	94,216	96,099	98,022	99,982
3	82,050	83,693	85,367	87,074	88,815	90,591	92,405	94,252	96,136	98,058
4	77,226	78,770	80,344	81,949	83,591	85,262	86,969	88,707	90,481	92,291
5	74,008	75,488	76,996	78,539	80,109	81,710	83,343	85,013	86,713	88,446
6	69,181	70,565	71,978	73,414	74,883	76,382	77,910	79,467	81,056	82,677
7	64,354	65,641	66,953	68,290	69,657	71,050	72,472	73,921	75,399	76,906
8	61,135	62,358	63,605	64,874	66,175	67,499	68,847	70,223	71,629	73,063
9	59,528	60,716	61,931	63,172	64,434	65,722	67,036	68,378	69,745	71,141
10	58,726	59,898	61,099	62,320	63,566	64,838	66,134	67,456	68,806	70,183
11	57,916	59,076	60,257	61,462	62,691	63,943	65,223	66,528	67,859	69,216
12	53,897	54,975	56,075	57,195	58,340	59,508	60,697	61,911	63,150	64,414
13	47,463	48,411	49,378	50,367	51,375	52,402	53,449	54,517	55,609	56,722
14	45,855	46,770	47,706	48,662	49,634	50,627	51,638	52,673	53,724	54,800
15	45,046	45,947	46,866	47,803	48,760	49,732	50,729	51,742	52,779	53,832
16	41,832	42,668	43,523	44,393	45,279	46,187	47,109	48,052	49,012	49,993
17	38,613	39,386	40,174	40,977	41,795	42,632	43,485	44,354	45,242	46,144
18	32,176	32,819	33,474	34,146	34,829	35,525	36,236	36,960	37,697	38,453

Masters Degree (In-Field), Add \$2,750
Specialist Degree (In-Field), Add \$3,410
Doctorate Degree (In-Field), Add \$3,960

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.



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