



**Collective Bargaining District Proposal #1**  
**Wednesday, November 6, 2024**

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**For the Escambia Educators Association (EEA):**

1. All teachers currently placed at Salary Levels 3 and above will increase the appropriate number of levels to reflect no less than a 2% increase for the 2024-2025 year. This salary improvement will be in the dollar amount of \$1,000-\$1,400.
  2. Teachers at Salary Levels 1 and 2 who are eligible for a 2023-2024 performance rating from an Escambia County Public School (must have worked at least 99 days in the prior school year) will receive a \$600 salary increase, or 3-level increase. The beginning teacher salary will remain the same at \$47,500.
  3. For 2023-2024 overall performance ratings, the following payments will be awarded:
    - a. \$200 (1 Level increase) for all teachers rated Effective
    - b. \$400 (2 Level increase) for all teachers rated Highly Effective
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**For the Union of Escambia Education Staff Professionals:**

1. A total 1.5% General improvement to the entirety of the ESP Salary Schedule. (1% was previously agreed in the Memorandum of Understanding that was approved by the School Board on October 15, 2024.)

***All salary negotiations shall be considered retroactive to July 1, 2024.***