



Collective Bargaining District Proposal #3
Wednesday, December 18, 2024

For the Escambia Educators Association (EEA):

1. All teachers currently placed at salary levels 4 and above will increase the appropriate number of levels to reflect no less than a 2.75% increase for the 2024-2025 year.
 - I. Levels 4 - 18 will receive \$1,400 (or 7 levels)
 - II. Levels 19 - 54 will receive \$1,600 (or 8 levels)
 - II. Levels 55 - 94 will receive \$1,800 (or 9 levels)
 - III. Levels 95+ will receive \$2,000 (or 10 levels)
2. For teachers on salary levels 1-3, the improvement will be as follows:
 - I. Level 1 will receive \$600 (or 3 levels)
 - II. Level 2 will receive \$800 (or 4 levels)
 - III. Level 3 will receive \$1,000 (or 5 levels)
3. The new minimum teacher salary will be \$48,100. (Indexed supplements will also increase.)
4. 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

With performance pay, the average raise for every teacher will be approximately 3%

Cost: \$5,243,846

For the Union of Escambia Education Staff Professionals:

1. One step roll for eligible employees.

Article VI.4.G: Full time ESPs are eligible for negotiated step roll(s) if he/she is employed on the date of ratification and has had continuous employment from on or before March 1st of the prior fiscal year.
2. A total 1% General improvement to the entirety of the ESP Salary Schedule.

Cost: \$1,997,808

All salary negotiations shall be considered retroactive to July 1, 2024 for current employees and retirees of this fiscal year.

Total Approx. Cost: \$7,241,654