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CGM

Collective Bargaining District Salary Proposal #45
Thursday, January 16, 2025

For the Escambia Educators Association (EEA):

1. For teachers on salary levels 1-3, the improvement will be as follows:
 - I. Levels 1-3 will receive \$800
 - II. Levels 4-6 will receive \$1,400
 - III. Levels 7-9 will receive \$1,600
 - IV. Levels 10-12 will receive \$1,800
 - V. Levels 13-15 will receive \$2,000
 - VI. Levels 16-18 will receive \$2,200
 - VII. Levels 19-25 will receive \$2,400
 - VIII. Levels 26 and up will receive \$2,600

2. A new salary schedule will be written in which \$48,300 will be the new Level 1. The appropriate number of level increases for each teacher will reflect the dollar amounts listed above. (Indexed supplements will also increase appropriately.)

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

Cost: \$6,095,713

For the Union of Escambia Education Staff Professionals:

1. A total 1% General improvement to the entirety of the ESP Salary Schedule. (\$665K)
2. One step increase for eligible employees on Grades 9-16. (\$845K)
3. Two step increases for eligible School Bus Operators. (\$373K)
4. One grade increase and no step roll for all job classifications currently on Grades 17 through 26 with the exception of school bus operators. (These employees will maintain their current step.) (\$475K)

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.

Cost: \$2,358,000

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

Total Approx. Cost: \$8,453,713