
Escambia Education Association

Salary Proposal

Escambia County Public Schools faces a significant pay disparity compared to the broader state averages for public school teachers in Florida. As of **November 1, 2024**, the average annual salary for a public school teacher in Florida is **\$55,926**, with most salaries ranging between **\$46,685** and **\$68,228**. In contrast, the average salary for a teacher in Escambia County is **\$50,836**, which is notably lower than the state average. [Source: Salary.com, Escambia County Public Schools Data]

This disparity highlights the need for immediate action to ensure Escambia County teachers are fairly compensated based on their experience and to help close the gap with state averages. The proposed salary increases are designed to create clearer separation between teachers with different levels of experience, ensuring more equitable compensation across the district. This proposal builds on the current pay scale and experience data to bring Escambia County's pay closer in line with the broader state scale, helping to retain experienced educators and attract high-quality talent.

Proposed Salary Increases by Experience

- **0 to 3 years of experience:** \$800 increase
- **4 to 6 years of experience:** \$1,600 increase
- **7 to 9 years of experience:** \$2,000 increase
- **10 to 13 years of experience:** \$2,400 increase
- **14 to 16 years of experience:** \$2,800 increase
- **17 to 20 years of experience:** \$3,200 increase
- **21 to 25 years of experience:** \$3,600 increase
- **26 to 30 years of experience:** \$4,000 increase
- **31 to 34 years of experience:** \$4,400 increase
- **35+ years of experience:** \$4,800 increase

This proposal is designed to **decompress** the pay scale and ensure that teachers with more experience are appropriately compensated for their expertise and dedication. By providing salary increases based on years of experience, this plan helps differentiate pay levels, reducing the compression between less experienced teachers and those with more years of service.

Furthermore, the proposal uses the current placement schedule as a foundation and will guide the creation of future salary placements for newly hired teachers, ensuring a fair and sustainable compensation system moving forward.

Performance Pay

In addition to the salary increases, teachers will receive additional compensation based on their performance ratings for the **2023-24** school year. Teachers rated **"Effective"** will receive a **\$200** bonus, while those rated **"Highly Effective"** will receive a **\$400** bonus.

Union of Escambia ESP

Wages

To ensure that **Education Support Professionals (ESPs)** in Escambia County remain competitive as Florida's wage standards continue to rise, this proposal offers pay adjustments that reflect both the state's minimum wage increases and the broader labor market. The average hourly wage for ESPs in Escambia County is **\$17.62**, which is below the state average for hourly workers in Florida. As of **November 12, 2024**, the average hourly pay for hourly workers in Florida is **\$20.04**, with most wages ranging between **\$18.70** (25th percentile) and **\$20.82** (75th percentile), according to ZipRecruiter. [Source: ZipRecruiter, Escambia County Public Schools]

Florida's minimum wage is set to increase to **\$13.00 per hour** on **September 30, 2024**, and will continue to rise annually until reaching **\$15.00 per hour** by **September 2026**. To help keep Escambia County ESP salaries competitive and aligned with these changes, this proposal includes the following adjustments:

1. **Grades 9 through 15:** A **three-step increase**, moving employees up by three levels on the salary schedule.
2. **School Bus Operators:** A **three-step increase** to recognize the essential role they play in student transportation.
3. **Grades 16 and 17:** A **one grade increase** (advancing to a higher pay grade) and **one step increase** (within the new grade).
4. **Grades 18 through 26:** A **one grade increase** and **one step increase** for employees in these grades (excluding bus drivers), ensuring equity across positions.

This proposal helps position Escambia County ESPs more competitively in the labor market while recognizing their vital contributions to the success of our schools.

UNION PROPOSAL EXPLANATION BRIEF

11/20/2024



Summary

Escambia County Public Schools currently faces a pay disparity compared to broader state averages. As of **November 1, 2024**, the average teacher salary in Florida is **\$55,926**, while Escambia teachers earn just **\$50,836.66**. To close this gap, the proposed salary increases for teachers are based on experience, ranging from **\$800** for those with 0-3 years of experience to **\$4,800** for those with 35+ years. For **Education Support Professionals (ESPs)**, the proposal includes pay increases across various grades, with **Grades 9-15** receiving a **three-step increase** and **Grades 16-26** receiving a **one grade and one step increase**, ensuring fairness and competitiveness in line with Florida's rising minimum wage.

These proposals are a necessary step in promoting the **financial wellbeing** of all district employees. By implementing these increases, Escambia County Public Schools can retain experienced staff, attract high-quality educators, and ensure fair compensation for all employees. This **All In** approach demonstrates a commitment to supporting teachers and ESPs by providing compensation that aligns with both the needs of our school community and the rising standards of the broader labor market.

It's time to take action. By supporting these proposals, we can address the pay gap, create a more competitive compensation system, and show that we truly value and appreciate the work of every member of our district.