

ESCAMBIA EDUCATION ASSOCIATION



---

---

**SALARY:**

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

*No newly hired employee shall be placed on the salary schedule at a level exceeding the average salary of current employees with comparable years of public school experience.*

[Approximately: \$7,592,780]

---

**PERFORMANCE PAY:**

All performance ratings with **EFFECTIVE** \$200 and **HIGHLY EFFECTIVE** \$400 for the 2023-24 school year.

[Approximately: \$1,003,067]

[Total Approximate Cost: \$8,595,847]

---

---

---

**ALL INCREASES, SUPPLEMENTS, AND BENEFITS ARE RETROACTIVE TO JULY 1<sup>st</sup>, 2024 TO ELLIGIBLE EMPLOYEES AND THOSE RETIREES THAT RETIRE DURING THE SCHOOL YEAR OF 2024-2025 INCLUDING BUT LIMITED TO STIPENDS, LONGEVITY, ETC. WHERE APPLICABLE.**



## UNION OF ESCAMBIA ESP

---

---

### WAGES:

**Grades 9 through 15** will receive three (3) step increase.

[Approx. Total Cost w/ Benefits: \$2,539,864]

**School bus operators** will receive three (3) step increase.

[Approx. Total Cost w/ Benefits: \$ 484,739]

**Grades 16 and 17** will receive one (1) grade increase and one (1) step increase.

[Approx. Total Cost w/ Benefits: \$129,207]

**Grades 18 through 26** will receive one grade and one (1) step increase **excluding bus drivers**.

[Approx. Total Cost w/ Benefits: \$322,442]

[Approx. Total Cost Inclusive M.O.U. 1%: \$4,142,190]

[Average 7% Raise]

**ALL INCREASES, SUPPLEMENTS, AND BENEFITS ARE RETROACTIVE TO JULY 1<sup>st</sup>, 2024 TO ELIGIBLE EMPLOYEES AND THOSE RETIREES THAT RETIRE DURING THE SCHOOL YEAR OF 2024-2025 INCLUDING BUT LIMITED TO STIPENDS, LONGEVITY, ETC. WHERE APPLICABLE.**