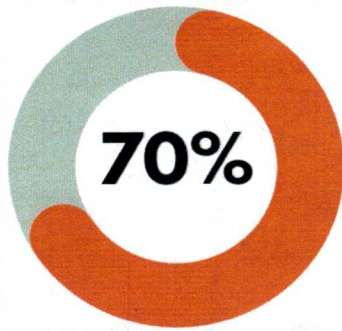


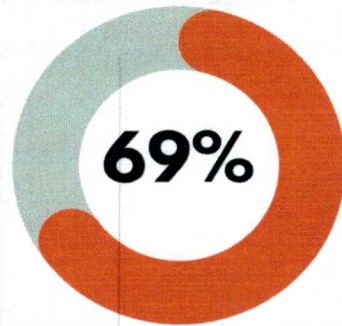
STATUS BRIEF & AREAS FOR IMPROVEMENT

- Data
 - Staff & Faculty Salary & Wage Placement
 - Instructional Budget vs. Actual Cost
 - Snapshot Ranking
 - Financial Condition
 - General Fund
 - ESSER Fund
 - M.O.U. Split Class
 - Counteroffer
 - Salary & Wages
 - Split Class M.O.U.
-



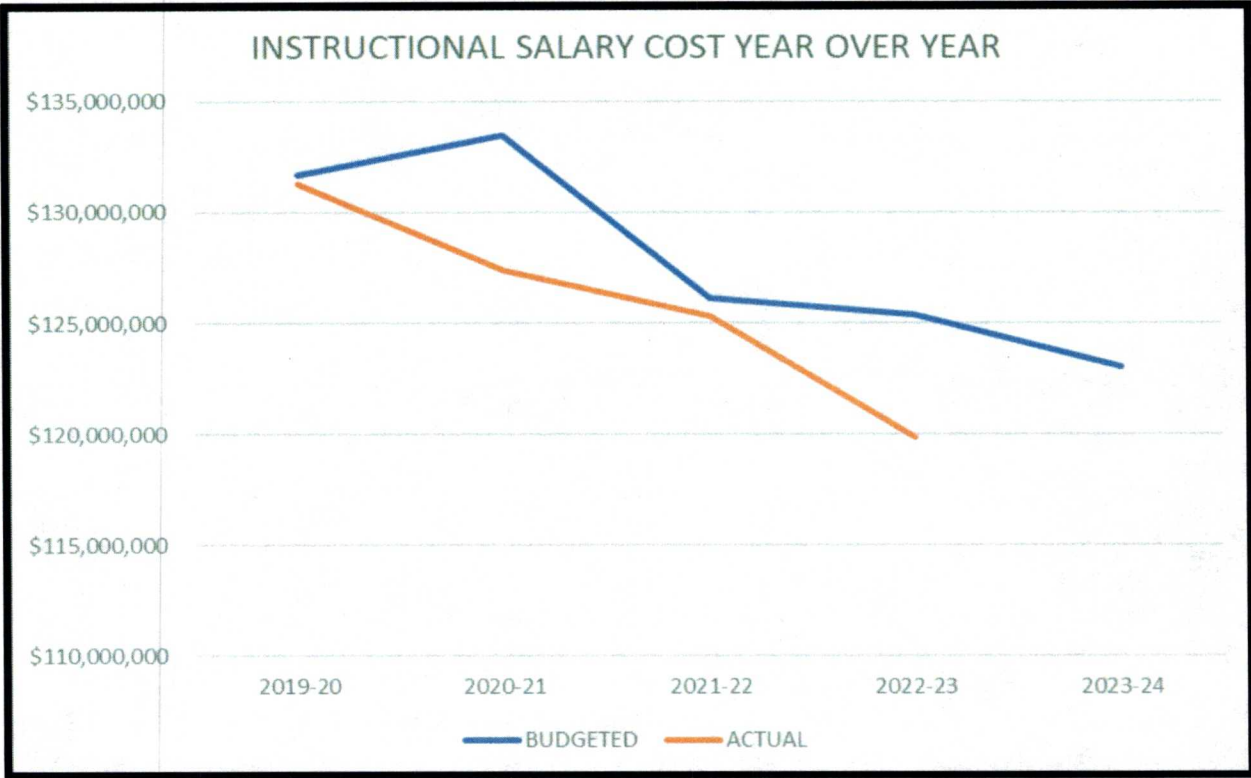
70% of instructional staff fall under the **MINIMUM** salary that Escambia County School District currently offers under their current salary schedule.

1,872 instructional personnel are currently making \$47,500.



68.9% of support staff fall under \$16.00 base hourly rate, \$1.00 within the **MINIMUM** wage that Escambia County School District under their current wage schedule.

1,250 education support professionals that are currently making less than \$16.00 an hour. (base rate)



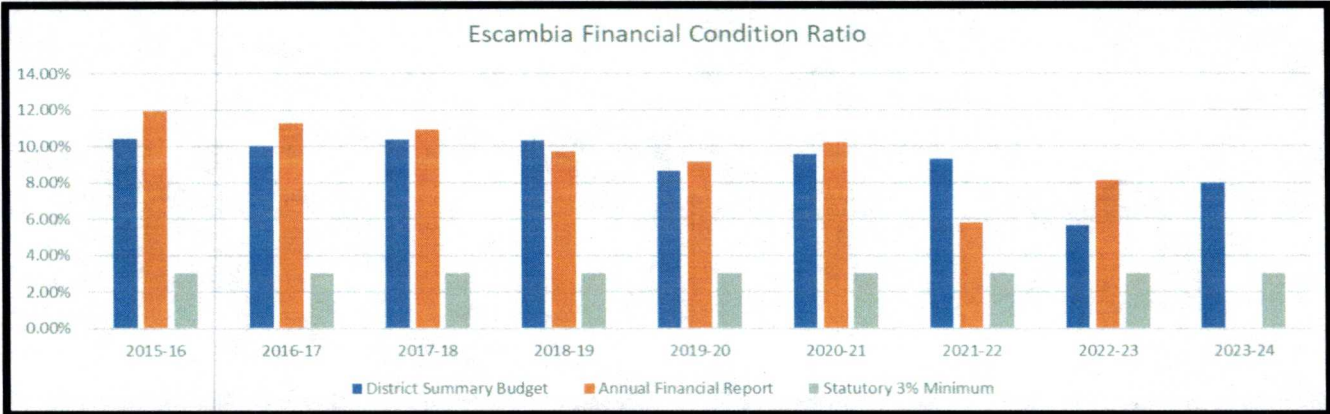
SCHOOL YEAR	BUDGETED	ACTUAL
2019-20	\$131,711,388	\$131,274,352
2020-21	\$133,494,935	\$127,382,265
2021-22	\$126,141,116	\$125,334,463
2022-23	\$125,399,147	\$119,842,196
2023-24	\$123,028,693	

Decrease indicates loss of teachers and/or experienced teachers.

The Escambia County School District currently ranks according to the Florida Department of Education:

- **45th in average teacher salary**
- **60th in average teacher assistant wages**
- **25th in average bus driver wages**

Compared to twelve similar districts Escambia ranks 8th out of 12 in average teacher salary.*



General fund is growing and is currently (7.98%)

ESSER balance is at \$91 million.

***School Districts Compared: Leon, Sarasota, Santa Rosa, Collier, Alachua, Marion, Lake, Clay, Okaloosa, Seminole, St. Johns**

- Salary & Wages

- Our ranking indicates we are not currently competitive in the education market.
- A decreasing budget for instructional staff is unusual and indicative of instructional staff loss at every level or at the very least the veteran staff level. Pay cuts are eliminated as an excuse since the mandate to raise salaries.

- "Split Class" M.O.U.

- The "Split Class" memorandum of understanding should be revisited. We understand that the Escambia County School District wish to no longer use ESSER funding however the district can instead use the budget for substitutes to fund the memorandum of understanding. Many school districts use the unused portion of the substitute budget to supplement teacher pay as their workload increases with having to attend to more students in the classroom. Last year there was a revised budget of \$2.7 million and approximately \$4.5 million used by June.
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