

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE PLUS
12-Month Annual Base Scale
Fiscal Year 2023-2024

Grade	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
1	119,088	120,282	121,472	122,687	123,901	125,141	126,377	127,643	128,905	130,196	131,485
2	115,912	117,071	118,232	119,413	120,595	121,801	123,008	124,237	125,466	126,723	127,978
3	109,563	110,658	111,753	112,870	113,986	115,126	116,266	117,430	118,593	119,780	120,965
4	100,037	101,037	102,037	103,057	104,078	105,119	106,159	107,223	108,284	109,366	110,447
5	98,447	99,431	100,416	101,422	102,426	103,449	104,474	105,518	106,563	107,628	108,692
6	96,859	97,827	98,794	99,784	100,771	101,781	102,788	103,817	104,843	105,892	106,940
7	91,302	92,216	93,128	94,059	94,991	95,941	96,891	97,860	98,827	99,817	100,804
8	88,125	89,006	89,887	90,787	91,686	92,602	93,517	94,452	95,388	96,342	97,297
9	83,362	84,197	85,031	85,882	86,732	87,599	88,467	89,352	90,234	91,137	92,039
10	79,395	80,189	80,982	81,793	82,602	83,429	84,254	85,098	85,940	86,799	87,659
11	77,803	78,582	79,361	80,153	80,944	81,755	82,564	83,392	84,217	85,058	85,899
12	76,216	76,977	77,741	78,517	79,296	80,089	80,880	81,690	82,499	83,324	84,148
13	74,629	75,375	76,121	76,883	77,645	78,420	79,195	79,989	80,782	81,589	82,397

Masters Degree, Add \$0
Specialist Degree, Add \$4,092
Doctorate Degree, Add \$4,752

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Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	132,801	134,116	135,457	136,798	138,166	139,535	140,930	142,325	143,748	145,172
2	129,259	130,537	131,842	133,147	134,478	135,812	137,170	138,528	139,912	141,298
3	122,175	123,385	124,618	125,851	127,111	128,369	129,652	130,934	132,245	133,552
4	111,552	112,657	113,785	114,911	116,059	117,208	118,380	119,553	120,749	121,944
5	109,781	110,868	111,976	113,084	114,216	115,345	116,500	117,653	118,830	120,005
6	108,009	109,079	110,171	111,261	112,375	113,487	114,621	115,754	116,912	118,070
7	101,814	102,821	103,850	104,877	105,928	106,976	108,047	109,116	110,208	111,298
8	98,270	99,244	100,235	101,226	102,240	103,254	104,286	105,318	106,371	107,425
9	92,961	93,881	94,820	95,758	96,717	97,675	98,652	99,626	100,623	101,619
10	88,536	89,410	90,306	91,200	92,113	93,026	93,957	94,886	95,836	96,784
11	86,758	87,618	88,494	89,370	90,265	91,159	92,071	92,981	93,911	94,840
12	84,989	85,830	86,688	87,548	88,424	89,298	90,193	91,086	91,997	92,906
13	83,220	84,044	84,884	85,724	86,582	87,440	88,315	89,188	90,081	90,971

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Grade	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30
1	146,624	148,075	149,556	151,037	152,547	154,057	155,598	157,139	158,710	160,282
2	142,711	144,124	145,566	147,007	148,477	149,946	151,445	152,945	154,475	156,006
3	134,890	136,224	137,587	138,949	140,338	141,726	143,144	144,561	146,008	147,452
4	123,164	124,384	125,628	126,871	128,140	129,408	130,702	131,996	133,318	134,638
5	121,206	122,405	123,629	124,852	126,103	127,351	128,622	129,897	131,196	132,497
6	119,252	120,432	121,636	122,839	124,068	125,297	126,549	127,802	129,081	130,359
7	112,412	113,524	114,661	115,797	116,954	118,112	119,293	120,473	121,679	122,882
8	108,498	109,572	110,668	111,765	112,882	114,002	115,141	116,280	117,443	118,605
9	102,637	103,652	104,689	105,725	106,782	107,839	108,917	109,995	111,095	112,195
10	97,752	98,719	99,706	100,693	101,699	102,707	103,734	104,762	105,809	106,858
11	95,789	96,738	97,705	98,671	99,659	100,647	101,652	102,659	103,687	104,714
12	93,836	94,765	95,714	96,659	97,627	98,593	99,580	100,566	101,572	102,577
13	91,883	92,792	93,720	94,646	95,592	96,540	97,505	98,472	99,456	100,438

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1	161,883	163,487	165,122	166,757	168,425	170,092	171,793	173,493	175,229	176,964
2	157,566	159,124	160,716	162,306	163,930	165,553	167,210	168,864	170,553	172,241
3	148,928	150,401	151,906	153,409	154,944	156,477	158,044	159,609	161,205	162,801
4	135,982	137,330	138,701	140,074	141,476	142,876	144,305	145,734	147,192	148,650
5	133,822	135,146	136,497	137,848	139,227	140,606	142,011	143,416	144,851	146,285
6	131,663	132,965	134,296	135,626	136,982	138,337	139,721	141,105	142,517	143,929
7	124,112	125,341	126,594	127,848	129,127	130,407	131,710	133,014	134,344	135,676
8	119,792	120,978	122,188	123,396	124,631	125,865	127,125	128,382	129,666	130,950
9	113,318	114,439	115,584	116,729	117,897	119,064	120,256	121,445	122,660	123,874
10	107,926	108,994	110,084	111,175	112,286	113,397	114,532	115,665	116,823	117,978
11	105,760	106,805	107,875	108,944	110,032	111,120	112,233	113,345	114,478	115,613
12	103,604	104,629	105,676	106,722	107,788	108,856	109,945	111,032	112,143	113,255
13	101,444	102,448	103,475	104,500	105,543	106,586	107,653	108,719	109,808	110,895

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1	109,164	110,258	111,349	112,462	113,576	114,712	115,846	117,004	118,164	119,346	120,528
2	106,253	107,317	108,377	109,462	110,546	111,651	112,757	113,886	115,013	116,163	117,312
3	100,430	101,435	102,440	103,464	104,488	105,534	106,577	107,644	108,709	109,796	110,883
4	91,700	92,618	93,533	94,470	95,406	96,360	97,312	98,286	99,258	100,252	101,245
5	90,242	91,146	92,048	92,969	93,890	94,829	95,767	96,725	97,683	98,660	99,637
6	88,785	89,676	90,565	91,470	92,375	93,300	94,223	95,164	96,106	97,069	98,031
7	83,694	84,532	85,369	86,222	87,075	87,946	88,816	89,705	90,594	91,500	92,405
8	80,782	81,589	82,397	83,220	84,044	84,884	85,724	86,582	87,440	88,315	89,189
9	76,416	77,181	77,945	78,724	79,505	80,300	81,094	81,905	82,715	83,542	84,368
10	72,781	73,507	74,233	74,975	75,719	76,475	77,232	78,006	78,779	79,567	80,353
11	71,322	72,034	72,746	73,474	74,203	74,943	75,684	76,441	77,197	77,971	78,743
12	69,865	70,564	71,262	71,975	72,688	73,414	74,140	74,881	75,623	76,379	77,136
13	68,410	69,094	69,778	70,476	71,176	71,886	72,597	73,323	74,049	74,789	75,529

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1	121,733	122,938	124,168	125,399	126,652	127,906	129,185	130,464	131,769	133,074
2	118,486	119,660	120,856	122,052	123,273	124,493	125,738	126,983	128,254	129,523
3	111,993	113,102	114,232	115,364	116,517	117,671	118,847	120,023	121,224	122,424
4	102,257	103,268	104,301	105,333	106,387	107,439	108,514	109,589	110,686	111,782
5	100,633	101,629	102,644	103,659	104,697	105,734	106,792	107,850	108,927	110,004
6	99,008	99,987	100,988	101,989	103,010	104,030	105,070	106,110	107,171	108,230
7	93,329	94,253	95,196	96,138	97,099	98,062	99,042	100,022	101,022	102,022
8	90,082	90,972	91,884	92,793	93,721	94,647	95,595	96,542	97,508	98,474
9	85,213	86,057	86,920	87,778	88,657	89,534	90,430	91,325	92,237	93,150
10	81,156	81,960	82,780	83,600	84,436	85,272	86,127	86,979	87,849	88,717
11	79,529	80,316	81,119	81,922	82,742	83,562	84,398	85,233	86,085	86,937
12	77,907	78,679	79,466	80,252	81,054	81,857	82,677	83,497	84,330	85,163
13	76,286	77,043	77,812	78,581	79,367	80,152	80,956	81,756	82,575	83,393

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1	134,405	135,737	137,093	138,450	139,836	141,219	142,631	144,044	145,484	146,925
2	130,820	132,114	133,435	134,755	136,105	137,452	138,827	140,199	141,603	143,004
3	123,649	124,872	126,121	127,368	128,643	129,914	131,216	132,514	133,840	135,164
4	112,900	114,017	115,157	116,297	117,461	118,623	119,809	120,995	122,206	123,416
5	111,105	112,204	113,326	114,448	115,592	116,737	117,905	119,073	120,264	121,454
6	109,313	110,397	111,501	112,605	113,730	114,856	116,005	117,154	118,325	119,496
7	103,043	104,063	105,105	106,145	107,207	108,267	109,351	110,435	111,539	112,642
8	99,459	100,442	101,447	102,450	103,477	104,502	105,546	106,590	107,656	108,720
9	94,082	95,014	95,964	96,914	97,884	98,853	99,841	100,830	101,837	102,844
10	89,605	90,493	91,397	92,302	93,225	94,149	95,089	96,030	96,991	97,953
11	87,806	88,675	89,564	90,450	91,355	92,260	93,183	94,106	95,047	95,986
12	86,015	86,867	87,736	88,603	89,492	90,377	91,281	92,185	93,108	94,030
13	84,225	85,058	85,909	86,760	87,628	88,496	89,380	90,264	91,167	92,071

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1	148,394	149,864	151,362	152,859	154,390	155,918	157,477	159,036	160,625	162,216
2	144,434	145,864	147,323	148,781	150,269	151,758	153,275	154,793	156,339	157,887
3	136,517	137,869	139,248	140,625	142,033	143,439	144,874	146,308	147,770	149,234
4	124,650	125,883	127,144	128,401	129,686	130,971	132,282	133,589	134,927	136,261
5	122,668	123,882	125,122	126,362	127,625	128,888	130,178	131,466	132,781	134,095
6	120,693	121,888	123,107	124,325	125,568	126,810	128,080	129,347	130,641	131,936
7	113,770	114,897	116,046	117,194	118,367	119,539	120,734	121,929	123,147	124,366
8	109,809	110,896	112,007	113,117	114,249	115,377	116,533	117,684	118,862	120,040
9	103,874	104,904	105,952	107,002	108,072	109,141	110,232	111,325	112,438	113,553
10	98,933	99,911	100,911	101,910	102,929	103,947	104,987	106,028	107,086	108,147
11	96,947	97,906	98,887	99,866	100,865	101,862	102,882	103,900	104,938	105,977
12	94,970	95,909	96,868	97,828	98,806	99,786	100,784	101,781	102,798	103,817
13	92,993	93,912	94,851	95,790	96,749	97,706	98,684	99,662	100,658	101,652

Masters Degree, Add \$0
Specialist Degree, Add \$3,751
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Agenda Item Details

Meeting	Dec 18, 2023 - REGULAR MEETING AGENDA (5:30 PM)
Category	20. Consent - Finance
Subject	I. (ADD) 2023-2024 Administrative and Professional Salary Schedules
Access	Public
Type	Action (Pulled)
Fiscal Impact	Yes
Dollar Amount	749,100.00
Budgeted	Yes
Budget Source	See below
Recommended Action	Approval, retroactive to July 1, 2023, of the 2023-2024 Administrative and Professional Salary Schedules

Public Content

Background Information/Description

See attached 2023-2024 Salary Schedules and Bargaining Agreement dated November 20, 2023. Recruitment and Retention Bonus is applicable but total amount is not included in Salary Schedule and Step Roll calculations below.

1. Salary Schedules: 1.0% General Improvement
2. Step Roll (Approximately 2.0% total): Eligible Professional and District Administrators - One step (Approx. 2.0%)

Eligible School Based Administrators - Two steps

(Approx. 2.0%)

Funding Source

Professional

- (1110) General Fund - \$291,000
- (4210) Other Special Revenue Fund - \$36,000.00
- (4400) ESSER - \$14,000.00

Administrative

- (1110) General Fund - \$363,200
- (4210) Other Special Revenue Fund - \$21,800.00
- (4400) ESSER - \$23,100.00

-  [2023-2024 Professional 10 Month Salary Schedule 2023_12.pdf \(119 KB\)](#)
-  [2023-2024 Professional 11 Month Salary Schedule 2023_12.pdf \(119 KB\)](#)
-  [2023-2024 Professional 12 Month Salary Schedule 2023_12.pdf \(119 KB\)](#)
-  [2023-2024 Admin 11 Month School Level Performance Based 2023_12.pdf \(116 KB\)](#)
-  [2023-2024 Admin 11 Month School Level Performance Plus 2023_12.pdf \(116 KB\)](#)
-  [2023-2024 Admin 11 Month District Level Salary Schedule 2023_12.pdf \(109 KB\)](#)
-  [2023-2024 Admin 12 Month School Level Performance Based 2023_12.pdf \(116 KB\)](#)
-  [2023-2024 Admin 12 Month School Level Performance Plus 2023_12.pdf \(116 KB\)](#)
-  [2023-2024 Admin 12 Month District Level Salary Schedule 2023_12.pdf \(109 KB\)](#)
-  [2023-2024 Bargaining Agreement 2023_12.pdf \(1,021 KB\)](#)

Workflow

Workflow Dec 13, 2023 11:03 AM :: Submitted by Tammy Edwards. Routed to Terry St Cyr for approval.
Dec 13, 2023 11:12 AM :: Approved by Terry St Cyr. Routed to Shenna Payne for approval.
Dec 13, 2023 11:37 AM :: Approved by Shenna Payne. Routed to Holley DeWees for approval.
Dec 14, 2023 7:13 AM :: Final approval by Holley DeWees

Motion & Voting

Approval, retroactive to July 1, 2023, of the 2023-2024 Administrative and Professional Salary Schedules

Motion by Paul Fetsko, second by David Williams.

Final Resolution: Motion Carries

Yes: Kevin Adams, Paul Fetsko, David Williams, Patty Hightower, Bill Slayton

Last Modified by Holley DeWees on December 18, 2023