

ESCAMBIA EDUCATION ASSOCIATION



SALARY:

Performance Schedule and Grandfather Schedule shall have an increase in their salary of no less than 2% for the 2023-2024 year with Category I – III teacher adjustments found on the “Catch-Up” table.

(Projected Cost w/ Benefits: \$3,700,000)

EXPERIENCE DECOMPRESSION:

- 6 -- 10 Years of Experience get an added \$400 increase to their salary.
- 11 – 15 Years of Experience get an added \$600 increase to their salary.
- 16 -- 20 Years of Experience get an added \$800 increase to their salary.
- 21+ Years of Experience get an added \$1,000 increase to their salary.

The objective is to move experienced Escambia County School District teachers further away from the entry level salary of \$47,500. This does not replace the placement schedule and works like Performance Pay in that it should be negotiated every year. (Projected Cost w/ Benefits: Awaiting Data from District)

PERFORMANCE PAY:

All performance ratings with Effective \$600 for EFFECTIVE and \$800 for HIGHLY EFFECTIVE.
(Projected Cost w/ Benefits: \$2,917,608)

SUPPLEMENTS:

Instructional staff working within ESE, EBD, ESE PRE-K and VE in **multi-grade (self-contained)** classrooms shall receive an additional \$1,500 annual supplement totaling \$1,800. (~ 81 Teachers)

(Projected Cost w/ Benefits: \$145,800)

Total Projected Costs w/ Benefits: \$6,759,808 + Experience Increase

ALL INCREASES, SUPPLEMENTS, AND BENEFITS ARE RETROACTIVE TO JULY 1st, 2023 TO ELIGIBLE EMPLOYEES AND THOSE RETIREES THAT RETIRE DURING THE SCHOOL YEAR OF 2023-2024.