

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE
12-Month Annual Base Scale
Fiscal Year 2022-2023

Grade	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
1	115,643	116,800	117,956	119,136	120,315	121,518	122,721	123,950	125,178	126,428	127,680
2	112,556	113,683	114,810	115,957	117,104	118,277	119,448	120,643	121,837	123,055	124,273
3	106,392	107,456	108,520	109,604	110,689	111,795	112,903	114,032	115,161	116,312	117,464
4	97,141	98,112	99,082	100,074	101,067	102,077	103,087	104,118	105,149	106,201	107,253
5	95,599	96,555	97,511	98,488	99,464	100,458	101,451	102,466	103,481	104,517	105,552
6	94,055	94,996	95,936	96,895	97,855	98,834	99,811	100,811	101,808	102,827	103,844
7	88,659	89,546	90,433	91,337	92,240	93,164	94,086	95,027	95,968	96,928	97,888
8	85,574	86,431	87,287	88,161	89,033	89,924	90,813	91,722	92,629	93,558	94,484
9	80,951	81,761	82,571	83,397	84,222	85,064	85,907	86,766	87,625	88,503	89,378
10	77,098	77,869	78,639	79,426	80,211	81,014	81,815	82,635	83,453	84,286	85,120
11	75,553	76,309	77,064	77,834	78,604	79,391	80,176	80,979	81,780	82,598	83,415
12	74,010	74,751	75,493	76,247	77,001	77,770	78,540	79,325	80,110	80,912	81,713
13	72,469	73,194	73,918	74,659	75,397	76,151	76,904	77,672	78,443	79,227	80,012

Masters Degree, Add \$0

Specialist Degree, Add \$4,092

Doctorate Degree, Add \$4,752

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE
12-Month Annual Base Scale
Fiscal Year 2022-2023

Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	128,956	130,232	131,535	132,837	134,166	135,493	136,849	138,203	139,587	140,970
2	125,515	126,756	128,025	129,293	130,586	131,879	133,200	134,518	135,863	137,207
3	118,640	119,814	121,013	122,212	123,433	124,654	125,901	127,147	128,419	129,691
4	108,325	109,397	110,490	111,584	112,701	113,816	114,955	116,092	117,254	118,416
5	106,608	107,663	108,739	109,814	110,913	112,011	113,132	114,252	115,394	116,535
6	104,883	105,922	106,981	108,040	109,121	110,200	111,303	112,405	113,530	114,654
7	98,868	99,845	100,845	101,843	102,861	103,878	104,917	105,955	107,016	108,076
8	95,428	96,372	97,335	98,299	99,284	100,266	101,269	102,271	103,295	104,317
9	90,272	91,166	92,078	92,989	93,921	94,850	95,798	96,746	97,714	98,682
10	85,971	86,822	87,690	88,558	89,445	90,331	91,234	92,137	93,057	93,979
11	84,250	85,085	85,936	86,787	87,654	88,521	89,407	90,292	91,195	92,096
12	82,530	83,346	84,180	85,014	85,865	86,716	87,583	88,447	89,333	90,217
13	80,813	81,613	82,430	83,246	84,078	84,909	85,758	86,608	87,475	88,340

Masters Degree, Add \$0

Specialist Degree, Add \$4,092

Doctorate Degree, Add \$4,752

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE
12-Month Annual Base Scale
Fiscal Year 2022-2023

Grade	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30
1	142,379	143,788	145,227	146,665	148,132	149,597	151,094	152,589	154,116	155,641
2	138,580	139,952	141,352	142,751	144,178	145,606	147,062	148,518	150,004	151,489
3	130,988	132,285	133,606	134,928	136,278	137,627	139,004	140,380	141,784	143,188
4	119,601	120,785	121,992	123,198	124,431	125,664	126,921	128,176	129,459	130,741
5	117,702	118,868	120,057	121,245	122,458	123,670	124,907	126,143	127,405	128,665
6	115,801	116,947	118,116	119,284	120,479	121,672	122,888	124,104	125,346	126,587
7	109,157	110,236	111,339	112,442	113,566	114,691	115,838	116,985	118,156	119,327
8	105,361	106,404	107,468	108,532	109,617	110,701	111,810	112,915	114,045	115,174
9	99,667	100,653	101,661	102,668	103,694	104,720	105,769	106,817	107,885	108,953
10	94,919	95,858	96,817	97,775	98,753	99,731	100,728	101,727	102,743	103,758
11	93,019	93,940	94,881	95,820	96,778	97,735	98,711	99,689	100,685	101,682
12	91,120	92,021	92,942	93,861	94,800	95,737	96,696	97,654	98,632	99,608
13	89,225	90,109	91,010	91,908	92,829	93,749	94,687	95,622	96,580	97,536

Masters Degree, Add \$0

Specialist Degree, Add \$4,092

Doctorate Degree, Add \$4,752

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE
12-Month Annual Base Scale
Fiscal Year 2022-2023

Grade	STEP 31	STEP 32	STEP 33	STEP 34	STEP 35	STEP 36	STEP 37	STEP 38	STEP 39	STEP 40
1	157,199	158,754	160,342	161,929	163,550	165,170	166,820	168,470	170,157	171,841
2	153,004	154,518	156,064	157,609	159,183	160,760	162,368	163,976	165,616	167,256
3	144,620	146,052	147,512	148,974	150,463	151,953	153,472	154,991	156,542	158,093
4	132,049	133,356	134,690	136,022	137,383	138,742	140,130	141,518	142,934	144,349
5	129,952	131,237	132,550	133,861	135,201	136,541	137,907	139,272	140,665	142,057
6	127,853	129,120	130,410	131,701	133,018	134,337	135,680	137,023	138,392	139,763
7	120,520	121,713	122,929	124,146	125,388	126,630	127,896	129,162	130,455	131,745
8	116,325	117,477	118,653	119,827	121,026	122,224	123,447	124,669	125,916	127,162
9	110,043	111,132	112,242	113,352	114,486	115,620	116,777	117,934	119,111	120,290
10	104,795	105,835	106,893	107,951	109,031	110,111	111,212	112,312	113,436	114,559
11	102,700	103,717	104,754	105,791	106,848	107,907	108,986	110,066	111,167	112,266
12	100,603	101,598	102,615	103,629	104,668	105,703	106,760	107,816	108,895	109,972
13	98,512	99,486	100,482	101,477	102,491	103,506	104,540	105,574	106,630	107,685

Masters Degree, Add \$0

Specialist Degree, Add \$4,092

Doctorate Degree, Add \$4,752

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE
11-Month Annual Base Scale
Fiscal Year 2022-2023

Grade	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
1	106,007	107,066	108,126	109,208	110,290	111,392	112,495	113,620	114,746	115,894	117,040
2	103,178	104,210	105,241	106,294	107,347	108,421	109,494	110,588	111,682	112,799	113,915
3	97,528	98,501	99,475	100,469	101,463	102,479	103,494	104,530	105,564	106,619	107,675
4	89,046	89,935	90,826	91,736	92,644	93,571	94,496	95,442	96,387	97,353	98,316
5	87,631	88,509	89,385	90,280	91,173	92,085	92,997	93,928	94,857	95,806	96,755
6	86,217	87,080	87,942	88,823	89,702	90,597	91,493	92,409	93,323	94,257	95,191
7	81,270	82,085	82,897	83,728	84,555	85,400	86,245	87,107	87,971	88,851	89,728
8	78,443	79,228	80,013	80,814	81,614	82,431	83,247	84,079	84,910	85,759	86,609
9	74,205	74,948	75,690	76,448	77,205	77,976	78,748	79,536	80,322	81,126	81,929
10	70,671	71,380	72,087	72,808	73,527	74,262	74,997	75,748	76,497	77,263	78,028
11	69,256	69,949	70,642	71,347	72,051	72,773	73,494	74,230	74,965	75,715	76,464
12	67,845	68,522	69,200	69,892	70,585	71,290	71,997	72,716	73,436	74,169	74,903
13	66,431	67,094	67,759	68,437	69,115	69,806	70,497	71,202	71,905	72,626	73,345

Masters Degree, Add \$0

Specialist Degree, Add \$3,751

Doctorate Degree, Add \$4,356

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE
11-Month Annual Base Scale
Fiscal Year 2022-2023

Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	118,211	119,382	120,576	121,769	122,988	124,205	125,446	126,687	127,955	129,222
2	115,056	116,194	117,357	118,519	119,704	120,888	122,099	123,309	124,541	125,774
3	108,753	109,830	110,928	112,027	113,147	114,265	115,409	116,553	117,719	118,884
4	99,298	100,281	101,284	102,286	103,309	104,331	105,376	106,420	107,483	108,546
5	97,723	98,690	99,678	100,664	101,670	102,677	103,705	104,730	105,778	106,825
6	96,144	97,096	98,066	99,039	100,027	101,016	102,027	103,038	104,068	105,098
7	90,628	91,525	92,440	93,355	94,289	95,222	96,174	97,127	98,097	99,068
8	87,476	88,340	89,226	90,110	91,011	91,909	92,830	93,749	94,687	95,623
9	82,749	83,568	84,404	85,239	86,094	86,945	87,814	88,683	89,570	90,456
10	78,808	79,586	80,382	81,179	81,992	82,804	83,632	84,459	85,303	86,146
11	77,229	77,995	78,775	79,554	80,349	81,145	81,956	82,766	83,595	84,423
12	75,652	76,401	77,167	77,931	78,711	79,489	80,284	81,080	81,889	82,699
13	74,079	74,812	75,560	76,308	77,070	77,833	78,613	79,392	80,186	80,980

Masters Degree, Add \$0

Specialist Degree, Add \$3,751

Doctorate Degree, Add \$4,356

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE
11-Month Annual Base Scale
Fiscal Year 2022-2023

Grade	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30
1	130,514	131,807	133,123	134,441	135,787	137,133	138,505	139,874	141,274	142,670
2	127,032	128,289	129,571	130,854	132,162	133,470	134,806	136,141	137,503	138,865
3	120,071	121,261	122,472	123,685	124,924	126,161	127,420	128,682	129,968	131,257
4	109,632	110,718	111,825	112,934	114,063	115,193	116,345	117,497	118,671	119,846
5	107,894	108,962	110,051	111,141	112,252	113,364	114,497	115,631	116,787	117,943
6	106,151	107,202	108,275	109,345	110,438	111,530	112,647	113,762	114,902	116,039
7	100,061	101,053	102,063	103,073	104,103	105,133	106,186	107,236	108,311	109,383
8	96,581	97,537	98,513	99,488	100,483	101,478	102,492	103,507	104,541	105,576
9	91,362	92,266	93,189	94,112	95,054	95,993	96,954	97,913	98,892	99,872
10	87,008	87,870	88,750	89,628	90,524	91,420	92,334	93,248	94,180	95,112
11	85,268	86,112	86,973	87,833	88,713	89,589	90,486	91,382	92,296	93,210
12	83,527	84,354	85,197	86,041	86,901	87,761	88,640	89,516	90,411	91,305
13	81,789	82,599	83,424	84,249	85,092	85,935	86,795	87,654	88,533	89,408

Masters Degree, Add \$0

Specialist Degree, Add \$3,751

Doctorate Degree, Add \$4,356

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE
11-Month Annual Base Scale
Fiscal Year 2022-2023

Grade	STEP 31	STEP 32	STEP 33	STEP 34	STEP 35	STEP 36	STEP 37	STEP 38	STEP 39	STEP 40
1	144,098	145,524	146,980	148,435	149,921	151,405	152,919	154,433	155,977	157,521
2	140,254	141,641	143,059	144,474	145,919	147,363	148,837	150,310	151,815	153,319
3	132,569	133,881	135,220	136,559	137,924	139,289	140,682	142,076	143,498	144,918
4	121,045	122,243	123,466	124,688	125,934	127,180	128,453	129,725	131,023	132,322
5	119,123	120,301	121,505	122,708	123,936	125,161	126,415	127,665	128,942	130,217
6	117,201	118,361	119,544	120,726	121,934	123,141	124,374	125,604	126,860	128,116
7	110,477	111,570	112,686	113,800	114,939	116,076	117,238	118,399	119,583	120,766
8	106,631	107,687	108,765	109,842	110,940	112,038	113,159	114,279	115,422	116,564
9	100,871	101,871	102,889	103,906	104,946	105,985	107,045	108,105	109,186	110,265
10	96,063	97,014	97,985	98,955	99,945	100,935	101,945	102,954	103,983	105,013
11	94,142	95,072	96,024	96,975	97,946	98,916	99,904	100,892	101,902	102,909
12	92,219	93,133	94,064	94,995	95,945	96,893	97,862	98,832	99,819	100,807
13	90,302	91,196	92,108	93,018	93,949	94,879	95,829	96,778	97,745	98,711

Masters Degree, Add \$0

Specialist Degree, Add \$3,751

Doctorate Degree, Add \$4,356



Agenda Item Details

Meeting	Feb 21, 2023 - REGULAR MEETING AGENDA (5:30 PM)
Category	20. Consent - Finance
Subject	D. 2022-2023 Administrative Salary Schedules
Access	Public
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	625,000.00
Budgeted	Yes
Budget Source	(1110) General Fund
Recommended Action	Approval, retroactive to July 1, 2022, of the 2022-2023 Administrative Salary Schedules which reflect a general improvement (COLA) increase of 3.0%
Goals	 P.2. To retain and sustain a viable, competent work force

Public Content

Background Information/Description

See attached 2022-2023 Salary Schedules.

 [22-23 ADMIN 11 Mo-Annual Base - District Level.pdf \(224 KB\)](#)

 [22-23 ADMIN 12 Mo-Annual Base - District Level.pdf \(224 KB\)](#)

 [22-23 ADMIN 11 Mo-Annual Base - School Level Performance Base.pdf \(311 KB\)](#)

 [22-23 ADMIN 12 Mo-Annual Base - School Level Performance Base.pdf \(311 KB\)](#)

 [22-23 ADMIN 11 Mo-Annual Base - School Level Performance Plus.pdf \(311 KB\)](#)

 [22-23 ADMIN 12 Mo-Annual Base - School Level Performance Plus.pdf \(311 KB\)](#)

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.

Workflow

Workflow

Feb 8, 2023 12:32 PM :: Submitted by Tammy Edwards. Routed to Terry St Cyr for approval.
Feb 8, 2023 1:27 PM :: Final approval by Terry St Cyr

Motion & Voting

Board Approval of Consent Agenda (minus Item 19.A.)

Motion by Bill Slayton, second by Kevin Adams.

Final Resolution: Motion Carries

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

Last Modified by Holley DeWees on February 21, 2023