

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
10 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE
FOR THE FISCAL YEAR ENDING JUNE 30, 2023
ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT
INSTRUCTIONAL PERSONNEL

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	45,700.00	51	55,700.00	101	65,700.00
2	45,900.00	52	55,900.00	102	65,900.00
3	46,100.00	53	56,100.00	103	66,100.00
4	46,300.00	54	56,300.00	104	66,300.00
5	46,500.00	55	56,500.00	105	66,500.00
6	46,700.00	56	56,700.00	106	66,700.00
7	46,900.00	57	56,900.00	107	66,900.00
8	47,100.00	58	57,100.00	108	67,100.00
9	47,300.00	59	57,300.00	109	67,300.00
10	47,500.00	60	57,500.00	110	67,500.00
11	47,700.00	61	57,700.00	111	67,700.00
12	47,900.00	62	57,900.00	112	67,900.00
13	48,100.00	63	58,100.00	113	68,100.00
14	48,300.00	64	58,300.00	114	68,300.00
15	48,500.00	65	58,500.00	115	68,500.00
16	48,700.00	66	58,700.00	116	68,700.00
17	48,900.00	67	58,900.00	117	68,900.00
18	49,100.00	68	59,100.00	118	69,100.00
19	49,300.00	69	59,300.00	119	69,300.00
20	49,500.00	70	59,500.00	120	69,500.00
21	49,700.00	71	59,700.00	121	69,700.00
22	49,900.00	72	59,900.00	122	69,900.00
23	50,100.00	73	60,100.00	123	70,100.00
24	50,300.00	74	60,300.00	124	70,300.00
25	50,500.00	75	60,500.00	125	70,500.00
26	50,700.00	76	60,700.00	126	70,700.00
27	50,900.00	77	60,900.00	127	70,900.00
28	51,100.00	78	61,100.00	128	71,100.00
29	51,300.00	79	61,300.00	129	71,300.00
30	51,500.00	80	61,500.00	130	71,500.00
31	51,700.00	81	61,700.00	131	71,700.00
32	51,900.00	82	61,900.00	132	71,900.00
33	52,100.00	83	62,100.00	133	72,100.00
34	52,300.00	84	62,300.00	134	72,300.00
35	52,500.00	85	62,500.00	135	72,500.00
36	52,700.00	86	62,700.00	136	72,700.00
37	52,900.00	87	62,900.00	137	72,900.00
38	53,100.00	88	63,100.00	138	73,100.00
39	53,300.00	89	63,300.00	139	73,300.00
40	53,500.00	90	63,500.00	140	73,500.00
41	53,700.00	91	63,700.00	141	73,700.00
42	53,900.00	92	63,900.00	142	73,900.00
43	54,100.00	93	64,100.00	143	74,100.00
44	54,300.00	94	64,300.00	144	74,300.00
45	54,500.00	95	64,500.00	145	74,500.00
46	54,700.00	96	64,700.00	146	74,700.00
47	54,900.00	97	64,900.00	147	74,900.00
48	55,100.00	98	65,100.00	148	75,100.00
49	55,300.00	99	65,300.00	149	75,300.00
50	55,500.00	100	65,500.00	150	75,500.00

Salary Supplements:

- (1) Performance pay supplement (based on 2021-22 school year): Effective - \$200 / Highly Effective - \$400
- (2) Advanced degree supplement (in field/out of field) - according to Advanced Degree Pay Schedule.
- (3) Reading endorsement supplement: \$300 (includes all instructional staff with endorsement)
- (4) Virtual School teachers receive \$130 per student for courses successfully completed.
- (5) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- (6) Exceptional Student Education (ESE) teacher supplement - \$300

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
11 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE
FOR THE FISCAL YEAR ENDING JUNE 30, 2023
ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT
INSTRUCTIONAL PERSONNEL

CG
RM

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	50,270.00	51	61,270.00	101	72,270.00
2	50,490.00	52	61,490.00	102	72,490.00
3	50,710.00	53	61,710.00	103	72,710.00
4	50,930.00	54	61,930.00	104	72,930.00
5	51,150.00	55	62,150.00	105	73,150.00
6	51,370.00	56	62,370.00	106	73,370.00
7	51,590.00	57	62,590.00	107	73,590.00
8	51,810.00	58	62,810.00	108	73,810.00
9	52,030.00	59	63,030.00	109	74,030.00
10	52,250.00	60	63,250.00	110	74,250.00
11	52,470.00	61	63,470.00	111	74,470.00
12	52,690.00	62	63,690.00	112	74,690.00
13	52,910.00	63	63,910.00	113	74,910.00
14	53,130.00	64	64,130.00	114	75,130.00
15	53,350.00	65	64,350.00	115	75,350.00
16	53,570.00	66	64,570.00	116	75,570.00
17	53,790.00	67	64,790.00	117	75,790.00
18	54,010.00	68	65,010.00	118	76,010.00
19	54,230.00	69	65,230.00	119	76,230.00
20	54,450.00	70	65,450.00	120	76,450.00
21	54,670.00	71	65,670.00	121	76,670.00
22	54,890.00	72	65,890.00	122	76,890.00
23	55,110.00	73	66,110.00	123	77,110.00
24	55,330.00	74	66,330.00	124	77,330.00
25	55,550.00	75	66,550.00	125	77,550.00
26	55,770.00	76	66,770.00	126	77,770.00
27	55,990.00	77	66,990.00	127	77,990.00
28	56,210.00	78	67,210.00	128	78,210.00
29	56,430.00	79	67,430.00	129	78,430.00
30	56,650.00	80	67,650.00	130	78,650.00
31	56,870.00	81	67,870.00	131	78,870.00
32	57,090.00	82	68,090.00	132	79,090.00
33	57,310.00	83	68,310.00	133	79,310.00
34	57,530.00	84	68,530.00	134	79,530.00
35	57,750.00	85	68,750.00	135	79,750.00
36	57,970.00	86	68,970.00	136	79,970.00
37	58,190.00	87	69,190.00	137	80,190.00
38	58,410.00	88	69,410.00	138	80,410.00
39	58,630.00	89	69,630.00	139	80,630.00
40	58,850.00	90	69,850.00	140	80,850.00
41	59,070.00	91	70,070.00	141	81,070.00
42	59,290.00	92	70,290.00	142	81,290.00
43	59,510.00	93	70,510.00	143	81,510.00
44	59,730.00	94	70,730.00	144	81,730.00
45	59,950.00	95	70,950.00	145	81,950.00
46	60,170.00	96	71,170.00	146	82,170.00
47	60,390.00	97	71,390.00	147	82,390.00
48	60,610.00	98	71,610.00	148	82,610.00
49	60,830.00	99	71,830.00	149	82,830.00
50	61,050.00	100	72,050.00	150	83,050.00

Salary Supplements:

- (1) Performance pay supplement (based on 2021-22 school year): Effective - \$220 / Highly Effective - \$440
- (2) Advanced degree supplement (in field/out of field) - according to Advanced Degree Pay Schedule.
- (3) Reading endorsement supplement: \$300 (includes all instructional staff with endorsement)
- (4) Virtual School teachers receive \$130 per student for courses successfully completed.
- (5) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- (6) Exceptional Student Education (ESE) teacher supplement - \$300

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12 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE
FOR THE FISCAL YEAR ENDING JUNE 30, 2023
ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT
INSTRUCTIONAL PERSONNEL

OG
MM


<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	54,840.00	51	66,840.00	101	78,840.00
2	55,080.00	52	67,080.00	102	79,080.00
3	55,320.00	53	67,320.00	103	79,320.00
4	55,560.00	54	67,560.00	104	79,560.00
5	55,800.00	55	67,800.00	105	79,800.00
6	56,040.00	56	68,040.00	106	80,040.00
7	56,280.00	57	68,280.00	107	80,280.00
8	56,520.00	58	68,520.00	108	80,520.00
9	56,760.00	59	68,760.00	109	80,760.00
10	57,000.00	60	69,000.00	110	81,000.00
11	57,240.00	61	69,240.00	111	81,240.00
12	57,480.00	62	69,480.00	112	81,480.00
13	57,720.00	63	69,720.00	113	81,720.00
14	57,960.00	64	69,960.00	114	81,960.00
15	58,200.00	65	70,200.00	115	82,200.00
16	58,440.00	66	70,440.00	116	82,440.00
17	58,680.00	67	70,680.00	117	82,680.00
18	58,920.00	68	70,920.00	118	82,920.00
19	59,160.00	69	71,160.00	119	83,160.00
20	59,400.00	70	71,400.00	120	83,400.00
21	59,640.00	71	71,640.00	121	83,640.00
22	59,880.00	72	71,880.00	122	83,880.00
23	60,120.00	73	72,120.00	123	84,120.00
24	60,360.00	74	72,360.00	124	84,360.00
25	60,600.00	75	72,600.00	125	84,600.00
26	60,840.00	76	72,840.00	126	84,840.00
27	61,080.00	77	73,080.00	127	85,080.00
28	61,320.00	78	73,320.00	128	85,320.00
29	61,560.00	79	73,560.00	129	85,560.00
30	61,800.00	80	73,800.00	130	85,800.00
31	62,040.00	81	74,040.00	131	86,040.00
32	62,280.00	82	74,280.00	132	86,280.00
33	62,520.00	83	74,520.00	133	86,520.00
34	62,760.00	84	74,760.00	134	86,760.00
35	63,000.00	85	75,000.00	135	87,000.00
36	63,240.00	86	75,240.00	136	87,240.00
37	63,480.00	87	75,480.00	137	87,480.00
38	63,720.00	88	75,720.00	138	87,720.00
39	63,960.00	89	75,960.00	139	87,960.00
40	64,200.00	90	76,200.00	140	88,200.00
41	64,440.00	91	76,440.00	141	88,440.00
42	64,680.00	92	76,680.00	142	88,680.00
43	64,920.00	93	76,920.00	143	88,920.00
44	65,160.00	94	77,160.00	144	89,160.00
45	65,400.00	95	77,400.00	145	89,400.00
46	65,640.00	96	77,640.00	146	89,640.00
47	65,880.00	97	77,880.00	147	89,880.00
48	66,120.00	98	78,120.00	148	90,120.00
49	66,360.00	99	78,360.00	149	90,360.00
50	66,600.00	100	78,600.00	150	90,600.00

Salary Supplements:

- (1) Performance pay supplement (based on 2021-22 school year): Effective - \$240 / Highly Effective - \$480
- (2) Advanced degree supplement (in field/out of field) - according to Advanced Degree Pay Schedule.
- (3) Reading endorsement supplement: \$300 (includes all instructional staff with endorsement)
- (4) Virtual School teachers receive \$130 per student for courses successfully completed.
- (5) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- (6) Exceptional Student Education (ESE) teacher supplement: \$300



Agenda Item Details

Meeting	Feb 21, 2023 - REGULAR MEETING AGENDA (5:30 PM)
Category	20. Consent - Finance
Subject	I. (ADD) 2022-2023 Instructional Salary Schedules
Access	Public
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	9,417,000.00
Budgeted	Yes
Budget Source	Various
Recommended Action	Approval, retroactive to July 1, 2022, of the 2022-2023 Instructional Salary Schedules
Goals	 P.2. To retain and sustain a viable, competent work force


Public Content


Background Information/Description

See attached 2022-2023 Salary Proposal.

Minimum to \$45,700	\$1,600,000
Other Salary Increases	3,200,000
Performance Pay	900,000
Salary Supplement Index	300,000
ESE Supplement	117,000
Retention Supplement (\$1,000)	<u>3,300,000</u>
Total Increases	\$9,417,000

 [2022-2023 Grandfather Instructional Salary Schedule.pdf \(1,535 KB\)](#)

 [2022-2023 Performance Instructional Salary Schedule.pdf \(1,560 KB\)](#)

 [2022-2023 Instructional Supplements Schedule.pdf \(227 KB\)](#)

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 14, 2023 4:00 PM :: Submitted by Tammy Edwards. Routed to Terry St Cyr for approval.
Feb 14, 2023 4:09 PM :: Approved by Terry St Cyr. Routed to Shenna Payne for approval.
Feb 15, 2023 2:53 PM :: Approved by Shenna Payne. Routed to Holley DeWees for approval.
Feb 15, 2023 2:59 PM :: Final approval by Holley DeWees

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