

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
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	83,019	84,679	86,372	88,099	89,861	91,659	93,493	95,363	97,271	99,216	101,200
2	79,942	81,542	83,170	84,835	86,531	88,262	90,028	91,828	93,665	95,539	97,448
3	78,406	79,972	81,573	83,205	84,869	86,566	88,299	90,064	91,865	93,701	95,577
4	73,791	75,266	76,771	78,307	79,873	81,472	83,101	84,763	86,459	88,189	89,952
5	70,718	72,133	73,576	75,046	76,548	78,078	79,640	81,232	82,857	84,516	86,206
6	66,105	67,427	68,777	70,153	71,554	72,985	74,445	75,935	77,452	79,001	80,581
7	61,492	62,724	63,977	65,258	66,563	67,895	69,251	70,635	72,050	73,491	74,961
8	58,420	59,587	60,778	61,995	63,235	64,500	65,789	67,107	68,449	69,818	71,214
9	56,883	58,019	59,180	60,363	61,571	62,802	64,059	65,340	66,646	67,978	69,339
10	56,113	57,236	58,380	59,548	60,740	61,952	63,193	64,456	65,746	67,060	68,399
11	55,344	56,451	57,579	58,731	59,906	61,105	62,326	63,573	64,845	66,141	67,466
12	51,503	52,533	53,583	54,655	55,747	56,863	57,999	59,159	60,342	61,548	62,780
13	45,350	46,259	47,183	48,128	49,090	50,072	51,074	52,093	53,137	54,200	55,281
14	43,816	44,692	45,586	46,498	47,427	48,375	49,344	50,330	51,337	52,364	53,411
15	43,046	43,907	44,783	45,678	46,593	47,524	48,475	49,443	50,433	51,441	52,471
16	39,970	40,769	41,586	42,416	43,265	44,131	45,014	45,914	46,832	47,769	48,724
17	36,896	37,634	38,388	39,154	39,939	40,738	41,552	42,386	43,230	44,095	44,977
18	30,776	31,362	31,990	32,629	33,282	33,947	34,626	35,319	36,024	36,745	37,480

Masters Degree (In-Field), Add \$3,300

Specialist Degree (In-Field), Add \$4,092

Doctorate Degree (In-Field), Add \$4,752

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

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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	103,225	105,290	107,394	109,543	111,733	113,967	116,247	118,573	120,944	123,360
2	99,398	101,384	103,412	105,481	107,590	109,742	111,937	114,178	116,459	118,789
3	97,488	99,437	101,426	103,454	105,524	107,636	109,788	111,983	114,223	116,508
4	91,749	93,585	95,458	97,367	99,313	101,299	103,325	105,393	107,499	109,649
5	87,929	89,687	91,482	93,311	95,176	97,080	99,021	101,002	103,021	105,081
6	82,193	83,837	85,514	87,222	88,969	90,749	92,564	94,415	96,304	98,230
7	76,461	77,989	79,549	81,139	82,763	84,418	86,108	87,830	89,586	91,379
8	72,638	74,090	75,571	77,083	78,625	80,198	81,801	83,438	85,107	86,809
9	70,725	72,140	73,583	75,053	76,556	78,087	79,649	81,242	82,867	84,525
10	69,768	71,163	72,587	74,039	75,522	77,030	78,571	80,142	81,745	83,381
11	68,813	70,189	71,592	73,026	74,485	75,975	77,494	79,044	80,625	82,239
12	64,036	65,317	66,623	67,954	69,314	70,699	72,113	73,554	75,027	76,527
13	56,388	57,515	58,667	59,839	61,037	62,256	63,504	64,774	66,067	67,389
14	54,479	55,569	56,681	57,814	58,968	60,149	61,352	62,579	63,829	65,106
15	53,519	54,590	55,683	56,795	57,931	59,089	60,269	61,476	62,705	63,961
16	49,698	50,691	51,706	52,740	53,795	54,872	55,969	57,087	58,230	59,394
17	45,876	46,795	47,730	48,685	49,659	50,653	51,667	52,700	53,755	54,829
18	38,229	38,995	39,774	40,570	41,380	42,208	43,052	43,913	44,792	45,686

Masters Degree (In-Field), Add \$3,300

Specialist Degree (In-Field), Add \$4,092

Doctorate Degree (In-Field), Add \$4,752

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
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	76,102	77,621	79,174	80,759	82,372	84,020	85,701	87,416	89,164	90,948	92,767
2	73,279	74,747	76,242	77,766	79,320	80,908	82,526	84,176	85,860	87,578	89,330
3	71,872	73,309	74,778	76,274	77,796	79,351	80,939	82,557	84,207	85,894	87,611
4	67,643	68,995	70,377	71,783	73,218	74,683	76,178	77,701	79,255	80,839	82,458
5	64,825	66,122	67,442	68,794	70,170	71,573	73,004	74,465	75,954	77,474	79,022
6	60,598	61,809	63,046	64,306	65,592	66,904	68,243	69,606	71,000	72,419	73,867
7	56,368	57,497	58,646	59,819	61,015	62,235	63,480	64,749	66,045	67,366	68,714
8	53,551	54,621	55,711	56,826	57,964	59,124	60,308	61,513	62,741	63,996	65,276
9	52,141	53,185	54,248	55,333	56,440	57,569	58,719	59,893	61,093	62,314	63,560
10	51,438	52,468	53,516	54,586	55,679	56,791	57,927	59,085	60,267	61,475	62,704
11	50,733	51,746	52,780	53,837	54,912	56,012	57,132	58,274	59,441	60,627	61,841
12	47,211	48,155	49,117	50,099	51,102	52,124	53,166	54,231	55,314	56,420	57,549
13	41,573	42,405	43,253	44,118	45,002	45,901	46,819	47,755	48,710	49,684	50,678
14	40,165	40,969	41,787	42,623	43,476	44,347	45,231	46,137	47,059	48,001	48,961
15	39,457	40,247	41,052	41,874	42,710	43,565	44,436	45,324	46,231	47,153	48,097
16	36,639	37,375	38,122	38,885	39,662	40,456	41,265	42,090	42,931	43,788	44,665
17	33,821	34,500	35,188	35,892	36,610	37,343	38,088	38,851	39,628	40,418	41,229
18	28,212	28,749	29,323	29,910	30,508	31,117	31,740	32,377	33,022	33,684	34,355

Masters Degree (In-Field), Add \$3,025

Specialist Degree (In-Field), Add \$3,751

Doctorate Degree (In-Field), Add \$4,356

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

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PROFESSIONAL SALARY SCHEDULE
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	94,622	96,514	98,445	100,413	102,423	104,470	106,559	108,691	110,864	113,083
2	91,117	92,938	94,796	96,690	98,624	100,598	102,612	104,663	106,755	108,891
3	89,362	91,151	92,973	94,833	96,729	98,665	100,638	102,650	104,702	106,796
4	84,106	85,789	87,504	89,254	91,041	92,862	94,717	96,611	98,546	100,514
5	80,602	82,213	83,858	85,536	87,246	88,991	90,772	92,589	94,440	96,329
6	75,345	76,850	78,390	79,957	81,555	83,186	84,851	86,549	88,279	90,045
7	70,088	71,489	72,920	74,377	75,865	77,380	78,929	80,508	82,118	83,761
8	66,580	67,914	69,271	70,658	72,071	73,512	74,982	76,482	78,012	79,572
9	64,831	66,127	67,449	68,800	70,175	71,579	73,012	74,470	75,959	77,480
10	63,959	65,237	66,543	67,873	69,230	70,616	72,027	73,470	74,937	76,434
11	63,077	64,337	65,625	66,938	68,277	69,642	71,035	72,455	73,904	75,384
12	58,701	59,875	61,070	62,291	63,539	64,811	66,106	67,429	68,779	70,155
13	51,693	52,726	53,780	54,855	55,952	57,071	58,211	59,376	60,564	61,776
14	49,942	50,939	51,958	52,999	54,059	55,138	56,242	57,366	58,513	59,682
15	49,060	50,040	51,041	52,061	53,104	54,164	55,248	56,355	57,479	58,631
16	45,559	46,469	47,400	48,349	49,315	50,302	51,307	52,333	53,380	54,447
17	42,053	42,893	43,751	44,629	45,520	46,429	47,357	48,306	49,272	50,257
18	35,042	35,744	36,458	37,188	37,932	38,690	39,463	40,252	41,058	41,880

Masters Degree (In-Field), Add \$3,025

Specialist Degree (In-Field), Add \$3,751

Doctorate Degree (In-Field), Add \$4,356

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
10-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	69,182	70,565	71,979	73,417	74,884	76,383	77,911	79,470	81,058	82,680	84,334
2	66,619	67,949	69,311	70,695	72,109	73,550	75,024	76,523	78,055	79,615	81,208
3	65,339	66,644	67,977	69,338	70,723	72,138	73,581	75,051	76,554	78,085	79,645
4	61,491	62,723	63,977	65,258	66,563	67,895	69,251	70,635	72,050	73,491	74,962
5	58,931	60,110	61,312	62,539	63,790	65,065	66,367	67,696	69,048	70,431	71,837
6	55,089	56,190	57,313	58,460	59,630	60,824	62,039	63,279	64,545	65,835	67,151
7	51,245	52,270	53,316	54,382	55,470	56,578	57,711	58,865	60,041	61,242	62,466
8	48,682	49,655	50,649	51,662	52,696	53,748	54,823	55,920	57,039	58,180	59,341
9	47,401	48,350	49,317	50,303	51,309	52,335	53,382	54,449	55,536	56,649	57,782
10	46,761	47,698	48,652	49,623	50,615	51,629	52,660	53,716	54,789	55,885	57,002
11	46,119	47,043	47,984	48,944	49,921	50,919	51,938	52,977	54,036	55,115	56,218
12	42,920	43,777	44,653	45,546	46,457	47,386	48,335	49,300	50,287	51,290	52,317
13	37,795	38,551	39,319	40,107	40,911	41,728	42,563	43,415	44,282	45,168	46,072
14	36,515	37,243	37,988	38,749	39,524	40,313	41,120	41,942	42,783	43,638	44,511
15	35,872	36,588	37,320	38,066	38,828	39,605	40,395	41,203	42,027	42,868	43,725
16	33,309	33,978	34,655	35,352	36,057	36,778	37,513	38,263	39,027	39,810	40,604
17	30,746	31,364	31,991	32,629	33,283	33,948	34,626	35,319	36,024	36,746	37,480
18	25,647	26,135	26,659	27,192	27,736	28,289	28,853	29,431	30,021	30,621	31,232

Masters Degree (In-Field), Add \$2,750

Specialist Degree (In-Field), Add \$3,410

Doctorate Degree (In-Field), Add \$3,960

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

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1	86,017	87,738	89,496	91,284	93,110	94,971	96,870	98,809	100,786	102,800
2	82,832	84,490	86,179	87,901	89,660	91,452	93,283	95,148	97,051	98,992
3	81,238	82,864	84,522	86,212	87,936	89,694	91,490	93,319	95,184	97,087
4	76,461	77,990	79,549	81,138	82,763	84,418	86,108	87,829	89,585	91,377
5	73,275	74,741	76,234	77,761	79,316	80,901	82,518	84,171	85,854	87,570
6	68,496	69,866	71,265	72,687	74,142	75,626	77,139	78,680	80,253	81,858
7	63,717	64,991	66,290	67,614	68,967	70,347	71,754	73,189	74,652	76,145
8	60,530	61,741	62,975	64,232	65,520	66,831	68,165	69,528	70,920	72,340
9	58,939	60,115	61,318	62,547	63,796	65,071	66,372	67,701	69,054	70,437
10	58,145	59,305	60,494	61,703	62,937	64,196	65,479	66,788	68,125	69,488
11	57,343	58,491	59,660	60,853	62,070	63,310	64,577	65,869	67,187	68,531
12	53,363	54,431	55,520	56,629	57,762	58,919	60,096	61,298	62,525	63,776
13	46,993	47,932	48,889	49,868	50,866	51,883	52,920	53,977	55,058	56,160
14	45,401	46,307	47,234	48,180	49,143	50,126	51,127	52,151	53,192	54,257
15	44,600	45,492	46,402	47,330	48,277	49,240	50,227	51,230	52,256	53,299
16	41,418	42,246	43,092	43,953	44,831	45,730	46,643	47,576	48,527	49,498
17	38,231	38,996	39,776	40,571	41,381	42,210	43,054	43,915	44,794	45,687
18	31,857	32,494	33,143	33,808	34,484	35,173	35,877	36,594	37,324	38,072

Masters Degree (In-Field), Add \$2,750

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Agenda Item Details

Meeting	Feb 21, 2023 - REGULAR MEETING AGENDA (5:30 PM)
Category	20. Consent - Finance
Subject	C. 2022-2023 Professional Salary Schedule
Access	Public
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	700,000.00
Budgeted	Yes
Budget Source	(1110) General Fund
Recommended Action	Approval, retroactive to July 1, 2022, of the 2022-2023 Professional Salary Schedule which reflects 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 PROF 10 Mo-Annual Base.pdf \(253 KB\)](#)
- 
[22-23 PROF 11 Mo-Annual Base.pdf \(253 KB\)](#)
- 
[22-23 PROF 12 Mo-Annual Base.pdf \(253 KB\)](#)

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 12:30 PM :: Submitted by Tammy Edwards. Routed to Terry St Cyr for approval.
Feb 8, 2023 1:28 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