

# PROPOSAL OF SALARY & WAGE CHANGES 11/08/2023



## UNION OF ESCAMBIA ESP

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### WAGES:

All ESP staff will receive a 3% COLA to their GRADE.

All ESP staff will receive a 2% STEP increase.

[Food Service manager pay frozen from **lowering** due to student serve count.]

(Projected Cost w/ Benefits: \$3,156,250)

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### SUPPLEMENTS:

#### EDUCATION

- Bachelor's Degree- \$0.75 (~296 Workers x 1,610 Avg. Hours) \$357,420
- Associate Degree- \$0.25 (~499 Workers x 1,610 Avg. Hours) \$200,848

(From Accredited College or University)

(Projected Cost w/ Benefits: \$669,921)

#### SAMPLE SIZE IT

- LICENSE ADDS
  - EPA Card Supplement (Must Work in Capacity)- \$0.50 (~35 Workers) \$18,000
  - CDL with Passenger Endorsement- \$1.00 an hour (~179 Bus Drivers) \$345,828
  - CDL (Class B or Higher)- \$0.50 an hour (~35 Workers) \$18,000

(Projected Cost \$381,828)

- GENERAL
  - Teacher Assistant or Teacher Assistant Special working within ESE, EBD, ESE PRE-K and VE in **multi-grade (self-contained)** classrooms shall receive- \$1.00 (~162 Teacher Assistants x 1,610 Hrs. 10 Month)

(Projected Cost w/ Benefits: \$312,984)

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Total Projected Costs w/ Benefits: \$4,512,983

**ALL INCREASES ARE RETROACTIVE TO JULY 1<sup>st</sup>, 2023 TO ELLIGIBLE EMPLOYEES AND THOSE RETIREES THAT RETIRE DURING THE SCHOOL YEAR OF 2023-2024 INCLUDING ALL LONGEVITY, SUPPLEMENTS, AND BENEFITS.**