

**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
10 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE  
FOR THE FISCAL YEAR ENDING JUNE 30, 2023  
ALL PROFESSIONAL SERVICE CONTRACT AND  
CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL**

2-7-23  
2-7-23  
OK  
[Signature]

| Level | Amount    | Level | Amount    | Level | Amount    |
|-------|-----------|-------|-----------|-------|-----------|
| 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/Highly Effective - \$200
- (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 GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE**  
**FOR THE FISCAL YEAR ENDING JUNE 30, 2023**  
**ALL PROFESSIONAL SERVICE CONTRACT AND**  
**CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL**

| <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/Highly Effective - \$220
- (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**  
**12 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE**  
**FOR THE FISCAL YEAR ENDING JUNE 30, 2023**  
**ALL PROFESSIONAL SERVICE CONTRACT AND**  
**CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL**

OS  
NM

| <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/Highly Effective - \$240
- (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**