

# ESCAMBIA COUNTY BOARD OF EDUCATION

## SALARY SCHEDULE

**July 1, 2023 - June 30, 2024**

Proposed: July 17, 2023  
Approved: July 17, 2023  
*Amended:* July 31, 2023  
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**ESCAMBIA COUNTY BOARD OF EDUCATION**  
**SALARY SCHEDULE**  
**{EFFECTIVE July 1, 2023 - June 30, 2024}**

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**ESCAMBIA COUNTY BOARD OF EDUCATION**  
**SALARY SCHEDULE**  
**{EFFECTIVE July 1, 2023 - June 30, 2024}**

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***TO DETERMINE YOUR SALARY SCALE - Find your job code below , then search the identified Pay Grade on the respective page***

<b>JOB CODE</b>	<b>Page Job Code Listed On</b>	<b>Pay Grade</b>	<b>Contract Days</b>
Administrative Secretary	20	TSI01	240
Aides - Aide, Office	22	OAA01	185
Aides - Aide, Pre-K Teacher	22	PTA01	187
Aides - Aide, Special Ed	22	SEA01	185
Aides - Aide, Teacher	22	TAA01	185
Assistant Principals	12	APC	202
Assistant Superintendent	9	AS	
Bus Shop - Bus Driver - Regular Route	24	BDR01	
Bus Shop - Head Mechanic	24	THM01	
Bus Shop - Mechanic & Road Service	24	TM01	
Bus Shop - Special Needs Bus Aide	24	SBA01	
Bus Shop - Transportation Secretary/Bookkeeper	24	TB101	240
Bus Shop - Transportation Shop Foreman	24	TSF01	
Business Division - Accountant	20	ACC01	240
Business Division - Accounting Specialist	20	ACS01	240
Business Division - Business Office Clerk	20	SEC01	240
Business Division - Payroll and Insurance Bookkeeper	20	PIB01	240
Business Division - Payroll Supervisor	20	PBB01	240
Business Division - Secretary	20	SEC01	240
Central Operations Clerk	20	COC	240
Chief School Financial Officer	9	CFO	
CNP -Child Nutrition Bookkeeper	22	CNB01	240
CNP -CHILD NUTRITION PROGRAM DIRECTOR	10	LSVE	
CNP -CNP Assistant (6 Hours Daily)	22	6LWA	185
CNP -CNP Assistant (7 Hours Daily)	22	7LWA	185
CNP -CNP Lunch Manager - (Hired After 07/01/2006)	23	LM01	
CNP -CNP Lunch Manager - ECHS	23	LMEH	
CNP -CNP Lunch Manager - ECMS	23	LMEM	
CNP -CNP Lunch Manager - FHS	23	LMFL	
CNP -CNP Lunch Manager - HES	23	LMHU	
CNP -CNP Lunch Manager - NES	23	LMNE	
CNP -CNP Lunch Manager - NHS	23	LMNH	
CNP -CNP Lunch Manager - NMS	23	LMNM	
CNP -CNP Lunch Manager - PMJH	23	LMPC	
CNP -CNP Lunch Manager - RPES	23	LMRP	

**ESCAMBIA COUNTY BOARD OF EDUCATION**  
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<b>JOB CODE</b>	<b>Page Job Code Listed On</b>	<b>Pay Grade</b>	<b>Contract Days</b>
Countywide Supervisor	10	SVF	240
Custodial - Custodial Worker (7 Hrs)	22	J7C01	202
Custodial - Custodial Worker (8 Hrs)	22	J8C01	202
DEPUTY OF OPERATIONS	9	DOO	
DIRECTOR OF CAREER AND TECHNICAL EDUCATION	10	DIR	
IT - Application Specialist	20	APP01	240
IT - Network Specialist	20	NTW01	240
IT - Technology Coordinator	10	CSP	240
IT - Technology Technician	20	TTI01	240
Local Schools - Bookkeeper	22	BKP01	222
Local Schools - Secretary / Registrar	22	SCR01	
Local Schools - Secretary/Receptionist	20	SEC01	240
Maintenance - Carpenter	24	CA01	
Maintenance - General Maintenance	24	GM01	
Maintenance - HVAC/Electrician Specialist	24	HVAC	
Maintenance - Maintenance Supervisor	10	MSV	
Maintenance - Utility / Groundskeeper	24	UG01	
Nurses - LPN Aide	19	LPN	185
Nurses - Nurse, RN	19	RN	185
Nurses - Nurse, RN/MS	19	RN/MS	185
Other Support - Career Coach	21	CACO	202
Other Support - Job Specialist	21	JS01	202
Other Support - Mental Health Service Coordinator	21	MHSC	202
Other Support - Psychological/Special Services Secretary	20	SEC01	240
Other Support - School Base Social Worker	21	SBSW	202
Other Support - Suspension Deferral Officer	21	SDO4	185
Principal - Alternative School	11	PAS	
Principal - ESCAMBIA CAREER READINESS CENTER	11	PV	
Principal - ESCAMBIA COUNTY HIGH	11	PHI	
Principal - ESCAMBIA COUNTY MIDDLE	11	PM	
Principal - FLOMATON ELEMENTARY	11	PE	
Principal - FLOMATON HIGH	11	PHI	
Principal - HUXFORD Elementary	11	PE	
Principal - POLLARD-MCCALL Junior High	11	PM	
Principal - RACHEL PATTERSON	11	PE	

**ESCAMBIA COUNTY BOARD OF EDUCATION**  
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<b>JOB CODE</b>	<b>Page Job Code Listed On</b>	<b>Pay Grade</b>	<b>Contract Days</b>
Principal - W S NEAL ELEMENTARY	11	PE	
Principal - W S NEAL HIGH	11	PHI	
Principal - W S NEAL MIDDLE	11	PM	
Principals - AC Moore - Interim Administrator	9	IAS	
PSYCHOLOGICAL/SPECIAL SERVICES SECRETARY	21	PSS	240
SECRETARY/RECEPTIONIST (ACO) / Secretary – Superintendent	20	REC	240
SPECIALISTS (ELA & MATH - ELEMENTARY & SECONDARY)	10	SPEC	
SUPERINTENDENT	9	SUPT	
Teacher (AA/EDS 6-Yr) - 10 Months	16	AM1C	
Teacher (AA/EDS 6-Yr) - 11 Months	16	AM1E	
Teacher (AA/EDS 6-Yr) - 12 Months	16	AM1F	
Teacher (AA/EDS 6-Yr) - 9 Months	16	AM1B	
Teacher (Bachelors) - 10 Months	14	C2M1	
Teacher (Bachelors) - 11 Months	14	E2M1	
Teacher (Bachelors) - 12 Months	14	F2M1	
Teacher (Bachelors) - 9 Months	14	B2M1	
Teacher (Doctorate) - 10 Months	17	DM1C	
Teacher (Doctorate) - 11 Months	17	DM1E	
Teacher (Doctorate) - 12 Months	17	DM1F	
Teacher (Doctorate) - 9 Months	17	DM1B	
Teacher (Masters) - 10 Months	15	C1M1	
Teacher (Masters) - 11 Months	15	E1M1	
Teacher (Masters) - 12 Months	15	F1M1	240
Teacher (Masters) - 9 Months	15	B1M1	187
TEAMS - Teacher (AA/EDS 6-Yr)	18	TAED	
TEAMS - Teacher (Bachelors)	18	TBAC	
TEAMS - Teacher (Doctorate)	18	TEAD	
TEAMS - Teacher (Masters)	18	TEAM	

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**GUIDELINES:**

**EMPLOYEE LEAVE/PAYROLL**

*All employees are responsible for certifying that their payroll is correct each month. Any leave not coded and signed at the end of each month will be classified as unpaid (Dock). Employees will not be paid for days absent if sufficient leave credit does not exist, or if the reason for the absence is not covered by approved leave. No changes will be made once payroll has been completed each month.*

**EXPERIENCE CREDIT**

*It shall be the sole responsibility of each employee to complete the experience credit verification process for all eligible prior employers. **THIS MUST BE COMPLETED WITHIN THE FIRST 90 DAYS OF EMPLOYEMENT***

*Upon employee request, verification forms will be furnished to the employee by the Human Resources Office. The Board does not track the processing of employment verification with prior employers.*

*Upon an employee's completion of the verification process, the employee shall receive experience credit for verified teaching experience toward step raises. In the event an employee begins employment with the Board prior to completing the verification process, the employee will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will an employee's failure to complete the verification process entitle the employee to receive experience credit for prior school years.*

**RECOGNITION OF HIGHEST DEGREE EARNED**

*An employee shall be paid for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the degree, and is in accordance with the requirements for the position. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.*

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**PAY SCHEDULE**

***ALL EMPLOYEES RECEIVE THEIR PAY OVER THE FOLLOWING 12 CALENDAR MONTHS:***

9 MONTH SUPPORT EMPLOYEES (185 DAYS) - SEPTEMBER THROUGH AUGUST

9 MONTH CERTIFICATED EMPLOYEES (187 DAYS) - SEPTEMBER THROUGH AUGUST

9 MONTH CERTIFICATED EMPLOYEES (TEAMS) (189 DAYS) - SEPTEMBER THROUGH AUGUST

LUNCHROOM MANAGERS (187 DAYS) - SEPTEMBER THROUGH AUGUST

10 MONTH EMPLOYEES (202 DAYS) - AUGUST THROUGH JULY

11 MONTH EMPLOYEES (222 DAYS) - AUGUST THROUGH JULY

12 MONTH EMPLOYEES (240 DAYS) - JULY THROUGH JUNE

*All employees are responsible for certifying that their payroll is correct each month. Any leave not coded and signed at the end of each month will be classified as unpaid (Dock). Employees will not be paid for days absent if sufficient leave credit does not exist, or if the reason for the absence is not covered by approved leave. No changes will be made once payroll has been completed each month.*

**ESCAMBIA COUNTY BOARD OF EDUCATION  
(100% OF THE ADOPTED SALARY MATRIX)  
187 DAY CONTRACTS**

**EFFECTIVE: July 1, 2023 - June 30, 2024**

T	*	TEACHER CONTRACT - 187 DAYS PAID IN 12 CALENDAR MONTHS
LB	*	LIBRARIAN - 187 DAYS PAID IN 12 CALENDAR MONTHS
CN	*	COUNSELOR - 187 DAYS PAID IN 12 CALENDAR MONTHS
CNH	**	COUNSELOR (HIGH SCHOOL) - 202 DAYS PAID IN 12 CALENDAR MONTHS
CNT	**	CAREER TECHNICAL COUNSELOR - 202 DAYS PAID IN 12 CALENDAR MONTHS
PC	***	PSYCHOMETRIST - 240 DAYS PAID IN 12 CALENDAR MONTHS
TPSC	***	TPSC TEACHER/DIRECTOR - 240 DAYS PAID IN 12 CALENDAR MONTHS

\* 187 DAYS CONTRACT PERIOD BEGINS SEPTEMBER.

\*\* 202 AND 222 DAYS CONTRACT PERIODS BEGIN AUGUST.

\*\*\* 240 DAYS CONTRACT PERIOD BEGINS JULY.

*An employee shall be paid for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the degree, and is in accordance with the requirements for the position. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.*

*It shall be the sole responsibility of each employee to complete the experience credit verification process for all eligible prior employers. Upon employee request, verification forms will be furnished to the employee by the Human Resources Office. The Board does not track the processing of employment verification with prior employers. Upon an employee's completion of the verification process, the employee shall receive experience credit for verified teaching experience toward step raises. In the event an employee begins employment with the Board prior to completing the verification process, the employee will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will an employee's failure to complete the verification process entitle the employee to receive experience credit for prior school years.*

**PART-TIME TEACHERS:**

NON-RETIRED TEACHERS -- SALARY WILL BE PROPORTIONATE TO THE AMOUNT PAID FULL-TIME TEACHERS.

RETIRED TEACHERS -- SALARY WILL BE PROPORTIONATE TO FULL-TIME TEACHERS UP TO AMOUNT ALLOWED BY THE ALABAMA RETIREMENT SYSTEM ACCORDING TO STATE LAW.



**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**SUPERINTENDENT / CSFO / DEPUTY OF OPERATIONS  
ASSISTANT SUPERINTENDENT / ADMINISTRATOR / INTERIM ADMINISTRATOR**

**\*Includes 2% State-Mandated Raise**

EXPERIENCE	SUPT	CFO	DOO	AS
	<u>23-24</u>	<u>23-24</u>	<u>23-24</u>	<u>23-24</u>
0	146,073	111,771	106,130	105,070
1	146,073	111,771	106,130	105,070
2	146,073	111,771	106,130	105,070
3	146,073	111,771	106,130	105,070
4	146,073	111,771	106,130	105,070
5	146,073	111,771	106,130	105,070
6	146,073	111,771	108,736	107,675
7	146,073	111,771	108,736	107,675
8	146,073	111,771	108,736	107,675
<b>9</b>	147,534	112,889	109,824	108,752
<b>10</b>	149,010	114,018	110,922	109,840
<b>11</b>	150,500	115,158	112,032	110,939
<b>12</b>	152,006	116,310	113,153	112,049
<b>13</b>	153,527	117,474	114,285	113,169
<b>14</b>	155,063	118,649	115,429	114,302
<b>15</b>	156,614	119,836	116,583	115,445
<b>16</b>	158,181	121,035	117,749	116,600
<b>17</b>	159,763	122,245	118,927	117,767
<b>18</b>	161,361	123,468	120,117	118,945
<b>19</b>	162,975	124,704	121,318	120,135
<b>20</b>	164,605	125,951	122,532	121,337
<b>21</b>	166,251	127,211	123,758	122,550
<b>22</b>	167,914	128,484	124,996	123,776
<b>23</b>	169,594	129,769	126,247	125,015
<b>24</b>	171,290	131,067	127,510	126,265
<b>25</b>	173,004	132,378	128,786	127,528
<b>26</b>	174,735	133,702	130,074	128,804
<b>27</b>	176,483	135,039	131,375	130,092
<b>28</b>	178,249	136,390	132,689	131,394
<b>29</b>	180,032	137,755	134,016	132,709
<b>30</b>	181,833	139,133	135,357	134,037
<b>31</b>	183,651	140,525	136,711	135,378
<b>32</b>	185,489	141,930	138,079	136,733
<b>33</b>	187,344	143,350	139,460	138,100
<b>34</b>	189,218	144,784	140,855	139,481
<b>35</b>	191,111	146,233	142,264	140,877

**\*\* REIMBURSEMENT UP TO \$1,500.00 PER YEAR FOR OUT OF COUNTY TRAVEL PLUS ALL IN-COUNTY**

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**DIRECTORS / SUPERVISORS / SPECIALIST / TECH COORDINATOR**

**\*Includes 2% State-Mandated Raise**

EXPERIENCE	DIR	SVF	SPEC	LSVE	MSV
	<u>23-24</u>	<u>23-24</u>	<u>23-24</u>	<u>23-24</u>	<u>23-24</u>
0	89,637	85,558	69,646	64,821	63,622
1	89,637	85,558	69,646	64,821	63,622
2	89,637	85,558	69,646	64,821	63,622
3	89,637	85,558	69,646	64,821	63,622
4	89,637	85,558	69,646	64,821	63,622
5	89,637	85,558	69,646	64,821	63,622
6	92,300	88,097	72,185	68,062	64,683
7	92,300	88,097	72,185	68,062	64,683
8	92,300	88,097	72,907	68,062	64,683
<b>9</b>	93,223	88,978	73,636	68,743	65,330
<b>10</b>	94,156	89,869	74,373	69,431	65,984
<b>11</b>	95,098	90,768	75,117	70,125	66,644
<b>12</b>	96,050	91,676	75,869	70,827	67,311
<b>13</b>	97,011	92,593	76,628	71,536	67,985
<b>14</b>	97,982	93,519	77,395	72,252	68,665
<b>15</b>	98,962	94,455	78,169	72,975	69,352
<b>16</b>	99,952	95,400	78,952	73,706	70,046
<b>17</b>	100,952	96,355	79,742	74,443	70,747
<b>18</b>	101,962	97,319	80,540	75,188	71,455
<b>19</b>	102,982	98,293	81,345	75,941	72,170
<b>20</b>	104,012	99,276	82,159	76,700	72,892
<b>21</b>	105,052	100,270	82,982	77,467	73,621
<b>22</b>	106,103	101,273	83,812	78,243	74,357
<b>23</b>	107,165	102,286	84,650	79,026	75,101
<b>24</b>	108,237	103,309	85,497	79,817	75,853
<b>25</b>	109,320	104,342	86,353	80,615	76,612
<b>26</b>	110,413	105,386	87,217	81,422	77,379
<b>27</b>	111,518	106,441	88,090	82,237	78,153
<b>28</b>	112,634	107,505	88,971	83,060	78,935
<b>29</b>	113,761	108,581	89,861	83,891	79,725
<b>30</b>	114,899	109,667	90,760	84,731	80,522
<b>31</b>	116,049	110,764	91,668	85,578	81,328
<b>32</b>	117,210	111,872	92,585	86,434	82,142
<b>33</b>	118,383	112,991	93,511	87,299	82,964
<b>34</b>	119,567	114,121	94,446	88,172	83,795
<b>35</b>	120,763	115,263	95,391	89,055	84,633

**\*\* REIMBURSEMENT UP TO \$1,500.00 PER YEAR FOR OUT OF COUNTY TRAVEL PLUS ALL IN-COUNTY TRAVEL.**

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**PRINCIPALS**

*\*Includes 2% State-Mandated Raise*

EXPERIENCE	PE	PM	PHI	PV	PAS
	<u>23-24</u>	<u>23-24</u>	<u>23-24</u>	<u>23-24</u>	<u>23-24</u>
0	85,434	86,350	94,088	86,350	91,398
1	85,434	86,350	94,088	86,350	91,398
2	85,434	86,350	94,088	86,350	91,398
3	85,434	86,350	94,088	86,350	91,398
4	85,434	86,350	94,088	86,350	91,398
5	85,434	86,350	94,088	86,350	91,398
6	87,973	88,915	96,882	88,915	94,112
7	87,973	88,915	96,882	88,915	94,112
8	87,973	88,915	97,851	88,915	94,112
9	88,854	89,804	98,830	89,804	95,053
10	89,743	90,703	99,819	90,703	96,004
11	90,641	91,611	100,817	91,611	96,965
12	91,548	92,528	101,826	92,528	97,935
13	92,463	93,454	102,845	93,454	98,915
14	93,389	94,389	103,874	94,389	99,904
15	94,323	95,334	104,914	95,334	100,904
16	95,266	96,287	105,963	96,287	101,914
17	96,219	97,250	107,023	97,250	102,934
18	97,182	98,223	108,094	98,223	103,964
19	98,154	99,206	109,175	99,206	105,004
20	99,136	100,198	110,268	100,198	106,055
21	100,128	101,201	111,371	101,201	107,116
22	101,129	102,214	112,485	102,214	108,188
23	102,141	103,237	113,610	103,237	109,270
24	103,163	104,270	114,746	104,270	110,363
25	104,196	105,313	115,894	105,313	111,467
26	105,238	106,367	117,054	106,367	112,582
27	106,291	107,431	118,225	107,431	113,708
28	107,354	108,506	119,408	108,506	114,845
29	108,429	109,591	120,602	109,591	115,994
30	109,514	110,688	121,809	110,688	117,155
31	110,609	111,796	123,028	111,796	118,327
32	111,716	112,914	124,259	112,914	119,511
33	112,834	114,044	125,502	114,044	120,706
34	113,963	115,185	126,758	115,185	121,914
35	115,103	116,338	128,026	116,338	123,134

ST1 (1) ADD \$1,500.00 FOR ENROLLMENT OF 300 - 400 STUDENTS  
 ST2 ADD \$2,750.00 FOR ENROLLMENT OF MORE THAN 400 STUDENTS

\* REIMBURSEMENT UP TO \$600.00 PER YEAR FOR OUT OF COUNTY TRAVEL.  
 \*\* REIMBURSEMENT UP TO \$1,000.00 PER YEAR FOR OUT OF COUNTY TRAVEL.

AAF/DRF A Certified Administrator (240-Day Contract) is paid an additional \$3,000.00 for an AA (Ed. S.) Ce \$3,600.00 for a Doctorate Degree, and \$6,600.00 for both.  
*The Highest Degree/Equivalency for pay purposes must be recognized by the Alabama State Dep. Education on the valid certificate.*

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**\*Includes 2% State-Mandated Raise**

**ASSISTANT PRINCIPALS**

<b>EXPERIENCE</b>	<b>APC</b>
	<b><u>23-24</u></b>
0	79,466
1	79,466
2	79,466
3	79,466
4	79,466
5	79,466
6	81,536
7	81,536
8	81,536
<b>9</b>	82,352
<b>10</b>	83,176
<b>11</b>	84,009
<b>12</b>	84,849
<b>13</b>	85,698
<b>14</b>	86,556
<b>15</b>	87,422
<b>16</b>	88,297
<b>17</b>	89,180
<b>18</b>	90,073
<b>19</b>	90,974
<b>20</b>	91,884
<b>21</b>	92,803
<b>22</b>	93,731
<b>23</b>	94,669
<b>24</b>	95,616
<b>25</b>	96,573
<b>26</b>	97,539
<b>27</b>	98,515
<b>28</b>	99,500
<b>29</b>	100,496
<b>30</b>	101,502
<b>31</b>	102,518
<b>32</b>	103,544
<b>33</b>	104,580
<b>34</b>	105,627
<b>35</b>	106,683

AAC/DRC      \*A Certified Administrator (202-Day Contract) is paid an additional \$2,525.00 for an AA (Ed. S.) Certificate, \$3,030.00 for a Doctorate Degree, and \$5,555.00 for both.  
*The Highest Degree/Equivalency for pay purposes must be recognized by the Alabama State Department of Education on the valid certificate.*

\*\* Extracurricular Supplement for extra activities:  
High School    - \$2,000.00  
Middle School - \$1,000.00

***SUPPLEMENTS: {All supplements are in effect for a period of one contract year. However, should the supplement recipient resign or supplemental duties be terminated prior to the end of that year, the amount paid will be prorated on the number of days worked.}***

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**TEACHER MATRIX**

		<u>{187 Days}</u>	<u>{202 Days}</u>	<u>{222 Days}</u>	<u>{240 Days}</u>
<b>DO MATRIX 100%</b>		<b>B</b>	<b>C</b>	<b>E</b>	<b>F</b>
<b>{DOCTORATE DEGREE}</b>		<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>
DM1	0	58,824	63,541	69,831	75,494
DM1	3	64,703	69,893	76,815	83,042
DM1	6	67,537	72,951	80,175	86,676
DM1	9	69,574	75,155	82,594	89,293
DM1	12	71,683	77,434	85,098	92,001
DM1	15	73,856	79,782	87,679	94,790
DM1	18	76,096	82,200	90,337	97,663
DM1	21	78,404	84,692	93,075	100,625
DM1	24	80,781	87,260	95,897	103,675
DM1	27	83,229	89,906	98,805	106,818
<b>AA MATRIX 100%</b>		<b>B</b>	<b>C</b>	<b>E</b>	<b>F</b>
<b>{AA/EDS 6-YEAR DEGREE}</b>		<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>
AM1	0	54,843	59,241	65,107	70,384
AM1	3	60,322	65,164	71,617	77,423
AM1	6	62,980	68,033	74,771	80,830
AM1	9	64,887	70,091	77,030	83,279
AM1	12	66,853	72,216	79,365	85,803
AM1	15	68,880	74,406	81,771	88,405
AM1	18	70,969	76,663	84,249	91,085
AM1	21	73,120	78,987	86,804	93,846
AM1	24	75,338	81,382	89,436	96,691
AM1	27	77,621	83,849	92,147	99,623
<b>I MATRIX 100%</b>		<b>B</b>	<b>C</b>	<b>E</b>	<b>F</b>
<b>{MASTERS DEGREE}</b>		<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>
1M1	0	50,862	54,943	60,382	65,278
1M1	3	55,947	60,435	66,421	71,803
1M1	6	58,395	63,078	69,323	74,946
1M1	9	60,158	64,988	71,419	77,210
1M1	12	61,982	66,957	73,585	79,551
1M1	15	63,861	68,988	75,816	81,963
1M1	18	65,798	71,080	78,115	84,447
1M1	21	67,794	73,234	80,484	87,008
1M1	24	69,850	75,455	82,923	89,646
1M1	27	71,968	77,743	85,438	92,364
<b>II MATRIX 100%</b>		<b>B</b>	<b>C</b>	<b>E</b>	<b>F</b>
<b>{BACHELORS DEGREE}</b>		<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>
2M1	0	44,231	47,779	52,506	56,766
2M1	3	48,649	52,553	57,757	62,441
2M1	6	50,780	54,854	60,284	65,169
2M1	9	52,316	56,515	62,110	67,144
2M1	12	53,903	58,229	63,994	69,180
2M1	15	55,538	59,995	65,935	71,278
2M1	18	57,222	61,816	67,935	73,438
2M1	21	58,958	63,691	69,995	75,665
2M1	24	60,746	65,622	72,119	77,959
2M1	27	62,588	67,612	74,306	80,322

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**TEACHER MATRIX - BACHELOR DEGREE (2M1 Schedule)  
{Public School Experience}**

\*Includes 2% State-Mandated Raise

EXPERIENCE	187 DAYS (9 Months - B)	202 DAYS (10 Months - C)	222 DAYS (11 Months - E)	240 DAYS (12 Months - F)
	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>
0	44,231	47,779	52,506	56,766
1	44,231	47,779	52,506	56,766
2	44,231	47,779	52,506	56,766
3	48,649	52,553	57,757	62,441
4	48,649	52,553	57,757	62,441
5	48,649	52,553	57,757	62,441
6	50,780	54,854	60,284	65,169
7	50,780	54,854	60,284	65,169
8	50,780	54,854	60,284	65,169
9	52,316	56,515	62,110	67,144
10	52,840	57,081	62,732	67,816
11	53,369	57,652	63,360	68,495
12	53,903	58,229	63,994	69,180
13	54,443	58,812	64,635	69,873
14	54,988	59,400	65,282	70,572
15	55,538	59,995	65,935	71,278
16	56,094	60,596	66,595	71,991
17	56,655	61,203	67,261	72,711
18	57,222	61,816	67,935	73,438
19	57,795	62,435	68,615	74,173
20	58,373	63,060	69,301	74,915
21	58,958	63,691	69,995	75,665
22	59,548	64,329	70,696	76,422
23	60,144	64,972	71,404	77,187
24	60,746	65,622	72,119	77,959
25	61,353	66,279	72,841	78,739
26	61,968	66,942	73,570	79,527
27	62,588	67,612	74,306	80,322
28	63,214	68,288	75,050	81,126
29	63,846	68,972	75,801	81,938
30	64,485	69,662	76,560	82,758
31	65,131	70,359	77,326	83,586
32	65,782	71,063	78,100	84,423
33	66,440	71,774	78,881	85,267
34	67,105	72,492	79,671	86,120
35	67,776	73,217	80,468	86,982

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**TEACHER MATRIX - MASTERS DEGREE (1M1 Schedule)  
*{Public School Experience}***

\*Includes 2% State-Mandated Raise

EXPERIENCE	187 DAYS (9 Months - B)	202 DAYS (10 Months - C)	222 DAYS (11 Months - E)	240 DAYS (12 Months - F)
	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>
0	50,862	54,943	60,382	65,278
1	50,862	54,943	60,382	65,278
2	50,862	54,943	60,382	65,278
3	55,947	60,435	66,421	71,803
4	55,947	60,435	66,421	71,803
5	55,947	60,435	66,421	71,803
6	58,395	63,078	69,323	74,946
7	58,395	63,078	69,323	74,946
8	58,395	63,078	69,323	74,946
<b>9</b>	60,158	64,988	71,419	77,210
<b>10</b>	60,760	65,637	72,134	77,983
<b>11</b>	61,368	66,294	72,856	78,763
<b>12</b>	61,982	66,957	73,585	79,551
<b>13</b>	62,602	67,628	74,322	80,347
<b>14</b>	63,228	68,305	75,065	81,151
<b>15</b>	63,861	68,988	75,816	81,963
<b>16</b>	64,500	69,679	76,575	82,783
<b>17</b>	65,146	70,376	77,341	83,611
<b>18</b>	65,798	71,080	78,115	84,447
<b>19</b>	66,457	71,791	78,896	85,292
<b>20</b>	67,122	72,509	79,686	86,146
<b>21</b>	67,794	73,234	80,484	87,008
<b>22</b>	68,472	73,967	81,289	87,879
<b>23</b>	69,158	74,707	82,102	88,758
<b>24</b>	69,850	75,455	82,923	89,646
<b>25</b>	70,549	76,210	83,753	90,543
<b>26</b>	71,255	76,973	84,591	91,449
<b>27</b>	71,968	77,743	85,438	92,364
<b>28</b>	72,688	78,521	86,292	93,288
<b>29</b>	73,415	79,307	87,155	94,221
<b>30</b>	74,149	80,100	88,028	95,163
<b>31</b>	74,891	80,902	88,909	96,115
<b>32</b>	75,641	81,712	89,798	97,077
<b>33</b>	76,397	82,530	90,697	98,048
<b>34</b>	77,161	83,356	91,605	99,029
<b>35</b>	77,934	84,190	92,522	100,020

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**TEACHER MATRIX - AA/EDS 6-YEAR DEGREE (AM1 Schedule)  
{Public School Experience}**

\*Includes 2% State-Mandated Raise

EXPERIENCE	187 DAYS (9 Months - B)	202 DAYS (10 Months - C)	222 DAYS (11 Months - E)	240 DAYS (12 Months - F)
	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>
0	54,843	59,241	65,107	70,384
1	54,843	59,241	65,107	70,384
2	54,843	59,241	65,107	70,384
3	60,322	65,164	71,617	77,423
4	60,322	65,164	71,617	77,423
5	60,322	65,164	71,617	77,423
6	62,980	68,033	74,771	80,830
7	62,980	68,033	74,771	80,830
8	62,980	68,033	74,771	80,830
9	64,887	70,091	77,030	83,279
10	65,535	70,793	77,800	84,112
11	66,191	71,501	78,578	84,953
12	66,853	72,216	79,365	85,803
13	67,522	72,939	80,159	86,662
14	68,198	73,669	80,961	87,529
15	68,880	74,406	81,771	88,405
16	69,570	75,151	82,589	89,289
17	70,266	75,903	83,415	90,183
18	70,969	76,663	84,249	91,085
19	71,679	77,430	85,092	91,996
20	72,396	78,205	85,944	92,916
21	73,120	78,987	86,804	93,846
22	73,852	79,778	87,673	94,785
23	74,591	80,576	88,550	95,734
24	75,338	81,382	89,436	96,691
25	76,091	82,196	90,331	97,658
26	76,852	83,018	91,234	98,636
27	77,621	83,849	92,147	99,623
28	78,398	84,688	93,069	100,619
29	79,182	85,536	94,001	101,626
30	79,975	86,391	94,941	102,643
31	80,775	87,255	95,891	103,670
32	81,583	88,128	96,851	104,708
33	82,399	89,010	97,820	105,755
34	83,223	89,900	98,799	106,813
35	84,056	90,800	99,787	107,882



**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**TEACHER MATRIX - DOCTORATE DEGREE (DM1 Schedule)  
{Public School Experience}**

\*Includes 2% State-Mandated Raise

EXPERIENCE	187 DAYS (9 Months - B)	202 DAYS (10 Months - C)	222 DAYS (11 Months - E)	240 DAYS (12 Months - F)
	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>	<u>{2023-2024}*</u>
0	58,824	63,541	69,831	75,494
1	58,824	63,541	69,831	75,494
2	58,824	63,541	69,831	75,494
3	64,703	69,893	76,815	83,042
4	64,703	69,893	76,815	83,042
5	64,703	69,893	76,815	83,042
6	67,537	72,951	80,175	86,676
7	67,537	72,951	80,175	86,676
8	67,537	72,951	80,175	86,676
9	69,574	75,155	82,594	89,293
10	70,270	75,907	83,420	90,187
11	70,973	76,667	84,255	91,090
12	71,683	77,434	85,098	92,001
13	72,400	78,209	85,950	92,921
14	73,124	78,991	86,810	93,851
15	73,856	79,782	87,679	94,790
16	74,595	80,580	88,556	95,739
17	75,342	81,386	89,442	96,696
18	76,096	82,200	90,337	97,663
19	76,857	83,022	91,241	98,641
20	77,627	83,853	92,153	99,628
21	78,404	84,692	93,075	100,625
22	79,188	85,540	94,007	101,631
23	79,981	86,396	94,947	102,648
24	80,781	87,260	95,897	103,675
25	81,589	88,134	96,857	104,713
26	82,405	89,016	97,826	105,760
27	83,229	89,906	98,805	106,818
28	84,062	90,806	99,793	107,887
29	84,903	91,715	100,792	108,966
30	85,753	92,633	101,801	110,056
31	86,611	93,560	102,820	111,157
32	87,478	94,496	103,849	112,269
33	88,353	95,442	104,888	113,392
34	89,237	96,397	105,938	114,526
35	90,130	97,362	106,997	115,672

**ESCAMBIA COUNTY BOARD OF EDUCATION**  
**SALARY SCHEDULE**  
 {EFFECTIVE July 1, 2023 - June 30, 2024}

*FY2023 TEAMS Program*  
**State Minimum Salary Schedule**  
**Classroom Teachers**  
**Public School Experience - 189 Day Contract**

	Bachelor	Master	AA/EDS	Doctoral
Step	BS	MS	6Y	DO
0	49,530	56,161	60,143	64,122
1	53,021	60,974	65,746	70,521
2	55,854	64,229	69,275	74,283
3	57,488	66,110	71,303	76,458
4	59,166	68,040	73,383	78,689
5	60,887	70,019	75,519	80,980
6	62,655	72,051	77,712	83,330
7	64,469	74,139	79,961	85,743
8	65,758	75,619	81,561	87,458
9	67,073	77,133	83,192	89,208
10	68,078	78,291	84,439	90,545
11	69,100	79,465	85,706	91,902
12	70,137	80,657	86,991	93,282
13	70,137	80,657	86,991	93,282
14	70,137	80,657	86,991	93,282
15	71,192	81,872	88,302	94,687
16	71,192	81,872	88,302	94,687
17	71,192	81,872	88,302	94,687
18	72,271	83,111	89,639	96,120
19	72,271	83,111	89,639	96,120
20	72,271	83,111	89,639	96,120
21	73,370	84,377	91,002	97,583
22	73,370	84,377	91,002	97,583
23	73,370	84,377	91,002	97,583
24	74,491	85,664	92,393	99,074
25	74,491	85,664	92,393	99,074
26	74,491	85,664	92,393	99,074
27	75,635	86,981	93,811	100,595

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

An annual supplement of \$5000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

***FY2023 Foundation Program***  
**School Nurse**  
**Based on 185 Contract Days**

	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
	{2023-24}	{2023-24}	{2023-24}	{2023-24}	{2023-24}
0	33,264	43,886	47,322	51,028	55,023
1	33,264	43,886	47,322	51,028	55,023
2	33,264	43,886	47,322	51,028	55,023
3	36,587	48,270	52,049	56,125	60,519
4	36,587	48,270	52,049	56,125	60,519
5	36,587	48,270	52,049	56,125	60,519
6	38,191	50,386	54,331	58,586	63,173
7	38,191	50,386	54,331	58,586	63,173
8	38,191	50,386	54,331	58,586	63,173
9	39,344	51,907	55,972	60,354	65,080
10	39,737	52,426	56,531	60,957	65,730
11	40,134	52,950	57,096	61,567	66,387
12	40,536	53,480	57,668	62,183	67,052
13	40,941	54,015	58,244	62,805	67,722
14	41,351	54,555	58,827	63,433	68,400
15	41,765	55,101	59,415	64,068	69,084
16	42,182	55,651	60,009	64,708	69,774
17	42,604	56,208	60,609	65,355	70,472
18	43,030	56,770	61,215	66,008	71,177
19	43,460	57,338	61,827	66,668	71,889
20	43,894	57,911	62,445	67,335	72,607
21	44,334	58,491	63,070	68,009	73,334
22	44,777	59,075	63,700	68,688	74,066
23	45,225	59,666	64,338	69,375	74,807
24	45,677	60,263	64,982	70,070	75,556
25	46,134	60,865	65,631	70,770	76,311
26	46,595	61,473	66,287	71,477	77,074
27	47,061	62,089	66,951	72,193	77,846
28	47,532	62,709	67,620	72,914	78,623
29	48,007	63,337	68,296	73,644	79,410
30	48,487	63,970	68,978	74,379	80,203
31	48,972	64,609	69,668	75,123	81,005
32	49,462	65,256	70,366	75,875	81,816
33	49,956	65,908	71,068	76,633	82,634
34	50,455	66,567	71,779	77,399	83,460
35	50,960	67,233	72,497	78,174	84,295

\*deviations from the 182 day contract should be noted on the salary schedule  
and should meet the pro rata share of the above schedule

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**CENTRAL OFFICE - Support  
240 DAYS**

STEP	COC	SEC01	SSE01	REC	PIB01	TSI01	ACC01	PBB01	ACS01
0	33,851	33,851	39,264	39,264	39,414	46,690	48,855	52,452	56,115
1	34,190	34,190	39,657	39,657	39,808	47,157	49,344	52,976	56,676
2	34,532	34,532	40,054	40,054	40,207	47,628	49,837	53,506	57,243
3	34,877	34,877	40,454	40,454	40,609	48,105	50,336	54,041	57,815
4	35,226	35,226	40,859	40,859	41,015	48,586	50,839	54,582	58,393
5	35,578	35,578	41,267	41,267	41,425	49,072	51,348	55,128	58,977
6	35,934	35,934	41,680	41,680	41,839	49,562	51,861	55,679	59,567
7	36,293	36,293	42,097	42,097	42,257	50,058	52,380	56,236	60,163
8	36,656	36,656	42,518	42,518	42,680	50,559	52,903	56,798	60,764
9	37,023	37,023	42,943	42,943	43,107	51,064	53,432	57,366	61,372
10	37,393	37,393	43,372	43,372	43,538	51,575	53,967	57,940	61,986
11	37,767	37,767	43,806	43,806	43,973	52,090	54,506	58,519	62,605
12	38,144	38,144	44,244	44,244	44,413	52,611	55,051	59,104	63,231
13	38,526	38,526	44,686	44,686	44,857	53,137	55,602	59,695	63,864
14	38,911	38,911	45,133	45,133	45,306	53,669	56,158	60,292	64,502
15	39,300	39,300	45,585	45,585	45,759	54,206	56,720	60,895	65,147
16	39,693	39,693	46,040	46,040	46,216	54,748	57,287	61,504	65,799
17	40,090	40,090	46,501	46,501	46,678	55,295	57,860	62,119	66,457
18	40,491	40,491	46,966	46,966	47,145	55,848	58,438	62,740	67,121
19	40,896	40,896	47,436	47,436	47,617	56,406	59,023	63,368	67,793
20	41,305	41,305	47,910	47,910	48,093	56,971	59,613	64,001	68,471
21	41,718	41,718	48,389	48,389	48,574	57,540	60,209	64,641	69,155
22	42,135	42,135	48,873	48,873	49,060	58,116	60,811	65,288	69,847
23	42,556	42,556	49,362	49,362	49,550	58,697	61,419	65,941	70,545
24	42,982	42,982	49,855	49,855	50,046	59,284	62,033	66,600	71,251
25	43,412	43,412	50,354	50,354	50,546	59,877	62,654	67,266	71,963
26	43,846	43,846	50,857	50,857	51,051	60,475	63,280	67,939	72,683
27	44,284	44,284	51,366	51,366	51,562	61,080	63,913	68,618	73,410
28	44,727	44,727	51,880	51,880	52,078	61,691	64,552	69,304	74,144
29	45,174	45,174	52,398	52,398	52,598	62,308	65,198	69,997	74,885
30	45,626	45,626	52,922	52,922	53,124	62,931	65,850	70,697	75,634
31	46,082	46,082	53,451	53,451	53,656	63,560	66,508	71,404	76,390
32	46,543	46,543	53,986	53,986	54,192	64,196	67,173	72,118	77,154
33	47,009	47,009	54,526	54,526	54,734	64,838	67,845	72,839	77,926
34	47,479	47,479	55,071	55,071	55,281	65,486	68,523	73,568	78,705
35	47,954	47,954	55,622	55,622	55,834	66,141	69,209	74,303	79,492

**SUPPLEMENTS (per year):**

BMS ANNUAL SUPPLEMENT (RECORDER OF BOARD MINUTES) \$2,400

ADD: \$5,000.00 FOR IN-FIELD CERTIFICATION (CNP Director, Maintenance, Technology, Payroll)

\*\*Appropriate documentation/certification required.

Maximum of \$5,000.00 per employee allowed for in-field certification for supplement purposes

**SUPPLEMENTS:** {All supplements are in effect for a period of one contract year. However, should the supplement recipient resign or supplemental duties be terminated prior to the end of that year, the amount paid will be prorated on the number of days worked.}

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**CENTRAL OFFICE - Support** *Continued*

**240 DAYS**

STEP	APP01	NTW01	TTI01	PSS	*CSP
0	44,289	46,941	41,637	34,180	68,535
1	44,732	47,410	42,053	34,522	69,221
2	45,179	47,884	42,474	34,868	69,914
3	45,631	48,363	42,899	35,217	70,614
4	46,087	48,847	43,328	35,570	71,321
5	46,548	49,335	43,761	35,926	72,035
6	47,014	49,829	44,198	36,286	72,756
7	47,484	50,327	44,640	36,649	73,484
8	47,958	50,830	45,087	37,016	74,219
9	48,438	51,339	45,538	37,387	74,962
10	48,922	51,852	45,993	37,761	75,712
11	49,412	52,370	46,453	38,139	76,470
12	49,906	52,894	46,917	38,521	77,235
13	50,405	53,423	47,387	38,906	78,008
14	50,909	53,957	47,860	39,296	78,789
15	51,418	54,497	48,339	39,690	79,577
16	51,932	55,042	48,822	40,088	80,373
17	52,451	55,592	49,311	40,489	81,177
18	52,976	56,148	49,804	40,894	81,989
19	53,506	56,710	50,302	41,303	82,809
20	54,041	57,277	50,805	41,716	83,638
21	54,581	57,849	51,313	42,134	84,475
22	55,127	58,428	51,826	42,556	85,320
23	55,678	59,012	52,344	42,982	86,174
24	56,235	59,602	52,868	43,413	87,036
25	56,797	60,198	53,396	43,847	87,907
26	57,365	60,800	53,930	44,286	88,787
27	57,939	61,408	54,470	44,730	89,675
28	58,518	62,022	55,014	45,177	90,572
29	59,104	62,643	55,564	45,629	91,478
30	59,695	63,269	56,120	46,086	92,393
31	60,292	63,902	56,681	46,547	93,317
32	60,894	64,541	57,248	47,013	94,251
33	61,503	65,186	57,821	47,484	95,194
34	62,118	65,838	58,399	47,959	96,146
35	62,740	66,496	58,983	48,439	97,108

\* HIRED AFTER AUGUST 1, 2023 WILL START AT STEP ZERO (0)

**SUPPLEMENTS (per year):**

BMS ANNUAL SUPPLEMENT (RECORDER OF BOARD MINUTES) \$2,400

ADD: \$5,000.00 FOR IN-FIELD CERTIFICATION (CNP Director, Maintenance, Technology, Payroll)

\*\*Appropriate documentation/certification required.

Maximum of \$5,000.00 per employee allowed for in-field certification for supplement purposes

**SUPPLEMENTS:** {All supplements are in effect for a period of one contract year. However, should the supplement recipient resign or supplemental duties be terminated prior to the end of that year, the amount paid will be prorated on the number of days worked.}

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**OTHER SUPPORT PERSONNEL**

<b>STEP</b>	<b>JS01</b>	<b>SDO4</b>	<b>CACO</b>	<b>MHSC</b>	<b>SBSW</b>
<b>0</b>	26,156	25,176	44,231	44,231	44,231
<b>1</b>	26,156	25,176	44,231	44,231	44,231
<b>2</b>	26,156	25,176	44,231	44,231	44,231
<b>3</b>	26,156	25,176	44,231	44,231	44,231
<b>4</b>	26,156	25,176	44,231	44,231	44,231
<b>5</b>	26,156	25,176	44,231	44,231	44,231
<b>6</b>	27,888	27,267	50,780	50,780	50,780
<b>7</b>	27,888	27,267	50,780	50,780	50,780
<b>8</b>	27,888	27,267	50,780	50,780	50,780
<b>9</b>	27,888	27,267	50,780	50,780	50,780
<b>10</b>	27,888	27,267	50,780	50,780	50,780
<b>11</b>	27,888	27,267	50,780	50,780	50,780
<b>12</b>	28,299	27,667	52,395	52,395	52,395
<b>13</b>	28,299	27,667	52,395	52,395	52,395
<b>14</b>	28,299	27,667	52,395	52,395	52,395
<b>15</b>	28,708	28,079	53,590	53,590	53,590
<b>16</b>	28,708	28,079	53,590	53,590	53,590
<b>17</b>	28,708	28,079	53,590	53,590	53,590
<b>18</b>	28,708	28,079	53,590	53,590	53,590
<b>19</b>	28,708	28,079	53,590	53,590	53,590
<b>20</b>	28,708	28,079	53,590	53,590	53,590
<b>21</b>	28,708	28,079	53,590	53,590	53,590
<b>22</b>	29,138	28,492	54,976	54,976	54,976
<b>23</b>	29,138	28,492	54,976	54,976	54,976
<b>24</b>	29,138	28,492	54,976	54,976	54,976
<b>25</b>	29,138	28,492	54,976	54,976	54,976
<b>26</b>	29,138	28,492	54,976	54,976	54,976
<b>27</b>	29,566	28,903	57,036	57,036	57,036
<b>28</b>	29,566	28,903	57,036	57,036	57,036
<b>29</b>	29,566	28,903	57,036	57,036	57,036
<b>30</b>	29,566	28,903	57,036	57,036	57,036
<b>31</b>	29,566	28,903	57,036	57,036	57,036
<b>32</b>	29,566	28,903	57,036	57,036	57,036
<b>33</b>	29,566	28,903	57,036	57,036	57,036
<b>34</b>	29,566	28,903	57,036	57,036	57,036
<b>35</b>	29,566	28,903	57,036	57,036	57,036

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
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**AIDES / BOOKKEEPERS / CUSTODIAN / CNP**

STEP	SEA01	TAA01	OAA01	PTA01	SCR01	BKP01	CNB01	J7C01	J8C01	6LWA	7LWA
0	20,386	20,386	20,386	21,641	22,638	27,491	35,700	20,808	23,612	17,837	20,811
1	20,590	20,590	20,590	21,857	22,865	27,765	36,057	21,017	23,849	18,016	21,019
2	20,796	20,796	20,796	22,076	23,093	28,043	36,418	21,227	24,087	18,196	21,229
3	21,004	21,004	21,004	22,297	23,324	28,323	36,782	21,439	24,328	18,378	21,441
4	21,214	21,214	21,214	22,520	23,558	28,607	37,150	21,653	24,571	18,561	21,656
5	21,426	21,426	21,426	22,745	23,793	28,893	37,522	21,870	24,817	18,747	21,872
6	21,640	21,640	21,640	22,972	24,031	29,182	37,897	22,089	25,065	18,935	22,091
7	21,857	21,857	21,857	23,202	24,271	29,474	38,276	22,309	25,316	19,124	22,312
8	22,075	22,075	22,075	23,434	24,514	29,768	38,658	22,533	25,569	19,315	22,535
9	22,296	22,296	22,296	23,668	24,759	30,066	39,045	22,758	25,825	19,508	22,760
10	22,519	22,519	22,519	23,905	25,007	30,367	39,436	22,985	26,083	19,703	22,988
11	22,744	22,744	22,744	24,144	25,257	30,670	39,830	23,215	26,344	19,900	23,218
12	22,972	22,972	22,972	24,385	25,509	30,977	40,228	23,447	26,607	20,099	23,450
13	23,201	23,201	23,201	24,629	25,765	31,287	40,630	23,682	26,873	20,300	23,684
14	23,433	23,433	23,433	24,875	26,022	31,600	41,037	23,919	27,142	20,503	23,921
15	23,668	23,668	23,668	25,124	26,282	31,916	41,447	24,158	27,413	20,708	24,160
16	23,904	23,904	23,904	25,375	26,545	32,235	41,862	24,400	27,687	20,915	24,402
17	24,143	24,143	24,143	25,629	26,811	32,557	42,280	24,644	27,964	21,125	24,646
18	24,385	24,385	24,385	25,886	27,079	32,883	42,703	24,890	28,244	21,336	24,892
19	24,629	24,629	24,629	26,144	27,350	33,211	43,130	25,139	28,526	21,549	25,141
20	24,875	24,875	24,875	26,406	27,623	33,544	43,561	25,390	28,812	21,765	25,393
21	25,124	25,124	25,124	26,670	27,899	33,879	43,997	25,644	29,100	21,982	25,647
22	25,375	25,375	25,375	26,937	28,178	34,218	44,437	25,901	29,391	22,202	25,903
23	25,629	25,629	25,629	27,206	28,460	34,560	44,881	26,160	29,685	22,424	26,162
24	25,885	25,885	25,885	27,478	28,745	34,906	45,330	26,421	29,981	22,648	26,424
25	26,144	26,144	26,144	27,753	29,032	35,255	45,783	26,685	30,281	22,875	26,688
26	26,405	26,405	26,405	28,030	29,322	35,607	46,241	26,952	30,584	23,104	26,955
27	26,669	26,669	26,669	28,311	29,616	35,963	46,704	27,222	30,890	23,335	27,224
28	26,936	26,936	26,936	28,594	29,912	36,323	47,171	27,494	31,199	23,568	27,497
29	27,205	27,205	27,205	28,880	30,211	36,686	47,642	27,769	31,511	23,804	27,772
30	27,477	27,477	27,477	29,168	30,513	37,053	48,119	28,047	31,826	24,042	28,049
31	27,752	27,752	27,752	29,460	30,818	37,423	48,600	28,327	32,144	24,282	28,330
32	28,030	28,030	28,030	29,755	31,126	37,798	49,086	28,610	32,466	24,525	28,613
33	28,310	28,310	28,310	30,052	31,437	38,176	49,577	28,896	32,790	24,770	28,899
34	28,593	28,593	28,593	30,353	31,752	38,557	50,072	29,185	33,118	25,018	29,188
35	28,879	28,879	28,879	30,656	32,069	38,943	50,573	29,477	33,449	25,268	29,480

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE July 1, 2023 - June 30, 2024}**

**\*Includes 2% State-Mandated Raise**

**CHILD NUTRITION PERSONNEL**

EXPERIENCE	LMEH	LMEM	LMFL / LMHU / LMPC / LMNM / LMNH * NEW MANAGERS (HIRED AFTER 07/01/2006)	LMRP	LMNE
	{2022-2023}* SEE*	{2022-2023}* SEE*	{2022-2023}* 24,474	{2022-2023}* SEE*	{2022-2023}* SEE*
0	SEE*	SEE*	24,474	SEE*	SEE*
1	SEE*	SEE*	24,474	SEE*	SEE*
2	SEE*	SEE*	24,474	SEE*	SEE*
3	SEE*	SEE*	24,474	SEE*	SEE*
4	SEE*	SEE*	24,474	SEE*	SEE*
5	SEE*	SEE*	24,474	SEE*	SEE*
6	31,882	33,262	24,843	30,704	30,704
7	31,882	33,262	24,843	30,704	30,704
8	31,882	33,262	24,843	30,704	30,704
9	32,200	33,594	25,091	31,011	31,011
10	32,523	33,931	25,342	31,322	31,322
11	32,849	34,270	25,596	31,636	31,636
12	33,178	34,613	25,852	31,953	31,953
13	33,511	34,960	26,111	32,273	32,273
14	33,846	35,310	26,373	32,597	32,597
15	34,185	35,664	26,637	32,923	32,923
16	34,527	36,021	26,904	33,252	33,252
17	34,873	36,382	27,173	33,585	33,585
18	35,222	36,746	27,446	33,922	33,922
19	35,575	37,114	27,721	34,261	34,261
20	35,931	37,485	27,998	34,604	34,604
21	36,291	37,861	28,279	34,951	34,951
22	36,654	38,240	28,563	35,301	35,301
23	37,021	38,623	28,849	35,655	35,655
24	37,392	39,009	29,138	36,012	36,012
25	37,766	39,400	29,430	36,373	36,373
26	38,144	39,795	29,724	36,737	36,737
27	38,526	40,194	30,022	37,105	37,105
28	38,911	40,596	30,323	37,476	37,476
29	39,301	41,002	30,627	37,852	37,852
30	39,695	41,412	30,934	38,231	38,231
31	40,093	41,827	31,244	38,614	38,614
32	40,494	42,246	31,557	39,000	39,000
33	40,899	42,669	31,873	39,391	39,391
34	41,308	43,097	32,193	39,786	39,786
35	41,722	43,528	32,515	40,184	40,184

**SUPPLEMENTS:** {All supplements are in effect for a period of one contract year. However, should the supplement recipient resign or supplemental duties be terminated prior to the end of that year, the amount paid will be prorated on the number of days worked}

*LM1	ADD \$1,500 FOR ENROLLMENT OF 150-350 STUDENTS
*LM2	ADD \$2,500 FOR ENROLLMENT OF 351-500 STUDENTS
*LM3	ADD \$3,500 FOR ENROLLMENT OF 500-749 STUDENTS
*LM5	ADD \$4,500 FOR ENROLLMENT OF 750 OR MORE STUDENTS
**LM4	ADD \$3,000 FOR K-12 HEALTHY HUNGER-FREE KIDS ACT
ALM	ADD \$3,000 TO ASSIST LUNCHROOM MANAGER UP TO 5 HOURS PER WEEK {MUST SERVE GRADES K-12 WITH COMBINED ENROLLMENT OF AT LEAST 700 STUDENTS}



**ESCAMBIA COUNTY BOARD OF EDUCATION  
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{EFFECTIVE July 1, 2023 - June 30, 2024}**

**TRANSPORTATION / MAINTENANCE**

STEP	BDR01	SBA01	TB101	TSF01	THM01	TM01	HVAC	CA01	GM01	UG01
0	18,726	10,093	27,091	53,815	42,908	39,725	42,826	42,826	40,217	37,035
1	18,913	10,194	27,362	54,353	43,337	40,123	43,254	43,254	40,619	37,405
2	19,102	10,296	27,635	54,896	43,770	40,524	43,687	43,687	41,025	37,779
3	19,293	10,399	27,912	55,445	44,208	40,929	44,124	44,124	41,436	38,157
4	19,486	10,503	28,191	56,000	44,650	41,338	44,565	44,565	41,850	38,538
5	19,681	10,608	28,473	56,560	45,097	41,752	45,011	45,011	42,269	38,924
6	19,878	10,714	28,757	57,125	45,547	42,169	45,461	45,461	42,691	39,313
7	20,076	10,821	29,045	57,697	46,003	42,591	45,915	45,915	43,118	39,706
8	20,277	10,930	29,335	58,274	46,463	43,017	46,375	46,375	43,549	40,103
9	20,480	11,039	29,629	58,856	46,928	43,447	46,838	46,838	43,985	40,504
10	20,685	11,149	29,925	59,445	47,397	43,882	47,307	47,307	44,425	40,909
11	20,892	11,261	30,224	60,039	47,871	44,320	47,780	47,780	44,869	41,318
12	21,100	11,373	30,526	60,640	48,350	44,764	48,258	48,258	45,318	41,732
13	21,311	11,487	30,832	61,246	48,833	45,211	48,740	48,740	45,771	42,149
14	21,525	11,602	31,140	61,859	49,321	45,663	49,228	49,228	46,228	42,570
15	21,740	11,718	31,451	62,477	49,815	46,120	49,720	49,720	46,691	42,996
16	21,957	11,835	31,766	63,102	50,313	46,581	50,217	50,217	47,158	43,426
17	22,177	11,954	32,084	63,733	50,816	47,047	50,719	50,719	47,629	43,860
18	22,399	12,073	32,404	64,370	51,324	47,517	51,226	51,226	48,105	44,299
19	22,623	12,194	32,728	65,014	51,837	47,993	51,739	51,739	48,586	44,742
20	22,849	12,316	33,056	65,664	52,356	48,472	52,256	52,256	49,072	45,189
21	23,077	12,439	33,386	66,321	52,879	48,957	52,779	52,779	49,563	45,641
22	23,308	12,563	33,720	66,984	53,408	49,447	53,306	53,306	50,059	46,098
23	23,541	12,689	34,057	67,654	53,942	49,941	53,839	53,839	50,559	46,558
24	23,776	12,816	34,398	68,330	54,481	50,441	54,378	54,378	51,065	47,024
25	24,014	12,944	34,742	69,014	55,026	50,945	54,922	54,922	51,576	47,494
26	24,254	13,073	35,089	69,704	55,576	51,454	55,471	55,471	52,091	47,969
27	24,497	13,204	35,440	70,401	56,132	51,969	56,025	56,025	52,612	48,449
28	24,742	13,336	35,795	71,105	56,694	52,489	56,586	56,586	53,138	48,933
29	24,989	13,470	36,152	71,816	57,260	53,014	57,152	57,152	53,670	49,423
30	25,239	13,604	36,514	72,534	57,833	53,544	57,723	57,723	54,206	49,917
31	25,492	13,740	36,879	73,259	58,411	54,079	58,300	58,300	54,748	50,416
32	25,746	13,878	37,248	73,992	58,996	54,620	58,883	58,883	55,296	50,920
33	26,004	14,016	37,620	74,732	59,585	55,166	59,472	59,472	55,849	51,429
34	26,264	14,157	37,997	75,479	60,181	55,718	60,067	60,067	56,407	51,944
35	26,527	14,298	38,377	76,234	60,783	56,275	60,668	60,668	56,971	52,463

**SUPPLEMENTS FOR EXTRA ROUTES:**

BDAA/BDAB	ALTERNATIVE SCHOOL ROUTE	(ALT)	3,600	3,600	3,600	3,600	3,600	3,600
BDV	CAREER TECHNICAL ROUTE	(VOC)	3,600	3,600	3,600	3,600	3,600	3,600
BDV3	CAREER TECHNICAL (THIRD ROUTE)	(VOC)	3,600	3,600	3,600	3,600	3,600	3,600
BDGA/BDGB/BDGH	ENRICHMENT/GIFTED ROUTE	(ENR)	2,266	2,266	2,266	2,266	2,266	2,266
BDX	TRANSFER ROUTE-MCCALL TO FLOMATON	(TSF)	3,600	3,600	3,600	3,600	3,600	3,600
BDE	BAND/ATHLETIC TRANSFER ROUTE	{BAND/ATHL}	1,800	1,800	1,800	1,800	1,800	1,800
FDTP	\$16.50/HR - FIELD TRIP							

**\* DRIVER FOR MID DAY RUNS ARE LIMITED TO 2 RUNS**

ADD: \$1,000.00 SUPPLEMENT FOR BUS AIDES HOLDING A MEDICAL CERTIFICATION

ADD: \$1,100.00 SUPPLEMENT FOR SPECIAL NEEDS DRIVERS

ADD: \$6,000.00 FOR CREW LEADER SUPPLEMENTS (to be assigned by Director of Operations annually)

ADD: \$10,000.00 SUPPLEMENT TO ONE DESIGNATED SHOP FOREMAN FOR INITIAL AND ON-GOING TRAINING SERVICES COUNTYWIDE

\*\*Appropriate documentation/certification required.

SUPPLEMENTS: {All supplements are in effect for a period of one contract year. However, should the supplement recipient resign or supplemental duties be terminated prior to the end of that year, the amount paid will be prorated on the number of days worked.}

**ESCAMBIA COUNTY BOARD OF EDUCATION**

**SALARY SCHEDULE**

{EFFECTIVE July 1, 2023 - June 30, 2024}

**SUBSTITUTES (Regular School Term)**

<b>TEACHERS:</b>		
DEGREED TEACHER {Minimum 4 year (Bachelor) Degree}	110.00	PER DAY
NON-DEGREED	80.00	PER DAY
<b>NURSES:</b>		
REGISTERED NURSE	100.00	PER DAY
LPN AIDE	80.00	PER DAY
SUPPORT PERSONNEL	10.00	PER HOUR
<b>BUS DRIVERS (ROUTES):</b>		
BUS DRIVERS - REGULAR	75.00	PER DAY
BUS DRIVERS - SPECIAL NEEDS	75.00	PER DAY
<b>BUS DRIVERS (EXTRA RUNS):</b>		
SPECIAL NEEDS (DRIVE A.M. & P.M. RUNS)	25.00	PER DAY
CAREER TECH (DRIVE A.M. & P.M. RUNS)	25.00	PER DAY
CAREER TECH (MID-DAY/3RD RUN ONLY)	12.50	PER DAY
ALTERNATIVE SCHOOL (DRIVE A.M. & P.M. RUNS)	25.00	PER DAY
BAND/ATHLETIC RUNS / SCHOOL-TO-SCHOOL / 1-WAY ONLY	10.00	PER DAY

**EXTRA-CURRICULAR PROGRAMS: PERSONNEL / SUBSTITUTES**

EXTRA-CURRICULAR / SUMMER PROGRAMS: TEACHERS (CERTIFIED)	22.50	PER HOUR
EXTRA-CURRICULAR / SUMMER PROGRAMS: AIDES	11.25	PER HOUR
EXTRA-CURRICULAR / SUMMER PROGRAMS: NURSE (RN)	18.50	PER HOUR
EXTRA-CURRICULAR / SUMMER PROGRAMS: NURSE (LPN)	15.00	PER HOUR
EXTRA-CURRICULAR / SUMMER PROGRAMS: BUS DRIVERS	32.00	PER ROUND TRIP
SUMMER MAINTENANCE	9.50	PER HOUR
SUMMER FOOD SERVICE PROGRAM MANAGER	22.00	PER HOUR
SUMMER FOOD SERVICE PROGRAM WORKER	15.00	PER HOUR
SATURDAY SCHOOL TEACHERS	25.00	PER HOUR
SATURDAY SCHOOL AIDES	15.00	PER HOUR
LEAD TEACHERS/SITE COORDINATORS	25.00	PER HOUR
COMMUNITY EDUCATORS	15.00	PER HOUR
EXTRA-CURRICULAR PROGRAMS: DATA PROCESSING/CLERICAL	15.00	PER HOUR
COLLEGE WORKERS/TUTORS (earned at least 48 semester hours)	10.00	PER HOUR
STUDENT WORKERS/TUTORS	7.25	PER HOUR

**STIPENDS**

*{OFF-CONTRACT STIPEND RATES}*

ALL CERTIFIED EMPLOYEES	100.00	PER DAY
ALL CERTIFIED EMPLOYEES	50.00	PER 1/2 DAY
ALL NON-CERTIFIED EMPLOYEES	50.00	PER DAY
ALL NON-CERTIFIED EMPLOYEES	25.00	PER 1/2 DAY

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SUPPLEMENT SALARY SCHEDULE EFFECTIVE July 1, 2023 - June 30, 2024**

**SUPPLEMENTS PAID FROM COUNTY FUNDS  
ATHLETICS**

*{ALL SUPPLEMENTS ARE IN EFFECT FOR A PERIOD OF ONE SCHOLASTIC YEAR.}*

*\*\*\* SEE SUPPLEMENT ATTACHMENT \*\*\**

**SCHOOLS ELIGIBLE FOR ATHLETIC SUPPLEMENTS:**

ESCAMBIA COUNTY HIGH SCHOOL (4-A)  
 W. S. NEAL HIGH SCHOOL (3-A)  
 FLOMATON HIGH SCHOOL (Grades 9-12) (3-A)  
 FLOMATON HIGH SCHOOL (Grades 7-8)  
 ESCAMBIA COUNTY MIDDLE SCHOOL  
 POLLARD-MCCALL SCHOOL  
 W. S. NEAL MIDDLE SCHOOL

**AHSAA Class (Varsity Football):**

Class 5-A (7 - Assistant Coaches)  
 Class 4-A (6 - Assistant Coaches)  
 Class 3-A (5 - Assistant Coaches)  
 Class 2-A (4 - Assistant Coaches)

ATDR \* **ATHLETIC DIRECTOR (HIGH SCHOOLS ONLY)** **\$3,500**

**VARSITY SPORTS:**

\* **HEAD COACH:**

ATH1	FOOTBALL	\$7,000	<b>{Additional Supplement: 3 Months}</b>
ATH2	BASEBALL	\$5,100	
ATH2	BASKETBALL (BOYS)	\$5,100	
ATH2	BASKETBALL (GIRLS)	\$5,100	
ATH2	SOFTBALL	\$5,100	
ATH2	WRESTLING	\$5,100	
ATH2	VOLLEYBALL	\$5,100	
ATH3	TRACK	<b>\$3,500</b>	
ATH3	CROSS COUNTRY	\$2,500	
ATH4	TENNIS	\$2,000	
ATH4	GOLF	\$2,000	

\* **ASSISTANT COACH:**

ATH6	FOOTBALL	\$5,000
ATH7	FOOTBALL - OFFENSIVE COORDINATOR	\$1,500
ATH7	FOOTBALL - DEFENSIVE COORDINATOR	\$1,500
ATH8	BASEBALL	\$2,500
ATH8	BASKETBALL (BOYS)	\$2,500
ATH8	BASKETBALL (GIRLS)	\$2,500
ATH8	SOFTBALL	\$2,500
ATH8	VOLLEYBALL	\$2,500
ATH7	<b>TRACK/CROSS COUNTRY</b>	\$1,500

**JUNIOR VARSITY / MIDDLE SCHOOL SPORTS:**

\* **HEAD COACH:**

ATH6	FOOTBALL	\$5,000
ATH7	FOOTBALL (ASSISTANT COACH)	\$1,500
ATH0	BASEBALL	\$1,500
ATH0	BASKETBALL (BOYS)	\$1,500
ATH0	BASKETBALL (GIRLS)	\$1,500
ATH0	SOFTBALL	\$1,500
ATH0	VOLLEYBALL	\$1,500

**SUPPLEMENTS:** *{All supplements are in effect for a period of one contract year. However, should the supplement recipient resign or supplemental duties be terminated prior to the end of that year, the amount paid will be prorated on the number of days worked.}*

\*Must maintain a valid Alabama CDL License with active Alabama School Bus Driver Certificate unless waived by the Superintendent for valid circumstances.

**ESCAMBIA COUNTY BOARD OF EDUCATION**  
**SUPPLEMENT SALARY SCHEDULE**  
*EFFECTIVE July 1, 2023 - June 30, 2024*  
**SUPPLEMENTS PAID FROM COUNTY FUNDS**  
**EXTRACURRICULAR: BAND, CHORAL, CHEERLEADER**

{ALL SUPPLEMENTS ARE IN EFFECT FOR A PERIOD OF ONE SCHOLASTIC YEAR.}

\*\*\* SEE SUPPLEMENT ATTACHMENT \*\*\*

**BAND DIRECTORS**

\*\*\* SEE ATTACHMENT \*\*\*

		<u>ADDITIONAL SUPPLEMENT</u>	
BAND	ESCAMBIA COUNTY HIGH SCHOOL	\$5,000	1 MONTH
BAND	FLOMATON HIGH SCHOOL	\$5,000	1 MONTH
BAND	W. S. NEAL HIGH SCHOOL	\$5,000	1 MONTH

**ASSISTANT BAND DIRECTOR**

\*\*\* SEE ATTACHMENT \*\*\*

		<u>ADDITIONAL SUPPLEMENT</u>	
BNDA	ESCAMBIA COUNTY MIDDLE/HIGH SCHOOLS	\$3,000	1/2 MONTH
	W. S. NEAL MIDDLE/HIGH SCHOOLS	\$3,000	1/2 MONTH

**CHORAL PROGRAM DIRECTOR**

		<u>SUPPLEMENT</u>	
CHOR	ESCAMBIA COUNTY MIDDLE/HIGH SCHOOLS		1 MONTH

**CHEERLEADER SPONSORS**

\*\*\* SEE ATTACHMENT \*\*\*

	VARSITY	\$4,000	(ONE PER SCHOOL)
	JUNIOR VARSITY / MIDDLE SCHOOL	\$1,500	(ONE PER SCHOOL)
CLHS	ESCAMBIA COUNTY HIGH SCHOOL	\$4,000	
CLHS	W. S. NEAL HIGH SCHOOL	\$4,000	
CLHS	FLOMATON HIGH SCHOOL (Grades 9-12)	\$4,000	
CLMS	FLOMATON HIGH SCHOOL (Grades 7-8)	\$1,500	
CLMS	ESCAMBIA COUNTY MIDDLE SCHOOL	\$1,500	
CLMS	W. S. NEAL MIDDLE SCHOOL	\$1,500	
CLMS	POLLARD-MCCALL JUNIOR HIGH SCHOOL	\$1,500	

SUPPLEMENTS: {All supplements are in effect for a period of one contract year. However, should the supplement recipient resign or supplemental duties be terminated prior to the end of that year, the amount paid will be prorated on the number of days worked.}

ESCAMBIA COUNTY BOARD OF EDUCATION  
SUPPLEMENT SALARY SCHEDULE

*EFFECTIVE July 1, 2023 - June 30, 2024*

SUPPLEMENTS - BY FUNDING SOURCE

{ALL SUPPLEMENTS ARE IN EFFECT FOR ONE CONTRACT YEAR OR GRANT PERIOD.}

**FEDERAL FUNDS:**

<b>FEDERAL TITLE, LOCAL AND/OR STATE FUNDS</b>	RECRUITMENT & RETENTION	10,000.00 {Maximum per contract year}
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**STATE FUNDS:**

<b>JOBS FOR ALABAMA GRADUATES (JAG) FUNDS</b>	JOBS FOR ALABAMA GRADUATES (JAG)-ECHS	5,000.00
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**LOCAL SCHOOL FUNDS:**

*\*SUPPLEMENTS FOR SCHOOL SECRETARIES, OFFICE AIDES AND OTHER SCHOOL PERSONNEL ARE AT THE DISCRETION OF THE PRINCIPAL AND ARE PAID FROM LOCAL SCHOOL FUNDS.*

*SUPPLEMENTS: {All supplements are in effect for a period of one contract year. However, should the supplement recipient resign or supplemental duties be terminated prior to the end of that year, the amount paid will be prorated on the number of days worked.}*

**ESCAMBIA COUNTY BOARD OF EDUCATION**  
**SALARY SCHEDULE**  
**{EFFECTIVE JUNE 1, 2023 - JULY 30, 2023}**  
*{Amended June 1, 2023 Board Meeting}*

**ACADEMIC RECOVERY RESPONSE PLAN**  
**SUMMER SCHOOL / LITERACY & MATH CAMP / JUMP START PROGRAM RATES**

LEAD TEACHERS/SITE COORDINATORS	40.00	PER HOUR	*1 More Hour (per Day) than Teacher
TEACHERS (CERTIFIED)	40.00	PER HOUR	
AIDES	16.00	PER HOUR	
NURSE (RN)	30.00	PER HOUR	
NURSE (LPN)	20.00	PER HOUR	
** BUS DRIVERS	100.00	PER DAY**	
** BUS AIDES	53.00	PER DAY**	
CUSTODIANS	14.00	PER HOUR	
SUMMER FOOD SERVICE PROGRAM MANAGER	22.00	PER HOUR	
SUMMER FOOD SERVICE PROGRAM WORKER	16.00	PER HOUR	
INSTRUCTIONAL STUDENT WORKERS	10.00	PER HOUR	
MAINTENANCE /GROUNDKEEPER STUDENT WORKERS	10.00	PER HOUR	

\*\* Bus Drivers/Aides (Daily Rate Includes ALL runs for the day regardless of the number of runs performed that day.)