

ESCAMBIA COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

October 1, 2022 - September 30, 2023

Proposed: August 25, 2022
Approved: August 25, 2022
Amended: _____

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}**

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ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
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LISTING OF JOB TITLES/PAY GRADES

Current Job Title	Pay Grade	Contract Days
Accountant	ACC01	240
Accounting Specialist	ACS01	240
Administrative Secretary	TSI01	240
Aide, Office	OAA01	185
Aide, Pre-K Teacher	PTA01	187
Aide, Special Ed	SEA01	185
Aide, Teacher	TAA01	185
ALTERNATIVE SCHOOL	PAS	
Application Specialist	APP01	240
ASSISTANT PRINCIPALS	APC	
ASSISTANT SUPERINTENDENT	AS	
Bookkeeper	BKP01	222
Bus Driver - Regular Route	BDR01	
Business Office Clerk	SEC01	240
Career Coach	CACO	202
Carpenter	CA01	
Central Operations Clerk	SEC01	240
CHIEF SCHOOL FINANCIAL OFFICER/DIRECTOR OF FINANCE	CFO	
Child Nutrition Bookkeeper	CNB01	240
CHILD NUTRITION PROGRAM DIRECTOR	LSVE	
CNP Assistant (6 Hours Daily)	6LWA	185
CNP Assistant (7 Hours Daily)	7LWA	185
Custodial Worker (7 Hrs)	J7C01	202
Custodial Worker (8 Hrs)	J8C01	202
DEPUTY OF OPERATIONS	DOO	
DIRECTOR OF CAREER AND TECHNICAL EDUCATION	DIR	
ESCAMBIA CAREER READINESS CENTER	PV	
ESCAMBIA COUNTY HIGH	PHI	
ESCAMBIA COUNTY MIDDLE	PM	
FLOMATON ELEMENTARY	PE	
FLOMATON HIGH	PHI	
General Maintenance	GM01	
Head Mechanic	THM01	
HUXFORD	PE	
HVAC/Electrician Specialist	HVAC	
Job Specialist	JS01	202
Mechanic & Road Service	TM01	
Mental Health Service Coordinator	MHSC	202
Network Specialist	NTW01	240
Payroll and Insurance Bookkeeper	PIB01	240

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}**

LISTING OF JOB TITLES/PAY GRADES

Payroll Supervisor	PBB01	240
POLLARD-MCCALL	PM	
Psychological/Special Services Secretary	SEC01	240
RACHEL PATTERSON	PE	
School Base Social Worker	SBSW	202
Secretary / Registrar	SCR01	202
Secretary, Executive – CFO	SEC01	240
Secretary, Executive – Superintendent	SSE01	240
Secretary/Receptionist	SEC01	240
Special Needs Bus Aide	SBA01	
SPECIALISTS (ELA & MATH - ELEMENTARY & SECONDARY)	SPEC	
SUPERINTENDENT	SUPT	
Suspension Deferral Officer	SDO4	185
Technology Technician	TTI01	240
Transportation Secretary/Bookkeeper	TB101	240
Transportation Shop Foreman	TSF01	
Utility / Groundskeeper	UG01	
W S NEAL ELEMENTARY	PE	
W S NEAL HIGH	PHI	
W S NEAL MIDDLE	PM	

ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}

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. 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 October 1, 2022 - September 30, 2023}**

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: October 1, 2022 - September 30, 2023

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 October 1, 2022 - September 30, 2023}**

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

**Includes 4% State-Mandated Raise (ALL Experience Levels and Salary Adjustment for Experience Levels 9 through 35)*

EXPERIENCE	SUPT		CFO		DOO		AS		IAS	
	21-22	22-23	21-22	22-23	21-22	22-23	21-22	22-23	21-22	22-23
0	137,700	143,208	105,364	109,579	100,047	104,049	99,047	103,009	77,910	81,027
1	137,700	143,208	105,364	109,579	100,047	104,049	99,047	103,009	77,910	81,027
2	137,700	143,208	105,364	109,579	100,047	104,049	99,047	103,009	77,910	81,027
3	137,700	143,208	105,364	109,579	100,047	104,049	99,047	103,009	77,910	81,027
4	137,700	143,208	105,364	109,579	100,047	104,049	99,047	103,009	77,910	81,027
5	137,700	143,208	105,364	109,579	100,047	104,049	99,047	103,009	77,910	81,027
6	137,700	143,208	105,364	109,579	102,502	106,603	101,502	105,563	79,862	83,057
7	137,700	143,208	105,364	109,579	102,502	106,603	101,502	105,563	79,862	83,057
8	137,700	143,208	105,364	109,579	102,502	106,603	101,502	105,563	79,862	83,057
9	137,700	144,641	105,364	110,675	102,502	107,670	101,502	106,619	79,862	83,888
10	137,700	146,088	105,364	111,782	102,502	108,747	101,502	107,686	79,862	84,727
11	137,700	147,549	105,364	112,900	102,502	109,835	101,502	108,763	79,862	85,575
12	137,700	149,025	105,364	114,029	102,912	110,934	101,912	109,851	80,186	86,431
13	137,700	150,516	105,364	115,170	102,912	112,044	101,912	110,950	80,186	87,296
14	137,700	152,022	105,364	116,322	102,912	113,165	101,912	112,060	80,186	88,169
15	137,700	153,543	105,364	117,486	103,729	114,297	102,729	113,181	80,839	89,051
16	137,700	155,079	105,364	118,661	103,729	115,440	102,729	114,313	80,839	89,942
17	137,700	156,630	105,364	119,848	103,729	116,595	102,729	115,457	80,839	90,842
18	137,700	158,197	105,364	121,047	103,729	117,761	102,729	116,612	80,839	91,751
19	137,700	159,779	105,364	122,258	103,729	118,939	102,729	117,779	80,839	92,669
20	137,700	161,377	105,364	123,481	103,729	120,129	102,729	118,957	80,839	93,596
21	137,700	162,991	105,364	124,716	103,729	121,331	102,729	120,147	80,839	94,532
22	137,700	164,621	105,364	125,964	104,413	122,545	103,413	121,349	81,505	95,478
23	137,700	166,268	105,364	127,224	104,413	123,771	103,413	122,563	81,505	96,433
24	137,700	167,931	105,364	128,497	104,413	125,009	103,413	123,789	81,505	97,398
25	137,700	169,611	105,364	129,782	104,413	126,260	103,413	125,027	81,505	98,372
26	137,700	171,308	105,364	131,080	104,413	127,523	103,413	126,278	81,505	99,356
27	137,700	173,022	105,364	132,391	105,782	128,799	104,782	127,541	82,840	100,350
28	137,700	174,753	105,364	133,715	105,782	130,087	104,782	128,817	82,840	101,354
29	137,700	176,501	105,364	135,053	105,782	131,388	104,782	130,106	82,840	102,368
30	137,700	178,267	105,364	136,404	105,782	132,702	104,782	131,408	82,840	103,392
31	137,700	180,050	105,364	137,769	105,782	134,030	104,782	132,723	82,840	104,426
32	137,700	181,851	105,364	139,147	105,782	135,371	104,782	134,051	82,840	105,471
33	137,700	183,670	105,364	140,539	105,782	136,725	104,782	135,392	82,840	106,526
34	137,700	185,507	105,364	141,945	105,782	138,093	104,782	136,746	82,840	107,592
35	137,700	187,363	105,364	143,365	105,782	139,474	104,782	138,114	82,840	108,668

**** 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 October 1, 2022 - September 30, 2023}**

DIRECTORS / SUPERVISORS / SPECIALIST

**Includes 4% State-Mandated Raise (ALL Experience Levels and Salary Adjustment for Experience Levels 9 through 35)*

EXPERIENCE	DIR		SVF		SPEC		LSVE		MSV	
	21-22	22-23	21-22	22-23	21-22	22-23	21-22	22-23	21-22	22-23
0	84,499	87,879	80,653	83,880	65,653	68,280	61,105	63,550	59,975	62,374
1	84,499	87,879	80,653	83,880	65,653	68,280	61,105	63,550	59,975	62,374
2	84,499	87,879	80,653	83,880	65,653	68,280	61,105	63,550	59,975	62,374
3	84,499	87,879	80,653	83,880	65,653	68,280	61,105	63,550	59,975	62,374
4	84,499	87,879	80,653	83,880	65,653	68,280	61,105	63,550	59,975	62,374
5	84,499	87,879	80,653	83,880	65,653	68,280	61,105	63,550	59,975	62,374
6	87,009	90,490	83,047	86,369	68,047	70,769	64,160	66,727	60,975	63,414
7	87,009	90,490	83,047	86,369	68,047	70,769	64,160	66,727	60,975	63,414
8	87,009	90,490	83,047	86,369	68,047	71,477	64,160	66,727	60,975	63,414
9	87,009	91,395	83,047	87,233	68,047	72,192	64,160	67,395	60,975	64,049
10	87,009	92,309	83,047	88,106	68,047	72,914	64,160	68,069	60,975	64,690
11	87,009	93,233	83,047	88,988	68,047	73,644	64,160	68,750	60,975	65,337
12	87,431	94,166	83,449	89,878	68,449	74,381	64,549	69,438	62,175	65,991
13	87,431	95,108	83,449	90,777	68,449	75,125	64,549	70,133	62,175	66,651
14	87,431	96,060	83,449	91,685	68,449	75,877	64,549	70,835	62,175	67,318
15	88,266	97,021	84,245	92,602	69,245	76,636	64,939	71,544	63,775	67,992
16	88,266	97,992	84,245	93,529	69,245	77,403	64,939	72,260	63,775	68,672
17	88,266	98,972	84,245	94,465	69,245	78,178	64,939	72,983	63,775	69,359
18	88,266	99,962	84,245	95,410	69,245	78,960	64,939	73,713	63,775	70,053
19	88,266	100,962	84,245	96,365	69,245	79,750	64,939	74,451	63,775	70,754
20	88,266	101,972	84,245	97,329	69,245	80,548	64,939	75,196	63,775	71,462
21	88,266	102,992	84,245	98,303	69,245	81,354	64,939	75,948	63,775	72,177
22	88,919	104,022	84,911	99,287	69,911	82,168	65,327	76,708	65,375	72,899
23	88,919	105,063	84,911	100,280	69,911	82,990	65,327	77,476	65,375	73,628
24	88,919	106,114	84,911	101,283	69,911	83,820	65,327	78,251	65,375	74,365
25	88,919	107,176	84,911	102,296	69,911	84,659	65,327	79,034	65,375	75,109
26	88,919	108,248	84,911	103,319	69,911	85,506	65,327	79,825	65,375	75,861
27	90,229	109,331	86,247	104,353	71,247	86,362	65,715	80,624	66,975	76,620
28	90,229	110,425	86,247	105,397	71,247	87,226	65,715	81,431	66,975	77,387
29	90,229	111,530	86,247	106,451	71,247	88,099	65,715	82,246	66,975	78,161
30	90,229	112,646	86,247	107,516	71,247	88,980	65,715	83,069	66,975	78,943
31	90,229	113,773	86,247	108,592	71,247	89,870	65,715	83,900	66,975	79,733
32	90,229	114,911	86,247	109,678	71,247	90,769	65,715	84,739	66,975	80,531
33	90,229	116,061	86,247	110,775	71,247	91,677	65,715	85,587	66,975	81,337
34	90,229	117,222	86,247	111,883	71,247	92,594	65,715	86,443	66,975	82,151
35	90,229	118,395	86,247	113,002	71,247	93,520	65,715	87,308	66,975	82,973

**** 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 October 1, 2022 - September 30, 2023}**

PRINCIPALS

**Includes 4% State-Mandated Raise (ALL Experience Levels and Salary Adjustment for Experience Levels 9 through 35)*

EXPERIENCE	PE		PM		PHI		PV		PAS	
	21-22	22-23	21-22	22-23	21-22	22-23	21-22	22-23	21-22	22-23
0	80,536	83,758	81,400	84,656	88,695	92,243	81,400	84,656	86,158	89,605
1	80,536	83,758	81,400	84,656	88,695	92,243	81,400	84,656	86,158	89,605
2	80,536	83,758	81,400	84,656	88,695	92,243	81,400	84,656	86,158	89,605
3	80,536	83,758	81,400	84,656	88,695	92,243	81,400	84,656	86,158	89,605
4	80,536	83,758	81,400	84,656	88,695	92,243	81,400	84,656	86,158	89,605
5	80,536	83,758	81,400	84,656	88,695	92,243	81,400	84,656	86,158	89,605
6	82,930	86,248	83,818	87,171	91,328	94,982	83,818	87,171	88,717	92,266
7	82,930	86,248	83,818	87,171	91,328	94,982	83,818	87,171	88,717	92,266
8	82,930	86,248	83,818	87,171	91,328	95,932	83,818	87,171	88,717	92,266
9	82,930	87,111	83,818	88,043	91,328	96,892	83,818	88,043	88,717	93,189
10	82,930	87,983	83,818	88,924	91,328	97,861	83,818	88,924	88,717	94,121
11	82,930	88,863	83,818	89,814	91,328	98,840	83,818	89,814	88,717	95,063
12	83,325	89,752	84,221	90,713	91,770	99,829	84,221	90,713	89,144	96,014
13	83,325	90,650	84,221	91,621	91,770	100,828	84,221	91,621	89,144	96,975
14	83,325	91,557	84,221	92,538	91,770	101,837	84,221	92,538	89,144	97,945
15	84,125	92,473	85,028	93,464	92,648	102,856	85,028	93,464	89,998	98,925
16	84,125	93,398	85,028	94,399	92,648	103,885	85,028	94,399	89,998	99,915
17	84,125	94,332	85,028	95,343	92,648	104,924	85,028	95,343	89,998	100,915
18	84,125	95,276	85,028	96,297	92,648	105,974	85,028	96,297	89,998	101,925
19	84,125	96,229	85,028	97,260	92,648	107,034	85,028	97,260	89,998	102,945
20	84,125	97,192	85,028	98,233	92,648	108,105	85,028	98,233	89,998	103,975
21	84,125	98,164	85,028	99,216	92,648	109,187	85,028	99,216	89,998	105,015
22	84,792	99,146	85,697	100,209	93,315	110,279	85,697	100,209	90,663	106,066
23	84,792	100,138	85,697	101,212	93,315	111,382	85,697	101,212	90,663	107,127
24	84,792	101,140	85,697	102,225	93,315	112,496	85,697	102,225	90,663	108,199
25	84,792	102,152	85,697	103,248	93,315	113,621	85,697	103,248	90,663	109,281
26	84,792	103,174	85,697	104,281	93,315	114,758	85,697	104,281	90,663	110,374
27	86,127	104,206	87,031	105,324	94,648	115,906	87,031	105,324	92,000	111,478
28	86,127	105,249	87,031	106,378	94,648	117,066	87,031	106,378	92,000	112,593
29	86,127	106,302	87,031	107,442	94,648	118,237	87,031	107,442	92,000	113,719
30	86,127	107,366	87,031	108,517	94,648	119,420	87,031	108,517	92,000	114,857
31	86,127	108,440	87,031	109,603	94,648	120,615	87,031	109,603	92,000	116,006
32	86,127	109,525	87,031	110,700	94,648	121,822	87,031	110,700	92,000	117,167
33	86,127	110,621	87,031	111,807	94,648	123,041	87,031	111,807	92,000	118,339
34	86,127	111,728	87,031	112,926	94,648	124,272	87,031	112,926	92,000	119,523
35	86,127	112,846	87,031	114,056	94,648	125,515	87,031	114,056	92,000	120,719

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.) Certificate, \$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 Department of Education on the valid certificate.

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}**

**Includes 4% State-Mandated Raise (ALL Experience Levels and Salary Adjustment for Experience Levels 9 through 35)*

ASSISTANT PRINCIPALS

EXPERIENCE	APC	
	<u>21-22</u>	<u>22-23</u>
0	74,910	77,907
1	74,910	77,907
2	74,910	77,907
3	74,910	77,907
4	74,910	77,907
5	74,910	77,907
6	76,862	79,937
7	76,862	79,937
8	76,862	79,937
9	76,862	80,737
10	76,862	81,545
11	76,862	82,361
12	77,186	83,185
13	77,186	84,017
14	77,186	84,858
15	77,839	85,707
16	77,839	86,565
17	77,839	87,431
18	77,839	88,306
19	77,839	89,190
20	77,839	90,082
21	77,839	90,983
22	78,505	91,893
23	78,505	92,812
24	78,505	93,741
25	78,505	94,679
26	78,505	95,626
27	79,840	96,583
28	79,840	97,549
29	79,840	98,525
30	79,840	99,511
31	79,840	100,507
32	79,840	101,513
33	79,840	102,529
34	79,840	103,555
35	79,840	104,591

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

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 October 1, 2022 - September 30, 2023}**

TEACHER MATRIX

		<u>{187 Days}</u>	<u>{202 Days}</u>	<u>{222 Days}</u>	<u>{240 Days}</u>
DO MATRIX 100%		B	C	E	F
{DOCTORATE DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
DM1	0	57,670	62,295	68,461	74,013
DM1	3	63,434	68,522	75,308	81,413
DM1	6	66,212	71,520	78,602	84,976
DM1	9	68,209	73,681	80,974	87,542
DM1	12	70,277	75,915	83,429	90,197
DM1	15	72,407	78,217	85,959	92,931
DM1	18	74,603	80,588	88,565	95,748
DM1	21	76,866	83,031	91,250	98,651
DM1	24	79,197	85,549	94,016	101,642
DM1	27	81,597	88,143	96,867	104,723
AA MATRIX 100%		B	C	E	F
{AA/EDS 6-YEAR DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
AM1	0	53,767	58,079	63,830	69,003
AM1	3	59,139	63,886	70,212	75,904
AM1	6	61,745	66,699	73,304	79,245
AM1	9	63,614	68,716	75,519	81,645
AM1	12	65,542	70,800	77,808	84,120
AM1	15	67,529	72,947	80,167	86,671
AM1	18	69,577	75,159	82,597	89,299
AM1	21	71,686	77,438	85,101	92,005
AM1	24	73,860	79,786	87,682	94,795
AM1	27	76,099	82,204	90,340	97,669
I MATRIX 100%		B	C	E	F
{MASTERS DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
1M1	0	49,864	53,865	59,198	63,998
1M1	3	54,850	59,250	65,118	70,395
1M1	6	57,250	61,841	67,963	73,476
1M1	9	58,978	63,713	70,018	75,695
1M1	12	60,766	65,644	72,142	77,991
1M1	15	62,608	67,635	74,329	80,355
1M1	18	64,507	69,686	76,583	82,791
1M1	21	66,464	71,798	78,905	85,301
1M1	24	68,480	73,975	81,297	87,888
1M1	27	70,556	76,218	83,762	90,552
II MATRIX 100%		B	C	E	F
{BACHELORS DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2M1	0	43,363	46,842	51,476	55,652
2M1	3	47,695	51,522	56,624	61,216
2M1	6	49,784	53,778	59,101	63,891
2M1	9	51,290	55,407	60,892	65,827
2M1	12	52,846	57,087	62,739	67,823
2M1	15	54,449	58,818	64,642	69,880
2M1	18	56,100	60,603	66,602	71,998
2M1	21	57,801	62,442	68,622	74,181
2M1	24	59,554	64,335	70,704	76,430
2M1	27	61,360	66,286	72,849	78,747

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}**

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

*Includes 4% State-Mandated Raise (ALL Experience Levels and Salary Adjustment for Experience Levels 9 through 35)

EXPERIENCE	187 DAYS (9 Months - B)		202 DAYS (10 Months - C)		222 DAYS (11 Months - E)		240 DAYS (12 Months - F)	
	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*
0	41,695	43,363	45,040	46,842	49,496	51,476	53,511	55,652
1	41,695	43,363	45,040	46,842	49,496	51,476	53,511	55,652
2	41,695	43,363	45,040	46,842	49,496	51,476	53,511	55,652
3	45,860	47,695	49,540	51,522	54,446	56,624	58,861	61,216
4	45,860	47,695	49,540	51,522	54,446	56,624	58,861	61,216
5	45,860	47,695	49,540	51,522	54,446	56,624	58,861	61,216
6	47,869	49,784	51,709	53,778	56,827	59,101	61,433	63,891
7	47,869	49,784	51,709	53,778	56,827	59,101	61,433	63,891
8	47,869	49,784	51,709	53,778	56,827	59,101	61,433	63,891
9	48,828	51,290	52,748	55,407	57,970	60,892	62,668	65,827
10	48,828	51,803	52,748	55,961	57,970	61,501	62,668	66,486
11	48,828	52,322	52,748	56,521	57,970	62,117	62,668	67,151
12	49,803	52,846	53,798	57,087	59,124	62,739	63,918	67,823
13	49,803	53,375	53,798	57,658	59,124	63,367	63,918	68,502
14	49,803	53,909	53,798	58,235	59,124	64,001	63,918	69,188
15	50,800	54,449	54,875	58,818	60,308	64,642	65,198	69,880
16	50,800	54,994	54,875	59,407	60,308	65,289	65,198	70,579
17	50,800	55,544	54,875	60,002	60,308	65,942	65,198	71,285
18	51,817	56,100	55,975	60,603	61,518	66,602	66,505	71,998
19	51,817	56,661	55,975	61,210	61,518	67,269	66,505	72,718
20	51,817	57,228	55,975	61,823	61,518	67,942	66,505	73,446
21	52,851	57,801	57,090	62,442	62,742	68,622	67,829	74,181
22	52,851	58,380	57,090	63,067	62,742	69,309	67,829	74,923
23	52,851	58,964	57,090	63,698	62,742	70,003	67,829	75,673
24	53,936	59,554	58,264	64,335	64,031	70,704	69,222	76,430
25	53,936	60,150	58,264	64,979	64,031	71,412	69,222	77,195
26	53,936	60,752	58,264	65,629	64,031	72,127	69,222	77,967
27	55,716	61,360	60,185	66,286	66,145	72,849	71,505	78,747
28	55,716	61,974	60,185	66,949	66,145	73,578	71,505	79,535
29	55,716	62,594	60,185	67,619	66,145	74,314	71,505	80,331
30	55,716	63,220	60,185	68,296	66,145	75,058	71,505	81,135
31	55,716	63,853	60,185	68,979	66,145	75,809	71,505	81,947
32	55,716	64,492	60,185	69,669	66,145	76,568	71,505	82,767
33	55,716	65,137	60,185	70,366	66,145	77,334	71,505	83,595
34	55,716	65,789	60,185	71,070	66,145	78,108	71,505	84,431
35	55,716	66,447	60,185	71,781	66,145	78,890	71,505	85,276

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}**

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

*Includes 4% State-Mandated Raise (ALL Experience Levels and Salary Adjustment for Experience Levels 9 through 35)

EXPERIENCE	187 DAYS (9 Months - B)		202 DAYS (10 Months - C)		222 DAYS (11 Months - E)		240 DAYS (12 Months - F)	
	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*
0	47,946	49,864	51,793	53,865	56,921	59,198	61,536	63,998
1	47,946	49,864	51,793	53,865	56,921	59,198	61,536	63,998
2	47,946	49,864	51,793	53,865	56,921	59,198	61,536	63,998
3	52,740	54,850	56,971	59,250	62,613	65,118	67,687	70,395
4	52,740	54,850	56,971	59,250	62,613	65,118	67,687	70,395
5	52,740	54,850	56,971	59,250	62,613	65,118	67,687	70,395
6	55,048	57,250	59,462	61,841	65,349	67,963	70,650	73,476
7	55,048	57,250	59,462	61,841	65,349	67,963	70,650	73,476
8	55,048	57,250	59,462	61,841	65,349	67,963	70,650	73,476
9	56,148	58,978	60,655	63,713	66,658	70,018	72,063	75,695
10	56,148	59,568	60,655	64,350	66,658	70,719	72,063	76,453
11	56,148	60,164	60,655	64,994	66,658	71,427	72,063	77,218
12	57,271	60,766	61,869	65,644	67,993	72,142	73,505	77,991
13	57,271	61,374	61,869	66,301	67,993	72,864	73,505	78,771
14	57,271	61,988	61,869	66,965	67,993	73,593	73,505	79,559
15	58,416	62,608	63,100	67,635	69,346	74,329	74,970	80,355
16	58,416	63,235	63,100	68,312	69,346	75,073	74,970	81,159
17	58,416	63,868	63,100	68,996	69,346	75,824	74,970	81,971
18	59,587	64,507	64,369	69,686	70,742	76,583	76,476	82,791
19	59,587	65,153	64,369	70,383	70,742	77,349	76,476	83,619
20	59,587	65,805	64,369	71,087	70,742	78,123	76,476	84,456
21	60,776	66,464	65,653	71,798	72,156	78,905	78,003	85,301
22	60,776	67,129	65,653	72,516	72,156	79,695	78,003	86,155
23	60,776	67,801	65,653	73,242	72,156	80,492	78,003	87,017
24	62,025	68,480	66,998	73,975	73,631	81,297	79,603	87,888
25	62,025	69,165	66,998	74,715	73,631	82,110	79,603	88,767
26	62,025	69,857	66,998	75,463	73,631	82,932	79,603	89,655
27	63,968	70,556	69,097	76,218	75,938	83,762	82,095	90,552
28	63,968	71,262	69,097	76,981	75,938	84,600	82,095	91,458
29	63,968	71,975	69,097	77,751	75,938	85,446	82,095	92,373
30	63,968	72,695	69,097	78,529	75,938	86,301	82,095	93,297
31	63,968	73,422	69,097	79,315	75,938	87,165	82,095	94,230
32	63,968	74,157	69,097	80,109	75,938	88,037	82,095	95,173
33	63,968	74,899	69,097	80,911	75,938	88,918	82,095	96,125
34	63,968	75,648	69,097	81,721	75,938	89,808	82,095	97,087
35	63,968	76,405	69,097	82,539	75,938	90,707	82,095	98,058

ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}

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

*Includes 4% State-Mandated Raise (ALL Experience Levels and Salary Adjustment for Experience Levels 9 through 35)

EXPERIENCE	187 DAYS (9 Months - B)		202 DAYS (10 Months - C)		222 DAYS (11 Months - E)		240 DAYS (12 Months - F)	
	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*
0	51,699	53,767	55,845	58,079	61,375	63,830	66,349	69,003
1	51,699	53,767	55,845	58,079	61,375	63,830	66,349	69,003
2	51,699	53,767	55,845	58,079	61,375	63,830	66,349	69,003
3	56,864	59,139	61,428	63,886	67,511	70,212	72,984	75,904
4	56,864	59,139	61,428	63,886	67,511	70,212	72,984	75,904
5	56,864	59,139	61,428	63,886	67,511	70,212	72,984	75,904
6	59,370	61,745	64,133	66,699	70,484	73,304	76,197	79,245
7	59,370	61,745	64,133	66,699	70,484	73,304	76,197	79,245
8	59,370	61,745	64,133	66,699	70,484	73,304	76,197	79,245
9	60,561	63,614	65,419	68,716	71,895	75,519	77,727	81,645
10	60,561	64,250	65,419	69,404	71,895	76,274	77,727	82,462
11	60,561	64,893	65,419	70,099	71,895	77,037	77,727	83,287
12	61,772	65,542	66,728	70,800	73,337	77,808	79,281	84,120
13	61,772	66,198	66,728	71,508	73,337	78,587	79,281	84,962
14	61,772	66,860	66,728	72,224	73,337	79,373	79,281	85,812
15	63,003	67,529	68,062	72,947	74,797	80,167	80,860	86,671
16	63,003	68,205	68,062	73,677	74,797	80,969	80,860	87,538
17	63,003	68,888	68,062	74,414	74,797	81,779	80,860	88,414
18	64,263	69,577	69,420	75,159	76,294	82,597	82,480	89,299
19	64,263	70,273	69,420	75,911	76,294	83,423	82,480	90,192
20	64,263	70,976	69,420	76,671	76,294	84,258	82,480	91,094
21	65,550	71,686	70,811	77,438	77,822	85,101	84,133	92,005
22	65,550	72,403	70,811	78,213	77,822	85,953	84,133	92,926
23	65,550	73,128	70,811	78,996	77,822	86,813	84,133	93,856
24	66,893	73,860	72,260	79,786	79,414	87,682	85,851	94,795
25	66,893	74,599	72,260	80,584	79,414	88,559	85,851	95,743
26	66,893	75,345	72,260	81,390	79,414	89,445	85,851	96,701
27	68,937	76,099	74,468	82,204	81,836	90,340	88,474	97,669
28	68,937	76,860	74,468	83,027	81,836	91,244	88,474	98,646
29	68,937	77,629	74,468	83,858	81,836	92,157	88,474	99,633
30	68,937	78,406	74,468	84,697	81,836	93,079	88,474	100,630
31	68,937	79,191	74,468	85,544	81,836	94,010	88,474	101,637
32	68,937	79,983	74,468	86,400	81,836	94,951	88,474	102,654
33	68,937	80,783	74,468	87,264	81,836	95,901	88,474	103,681
34	68,937	81,591	74,468	88,137	81,836	96,861	88,474	104,718
35	68,937	82,407	74,468	89,019	81,836	97,830	88,474	105,766

ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}

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

*Includes 4% State-Mandated Raise (ALL Experience Levels and Salary Adjustment for Experience Levels 9 through 35)

EXPERIENCE	187 DAYS (9 Months - B)		202 DAYS (10 Months - C)		222 DAYS (11 Months - E)		240 DAYS (12 Months - F)	
	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*
0	55,451	57,670	59,899	62,295	65,827	68,461	71,166	74,013
1	55,451	57,670	59,899	62,295	65,827	68,461	71,166	74,013
2	55,451	57,670	59,899	62,295	65,827	68,461	71,166	74,013
3	60,994	63,434	65,886	68,522	72,411	75,308	78,281	81,413
4	60,994	63,434	65,886	68,522	72,411	75,308	78,281	81,413
5	60,994	63,434	65,886	68,522	72,411	75,308	78,281	81,413
6	63,665	66,212	68,769	71,520	75,578	78,602	81,707	84,976
7	63,665	66,212	68,769	71,520	75,578	78,602	81,707	84,976
8	63,665	66,212	68,769	71,520	75,578	78,602	81,707	84,976
9	64,936	68,209	70,145	73,681	77,088	80,974	83,341	87,542
10	64,936	68,892	70,145	74,418	77,088	81,784	83,341	88,418
11	64,936	69,581	70,145	75,163	77,088	82,602	83,341	89,303
12	66,232	70,277	71,543	75,915	78,625	83,429	85,002	90,197
13	66,232	70,980	71,543	76,675	78,625	84,264	85,002	91,099
14	66,232	71,690	71,543	77,442	78,625	85,107	85,002	92,010
15	67,560	72,407	72,982	78,217	80,208	85,959	86,709	92,931
16	67,560	73,132	72,982	79,000	80,208	86,819	86,709	93,861
17	67,560	73,864	72,982	79,790	80,208	87,688	86,709	94,800
18	68,910	74,603	74,436	80,588	81,810	88,565	88,439	95,748
19	68,910	75,350	74,436	81,394	81,810	89,451	88,439	96,706
20	68,910	76,104	74,436	82,208	81,810	90,346	88,439	97,674
21	70,290	76,866	75,930	83,031	83,445	91,250	90,213	98,651
22	70,290	77,635	75,930	83,862	83,445	92,163	90,213	99,638
23	70,290	78,412	75,930	84,701	83,445	93,085	90,213	100,635
24	71,728	79,197	77,481	85,549	85,152	94,016	92,055	101,642
25	71,728	79,989	77,481	86,405	85,152	94,957	92,055	102,659
26	71,728	80,789	77,481	87,270	85,152	95,907	92,055	103,686
27	73,870	81,597	79,796	88,143	87,694	96,867	94,803	104,723
28	73,870	82,413	79,796	89,025	87,694	97,836	94,803	105,771
29	73,870	83,238	79,796	89,916	87,694	98,815	94,803	106,829
30	73,870	84,071	79,796	90,816	87,694	99,804	94,803	107,898
31	73,870	84,912	79,796	91,725	87,694	100,803	94,803	108,977
32	73,870	85,762	79,796	92,643	87,694	101,812	94,803	110,067
33	73,870	86,620	79,796	93,570	87,694	102,831	94,803	111,168
34	73,870	87,487	79,796	94,506	87,694	103,860	94,803	112,280
35	73,870	88,362	79,796	95,452	87,694	104,899	94,803	113,403

ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
 {EFFECTIVE October 1, 2022 - September 30, 2023}

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

Step	Bachelor	Master	AA/EDS	Doctoral
	BS	MS	6Y	DO
0	48,558	55,059	58,963	62,864
1	51,981	59,778	64,456	69,138
2	54,758	62,969	67,916	72,826
3	56,360	64,813	69,904	74,958
4	58,005	66,705	71,944	77,146
5	59,693	68,646	74,038	79,392
6	61,426	70,638	76,188	81,696
7	63,204	72,685	78,393	84,061
8	64,468	74,136	79,961	85,743
9	65,757	75,620	81,560	87,458
10	66,743	76,755	82,783	88,769
11	67,745	77,906	84,025	90,100
12	68,761	79,075	85,285	91,452
13	68,761	79,075	85,285	91,452
14	68,761	79,075	85,285	91,452
15	69,796	80,266	86,570	92,830
16	69,796	80,266	86,570	92,830
17	69,796	80,266	86,570	92,830
18	70,853	81,481	87,881	94,235
19	70,853	81,481	87,881	94,235
20	70,853	81,481	87,881	94,235
21	71,931	82,722	89,217	95,669
22	71,931	82,722	89,217	95,669
23	71,931	82,722	89,217	95,669
24	73,030	83,984	90,581	97,131
25	73,030	83,984	90,581	97,131
26	73,030	83,984	90,581	97,131
27	74,151	85,275	91,971	98,622

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 October 1, 2022 - September 30, 2023}**

FY2023 Foundation Program
School Nurse
Based on 182 Contract Days

	LPN		RN		RN/MS	
	{2021-22}	{2022-23}	{2021-22}	{2022-23}	{2021-22}	{2022-23}
0	21,687	22,555	41,247	42,897	47,438	49,336
1	21,687	22,555	41,247	42,897	47,438	49,336
2	21,687	22,555	41,247	42,897	47,438	49,336
3	23,833	24,787	45,372	47,187	52,169	54,256
4	23,833	24,787	45,372	47,187	52,169	54,256
5	23,833	24,787	45,372	47,187	52,169	54,256
6	24,856	25,851	47,356	49,251	54,458	56,637
7	24,856	25,851	47,356	49,251	54,458	56,637
8	24,856	25,851	47,356	49,251	54,458	56,637
9	25,179	26,449	47,990	50,409	55,191	57,973
10	25,179	26,449	47,990	50,409	55,191	57,973
11	25,179	26,449	47,990	50,409	55,191	57,973
12	25,634	26,927	48,864	51,327	56,192	59,024
13	25,634	26,927	48,864	51,327	56,192	59,024
14	25,634	26,927	48,864	51,327	56,192	59,024
15	26,195	27,515	49,977	52,497	57,475	60,372
16	26,195	27,515	49,977	52,497	57,475	60,372
17	26,195	27,515	49,977	52,497	57,475	60,372
18	26,513	27,850	50,625	53,177	58,214	61,148
19	26,513	27,850	50,625	53,177	58,214	61,148
20	26,513	27,850	50,625	53,177	58,214	61,148
21	26,829	28,182	51,269	53,853	58,961	61,933
22	26,829	28,182	51,269	53,853	58,961	61,933
23	26,829	28,182	51,269	53,853	58,961	61,933
24	27,399	28,780	51,879	54,495	59,571	62,574
25	27,399	28,780	51,879	54,495	59,571	62,574
26	27,399	28,780	51,879	54,495	59,571	62,574
27	27,970	29,380	52,491	55,137	60,184	63,218
28	27,970	29,380	52,491	55,137	60,184	63,218
29	27,970	29,380	52,491	55,137	60,184	63,218
30	27,970	29,380	52,491	55,137	60,184	63,218
31	27,970	29,380	52,491	55,137	60,184	63,218
32	27,970	29,380	52,491	55,137	60,184	63,218
33	27,970	29,380	52,491	55,137	60,184	63,218
34	27,970	29,380	52,491	55,137	60,184	63,218
35	27,970	29,380	52,491	55,137	60,184	63,218

*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 October 1, 2022 - September 30, 2023}**

**CENTRAL OFFICE - Support
240 DAYS**

STEP	SEC01	SSE01	PIB01	TSI01	ACC01	PBB01	ACS01	APP01	NTW01	TTI01
0	33,187	38,494	38,641	45,774	47,897	51,423	55,014	43,420	46,020	40,820
1	33,519	38,879	39,027	46,232	48,376	51,937	55,564	43,854	46,480	41,228
2	33,854	39,268	39,418	46,694	48,860	52,457	56,120	44,293	46,945	41,640
3	34,193	39,660	39,812	47,161	49,348	52,981	56,681	44,736	47,414	42,057
4	34,535	40,057	40,210	47,633	49,842	53,511	57,248	45,183	47,889	42,477
5	34,880	40,458	40,612	48,109	50,340	54,046	57,820	45,635	48,367	42,902
6	35,229	40,862	41,018	48,590	50,844	54,587	58,398	46,091	48,851	43,331
7	35,581	41,271	41,428	49,076	51,352	55,132	58,982	46,552	49,340	43,765
8	35,937	41,683	41,843	49,567	51,866	55,684	59,572	47,018	49,833	44,202
9	36,296	42,100	42,261	50,062	52,384	56,241	60,168	47,488	50,331	44,644
10	36,659	42,521	42,684	50,563	52,908	56,803	60,770	47,963	50,835	45,091
11	37,026	42,947	43,111	51,069	53,437	57,371	61,377	48,442	51,343	45,542
12	37,396	43,376	43,542	51,579	53,972	57,945	61,991	48,927	51,856	45,997
13	37,770	43,810	43,977	52,095	54,511	58,524	62,611	49,416	52,375	46,457
14	38,148	44,248	44,417	52,616	55,056	59,109	63,237	49,910	52,899	46,922
15	38,529	44,690	44,861	53,142	55,607	59,701	63,870	50,409	53,428	47,391
16	38,914	45,137	45,310	53,674	56,163	60,298	64,508	50,913	53,962	47,865
17	39,304	45,589	45,763	54,210	56,725	60,900	65,153	51,422	54,502	48,343
18	39,697	46,045	46,220	54,752	57,292	61,509	65,805	51,937	55,047	48,827
19	40,094	46,505	46,683	55,300	57,865	62,125	66,463	52,456	55,597	49,315
20	40,494	46,970	47,149	55,853	58,443	62,746	67,128	52,981	56,153	49,808
21	40,899	47,440	47,621	56,412	59,028	63,373	67,799	53,510	56,715	50,306
22	41,308	47,914	48,097	56,976	59,618	64,007	68,477	54,046	57,282	50,809
23	41,721	48,393	48,578	57,545	60,214	64,647	69,162	54,586	57,855	51,317
24	42,139	48,877	49,064	58,121	60,816	65,294	69,853	55,132	58,433	51,831
25	42,560	49,366	49,554	58,702	61,425	65,947	70,552	55,683	59,018	52,349
26	42,986	49,860	50,050	59,289	62,039	66,606	71,257	56,240	59,608	52,872
27	43,416	50,358	50,550	59,882	62,659	67,272	71,970	56,802	60,204	53,401
28	43,850	50,862	51,056	60,481	63,286	67,945	72,690	57,370	60,806	53,935
29	44,288	51,370	51,567	61,086	63,919	68,624	73,416	57,944	61,414	54,474
30	44,731	51,884	52,082	61,696	64,558	69,310	74,151	58,524	62,028	55,019
31	45,178	52,403	52,603	62,313	65,203	70,004	74,892	59,109	62,648	55,569
32	45,630	52,927	53,129	62,937	65,856	70,704	75,641	59,700	63,275	56,125
33	46,086	53,456	53,660	63,566	66,514	71,411	76,397	60,297	63,908	56,686
34	46,547	53,991	54,197	64,202	67,179	72,125	77,161	60,900	64,547	57,253
35	47,013	54,531	54,739	64,844	67,851	72,846	77,933	61,509	65,192	57,826

SUPPLEMENTS (per year):

BMS ANNUAL SUPPLEMENT (RECORDER OF \$2,400

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

**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 October 1, 2022 - September 30, 2023}**

OTHER SUPPORT PERSONNEL

STEP	JS01	SDO4	CACO	MHSC	SBSW
0	25,643	24,682	43,363	43,363	43,363
1	25,643	24,682	43,363	43,363	43,363
2	25,643	24,682	43,363	43,363	43,363
3	25,643	24,682	43,363	43,363	43,363
4	25,643	24,682	43,363	43,363	43,363
5	25,643	24,682	43,363	43,363	43,363
6	27,341	26,732	49,784	49,784	49,784
7	27,341	26,732	49,784	49,784	49,784
8	27,341	26,732	49,784	49,784	49,784
9	27,341	26,732	49,784	49,784	49,784
10	27,341	26,732	49,784	49,784	49,784
11	27,341	26,732	49,784	49,784	49,784
12	27,744	27,124	51,367	51,367	51,367
13	27,744	27,124	51,367	51,367	51,367
14	27,744	27,124	51,367	51,367	51,367
15	28,145	27,528	52,539	52,539	52,539
16	28,145	27,528	52,539	52,539	52,539
17	28,145	27,528	52,539	52,539	52,539
18	28,145	27,528	52,539	52,539	52,539
19	28,145	27,528	52,539	52,539	52,539
20	28,145	27,528	52,539	52,539	52,539
21	28,145	27,528	52,539	52,539	52,539
22	28,566	27,933	53,898	53,898	53,898
23	28,566	27,933	53,898	53,898	53,898
24	28,566	27,933	53,898	53,898	53,898
25	28,566	27,933	53,898	53,898	53,898
26	28,566	27,933	53,898	53,898	53,898
27	28,986	28,336	55,917	55,917	55,917
28	28,986	28,336	55,917	55,917	55,917
29	28,986	28,336	55,917	55,917	55,917
30	28,986	28,336	55,917	55,917	55,917
31	28,986	28,336	55,917	55,917	55,917
32	28,986	28,336	55,917	55,917	55,917
33	28,986	28,336	55,917	55,917	55,917
34	28,986	28,336	55,917	55,917	55,917
35	28,986	28,336	55,917	55,917	55,917

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}**

AIDES / BOOKKEEPERS / CUSTODIAN / CNP

STEP	SEA01	TAA01	OAA01	PTA01	SCR01	BKP01	CNB01	J7C01	J8C01	6LWA	7LWA
0	19,986	19,986	19,986	21,216	22,194	26,951	35,000	20,400	23,149	17,487	20,402
1	20,186	20,186	20,186	21,428	22,416	27,221	35,350	20,604	23,380	17,662	20,606
2	20,388	20,388	20,388	21,642	22,640	27,493	35,704	20,810	23,614	17,838	20,812
3	20,592	20,592	20,592	21,859	22,867	27,768	36,061	21,018	23,850	18,017	21,020
4	20,798	20,798	20,798	22,077	23,095	28,045	36,421	21,228	24,089	18,197	21,230
5	21,005	21,005	21,005	22,298	23,326	28,326	36,785	21,441	24,330	18,379	21,443
6	21,216	21,216	21,216	22,521	23,559	28,609	37,153	21,655	24,573	18,563	21,657
7	21,428	21,428	21,428	22,746	23,795	28,895	37,525	21,872	24,819	18,748	21,874
8	21,642	21,642	21,642	22,974	24,033	29,184	37,900	22,090	25,067	18,936	22,092
9	21,858	21,858	21,858	23,204	24,273	29,476	38,279	22,311	25,318	19,125	22,313
10	22,077	22,077	22,077	23,436	24,516	29,771	38,662	22,534	25,571	19,317	22,537
11	22,298	22,298	22,298	23,670	24,761	30,068	39,048	22,760	25,827	19,510	22,762
12	22,521	22,521	22,521	23,907	25,009	30,369	39,439	22,987	26,085	19,705	22,989
13	22,746	22,746	22,746	24,146	25,259	30,673	39,833	23,217	26,346	19,902	23,219
14	22,973	22,973	22,973	24,387	25,511	30,979	40,232	23,449	26,609	20,101	23,452
15	23,203	23,203	23,203	24,631	25,767	31,289	40,634	23,684	26,875	20,302	23,686
16	23,435	23,435	23,435	24,877	26,024	31,602	41,040	23,921	27,144	20,505	23,923
17	23,670	23,670	23,670	25,126	26,284	31,918	41,451	24,160	27,415	20,710	24,162
18	23,906	23,906	23,906	25,377	26,547	32,237	41,865	24,401	27,690	20,917	24,404
19	24,145	24,145	24,145	25,631	26,813	32,560	42,284	24,645	27,967	21,126	24,648
20	24,387	24,387	24,387	25,888	27,081	32,885	42,707	24,892	28,246	21,337	24,894
21	24,631	24,631	24,631	26,146	27,352	33,214	43,134	25,141	28,529	21,551	25,143
22	24,877	24,877	24,877	26,408	27,625	33,546	43,565	25,392	28,814	21,766	25,395
23	25,126	25,126	25,126	26,672	27,901	33,882	44,001	25,646	29,102	21,984	25,649
24	25,377	25,377	25,377	26,939	28,180	34,221	44,441	25,903	29,393	22,204	25,905
25	25,631	25,631	25,631	27,208	28,462	34,563	44,885	26,162	29,687	22,426	26,164
26	25,887	25,887	25,887	27,480	28,747	34,908	45,334	26,423	29,984	22,650	26,426
27	26,146	26,146	26,146	27,755	29,034	35,258	45,787	26,687	30,284	22,877	26,690
28	26,407	26,407	26,407	28,033	29,325	35,610	46,245	26,954	30,587	23,105	26,957
29	26,671	26,671	26,671	28,313	29,618	35,966	46,708	27,224	30,892	23,336	27,227
30	26,938	26,938	26,938	28,596	29,914	36,326	47,175	27,496	31,201	23,570	27,499
31	27,207	27,207	27,207	28,882	30,213	36,689	47,646	27,771	31,513	23,806	27,774
32	27,480	27,480	27,480	29,171	30,515	37,056	48,123	28,049	31,829	24,044	28,052
33	27,754	27,754	27,754	29,462	30,821	37,427	48,604	28,329	32,147	24,284	28,332
34	28,032	28,032	28,032	29,757	31,129	37,801	49,090	28,613	32,468	24,527	28,615
35	28,312	28,312	28,312	30,055	31,440	38,179	49,581	28,899	32,793	24,772	28,902

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}**

*Includes 4% State-Mandated Raise

CHILD NUTRITION PERSONNEL

EXPERIENCE	LMEH		LMEM		LMFL / LMHU / LMPC / LMNM / LMNH * NEW MANAGERS (HIRED AFTER 07/01/2006)		LMRP		LMNE	
	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*	{2021-2022}	{2022-2023}*
0	SEE*	SEE*	SEE*	SEE*	23,071	23,994	SEE*	SEE*	SEE*	SEE*
1	SEE*	SEE*	SEE*	SEE*	23,071	23,994	SEE*	SEE*	SEE*	SEE*
2	SEE*	SEE*	SEE*	SEE*	23,071	23,994	SEE*	SEE*	SEE*	SEE*
3	SEE*	SEE*	SEE*	SEE*	23,071	23,994	SEE*	SEE*	SEE*	SEE*
4	SEE*	SEE*	SEE*	SEE*	23,071	23,994	SEE*	SEE*	SEE*	SEE*
5	SEE*	SEE*	SEE*	SEE*	23,071	23,994	SEE*	SEE*	SEE*	SEE*
6	30,053	31,256	31,354	32,609	23,418	24,355	28,943	30,101	28,943	30,101
7	30,053	31,256	31,354	32,609	23,418	24,355	28,943	30,101	28,943	30,101
8	30,053	31,256	31,354	32,609	23,418	24,355	28,943	30,101	28,943	30,101
9	30,053	31,569	31,354	32,935	23,418	24,599	28,943	30,402	28,943	30,402
10	30,053	31,885	31,354	33,265	23,418	24,845	28,943	30,707	28,943	30,707
11	30,053	32,204	31,354	33,598	23,418	25,094	28,943	31,015	28,943	31,015
12	30,442	32,527	31,743	33,934	23,762	25,345	29,332	31,326	29,332	31,326
13	30,442	32,853	31,743	34,274	23,762	25,599	29,332	31,640	29,332	31,640
14	30,442	33,182	31,743	34,617	23,762	25,855	29,332	31,957	29,332	31,957
15	30,830	33,514	32,132	34,964	24,110	26,114	29,720	32,277	29,720	32,277
16	30,830	33,850	32,132	35,314	24,110	26,376	29,720	32,600	29,720	32,600
17	30,830	34,189	32,132	35,668	24,110	26,640	29,720	32,926	29,720	32,926
18	30,830	34,531	32,132	36,025	24,110	26,907	29,720	33,256	29,720	33,256
19	30,830	34,877	32,132	36,386	24,110	27,177	29,720	33,589	29,720	33,589
20	30,830	35,226	32,132	36,750	24,110	27,449	29,720	33,925	29,720	33,925
21	30,830	35,579	32,132	37,118	24,110	27,724	29,720	34,265	29,720	34,265
22	31,219	35,935	32,520	37,490	24,934	28,002	30,108	34,608	30,108	34,608
23	31,219	36,295	32,520	37,865	24,934	28,283	30,108	34,955	30,108	34,955
24	31,219	36,658	32,520	38,244	24,934	28,566	30,108	35,305	30,108	35,305
25	31,219	37,025	32,520	38,627	24,934	28,852	30,108	35,659	30,108	35,659
26	31,219	37,396	32,520	39,014	24,934	29,141	30,108	36,016	30,108	36,016
27	31,608	37,770	32,910	39,405	25,305	29,433	30,498	36,377	30,498	36,377
28	31,608	38,148	32,910	39,800	25,305	29,728	30,498	36,741	30,498	36,741
29	31,608	38,530	32,910	40,198	25,305	30,026	30,498	37,109	30,498	37,109
30	31,608	38,916	32,910	40,600	25,305	30,327	30,498	37,481	30,498	37,481
31	31,608	39,306	32,910	41,006	25,305	30,631	30,498	37,856	30,498	37,856
32	31,608	39,700	32,910	41,417	25,305	30,938	30,498	38,235	30,498	38,235
33	31,608	40,097	32,910	41,832	25,305	31,248	30,498	38,618	30,498	38,618
34	31,608	40,498	32,910	42,251	25,305	31,561	30,498	39,005	30,498	39,005
35	31,608	40,903	32,910	42,674	25,305	31,877	30,498	39,396	30,498	39,396

* NEW MANAGERS (HIRED ON/AFTER JULY 1,2006) START HERE

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)

		<u>(YEARS EXPERIENCE)</u>					
		0-5	6-11	12-14	15-21	22-26	27+
-6LWA	-6 HR WORKER (185 DAYS)	16,815	17,709	18,069	18,396	18,746	19,096
-7LWA	-7 HR WORKER (185 DAYS)	19,617	20,659	21,068	21,462	21,869	22,278

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE October 1, 2022 - September 30, 2023}**

TRANSPORTATION / MAINTENANCE

STEP	BDR01	SBA01	TB101	TSF01	THM01	TM01	HVAC	CA01	GM01	UG01
0	18,358	9,895	26,559	52,759	42,066	38,946	41,986	41,986	39,428	36,308
1	18,542	9,994	26,825	53,287	42,487	39,335	42,406	42,406	39,822	36,671
2	18,727	10,094	27,093	53,819	42,912	39,729	42,830	42,830	40,221	37,038
3	18,914	10,195	27,364	54,358	43,341	40,126	43,258	43,258	40,623	37,408
4	19,103	10,297	27,637	54,901	43,774	40,527	43,691	43,691	41,029	37,782
5	19,294	10,400	27,914	55,450	44,212	40,933	44,128	44,128	41,439	38,160
6	19,487	10,504	28,193	56,005	44,654	41,342	44,569	44,569	41,854	38,542
7	19,682	10,609	28,475	56,565	45,100	41,755	45,015	45,015	42,272	38,927
8	19,879	10,715	28,760	57,130	45,551	42,173	45,465	45,465	42,695	39,316
9	20,078	10,822	29,047	57,702	46,007	42,595	45,919	45,919	43,122	39,710
10	20,279	10,930	29,338	58,279	46,467	43,021	46,379	46,379	43,553	40,107
11	20,481	11,040	29,631	58,862	46,932	43,451	46,842	46,842	43,989	40,508
12	20,686	11,150	29,927	59,450	47,401	43,885	47,311	47,311	44,428	40,913
13	20,893	11,261	30,227	60,045	47,875	44,324	47,784	47,784	44,873	41,322
14	21,102	11,374	30,529	60,645	48,354	44,767	48,262	48,262	45,321	41,735
15	21,313	11,488	30,834	61,252	48,837	45,215	48,744	48,744	45,775	42,152
16	21,526	11,603	31,143	61,864	49,326	45,667	49,232	49,232	46,232	42,574
17	21,741	11,719	31,454	62,483	49,819	46,124	49,724	49,724	46,695	43,000
18	21,959	11,836	31,768	63,108	50,317	46,585	50,221	50,221	47,162	43,430
19	22,178	11,954	32,086	63,739	50,820	47,051	50,724	50,724	47,633	43,864
20	22,400	12,074	32,407	64,376	51,329	47,522	51,231	51,231	48,110	44,303
21	22,624	12,195	32,731	65,020	51,842	47,997	51,743	51,743	48,591	44,746
22	22,850	12,316	33,058	65,670	52,360	48,477	52,261	52,261	49,077	45,193
23	23,079	12,440	33,389	66,327	52,884	48,961	52,783	52,783	49,567	45,645
24	23,310	12,564	33,723	66,990	53,413	49,451	53,311	53,311	50,063	46,102
25	23,543	12,690	34,060	67,660	53,947	49,946	53,844	53,844	50,564	46,563
26	23,778	12,817	34,401	68,336	54,486	50,445	54,383	54,383	51,069	47,028
27	24,016	12,945	34,745	69,020	55,031	50,950	54,926	54,926	51,580	47,498
28	24,256	13,074	35,092	69,710	55,581	51,459	55,476	55,476	52,096	47,973
29	24,499	13,205	35,443	70,407	56,137	51,974	56,030	56,030	52,617	48,453
30	24,744	13,337	35,798	71,111	56,699	52,493	56,591	56,591	53,143	48,938
31	24,991	13,470	36,155	71,822	57,266	53,018	57,157	57,157	53,674	49,427
32	25,241	13,605	36,517	72,540	57,838	53,548	57,728	57,728	54,211	49,921
33	25,494	13,741	36,882	73,266	58,417	54,084	58,306	58,306	54,753	50,421
34	25,749	13,878	37,251	73,999	59,001	54,625	58,889	58,889	55,301	50,925
35	26,006	14,017	37,624	74,739	59,591	55,171	59,477	59,477	55,854	51,434

SUPPLEMENTS FOR EXTRA ROUTES:

BDAA/BDAB	ALTERNATIVE SCHOOL ROUTE (ALT)	4,532	4,532	4,532	4,532	4,532	4,532
BDV	CAREER TECHNICAL ROUTE (VOC)	4,532	4,532	4,532	4,532	4,532	4,532
BDV3	CAREER TECHNICAL (THIRD ROUTE) (VOC)	2,266	2,266	2,266	2,266	2,266	2,266
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)	2,266	2,266	2,266	2,266	2,266	2,266
BDE	BAND/ATHLETIC TRANSFER ROUTE {BAND/ATHL}	1,074	1,074	1,074	1,074	1,074	1,074

FDTP \$16.50/HR - FIELD TRIP

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 October 1, 2022 - September 30, 2023}**

SUBSTITUTES (Regular School Term)

TEACHERS:		
DEGREED TEACHER {Minimum 4 year (Bachelor) Degree}	110.00	PER DAY
NON-DEGREED	80.00	PER DAY
NURSES:		
REGISTERED NURSE	100.00	PER DAY
LPN AIDE	80.00	PER DAY
SUPPORT PERSONNEL	10.00	PER HOUR
BUS DRIVERS (ROUTES):		
BUS DRIVERS - REGULAR	75.00	PER DAY
BUS DRIVERS - SPECIAL NEEDS	75.00	PER DAY
BUS DRIVERS (EXTRA RUNS):		
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

**ESCAMBA COUNTY BOARD OF EDUCATION
SUPPLEMENT SALARY SCHEDULE EFFECTIVE October 1, 2022 - September 30, 2023**

**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:

ESCAMBA COUNTY HIGH SCHOOL (4-A)
W. S. NEAL HIGH SCHOOL (4-A)
FLOMATON HIGH SCHOOL (Grades 9-12) (3-A)
FLOMATON HIGH SCHOOL (Grades 7-8)
ESCAMBA 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:**

FOOTBALL	\$7,000	{Additional Supplement: 3 Months}
BASEBALL	\$5,100	
BASKETBALL (BOYS)	\$5,100	
BASKETBALL (GIRLS)	\$5,100	
SOFTBALL	\$5,100	
WRESTLING	\$5,100	
VOLLEYBALL	\$5,100	
TRACK	\$2,500	
CROSS COUNTRY	\$2,500	
TENNIS	\$2,000	
GOLF	\$2,000	

* **ASSISTANT COACH:**

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

JUNIOR VARSITY / MIDDLE SCHOOL SPORTS:

* **HEAD COACH:**

FOOTBALL	\$5,000
FOOTBALL (ASSISTANT COACH)	\$1,500
BASEBALL	\$1,500
BASKETBALL (BOYS)	\$1,500
BASKETBALL (GIRLS)	\$1,500
SOFTBALL	\$1,500
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 October 1, 2022 - September 30, 2023**

**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	\$2,500 (ONE PER SCHOOL)
	JUNIOR VARSITY / MIDDLE SCHOOL	\$1,200 (ONE PER SCHOOL)
CLHS	ESCAMBIA COUNTY HIGH SCHOOL	\$2,500
CLHS	W. S. NEAL HIGH SCHOOL	\$2,500
CLHS	FLOMATON HIGH SCHOOL (Grades 9-12)	\$2,500
CLMS	FLOMATON HIGH SCHOOL (Grades 7-8)	\$1,200
CLMS	ESCAMBIA COUNTY MIDDLE SCHOOL	\$1,200
CLMS	W. S. NEAL MIDDLE SCHOOL	\$1,200
CLMS	POLLARD-MCCALL JUNIOR HIGH SCHOOL	\$1,200

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 October 1, 2022 - September 30, 2023

SUPPLEMENTS - BY FUNDING SOURCE
{ALL SUPPLEMENTS ARE IN EFFECT FOR ONE CONTRACT YEAR OR GRANT PERIOD.}

FEDERAL FUNDS:

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

JOBS FOR ALABAMA GRADUATES (JAG) FUNDS	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.}