

# ESCAMBIA COUNTY BOARD OF EDUCATION

## SALARY SCHEDULE

**JULY 1, 2021 - JUNE 30, 2022**

Proposed: June 28, 2021  
Approved: June 28, 2021  
Amended: July 22, 2021  
August 27, 2021  
September 20, 2021

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE JULY 1, 2021 - JUNE 30, 2022}**

**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 JULY 1, 2021 - JUNE 30, 2022}**

**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.*

**ESCAMBA COUNTY TEACHER SALARY SCHEDULE  
(100% OF THE ADOPTED SALARY MATRIX)  
187 DAY CONTRACTS**

**EFFECTIVE: JULY 1, 2021 - JUNE 30, 2022**

<b>YEARS</b>	<b>0 - 2</b>	<b>3 - 5</b>	<b>6 - 8</b>	<b>9 - 11</b>	<b>12 - 14</b>	<b>15 - 17</b>	<b>18 - 20</b>	<b>21</b>	<b>24</b>	<b>27</b>
<b>RANK</b>										
<b>BS(II)</b>	41,695	45,860	47,869	48,828	49,803	50,800	51,817	52,851	53,936	55,716
<b>MS(I)</b>	47,946	52,740	55,048	56,148	57,271	58,416	59,587	60,776	62,025	63,968
<b>6Y(AA)</b>	51,699	56,864	59,370	60,561	61,772	63,003	64,263	65,550	66,893	68,937
<b>DO</b>	55,451	60,994	63,665	64,936	66,232	67,560	68,910	70,290	71,728	73,870
<b>ND</b>	41,695	45,860	47,869	48,828	49,803	50,800	51,817	52,851	53,936	55,716

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, 2021 - JUNE 30, 2022}**

**TEACHER MATRIX**

		<u>{187 Days}</u>	<u>{202 Days}</u>	<u>{222 Days}</u>	<u>{240 Days}</u>	<u>STATE RAISE/ SALARY ADJUSTMENT</u>
	<b>DO MATRIX 100% {DOCTORATE DEGREE}</b>	<b>B <u>9</u></b>	<b>C <u>10</u></b>	<b>E <u>11</u></b>	<b>F <u>12</u></b>	
DM1		0 55,451	59,899	65,827	71,166	2.00%
DM1		3 60,994	65,886	72,411	78,281	2.00%
DM1		6 63,665	68,769	75,578	81,707	2.00%
DM1		9 64,936	70,145	77,088	83,341	2.66%
DM1		12 66,232	71,543	78,625	85,002	2.84%
DM1		15 67,560	72,982	80,208	86,709	2.57%
DM1		18 68,910	74,436	81,810	88,439	3.28%
DM1		21 70,290	75,930	83,445	90,213	4.02%
DM1		24 71,728	77,481	85,152	92,055	5.16%
DM1		27 73,870	79,796	87,694	94,803	6.32%
	<b>AA MATRIX 100% {AA/EDS 6-YEAR DEGREE}</b>	<b>B <u>9</u></b>	<b>C <u>10</u></b>	<b>E <u>11</u></b>	<b>F <u>12</u></b>	
AM1		0 51,699	55,845	61,375	66,349	2.00%
AM1		3 56,864	61,428	67,511	72,984	2.00%
AM1		6 59,370	64,133	70,484	76,197	2.00%
AM1		9 60,561	65,419	71,895	77,727	2.69%
AM1		12 61,772	66,728	73,337	79,281	2.88%
AM1		15 63,003	68,062	74,797	80,860	2.59%
AM1		18 64,263	69,420	76,294	82,480	3.31%
AM1		21 65,550	70,811	77,822	84,133	4.05%
AM1		24 66,893	72,260	79,414	85,851	5.12%
AM1		27 68,937	74,468	81,836	88,474	6.21%
	<b>I MATRIX 100% {MASTERS DEGREE}</b>	<b>B <u>9</u></b>	<b>C <u>10</u></b>	<b>E <u>11</u></b>	<b>F <u>12</u></b>	
1M1		0 47,946	51,793	56,921	61,536	2.00%
1M1		3 52,740	56,971	62,613	67,687	2.00%
1M1		6 55,048	59,462	65,349	70,650	2.00%
1M1		9 56,148	60,655	66,658	72,063	2.66%
1M1		12 57,271	61,869	67,993	73,505	2.85%
1M1		15 58,416	63,100	69,346	74,970	2.56%
1M1		18 59,587	64,369	70,742	76,476	3.29%
1M1		21 60,776	65,653	72,156	78,003	4.02%
1M1		24 62,025	66,998	73,631	79,603	5.01%
1M1		27 63,968	69,097	75,938	82,095	6.02%
	<b>II MATRIX 100% {BACHELORS DEGREE}</b>	<b>B <u>9</u></b>	<b>C <u>10</u></b>	<b>E <u>11</u></b>	<b>F <u>12</u></b>	
2M1		0 41,695	45,040	49,496	53,511	2.00%
2M1		3 45,860	49,540	54,446	58,861	2.00%
2M1		6 47,869	51,709	56,827	61,433	2.00%
2M1		9 48,828	52,748	57,970	62,668	2.67%
2M1		12 49,803	53,798	59,124	63,918	2.85%
2M1		15 50,800	54,875	60,308	65,198	2.57%
2M1		18 51,817	55,975	61,518	66,505	3.29%
2M1		21 52,851	57,090	62,742	67,829	4.02%
2M1		24 53,936	58,264	64,031	69,222	4.85%
2M1		27 55,716	60,185	66,145	71,505	5.70%

**ESCAMBIA COUNTY BOARD OF EDUCATION**  
**SALARY SCHEDULE**  
 {EFFECTIVE JULY 1, 2021 - JUNE 30, 2022}

***FY2022 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	46,690	52,941	56,695	60,446
1	49,982	57,479	61,977	66,479
2	52,652	60,547	65,304	70,025
3	54,192	62,320	67,215	72,075
4	55,774	64,139	69,177	74,179
5	57,397	66,006	71,190	76,338
6	59,063	67,921	73,258	78,554
7	60,773	69,889	75,378	80,828
8	61,988	71,285	76,886	82,445
9	63,228	72,712	78,423	84,094
10	64,176	73,803	79,599	85,355
11	65,139	74,910	80,793	86,635
12	66,116	76,034	82,005	87,935
13	66,116	76,034	82,005	87,935
14	66,116	76,034	82,005	87,935
15	67,112	77,179	83,240	89,260
16	67,112	77,179	83,240	89,260
17	67,112	77,179	83,240	89,260
18	68,128	78,347	84,501	90,611
19	68,128	78,347	84,501	90,611
20	68,128	78,347	84,501	90,611
21	69,164	79,540	85,786	91,989
22	69,164	79,540	85,786	91,989
23	69,164	79,540	85,786	91,989
24	70,221	80,754	87,097	93,395
25	70,221	80,754	87,097	93,395
26	70,221	80,754	87,097	93,395
27	71,299	81,995	88,434	94,829

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, 2021 - JUNE 30, 2022}**  
*{Amended: September 20, 2021}*

**CENTRAL OFFICE**

SUPT	SUPERINTENDENT	*PLUS VEHICLE	(240 DAYS)	137,700	{EFFECTIVE SEPTEMBER 1, 2021}					
CFO	CHIEF SCHOOL FINANCIAL OFFICER/DIRECTOR OF FINANCIAL OPERATIONS		(240 DAYS)	105,364						
					<b>{YEARS EXPERIENCE}</b>					
					<b>0-5</b>	<b>6-11</b>	<b>12-14</b>	<b>15-21</b>	<b>22-26</b>	<b>27+</b>
AS	ASSISTANT SUPERINTENDENT		(240 DAYS)	99,047	101,502	101,912	102,729	103,413	104,782	
	<b>DEPUTY OF OPERATIONS</b>		(240 DAYS)	90,000	92,000	94,000	96,000	98,000	100,000	
ACS	ACCOUNTING SPECIALIST		(240 DAYS)	52,898	53,287	53,677	54,065	54,452	54,843	
PBB	PAYROLL SUPERVISOR		(240 DAYS)	48,345	50,438	50,828	51,216	51,604	51,993	
PIB	PAYROLL AND INSURANCE BOOKKEEPER		(240 DAYS)	36,054	37,721	38,112	38,501	38,889	39,277	
POB	PURCHASE ORDER/UTILITIES BOOKKEEPER		(240 DAYS)	29,517	30,925	31,313	31,702	32,090	32,479	
TSI	ADMINISTRATIVE SECRETARY		(240 DAYS)	28,609	29,970	30,360	30,747	31,137	31,526	
COC	CENTRAL OPERATIONS CLERK		(240 DAYS)	27,542	28,733	29,121	29,511	29,899	30,288	
BOC	BUSINESS OFFICE CLERK		(240 DAYS)	27,542	28,733	29,121	29,511	29,899	30,288	
REC	SECRETARY/RECEPTIONIST (ACO)		(240 DAYS)	25,637	26,905	27,293	27,682	28,071	28,460	
PSS	PSYCHOLOGICAL/SPECIAL SERVICES SECRETARY		(240 DAYS)	25,637	26,905	27,293	27,682	28,071	28,460	
BMS	ANNUAL SUPPLEMENT (RECORDER OF BOARD MINUTES)			2,400	2,400	2,400	2,400	2,400	2,400	2,400

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.*

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.}*

**ESCAMBA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE  
{EFFECTIVE JULY 1, 2021 - JUNE 30, 2022}  
SUPERVISORS, COORDINATORS AND DIRECTORS**

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
DIR	DIRECTOR OF CAREER AND TECHNICAL EDUCATION	(240 DAYS)	84,499	87,009	87,431	88,266	88,919	90,229
SVF	COUNTY WIDE SUPERVISORS: ****	(240 DAYS)	80,653	83,047	83,449	84,245	84,911	86,247

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

**PRINCIPALS**

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
PHI	ESCAMBA COUNTY HIGH	** (240 DAYS)	88,695	91,328	91,770	92,648	93,315	94,648
PM	ESCAMBA COUNTY MIDDLE	* (240 DAYS)	81,400	83,818	84,221	85,028	85,697	87,031
PE	FLOMATON ELEMENTARY	* (240 DAYS)	80,536	82,930	83,325	84,125	84,792	86,127
PHI	FLOMATON HIGH	** (240 DAYS)	88,695	91,328	91,770	92,648	93,315	94,648
PE	HUXFORD	* (240 DAYS)	80,536	82,930	83,325	84,125	84,792	86,127
PM	POLLARD-MCCALL	* (240 DAYS)	81,400	83,818	84,221	85,028	85,697	87,031
PE	RACHEL PATTERSON	* (240 DAYS)	80,536	82,930	83,325	84,125	84,792	86,127
PE	W S NEAL ELEMENTARY	* (240 DAYS)	80,536	82,930	83,325	84,125	84,792	86,127
PM	W S NEAL MIDDLE	* (240 DAYS)	81,400	83,818	84,221	85,028	85,697	87,031
PHI	W S NEAL HIGH	** (240 DAYS)	88,695	91,328	91,770	92,648	93,315	94,648
PV	ESCAMBA CAREER READINESS CENTER	* (240 DAYS)	81,400	83,818	84,221	85,028	85,697	87,031
PAS	ALTERNATIVE SCHOOL	* (240 DAYS)	86,158	88,717	89,144	89,998	90,663	92,000

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 JULY 1, 2021 - JUNE 30, 2022}**

**ASSISTANT PRINCIPALS  
{Amended: September 20, 2021}**

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
APC	ESCAMBIA COUNTY HIGH SCHOOL	(202 DAYS)	65,725	67,677	68,001	68,654	69,320	70,655
APC	ESCAMBIA COUNTY MIDDLE SCHOOL	(202 DAYS)	65,725	67,677	68,001	68,654	69,320	70,655
APC	FLOMATON HIGH SCHOOL	(202 DAYS)	65,725	67,677	68,001	68,654	69,320	70,655
APC	RACHEL PATTERSON ELEMENTARY SCHOOL	(202 DAYS)	65,725	67,677	68,001	68,654	69,320	70,655
APC	W S NEAL ELEMENTARY SCHOOL	(202 DAYS)	65,725	67,677	68,001	68,654	69,320	70,655
APC	W S NEAL MIDDLE SCHOOL	(202 DAYS)	65,725	67,677	68,001	68,654	69,320	70,655
APC	W S NEAL HIGH SCHOOL	(202 DAYS)	65,725	67,677	68,001	68,654	69,320	70,655

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.*

**ESCAMBIA COUNTY BOARD OF EDUCATION**  
**SALARY SCHEDULE {EFFECTIVE JULY 1, 2021 - JUNE 30, 2022}**  
*{Amended: July 22, 2021 Board Meeting}*

		<b>NURSES</b> <b>(185 DAYS)</b>		<b>{YEARS EXPERIENCE}</b>									
				<u>0</u>	<u>3</u>	<u>6</u>	<u>9</u>	<u>12</u>	<u>15</u>	<u>18</u>	<u>21</u>	<u>24</u>	<u>27</u>
LPNA	LPN AIDE	(185 DAYS)		21,687	23,833	24,856	25,179	25,634	26,195	26,513	26,829	27,399	27,970
NUA2	REGISTERED NURSE	(2-YEAR DEGREE AND 4-YEAR DEGREE)	(185 DAYS)	41,247	45,372	47,356	47,990	48,864	49,977	50,625	51,269	51,879	52,491
NUAM	REGISTERED NURSE	(MASTERS DEGREE)	(185 DAYS)	47,438	52,169	54,458	55,191	56,192	57,475	58,214	58,961	59,571	60,184

**TECHNOLOGY SERVICES PERSONNEL**

				<b>{YEARS EXPERIENCE}</b>					
				<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
CSP	TECHNOLOGY COORDINATOR	(240 DAYS)		65,899	66,244	66,589	66,937	67,282	67,629
TTI	TECHNOLOGY TECHNICIAN	(240 DAYS)		39,250	41,215	41,601	41,990	42,379	42,770

**OTHER SUPPORT PERSONNEL**

				<b>{YEARS EXPERIENCE}</b>					
				<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
JS	JOB SPECIALIST/(PRE-EMPLOYMENT TRANSITION SPECIALIST) (8 Hours/Day)	(202 DAYS)		24,656	26,289	26,676	27,062	27,467	27,871
SDO4	SUSPENSION DEFERRAL OFFICER (4-YEAR DEGREE)	(185 DAYS)		23,732	25,703	26,080	26,469	26,858	27,246
CACO	CAREER COACH	(202 DAYS)		41,695	47,869	49,391	50,518	51,825	53,766
MHSC	MENTAL HEALTH SERVICE COORDINATOR	(202 DAYS)		41,695	47,869	49,391	50,518	51,825	53,766
<b>SBSW</b>	<b>SCHOOL-BASED SOCIAL WORKER</b>	<b>(202 DAYS)</b>		<b>41,695</b>	<b>47,869</b>	<b>49,391</b>	<b>50,518</b>	<b>51,825</b>	<b>53,766</b>

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE {EFFECTIVE JULY 1, 2021 - JUNE 30, 2022}**

**AIDES**

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
SETA	SPECIAL ED. AIDE	(185 DAYS)	18,013	19,012	19,364	19,715	20,054	20,406
TAA	TEACHER AIDE	(185 DAYS)	18,013	19,012	19,364	19,715	20,054	20,406
OAA	OFFICE AIDE	(185 DAYS)	18,013	19,012	19,364	19,715	20,054	20,406
PTA	PRE-K TEACHER AIDE	(187 DAYS / 7.5 HRS/DAY)	20,400	20,735	21,074	21,412	21,752	22,092

**SECRETARIES/BOOKKEEPERS**

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
SCA	SECRETARY	(185 DAYS)	19,544	20,704	21,052	21,398	21,743	22,090
SCE	SECRETARY / BOOKKEEPER	(222 DAYS)	24,368	25,771	26,193	26,599	27,021	27,427

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE {EFFECTIVE JULY 1, 2021 - JUNE 30, 2022}**

**CHILD NUTRITION PERSONNEL**

			<b>{YEARS EXPERIENCE}</b>					
			<b>0-5</b>	<b>6-11</b>	<b>12-14</b>	<b>15-21</b>	<b>22-26</b>	<b>27+</b>
LSVE	CHILD NUTRITION PROGRAM DIRECTOR	(240 DAYS)	61,105	64,160	64,549	64,939	65,327	65,715
CNB	CHILD NUTRITION BOOKKEEPER	(240 DAYS)	29,517	30,925	31,313	31,702	32,090	32,479
<b>MANAGERS: (All Managers are 187 Contract Days, 7.5 hours/day.)</b>								
LMEH	ESCAMBIA COUNTY HIGH	(187 DAYS)	SEE *	30,053	30,442	30,830	31,219	31,608
LMEM	ESCAMBIA COUNTY MIDDLE	(187 DAYS)	SEE *	31,354	31,743	32,132	32,520	32,910
LMFL	** FLOMATON	(187 DAYS)	23,071	23,418	23,762	24,110	24,934	25,305
LMHU	HUXFORD	(187 DAYS)	23,071	23,418	23,762	24,110	24,934	25,305
LMPC	POLLARD-MCCALL	(187 DAYS)	23,071	23,418	23,762	24,110	24,934	25,305
LMRP	RACHEL PATTERSON	(187 DAYS)	SEE *	28,943	29,332	29,720	30,108	30,498
LMNE	W S NEAL ELEMENTARY	(187 DAYS)	SEE *	28,584	28,972	29,358	29,750	30,138
LMNM	W S NEAL MIDDLE	(187 DAYS)	23,071	23,418	23,762	24,110	24,934	25,305
LMNH	W S NEAL HIGH	(187 DAYS)	23,071	23,418	23,762	24,110	24,934	25,305

* NEW MANAGERS (HIRED ON/AFTER JULY 1,2006)	(187 DAYS) {WITH BREAKFAST}	23,071	23,418	23,762	24,110	24,934	25,305
<i>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}</i>							
*LM1	ADD \$1,000 FOR ENROLLMENT OF 200-350 STUDENTS						
*LM2	ADD \$2,000 FOR ENROLLMENT OF 351-500 STUDENTS						
*LM3	ADD \$3,000 FOR ENROLLMENT OF MORE THAN 500 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}						

			<b>{YEARS EXPERIENCE}</b>					
			<b>0-5</b>	<b>6-11</b>	<b>12-14</b>	<b>15-21</b>	<b>22-26</b>	<b>27+</b>
6LWA	6 HR WORKER	(185 DAYS)	15,705	16,599	16,949	17,286	17,636	17,985
7LWA	7 HR WORKER	(185 DAYS)	18,322	19,364	19,773	20,167	20,574	20,983

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE {EFFECTIVE JULY 1, 2021 - JUNE 30, 2022}**

**CUSTODIAL PERSONNEL**

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
J7C	7 HOUR CUSTODIAL WORKERS	(202 DAYS)	18,515	19,221	19,575	19,914	20,267	20,606
J8C	8 HOUR CUSTODIAL WORKERS	(202 DAYS)	21,158	21,965	22,370	22,758	23,161	23,548

**ESCAMBIA COUNTY BOARD OF EDUCATION  
SALARY SCHEDULE {EFFECTIVE JULY 1, 2021 - JUNE 30, 2022}**

**BUS DRIVERS  
(185 DAYS)**

		<u>{YEARS EXPERIENCE}</u>					
		<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
BDR	REGULAR ROUTES	15,651	16,496	16,844	17,190	17,535	17,881
BDM	SPECIAL NEEDS BUS ROUTE	16,784	17,756	18,103	18,449	18,796	19,142
BA	SPECIAL NEEDS BUS AIDE	7,514	7,775	8,121	8,466	8,813	9,159
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

**BUS SHOP PERSONNEL  
(240 DAYS)**

		<u>{YEARS EXPERIENCE}</u>					
		<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
TSF	TRANSPORTATION SHOP FOREMAN	50,729	52,950	53,336	53,726	54,115	54,504
THM	HEAD MECHANIC (8.0 HRS/DAY)	36,448	38,273	38,661	39,049	39,439	39,828
TM	MECHANIC & ROAD SERVICE (8.0 HRS/DAY)	33,467	35,139	35,530	35,918	36,306	36,696
TB1	TRANSPORTATION SECRETARY/BOOKKEEPER (7.0 HRS/DAY)	23,991	24,468	24,707	25,264	25,662	26,151

**MAINTENANCE PERSONNEL  
(240 DAYS)**

		<u>{YEARS EXPERIENCE}</u>					
		<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
	DIRECTOR OF FACILITIES AND MAINTENANCE OPERATIONS	59,975	60,975	62,175	63,775	65,375	66,975
MSV	MAINTENANCE SUPERVISOR	50,729	52,950	53,336	53,726	54,115	54,504
HVAC **	HVAC/ELECTRICIAN SPECIALIST (8.0 HRS/DAY)	37,351	39,218	39,607	39,996	40,383	40,772
CA **	CARPENTER (8.0 HRS/DAY)	37,351	39,218	39,607	39,996	40,383	40,772
GM	GENERAL MAINTENANCE (8.0 HRS/DAY)	34,911	36,657	37,045	37,432	37,823	38,210
UG	UTILITY/GROUNDSKEEPER (8.0 HRS/DAY)	29,376	31,335	31,727	32,118	32,510	32,902
SPM	ADD: \$2,000.00 FOR IN-FIELD CERTIFICATION						
**	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, 2021 - JUNE 30, 2022}**

**SUBSTITUTES (Regular School Term)**

<b>TEACHERS:</b>		
DEGREED TEACHER {Minimum 4 year (Bachelor) Degree}	80.00	PER DAY
NON-DEGREED	60.00	PER DAY
<b>NURSES:</b>		
REGISTERED NURSE	70.00	PER DAY
LPN AIDE	50.75	PER DAY
SUPPORT PERSONNEL	7.25	PER HOUR
<b>BUS DRIVERS (ROUTES):</b>		
BUS DRIVERS - REGULAR	50.00	PER DAY
BUS DRIVERS - SPECIAL NEEDS	50.00	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	20.00	PER HOUR
SUMMER FOOD SERVICE PROGRAM WORKER	12.00	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  
SALARY SCHEDULE

**{EFFECTIVE MAY 25, 2021 - JUNE 30, 2022}**

*{Amended August 27, 2021 Board Meeting}*

**ACADEMIC RECOVERY RESPONSE PLAN - SUMMER / EXTENDED DAY PROGRAM RATES**

ACADEMIC RECOVERY ADMINISTRATOR	45.00	PER HOUR
LEAD TEACHERS/SITE COORDINATORS	40.00	PER HOUR
TEACHERS (CERTIFIED)	35.00	PER HOUR
AIDES	16.00	PER HOUR
NURSE (RN)	30.00	PER HOUR
NURSE (LPN)	20.00	PER HOUR
BUS DRIVERS	32.00	PER ROUND TRIP
CUSTODIANS	9.50	PER HOUR
SUMMER FOOD SERVICE PROGRAM MANAGER	20.00	PER HOUR
SUMMER FOOD SERVICE PROGRAM WORKER	12.00	PER HOUR
COLLEGE WORKERS/TUTORS (earned at least 48 semester hours)	10.00	PER HOUR
STUDENT WORKERS/TUTORS	7.25	PER HOUR



**ESCAMBIA COUNTY BOARD OF EDUCATION  
SUPPLEMENT SALARY SCHEDULE EFFECTIVE JULY 1, 2021 - JUNE 30, 2022**

**SUPPLEMENTS PAID FROM COUNTY FUNDS  
ATHLETICS**

*{Amended August 27, 2021 Board Meeting}*

**{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 (4-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

<b>AHSAA Class (Varsity Football):</b>	
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	<b>\$7,000</b>	<b>{Additional Supplement: 3 Months}</b>
BASEBALL	<b>\$3,200</b>	
BASKETBALL (BOYS)	<b>\$3,200</b>	
BASKETBALL (GIRLS)	<b>\$3,200</b>	
SOFTBALL	<b>\$3,200</b>	
WRESTLING	<b>\$3,200</b>	
VOLLEYBALL	<b>\$3,000</b>	
TRACK	<b>\$2,000</b>	
CROSS COUNTRY	<b>\$2,000</b>	
TENNIS	<b>\$1,500</b>	
GOLF	<b>\$1,500</b>	

**\* ASSISTANT COACH:**

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

**JUNIOR VARSITY / MIDDLE SCHOOL SPORTS:**

**\* HEAD COACH:**

FOOTBALL	<b>\$5,000</b>
FOOTBALL (ASSISTANT COACH)	<b>\$1,200</b>
BASEBALL	<b>\$1,200</b>
BASKETBALL (BOYS)	<b>\$1,200</b>
BASKETBALL (GIRLS)	<b>\$1,200</b>
SOFTBALL	<b>\$1,200</b>
VOLLEYBALL	<b>\$1,200</b>

**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, 2021 - JUNE 30, 2022**

**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>
BND A	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 JULY 1, 2021 - JUNE 30, 2022**

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

**FEDERAL FUNDS:**

<b>ESSER FUNDS</b>	ADDITIONAL SUPPORT SERVICES (CENTRAL/BUSINESS OFFICE/ADMINISTRATIVE) LEAD NURSE (COVID-19 SUPPORT)	500.00 - 1,000.00 {Per Month} 3,600.00
<b>FEDERAL TITLE, LOCAL AND/OR STATE FUNDS</b>	RECRUITMENT & RETENTION	10,000.00 {Maximum per contract year}

**STATE FUNDS:**

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

<b>COUNTY FUNDS</b>	PROJECT MANAGER - SPECIAL PROJECTS	500.00 {Per Month-As Needed}
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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.}*