

ESCAMBIA COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

JULY 1, 2020 - JUNE 30, 2021

Proposed:	June 30, 2020	
Approved:	July 6, 2020	
Amended:	August 18, 2020	{Page 7}
	September 14, 2020	{Page 13}
	October 7, 2020	{Page 6}
	October 29, 2020	{Page 8}

ESCAMBIA COUNTY BOARD OF EDUCATION

SALARY SCHEDULE {EFFECTIVE JULY 1, 2020 - JUNE 30, 2021}

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, 2020 - JUNE 30, 2021}

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

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

EFFECTIVE: JULY 1, 2020 - JUNE 30, 2021

YEARS	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21	24	27
RANK										
BS(II)	40,877	44,960	46,930	47,558	48,422	49,527	50,166	50,808	51,441	52,711
MS(I)	47,005	51,705	53,968	54,693	55,684	56,957	57,689	58,427	59,065	60,335
6Y(AA)	50,685	55,749	58,205	58,974	60,042	61,412	62,204	62,998	63,634	64,906
DO	54,363	59,798	62,416	63,253	64,402	65,867	66,721	67,573	68,208	69,478
ND	40,877	44,960	46,930	47,558	48,422	49,527	50,166	50,808	51,441	52,711

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, 2020 - JUNE 30, 2021
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	54,363	58,724	64,536	69,770
DM1	3	59,798	64,594	70,991	76,746
DM1	6	62,416	67,420	74,096	80,104
DM1	9	63,253	68,327	75,090	81,181
DM1	12	64,402	69,567	76,453	82,654
DM1	15	65,867	71,153	78,198	84,536
DM1	18	66,721	72,072	79,211	85,630
DM1	21	67,573	72,995	80,220	86,726
DM1	24	68,208	73,679	80,973	87,538
DM1	27	69,478	75,052	82,481	89,167
AA MATRIX 100%		B	C	E	F
{AA/6-YEAR DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
AM1	0	50,685	54,750	60,171	65,048
AM1	3	55,749	60,223	66,187	71,552
AM1	6	58,205	62,875	69,101	74,702
AM1	9	58,974	63,705	70,011	75,690
AM1	12	60,042	64,860	71,284	77,061
AM1	15	61,412	66,343	72,908	78,818
AM1	18	62,204	67,195	73,849	79,837
AM1	21	62,998	68,054	74,792	80,858
AM1	24	63,634	68,740	75,546	81,669
AM1	27	64,906	70,113	77,051	83,301
I MATRIX 100%		B	C	E	F
{MASTERS DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
1M1	0	47,005	50,777	55,804	60,329
1M1	3	51,705	55,853	61,385	66,359
1M1	6	53,968	58,296	64,067	69,264
1M1	9	54,693	59,083	64,930	70,195
1M1	12	55,684	60,154	66,108	71,468
1M1	15	56,957	61,524	67,615	73,098
1M1	18	57,689	62,318	68,488	74,040
1M1	21	58,427	63,115	69,367	74,988
1M1	24	59,065	63,801	70,118	75,805
1M1	27	60,335	65,173	71,626	77,433
II MATRIX 100%		B	C	E	F
{BACHELORS DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2M1	0	40,877	44,156	48,525	52,461
2M1	3	44,960	48,568	53,378	57,706
2M1	6	46,930	50,695	55,712	60,228
2M1	9	47,558	51,376	56,462	61,038
2M1	12	48,422	52,307	57,485	62,146
2M1	15	49,527	53,500	58,796	63,564
2M1	18	50,166	54,192	59,558	64,386
2M1	21	50,808	54,883	60,317	65,207
2M1	24	51,441	55,568	61,069	66,020
2M1	27	52,711	56,939	62,578	67,649

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2020 - JUNE 30, 2021}
CENTRAL OFFICE**

SUPT	SUPERINTENDENT	*PLUS VEHICLE	(240 DAYS)	128,092						
CFO	CHIEF SCHOOL FINANCIAL OFFICER/DIRECTOR OF FINANCIAL OPERATIONS		(240 DAYS)	103,298						
					{YEARS EXPERIENCE}					
					<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
AS	ASSISTANT SUPERINTENDENT		(240 DAYS)	94,276	96,613	97,003	97,781	98,432	99,735	
ACS	ACCOUNTING SPECIALIST		(240 DAYS)	51,860	52,242	52,624	53,004	53,384	53,767	
PBB	PAYROLL SUPERVISOR		(240 DAYS)	47,397	49,449	49,831	50,211	50,592	50,973	
PIB	PAYROLL AND INSURANCE BOOKKEEPER		(240 DAYS)	35,347	36,981	37,364	37,746	38,126	38,506	
POB	PURCHASE ORDER/UTILITIES BOOKKEEPER		(240 DAYS)	28,938	30,318	30,699	31,080	31,460	31,842	
TSI	ADMINISTRATIVE SECRETARY		(240 DAYS)	28,048	29,382	29,764	30,144	30,526	30,907	
COC	CENTRAL OPERATIONS CLERK		(240 DAYS)	27,001	28,169	28,550	28,932	29,312	29,694	
REC	BUSINESS OFFICE CLERK		(240 DAYS)	25,134	26,377	26,757	27,139	27,520	27,901	
TS	TYPIST/SECRETARY		(240 DAYS)	25,134	26,377	26,757	27,139	27,520	27,901	
PSS	PSYCHOLOGICAL/SPECIAL SERVICES SECRETARY		(240 DAYS)	25,134	26,377	26,757	27,139	27,520	27,901	
BMS	ANNUAL SUPPLEMENT (RECORDER OF BOARD MINUTES)			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.}*

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2020 - JUNE 30, 2021}**

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)	80,429	82,818	83,219	84,014	84,636	85,883
SVF	COUNTY WIDE SUPERVISORS: ****	(240 DAYS)	76,768	79,047	79,429	80,187	80,821	82,093

**** 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	ESCAMBIA COUNTY HIGH	** (240 DAYS)	86,955	89,537	89,970	90,831	91,485	92,792
PM	ESCAMBIA COUNTY MIDDLE	* (240 DAYS)	79,803	82,174	82,569	83,360	84,016	85,324
PE	FLOMATON ELEMENTARY	* (240 DAYS)	78,956	81,303	81,691	82,475	83,129	84,438
PHI	FLOMATON HIGH	** (240 DAYS)	86,955	89,537	89,970	90,831	91,485	92,792
PE	HUXFORD	* (240 DAYS)	78,956	81,303	81,691	82,475	83,129	84,438
PM	POLLARD-MCCALL	* (240 DAYS)	79,803	82,174	82,569	83,360	84,016	85,324
PE	RACHEL PATTERSON	* (240 DAYS)	78,956	81,303	81,691	82,475	83,129	84,438
PE	W S NEAL ELEMENTARY	* (240 DAYS)	78,956	81,303	81,691	82,475	83,129	84,438
PM	W S NEAL MIDDLE	* (240 DAYS)	79,803	82,174	82,569	83,360	84,016	85,324
PHI	W S NEAL HIGH	** (240 DAYS)	86,955	89,537	89,970	90,831	91,485	92,792
PV	ESCAMBIA CAREER READINESS CENTER	* (240 DAYS)	79,803	82,174	82,569	83,360	84,016	85,324
PAS	ALTERNATIVE SCHOOL	* (240 DAYS)	84,468	86,977	87,396	88,233	88,885	90,196

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, 2020 - JUNE 30, 2021}
{Revised: 10-7-2020 Special Board Meeting}
ASSISTANT 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>
APC	ESCAMBIA COUNTY HIGH SCHOOL	(202 DAYS)	64,436	66,350	66,667	67,307	67,960	69,269
APC	ESCAMBIA COUNTY MIDDLE SCHOOL	(202 DAYS)	64,436	66,350	66,667	67,307	67,960	69,269
APC	FLOMATON HIGH SCHOOL	(202 DAYS)	64,436	66,350	66,667	67,307	67,960	69,269
APC	RACHEL PATTERSON ELEMENTARY SCHOOL	(202 DAYS)	64,436	66,350	66,667	67,307	67,960	69,269
APC	W S NEAL ELEMENTARY SCHOOL	(202 DAYS)	64,436	66,350	66,667	67,307	67,960	69,269
APC	W S NEAL MIDDLE SCHOOL	(202 DAYS)	64,436	66,350	66,667	67,307	67,960	69,269
APC	W S NEAL HIGH SCHOOL	(202 DAYS)	64,436	66,350	66,667	67,307	67,960	69,269

ALTERNATIVE PROGRAMS

			<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>
AAP	ADMINISTRATOR OF ALTERNATIVE PROGRAMS	(202 DAYS)	64,436	66,350	66,667	67,307	67,960	69,269

ATTENDANCE SERVICES

			<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>
AO	ATTENDANCE ADMINISTRATOR	(202 DAYS)	64,436	66,350	66,667	67,307	67,960	69,269

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, 2020 - JUNE 30, 2021}
{Amended: 8/18/2020 Board Meeting}

		NURSES (185 DAYS)		{YEARS EXPERIENCE}									
				<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)	(185 DAYS)	21,261	23,365	24,368	24,685	25,131	25,681	25,993	26,302	26,861	27,421
NUA2	REGISTERED NURSE	(2-YEAR DEGREE AND 4-YEAR DEGREE)	(185 DAYS)	40,438	44,482	46,427	47,049	47,905	48,997	49,632	50,263	50,861	51,461
NUAM	REGISTERED NURSE	(MASTERS DEGREE)	(185 DAYS)	46,507	51,146	53,390	54,108	55,090	56,348	57,072	57,804	58,402	59,003

TECHNOLOGY SERVICES PERSONNEL

				{YEARS EXPERIENCE}					
				<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)	(240 DAYS)	64,606	64,945	65,283	65,624	65,962	66,302
TTI	TECHNOLOGY TECHNICIAN	(240 DAYS)	(240 DAYS)	38,480	40,406	40,785	41,166	41,548	41,931

OTHER SUPPORT PERSONNEL

				{YEARS EXPERIENCE}					
				<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)	(202 DAYS)	24,172	25,773	26,152	26,531	26,928	27,324
SDO4	SUSPENSION DEFERRAL OFFICER (4-YEAR DEGREE)	(185 DAYS)	(185 DAYS)	23,266	25,199	25,568	25,950	26,331	26,711
CACO	CAREER COACH	(202 DAYS)	(202 DAYS)	40,877	46,930	48,422	49,527	50,808	52,711
MHSC	MENTAL HEALTH SERVICE COORDINATOR	(202 DAYS)	(202 DAYS)	40,877	46,930	48,422	49,527	50,808	52,711

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2020 - JUNE 30, 2021}**

{Revised: 10-29-2020 Special Board Meeting}

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)	17,659	18,639	18,984	19,328	19,660	20,005
TAA	TEACHER AIDE	(185 DAYS)	17,659	18,639	18,984	19,328	19,660	20,005
OAA	OFFICE AIDE	(185 DAYS)	17,659	18,639	18,984	19,328	19,660	20,005
PTA	PRE-K TEACHER AIDE	(187 DAYS / 7.5 HRS/DAY)	20,000	20,328	20,660	20,992	21,325	21,658

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)	19,160	20,298	20,639	20,978	21,316	21,656
SCE	SECRETARY / BOOKKEEPER	(222 DAYS)	23,890	25,265	25,679	26,077	26,491	26,889

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2020 - JUNE 30, 2021}**

CHILD NUTRITION PERSONNEL

			{YEARS EXPERIENCE}					
			0-5	6-11	12-14	15-21	22-26	27+
LSVE	CHILD NUTRITION PROGRAM DIRECTOR	(240 DAYS)	59,906	62,901	63,283	63,665	64,046	64,426
CNB	CHILD NUTRITION BOOKKEEPER	(240 DAYS)	27,580	28,959	29,339	29,721	30,102	30,483
OAA	CHILD NUTRITION OFFICE AIDE	(185 DAYS)	17,659	18,639	18,984	19,328	19,660	20,005
MANAGERS: (All Managers are 187 Contract Days, 7.5 hours/day.)								
LMEH	ESCAMBIA COUNTY HIGH	(187 DAYS)	SEE *	29,463	29,845	30,225	30,606	30,988
LMEM	ESCAMBIA COUNTY MIDDLE	(187 DAYS)	SEE *	30,739	31,120	31,501	31,882	32,264
LMFL	** FLOMATON	(187 DAYS)	22,618	22,958	23,296	23,637	24,445	24,808
LMHU	HUXFORD	(187 DAYS)	22,618	22,958	23,296	23,637	24,445	24,808
LMPC	POLLARD-MCCALL	(187 DAYS)	22,618	22,958	23,296	23,637	24,445	24,808
LMRP	RACHEL PATTERSON	(187 DAYS)	SEE *	28,375	28,756	29,137	29,517	29,900
LMNE	W S NEAL ELEMENTARY	(187 DAYS)	SEE *	28,023	28,403	28,782	29,166	29,547
LMNM	W S NEAL MIDDLE	(187 DAYS)	22,618	22,958	23,296	23,637	24,445	24,808
LMNH	W S NEAL HIGH	(187 DAYS)	22,618	22,958	23,296	23,637	24,445	24,808

* NEW MANAGERS (HIRED ON/AFTER JULY 1,2006)	(187 DAYS)	{WITH BREAKFAST}	22,618	22,958	23,296	23,637	24,445	24,808
<u>SUPPLEMENTS:</u>{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 \$1,000 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}							

			{YEARS EXPERIENCE}					
			0-5	6-11	12-14	15-21	22-26	27+
6LWA	6 HR WORKER	(185 DAYS)	15,397	16,273	16,616	16,947	17,290	17,632
7LWA	7 HR WORKER	(185 DAYS)	17,962	18,984	19,385	19,771	20,170	20,571

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2020 - JUNE 30, 2021}**

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)	18,151	18,844	19,191	19,523	19,869	20,201
J8C	8 HOUR CUSTODIAL WORKERS	(202 DAYS)	20,743	21,534	21,931	22,311	22,706	23,086

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2020 - JUNE 30, 2021}**

**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	15,344	16,172	16,513	16,852	17,191	17,530
BDM	SPECIAL NEEDS BUS ROUTE	16,454	17,407	17,748	18,087	18,427	18,766
BA	SPECIAL NEEDS BUS AIDE	7,366	7,622	7,961	8,300	8,640	8,979
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	49,734	51,911	52,290	52,672	53,053	53,435
THM	HEAD MECHANIC (8.0 HRS/DAY)	35,733	37,522	37,902	38,283	38,665	39,047
TM	MECHANIC & ROAD SERVICE (8.0 HRS/DAY)	32,810	34,450	34,833	35,213	35,594	35,976
TB1	TRANSPORTATION SECRETARY/BOOKKEEPER (7.0 HRS/DAY)	23,520	23,988	24,222	24,768	25,158	25,638
TB	TRANSPORTATION SECRETARY** (5.0 HRS/DAY) (** ALSO FULL-TIME BUS DRIVER)	17,491	18,251	18,592	18,931	19,270	19,609

**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>
MSV	MAINTENANCE SUPERVISOR	49,734	51,911	52,290	52,672	53,053	53,435
HVAC **	HVAC/ELECTRICIAN SPECIALIST (8.0 HRS/DAY)	36,618	38,449	38,830	39,211	39,591	39,972
CA **	CARPENTER (8.0 HRS/DAY)	36,618	38,449	38,830	39,211	39,591	39,972
GM	GENERAL MAINTENANCE (8.0 HRS/DAY)	34,226	35,938	36,318	36,698	37,081	37,460
UG	UTILITY/GROUNDSKEEPER (8.0 HRS/DAY)	28,800	30,720	31,104	31,488	31,872	32,256
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, 2020 - JUNE 30, 2021}**

SUBSTITUTES (Regular School Term)

TEACHERS:		
DEGREED TEACHER {Minimum 4 year (Bachelor) Degree}	80.00	PER DAY
NON-DEGREED	60.00	PER DAY
NURSES:		
REGISTERED NURSE	70.00	PER DAY
LPN AIDE	50.75	PER DAY
SUPPORT PERSONNEL	7.25	PER HOUR
BUS DRIVERS (ROUTES):		
BUS DRIVERS - REGULAR	50.00	PER DAY
BUS DRIVERS - SPECIAL NEEDS	50.00	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	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
 SUPPLEMENT SALARY SCHEDULE EFFECTIVE JULY 1, 2020 - JUNE 30, 2021

SUPPLEMENTS PAID FROM COUNTY FUNDS
 ATHLETICS

{Amended: 9/14/2020 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	

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

* HEAD COACH:

FOOTBALL	\$7,000	{Additional Supplement: 3 Months}
BASEBALL	\$3,200	
BASKETBALL (BOYS)	\$3,200	
BASKETBALL (GIRLS)	\$3,200	
SOFTBALL	\$3,200	
WRESTLING	\$3,200	
VOLLEYBALL	\$3,000	
TRACK	\$2,000	
CROSS COUNTRY	\$2,000	
TENNIS	\$1,500	
GOLF	\$1,500	

* ASSISTANT COACH:

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

JUNIOR VARSITY / MIDDLE SCHOOL SPORTS:

* HEAD COACH:

FOOTBALL	\$5,000
FOOTBALL (ASSISTANT COACH)	\$1,200
BASEBALL	\$1,200
BASKETBALL (BOYS)	\$1,200
BASKETBALL (GIRLS)	\$1,200
SOFTBALL	\$1,200
VOLLEYBALL	\$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.}

*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, 2020 - JUNE 30, 2021**

**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, 2020 - JUNE 30, 2021**

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

FEDERAL FUNDS:

TITLE I

PARENT/FAMILY ENGAGEMENT LIAISON 2,500.00

FEDERAL TITLE, LOCAL AND/OR STATE FUNDS

RECRUITMENT & RETENTION 10,000.00 {Maximum per contract year}

STATE FUNDS:

AT-RISK FUNDS

AT-RISK PROGRAM COORDINATOR 5,000.00

WORKFORCE INVESTMENT OPPORTUNITY ACT (WIOA) FUNDS

JOB FOR ALABAMA GRADUATES (JAG)-ECHS 5,000.00

LOCAL FUNDS:

COUNTY FUNDS

PRE-K PROGRAM COORDINATOR 5,000.00

COUNTY FUNDS

LEAD NURSE 2,400.00

COUNTY FUNDS

PROJECT MANAGER - SPECIAL PROJECTS 500.00 (Per Month-As Needed)

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.}