

ESCAMBIA COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

September 1, 2022 - September 30, 2022

Proposed: August 11, 2022
Approved: August 11, 2022
Amended: _____

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

LISTING OF JOB TITLES/PAY GRADES

Current Job Title	Pay Grade	Contract Days
CNP Assistant (6 Hours Daily)	6LWA	185
CNP Assistant (7 Hours Daily)	7LWA	185
Accountant	ACC01	240
Accounting Specialist	ACS01	240
Application Specialist	APP01	240
Bus Driver - Regular Route	BDR01	
Bookkeeper	BKP01	222
Carpenter	CA01	
Career Coach	CACO	202
Child Nutrition Bookkeeper	CNB01	240
General Maintenance	GM01	
HVAC/Electrician Specialist	HVAC	
Custodial Worker (7 Hrs)	J7C01	202
Custodial Worker (8 Hrs)	J8C01	202
Job Specialist	JS01	202
Mental Health Service Coordinator	MHSC	202
Network Specialist	NTW01	240
Aide, Office	OAA01	185
Payroll Supervisor	PBB01	240
Payroll and Insurance Bookkeeper	PIB01	240
Aide, Pre-K Teacher	PTA01	187
Special Needs Bus Aide	SBA01	
School Base Social Worker	SBSW	202
Secretary / Registrar	SCR01	202
Suspension Deferral Officer	SDO4	185
Aide, Special Ed	SEA01	185
Business Office Clerk	SEC01	240
Central Operations Clerk	SEC01	240
Psychological/Special Services Secretary	SEC01	240
Secretary, Executive – CFO	SEC01	240
Secretary/Receptionist	SEC01	240
Secretary, Executive – Superintendent	SSE01	240
Aide, Teacher	TAA01	185
Head Mechanic	THM01	
Mechanic & Road Service	TM01	
Transportation Shop Foreman	TSF01	
Administrative Secretary	TSI01	240
Technology Technician	TTI01	240
Utility / Groundskeeper	UG01	

ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
{EFFECTIVE September 1, 2022 - September 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 September 1, 2022 - September 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.

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

EFFECTIVE: September 1, 2022 - September 30, 2022

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

SUPERINTENDENT / SUPERVISORS / COORDINATORS / DIRECTORS / SPECIALIST

SUPT	SUPERINTENDENT	<i>*PLUS VEHICLE</i>	(240 DAYS)	137,700						
CFO	CHIEF SCHOOL FINANCIAL OFFICER/DIRECTOR OF FINANCIAL OPERATIONS		(240 DAYS)	105,364						
					<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>
DOO	DEPUTY OF OPERATIONS		(240 DAYS)	100,047	102,502	102,912	103,729	104,413	105,782	
AS	ASSISTANT SUPERINTENDENT		(240 DAYS)	99,047	101,502	101,912	102,729	103,413	104,782	
	ADMINISTRATOR		(240 DAYS)	99,047	101,502	101,912	102,729	103,413	104,782	
	INTERIM ADMINISTRATOR		(202 DAYS)	77,910	79,862	80,186	80,839	81,505	82,840	
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	
	TRANSPORTATION SUPERVISOR		(240 DAYS)	80,653	83,047	83,449	84,245	84,911	86,247	
	SPECIALISTS (ELA & MATH - ELEMENTARY & SECONDARY)		(202 DAYS)	65,653	68,047	68,449	69,245	69,911	71,247	
LSVE	CHILD NUTRITION PROGRAM DIRECTOR		(240 DAYS)	61,105	64,160	64,549	64,939	65,327	65,715	
MSV	MAINTENANCE SUPERVISOR			59,975	60,975	62,175	63,775	65,375	66,975	

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

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

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

ASSISTANT PRINCIPALS

			{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>
APC	ESCAMBIA COUNTY HIGH SCHOOL	(202 DAYS)	74,910	76,862	77,186	77,839	78,505	79,840
APC	ESCAMBIA COUNTY MIDDLE SCHOOL	(202 DAYS)	74,910	76,862	77,186	77,839	78,505	79,840
APC	FLOMATON HIGH SCHOOL	(202 DAYS)	74,910	76,862	77,186	77,839	78,505	79,840
APC	RACHEL PATTERSON ELEMENTARY SCHOOL	(202 DAYS)	74,910	76,862	77,186	77,839	78,505	79,840
APC	W S NEAL ELEMENTARY SCHOOL	(202 DAYS)	74,910	76,862	77,186	77,839	78,505	79,840
APC	W S NEAL MIDDLE SCHOOL	(202 DAYS)	74,910	76,862	77,186	77,839	78,505	79,840
APC	W S NEAL HIGH SCHOOL	(202 DAYS)	74,910	76,862	77,186	77,839	78,505	79,840

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

**** Extracurricular Supplement for extra activities:**

High School - \$2,000.00

Middle School - \$1,000.00

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

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

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

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

***FY2022 Foundation Program*
State Minimum Salary Schedule
School Nurse
Based on 182 Contract Days**

	LPN	RN	RN/MS
< 3 yrs	21,687	41,247	47,438
< 6 yrs	23,833	45,372	52,169
< 9 yrs	24,856	47,356	54,458
< 12 yrs	25,179	47,990	55,191
< 15 yrs	25,634	48,864	56,192
< 18 yrs	26,195	49,977	57,475
< 21 yrs	26,513	50,625	58,214
< 24 yrs	26,829	51,269	58,961
< 27 yrs	27,399	51,879	59,571
27+ yrs	27,970	52,491	60,184

*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 September 1, 2022 - September 30, 2022}

CENTRAL OFFICE - Support
240 DAYS

STEP	SEC01	SSE01	PIB01	TSI01	ACC01	PBB01	ACS01	APP01	NTW01	TTI01
0	31,910	37,013	37,154	44,013	46,054	49,445	52,898	41,750	44,250	39,250
1	32,229	37,383	37,526	44,453	46,515	49,939	53,427	42,168	44,693	39,643
2	32,551	37,757	37,901	44,898	46,980	50,439	53,961	42,589	45,139	40,039
3	32,877	38,135	38,280	45,347	47,449	50,943	54,501	43,015	45,591	40,439
4	33,206	38,516	38,663	45,800	47,924	51,453	55,046	43,445	46,047	40,844
5	33,538	38,901	39,049	46,258	48,403	51,967	55,596	43,880	46,507	41,252
6	33,873	39,290	39,440	46,721	48,887	52,487	56,152	44,318	46,972	41,665
7	34,212	39,683	39,834	47,188	49,376	53,012	56,714	44,762	47,442	42,081
8	34,554	40,080	40,232	47,660	49,870	53,542	57,281	45,209	47,916	42,502
9	34,899	40,481	40,635	48,136	50,369	54,077	57,854	45,661	48,396	42,927
10	35,248	40,885	41,041	48,618	50,872	54,618	58,432	46,118	48,880	43,356
11	35,601	41,294	41,452	49,104	51,381	55,164	59,017	46,579	49,368	43,790
12	35,957	41,707	41,866	49,595	51,895	55,716	59,607	47,045	49,862	44,228
13	36,317	42,124	42,285	50,091	52,414	56,273	60,203	47,515	50,361	44,670
14	36,680	42,545	42,708	50,592	52,938	56,836	60,805	47,991	50,864	45,117
15	37,047	42,971	43,135	51,098	53,467	57,404	61,413	48,470	51,373	45,568
16	37,417	43,401	43,566	51,609	54,002	57,978	62,027	48,955	51,887	46,024
17	37,791	43,835	44,002	52,125	54,542	58,558	62,647	49,445	52,405	46,484
18	38,169	44,273	44,442	52,646	55,087	59,144	63,274	49,939	52,930	46,949
19	38,551	44,716	44,886	53,172	55,638	59,735	63,907	50,439	53,459	47,418
20	38,936	45,163	45,335	53,704	56,195	60,332	64,546	50,943	53,993	47,892
21	39,326	45,615	45,788	54,241	56,757	60,936	65,191	51,452	54,533	48,371
22	39,719	46,071	46,246	54,784	57,324	61,545	65,843	51,967	55,079	48,855
23	40,116	46,531	46,709	55,332	57,897	62,160	66,501	52,487	55,629	49,344
24	40,517	46,997	47,176	55,885	58,476	62,782	67,166	53,011	56,186	49,837
25	40,922	47,467	47,647	56,444	59,061	63,410	67,838	53,542	56,748	50,335
26	41,332	47,941	48,124	57,008	59,652	64,044	68,516	54,077	57,315	50,839
27	41,745	48,421	48,605	57,578	60,248	64,684	69,202	54,618	57,888	51,347
28	42,162	48,905	49,091	58,154	60,851	65,331	69,894	55,164	58,467	51,861
29	42,584	49,394	49,582	58,736	61,459	65,985	70,593	55,716	59,052	52,379
30	43,010	49,888	50,078	59,323	62,074	66,644	71,299	56,273	59,642	52,903
31	43,440	50,387	50,579	59,916	62,695	67,311	72,011	56,835	60,239	53,432
32	43,874	50,891	51,085	60,515	63,322	67,984	72,732	57,404	60,841	53,966
33	44,313	51,400	51,595	61,120	63,955	68,664	73,459	57,978	61,450	54,506
34	44,756	51,914	52,111	61,732	64,594	69,350	74,194	58,558	62,064	55,051
35	45,204	52,433	52,632	62,349	65,240	70,044	74,935	59,143	62,685	55,602

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

OTHER SUPPORT PERSONNEL

STEP	JS01	SD04	CACO	MHSC	SBSW
0	24,656	23,732	41,695	41,695	41,695
1	24,656	23,732	41,695	41,695	41,695
2	24,656	23,732	41,695	41,695	41,695
3	24,656	23,732	41,695	41,695	41,695
4	24,656	23,732	41,695	41,695	41,695
5	24,656	23,732	41,695	41,695	41,695
6	26,289	25,703	47,869	47,869	47,869
7	26,289	25,703	47,869	47,869	47,869
8	26,289	25,703	47,869	47,869	47,869
9	26,289	25,703	47,869	47,869	47,869
10	26,289	25,703	47,869	47,869	47,869
11	26,289	25,703	47,869	47,869	47,869
12	26,676	26,080	49,391	49,391	49,391
13	26,676	26,080	49,391	49,391	49,391
14	26,676	26,080	49,391	49,391	49,391
15	27,062	26,469	50,518	50,518	50,518
16	27,062	26,469	50,518	50,518	50,518
17	27,062	26,469	50,518	50,518	50,518
18	27,062	26,469	50,518	50,518	50,518
19	27,062	26,469	50,518	50,518	50,518
20	27,062	26,469	50,518	50,518	50,518
21	27,062	26,469	50,518	50,518	50,518
22	27,467	26,858	51,825	51,825	51,825
23	27,467	26,858	51,825	51,825	51,825
24	27,467	26,858	51,825	51,825	51,825
25	27,467	26,858	51,825	51,825	51,825
26	27,467	26,858	51,825	51,825	51,825
27	27,871	27,246	53,766	53,766	53,766
28	27,871	27,246	53,766	53,766	53,766
29	27,871	27,246	53,766	53,766	53,766
30	27,871	27,246	53,766	53,766	53,766
31	27,871	27,246	53,766	53,766	53,766
32	27,871	27,246	53,766	53,766	53,766
33	27,871	27,246	53,766	53,766	53,766
34	27,871	27,246	53,766	53,766	53,766
35	27,871	27,246	53,766	53,766	53,766

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

AIDES / BOOKKEEPERS / CUSTODIAN

STEP	SEA01	TAA01	OAA01	PTA01	SCR01	BKP01	CNB01	J7C01	J8C01
0	19,217	19,217	19,217	20,400	21,340	25,914	33,653	19,615	22,258
1	19,409	19,409	19,409	20,604	21,553	26,173	33,990	19,811	22,481
2	19,604	19,604	19,604	20,810	21,769	26,435	34,329	20,009	22,705
3	19,800	19,800	19,800	21,018	21,987	26,699	34,673	20,209	22,932
4	19,998	19,998	19,998	21,228	22,206	26,966	35,019	20,411	23,162
5	20,198	20,198	20,198	21,441	22,429	27,236	35,370	20,616	23,393
6	20,399	20,399	20,399	21,655	22,653	27,508	35,723	20,822	23,627
7	20,603	20,603	20,603	21,872	22,879	27,784	36,081	21,030	23,864
8	20,810	20,810	20,810	22,090	23,108	28,061	36,441	21,240	24,102
9	21,018	21,018	21,018	22,311	23,339	28,342	36,806	21,453	24,343
10	21,228	21,228	21,228	22,534	23,573	28,625	37,174	21,667	24,587
11	21,440	21,440	21,440	22,760	23,808	28,912	37,546	21,884	24,833
12	21,654	21,654	21,654	22,987	24,046	29,201	37,921	22,103	25,081
13	21,871	21,871	21,871	23,217	24,287	29,493	38,300	22,324	25,332
14	22,090	22,090	22,090	23,449	24,530	29,788	38,683	22,547	25,585
15	22,311	22,311	22,311	23,684	24,775	30,086	39,070	22,772	25,841
16	22,534	22,534	22,534	23,921	25,023	30,386	39,461	23,000	26,099
17	22,759	22,759	22,759	24,160	25,273	30,690	39,855	23,230	26,360
18	22,987	22,987	22,987	24,401	25,526	30,997	40,254	23,462	26,624
19	23,217	23,217	23,217	24,645	25,781	31,307	40,656	23,697	26,890
20	23,449	23,449	23,449	24,892	26,039	31,620	41,063	23,934	27,159
21	23,683	23,683	23,683	25,141	26,299	31,936	41,474	24,173	27,431
22	23,920	23,920	23,920	25,392	26,562	32,256	41,888	24,415	27,705
23	24,159	24,159	24,159	25,646	26,828	32,578	42,307	24,659	27,982
24	24,401	24,401	24,401	25,903	27,096	32,904	42,730	24,906	28,262
25	24,645	24,645	24,645	26,162	27,367	33,233	43,158	25,155	28,544
26	24,891	24,891	24,891	26,423	27,641	33,566	43,589	25,406	28,830
27	25,140	25,140	25,140	26,687	27,917	33,901	44,025	25,661	29,118
28	25,392	25,392	25,392	26,954	28,196	34,240	44,465	25,917	29,409
29	25,645	25,645	25,645	27,224	28,478	34,583	44,910	26,176	29,703
30	25,902	25,902	25,902	27,496	28,763	34,928	45,359	26,438	30,000
31	26,161	26,161	26,161	27,771	29,051	35,278	45,813	26,702	30,300
32	26,423	26,423	26,423	28,049	29,341	35,631	46,271	26,969	30,603
33	26,687	26,687	26,687	28,329	29,635	35,987	46,734	27,239	30,909
34	26,954	26,954	26,954	28,613	29,931	36,347	47,201	27,512	31,219
35	27,223	27,223	27,223	28,899	30,230	36,710	47,673	27,787	31,531

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

CHILD NUTRITION PERSONNEL

MANAGERS: (All Managers are 187 Contract Days, 7.5 hours/day.)

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
---	------------	------------------	--------	--------	--------	--------	--------	--------

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>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
6LWA	6 HR WORKER	(185 DAYS)	16,815	17,709	18,059	18,396	18,746	19,095
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 September 1, 2022 - September 30, 2022}**

TRANSPORTATION / MAINTENANCE

STEP	BDR01	SBA01	TSF01	THM01	TM01	HVAC	CA01	GM01	UG01
0	17,651	9,514	50,729	40,448	37,448	40,371	40,371	37,911	34,911
1	17,828	9,609	51,236	40,852	37,822	40,775	40,775	38,290	35,260
2	18,006	9,705	51,749	41,261	38,201	41,182	41,182	38,673	35,613
3	18,186	9,802	52,266	41,674	38,583	41,594	41,594	39,060	35,969
4	18,368	9,900	52,789	42,090	38,969	42,010	42,010	39,450	36,329
5	18,551	9,999	53,317	42,511	39,358	42,430	42,430	39,845	36,692
6	18,737	10,099	53,850	42,936	39,752	42,855	42,855	40,243	37,059
7	18,924	10,200	54,388	43,366	40,149	43,283	43,283	40,646	37,429
8	19,114	10,302	54,932	43,799	40,551	43,716	43,716	41,052	37,804
9	19,305	10,405	55,482	44,237	40,956	44,153	44,153	41,463	38,182
10	19,498	10,509	56,036	44,680	41,366	44,595	44,595	41,877	38,563
11	19,693	10,614	56,597	45,127	41,780	45,041	45,041	42,296	38,949
12	19,890	10,721	57,163	45,578	42,197	45,491	45,491	42,719	39,339
13	20,088	10,828	57,734	46,034	42,619	45,946	45,946	43,146	39,732
14	20,289	10,936	58,312	46,494	43,046	46,405	46,405	43,578	40,129
15	20,492	11,045	58,895	46,959	43,476	46,869	46,869	44,013	40,531
16	20,697	11,156	59,484	47,428	43,911	47,338	47,338	44,454	40,936
17	20,904	11,267	60,079	47,903	44,350	47,812	47,812	44,898	41,345
18	21,113	11,380	60,679	48,382	44,793	48,290	48,290	45,347	41,759
19	21,324	11,494	61,286	48,866	45,241	48,773	48,773	45,801	42,176
20	21,538	11,609	61,899	49,354	45,694	49,260	49,260	46,259	42,598
21	21,753	11,725	62,518	49,848	46,151	49,753	49,753	46,721	43,024
22	21,970	11,842	63,143	50,346	46,612	50,250	50,250	47,188	43,454
23	22,190	11,961	63,775	50,850	47,078	50,753	50,753	47,660	43,889
24	22,412	12,080	64,412	51,358	47,549	51,260	51,260	48,137	44,328
25	22,636	12,201	65,056	51,872	48,025	51,773	51,773	48,618	44,771
26	22,863	12,323	65,707	52,391	48,505	52,291	52,291	49,104	45,219
27	23,091	12,446	66,364	52,914	48,990	52,814	52,814	49,596	45,671
28	23,322	12,571	67,028	53,444	49,480	53,342	53,342	50,091	46,128
29	23,555	12,696	67,698	53,978	49,975	53,875	53,875	50,592	46,589
30	23,791	12,823	68,375	54,518	50,474	54,414	54,414	51,098	47,055
31	24,029	12,952	69,059	55,063	50,979	54,958	54,958	51,609	47,525
32	24,269	13,081	69,749	55,614	51,489	55,508	55,508	52,125	48,001
33	24,512	13,212	70,447	56,170	52,004	56,063	56,063	52,647	48,481
34	24,757	13,344	71,151	56,731	52,524	56,623	56,623	53,173	48,965
35	25,004	13,478	71,863	57,299	53,049	57,190	57,190	53,705	49,455

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	
BDV3	CAREER TECHNICAL (THIRD ROUTE)	(VOC)	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	
BDX	TRANSFER ROUTE-MCCALL TO FLOMATON	(TSF)	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	

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

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

**ESCAMBIA COUNTY BOARD OF EDUCATION
SUPPLEMENT SALARY SCHEDULE EFFECTIVE September 1, 2022 - September 30, 2022**

**SUPPLEMENTS PAID FROM COUNTY FUNDS
ATHLETICS**

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

*** SEE SUPPLEMENT ATTACHMENT ***

SCHOOLS ELIGIBLE FOR ATHLETIC SUPPLEMENTS:

ESCAMBIA COUNTY HIGH SCHOOL (4-A)
 W. S. NEAL HIGH SCHOOL (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

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 September 1, 2022 - September 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>
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 September 1, 2022 - September 30, 2022

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)
---	-------------------------	---------------------------------------

STATE FUNDS:

JOBS FOR ALABAMA GRADUATES (JAG) FUNDS	JOBS FOR ALABAMA GRADUATES (JAG)-ECHS	5,000.00
--	---------------------------------------	----------

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.}