

ESCAMBIA COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

October 1, 2022 - September 30, 2023

Proposed: August 25, 2022
Approved: August 25, 2022
Amended: October 17, 2022

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

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ESCAMBIA COUNTY BOARD OF EDUCATION
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TO DETERMINE YOUR SALARY SCALE - Find your job code below , then search the identified Pay Grade on the respective page

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

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

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

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

JOB CODE	Page Job Code Listed On	Pay Grade	Contract Days
Principal - W S NEAL HIGH	11	PHI	
Principal - W S NEAL MIDDLE	11	PM	
Principals - AC Moore - Interim Administrator	9	IAS	
SECRETARY/RECEPTIONIST (ACO) / Secretary – Superintendent	20	SSE01	240
SPECIALISTS (ELA & MATH - ELEMENTARY & SECONDARY)	10	SPEC	
SUPERINTENDENT	9	SUPT	
Teacher (AA/EDS 6-Yr) - 10 Months	16	AM1C	
Teacher (AA/EDS 6-Yr) - 11 Months	16	AM1E	
Teacher (AA/EDS 6-Yr) - 12 Months	16	AM1F	
Teacher (AA/EDS 6-Yr) - 9 Months	16	AM1B	
Teacher (Bachelors) - 10 Months	14	C2M1	
Teacher (Bachelors) - 11 Months	14	E2M1	
Teacher (Bachelors) - 12 Months	14	F2M1	
Teacher (Bachelors) - 9 Months	14	B2M1	
Teacher (Doctorate) - 10 Months	17	DM1C	
Teacher (Doctorate) - 11 Months	17	DM1E	
Teacher (Doctorate) - 12 Months	17	DM1F	
Teacher (Doctorate) - 9 Months	17	DM1B	
Teacher (Masters) - 10 Months	15	C1M1	
Teacher (Masters) - 11 Months	15	E1M1	
Teacher (Masters) - 12 Months	15	F1M1	240
Teacher (Masters) - 9 Months	15	B1M1	187
TEAMS - Teacher (AA/EDS 6-Yr)	18	TAED	
TEAMS - Teacher (Bachelors)	18	TBAC	
TEAMS - Teacher (Doctorate)	18	TEAD	
TEAMS - Teacher (Masters)	18	TEAM	

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

GUIDELINES:

EMPLOYEE LEAVE/PAYROLL

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

EXPERIENCE CREDIT

It shall be the sole responsibility of each employee to complete the experience credit verification process for all eligible prior employers. Upon employee request, verification forms will be furnished to the employee by the Human Resources Office. The Board does not track the processing of employment verification with prior employers.

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

RECOGNITION OF HIGHEST DEGREE EARNED

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

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

PAY SCHEDULE

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

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

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

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

LUNCHROOM MANAGERS (187 DAYS) - SEPTEMBER THROUGH AUGUST

10 MONTH EMPLOYEES (202 DAYS) - AUGUST THROUGH JULY

11 MONTH EMPLOYEES (222 DAYS) - AUGUST THROUGH JULY

12 MONTH EMPLOYEES (240 DAYS) - JULY THROUGH JUNE

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

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

EFFECTIVE: October 1, 2022 - September 30, 2023

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

* 187 DAYS CONTRACT PERIOD BEGINS SEPTEMBER.

** 202 AND 222 DAYS CONTRACT PERIODS BEGIN AUGUST.

*** 240 DAYS CONTRACT PERIOD BEGINS JULY.

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

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

PART-TIME TEACHERS:

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

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

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
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**SUPERINTENDENT / CSFO / DEPUTY OF OPERATIONS
ASSISTANT SUPERINTENDENT / ADMINISTRATOR / INTERIM ADMINISTRATOR**

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

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

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

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

DIRECTORS / SUPERVISORS / SPECIALIST

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

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

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

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

PRINCIPALS

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

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

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

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

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

AAF/DRF A Certified Administrator (240-Day Contract) is paid an additional \$3,000.00 for an AA (Ed. S.) Cert \$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 Dept Education on the valid certificate.

ESCAMBIA COUNTY BOARD OF EDUCATION
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*Includes 4% State-Mandated Raise (ALL Experience Levels & Salary Adjustment for Experience Levels 9 through 35)

ASSISTANT PRINCIPALS

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

AAC/DRC A Certified Administrator (202-Day Contract) is paid an additional \$2,525.00 for an AA (Ed. S.) Certified Administrator. *The Highest Degree/Equivalency for pay purposes must be recognized by the Alabama State Department of Education.*

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

TEACHER MATRIX

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FY2023 Foundation Program

**School Nurse
Based on 182 Contract Days**

	LPN	RN	RN/MS
	{2022-23}	{2022-23}	{2022-23}
0	22,555	42,897	49,336
1	22,555	42,897	49,336
2	22,555	42,897	49,336
3	24,787	47,187	54,256
4	24,787	47,187	54,256
5	24,787	47,187	54,256
6	25,851	49,251	56,637
7	25,851	49,251	56,637
8	25,851	49,251	56,637
9	26,449	50,409	57,973
10	26,449	50,409	57,973
11	26,449	50,409	57,973
12	26,927	51,327	59,024
13	26,927	51,327	59,024
14	26,927	51,327	59,024
15	27,515	52,497	60,372
16	27,515	52,497	60,372
17	27,515	52,497	60,372
18	27,850	53,177	61,148
19	27,850	53,177	61,148
20	27,850	53,177	61,148
21	28,182	53,853	61,933
22	28,182	53,853	61,933
23	28,182	53,853	61,933
24	28,780	54,495	62,574
25	28,780	54,495	62,574
26	28,780	54,495	62,574
27	29,380	55,137	63,218
28	29,380	55,137	63,218
29	29,380	55,137	63,218
30	29,380	55,137	63,218
31	29,380	55,137	63,218
32	29,380	55,137	63,218
33	29,380	55,137	63,218
34	29,380	55,137	63,218
35	29,380	55,137	63,218

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

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

CENTRAL OFFICE - Support

240 DAYS

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

SUPPLEMENTS (per year):

BMS ANNUAL SUPPLEMENT (RECORDER OF \$2,400

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

**Appropriate documentation/certification required.

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

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

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

OTHER SUPPORT PERSONNEL

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

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

AIDES / BOOKKEEPERS / CUSTODIAN / CNP

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

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

***Includes 4% State-Mandated Raise**

CHILD NUTRITION PERSONNEL

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

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

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

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

TRANSPORTATION / MAINTENANCE

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

SUPPLEMENTS FOR EXTRA ROUTES:

BDAA/BDAB	ALTERNATIVE SCHOOL ROUTE	(ALT)	4,532	4,532	4,532	4,532	4,532	4,532
BDV	CAREER TECHNICAL ROUTE	(VOC)	4,532	4,532	4,532	4,532	4,532	4,532
BDV3	CAREER TECHNICAL (THIRD ROUTE)	(VOC)	2,266	2,266	2,266	2,266	2,266	2,266
BDGA/BDGB/BDGH	ENRICHMENT/GIFTED ROUTE	(ENR)	2,266	2,266	2,266	2,266	2,266	2,266
BDX	TRANSFER ROUTE-MCCALL TO FLOMATON	(TSF)	2,266	2,266	2,266	2,266	2,266	2,266
BDE	BAND/ATHLETIC TRANSFER ROUTE	{BAND/ATHL}	1,074	1,074	1,074	1,074	1,074	1,074
FDTP	\$16.50/HR - FIELD TRIP							

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

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

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

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

**Appropriate documentation/certification required.

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

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

SUBSTITUTES (Regular School Term)

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

EXTRA-CURRICULAR PROGRAMS: PERSONNEL / SUBSTITUTES

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

STIPENDS

{OFF-CONTRACT STIPEND RATES}

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

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

**SUPPLEMENTS PAID FROM COUNTY FUNDS
ATHLETICS**

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

SCHOOLS ELIGIBLE FOR ATHLETIC SUPPLEMENTS:

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

AHSAA Class (Varsity Football):	
Class 5-A	(7 - Assistant Coaches)
Class 4-A	(6 - Assistant Coaches)
Class 3-A	(5 - Assistant Coaches)
Class 2-A	(4 - Assistant Coaches)

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

VARSITY SPORTS:

* **HEAD COACH:**

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

* **ASSISTANT COACH:**

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

JUNIOR VARSITY / MIDDLE SCHOOL SPORTS:

* **HEAD COACH:**

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

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

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

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

**SUPPLEMENTS PAID FROM COUNTY FUNDS
EXTRACURRICULAR: BAND, CHORAL, CHEERLEADER**

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

*** SEE SUPPLEMENT ATTACHMENT ***

BAND DIRECTORS

*** SEE ATTACHMENT ***

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

ASSISTANT BAND DIRECTOR

*** SEE ATTACHMENT ***

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

CHORAL PROGRAM DIRECTOR

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

CHEERLEADER SPONSORS

*** SEE ATTACHMENT ***

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

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

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

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

FEDERAL FUNDS:

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

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

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

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