 District  
JA  
1/31/18

Salary Offer #6

Escambia County School District and Escambia Education Association

1. Apply the 1% Salary increase from 2016-2017 to the add-ons for all eligible instructional personnel and move individuals to the schedule listed in #2.
2. All Instructional Personnel will transition to the \$200 incremental schedule attached at the level equal or greater to their current base salary with performance adjustments.  
*(Both sides agree to create a placement schedule for those entering the district prior to requesting School Board approval of the new salary schedule)*
3. After this transition, pay increases for the 2017-2018 school year will proceed as follows.
  - a. All Instructional Personnel rated as “Highly Effective” for the 2016-2017 school year on the E3 system will move four increments (\$800.00).
  - b. All Instructional Personnel rated as “Effective” for the 2016-2017 school year on the E3 system will move three increments (\$600.00).
4. As per the Master Contract, the Instructional Supplement Schedule will be adjusted accordingly with the initial level on the salary schedule.
5. Pay through district funds the individuals who would have qualified for the \$1,200.00, \$800.00, and \$6,000.00 Best and Brightest Bonuses except for the fact that they do not meet the legislative definition of “classroom teacher” for the bonus this year. This payment will be contingent on the State of Florida still paying the classroom teachers who qualified and met the legislative definition of “classroom teachers” the \$6,000.00, \$1,200.00, and \$800.00.
6. The Theater Arts – High School Supplement will move to a ~~0.0779~~ index for 0 – 5 years of experience and 0.0558 index for 6+ years of experience.
7. This agreement is retro to July 1, 2017.

.0535 KPK

*\*We accept the offer of the EEA except for a change in supplement to Theater Arts is a different amount.*

# MEMORANDUM OF UNDERSTANDING

Between the

ESCAMBIA COUNTY SCHOOL DISTRICT

And the

ESCAMBIA EDUCATION ASSOCIATION

## Revision of Sick Leave Payment Language

### Terminal Pay for Sick Leave

1. In order to encourage and reward employees who exercise particular care in the maintenance of their personal health and job attendance, the Board will provide terminal pay to an employee at retirement or his/her beneficiary(ies) if service is terminated by death, such terminal pay to be determined as follows:
  - a. During the first three (3) years of service in Escambia County, the daily rate of pay multiplied by thirty-five percent (35%) times the number of days of accumulated sick leave.
  - b. During the next three (3) years of service in Escambia County, the daily rate of pay multiplied by forty percent (40%) times the number of days of accumulated sick leave.
  - c. During the next three (3) years of service in Escambia County, the daily rate of pay multiplied by forty-five percent (45%) times the number of days of accumulated sick leave.
  - d. During the next three (3) years of service in Escambia County, the daily rate of pay multiplied by fifty percent (50%) times the number of days of accumulated sick leave.
  - e. During and after the thirteenth (13th) year of service in Escambia County, the daily rate of pay multiplied by one hundred percent (100%) times the number of days of accumulated sick leave.
2. The employee's terminal Sick Leave Pay will be transferred to an individual account in a 401A/403B Retirement Plan, the Special Pay Plan, as follows:
  - a. For each employee for which terminal sick leave pay is due, either for early pay-out, at retirement or if service is terminated by death, the District will transfer the terminal sick leave pay to the employee's 401A/403B account.
  - b. Employee participation in the plan is mandatory for all members of the bargaining unit who have terminal sick leave pay equal to or greater than \$1,000.00. Terminal sick leave pay which is less than \$1000.00 will be paid directly to the employee and will be subject to normal payroll taxes.

- c. The transfer of the terminal sick leave pay to the employee's 401A/403B account will occur in a timely manner with minimal waiting.
- d. The employee may withdraw funds from the 401A/403B account in accordance with IRS rules
- e. Employee contributions to the 401A/403B account will not exceed IRS Section 415 limitations.
- f. Distributions and withdrawals from the Special Pay Plan will be made to the employee in a timely manner with minimal waiting and in accordance with the Plan Document.
- g. Any changes to the Special Pay Plan will be agreed to by a joint District/Union committee and will be in accordance with IRS regulations.

I. Early Payout of Sick Leave Terminal Pay Benefits

1. Employees may submit a written resignation to the Human Resources Department a maximum of ~~three (3)~~ **five (5)** years in advance of their ~~normal~~ **declared** retirement date or submit a resignation date under the Deferred Retirement Option Program (Article VI.5). This written resignation maybe revoked only in the event of a catastrophic occurrence that leaves the employee financially devastated. A standing committee consisting of one representative from each bargaining unit, appointed by that unit, and one representative appointed by the Superintendent, shall look at each case on an individual basis. If the resignation is revoked, the employee is still subject to all rules and regulations established under the appropriate State statutes.
2. **Upon completion of the first year of DROP or the first year of the declared irrevocable retirement date, the employee will be eligible to start distribution of pre-retirement sick leave.** Employees ~~resigning in either of these manners~~ may, at their option, receive in advance a pro rata portion of the terminal pay provided above based on their current compensation rate as follows:
  - a. **Five (5) years in advance of the retirement date, one fifth (1/5) of terminal pay shall be paid upon submission of the retirement notification; one fourth (1/4) of the remaining terminal pay shall be paid after one year of notification; one third (1/3) of the remaining terminal pay shall be paid after two years of notification; one half (1/2) of the remaining terminal pay after three years of notification; and the balance at the effective date of retirement.**
  - b. **Four (4) years in advance of the retirement date, one fourth (1/4) of terminal pay shall be paid upon submission of the retirement notification; one third (1/3) of the remaining terminal pay shall be paid after two years of notification; one half (1/2) of the remaining terminal pay after three years of notification; and the balance at the effective date of retirement.**
  - a.c. Three (3) years in advance **of the retirement date**, one third (1/3) of terminal pay shall be paid upon submission of the retirement notification; one half (1/2) **of the remaining terminal pay** shall be paid one year after notification; and the balance at the effective date of retirement.

b. ~~d.~~ ~~One (1)~~ **Two (2)** years in advance **of the retirement date**, ~~one third (1/3)~~ **one half (1/2)** of terminal pay shall be paid upon submission of the retirement notification; ~~one half (1/2) one year after notification;~~ and the balance at the effective date of retirement.

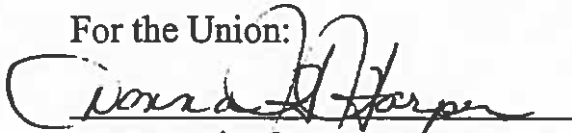
e. ~~d.~~ One (1) year in advance **of the retirement date** or during the year in which the employee retires, terminal pay may be divided into two (2) payments **upon submission of the retirement notification**. One half (1/2) will be paid on or prior to December 31 and the balance at the effective date of retirement.

~~d.~~ ~~e.~~ To compute the annual retirement benefits as outlined above, the daily rate of pay shall be determined by the number of days the employee must be on the job to earn the annual salary for that year.


— e. ~~f.~~ Each employee's Notice of Participation in this program shall be maintained in a separate file.

**g. If they so choose, instructional employees who entered DROP in 2015/2016 or 2016/2017 may schedule an appointment before July 1, 2018 with the retirement coordinator and to complete the Pre-retirement Sick Leave Draw form to begin the roll of their eligible leave.**

For the Union:

  
Donald A. Harper  
EEA President

For the District

  
Kelly Kosh  
Chief Negotiator

DATE SIGNED:

11/30/2017 JPK

*Handwritten signatures and dates:*  
2/15/18  
2/15/18

**ARTICLE II  
EMPLOYMENT CONSIDERATIONS**

**II.4 PAY SCHEDULE**

- B. Teachers will be notified electronically of the availability of an electronic pay stub with each pay period. The pay stub shall provide:
  - 1. Type of pay (payroll, special – in-service, special- bonus, extended duty; summer school, etc.);
  - 2. Current and year-to-date pay, FICA, FRS and Federal Withholding, data;
  - 3. Current and year-to-date leave usage and accumulation;
  - 4. Authorized deductions by amount and payee;
  - 5. District contributions; and,
  - ~~6. Step and Rank Level~~
- C. Pay that is not part of the instructional salary schedule (Appendix A) shall be identified by title or another descriptor.

**II.5 PLACEMENT ON THE INSTRUCTIONAL SALARY SCHEDULE**

C. Placement for Retired Educators

It is the intent of the parties to treat all retired educators equitably for credit on the salary schedule.

- 1. Educators who retired from Escambia District Schools and who return to full time employment in Escambia District Schools shall be placed on ~~Level 3~~ Level 7 of Appendix A-Instructional Salary Schedule.
- 2. Educators who retired or who will be eligible for retirement from any other school district during their first year of employment with the Escambia District Schools shall be placed on ~~Level 3~~ Level 7 of Appendix A-Instructional Salary Schedule.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
10 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE

2017-2018 FISCAL YEAR

ALL PROFESSIONAL SERVICE CONTRACT AND  
CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

*44 West 2/15/18*  
*Off Harper 2/15/18*

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	37,000.00	51	47,000.00	101	57,000.00
2	37,200.00	52	47,200.00	102	57,200.00
3	37,400.00	53	47,400.00	103	57,400.00
4	37,600.00	54	47,600.00	104	57,600.00
5	37,800.00	55	47,800.00	105	57,800.00
6	38,000.00	56	48,000.00	106	58,000.00
7	38,200.00	57	48,200.00	107	58,200.00
8	38,400.00	58	48,400.00	108	58,400.00
9	38,600.00	59	48,600.00	109	58,600.00
10	38,800.00	60	48,800.00	110	58,800.00
11	39,000.00	61	49,000.00	111	59,000.00
12	39,200.00	62	49,200.00	112	59,200.00
13	39,400.00	63	49,400.00	113	59,400.00
14	39,600.00	64	49,600.00	114	59,600.00
15	39,800.00	65	49,800.00	115	59,800.00
16	40,000.00	66	50,000.00	116	60,000.00
17	40,200.00	67	50,200.00	117	60,200.00
18	40,400.00	68	50,400.00	118	60,400.00
19	40,600.00	69	50,600.00	119	60,600.00
20	40,800.00	70	50,800.00	120	60,800.00
21	41,000.00	71	51,000.00	121	61,000.00
22	41,200.00	72	51,200.00	122	61,200.00
23	41,400.00	73	51,400.00	123	61,400.00
24	41,600.00	74	51,600.00	124	61,600.00
25	41,800.00	75	51,800.00	125	61,800.00
26	42,000.00	76	52,000.00	126	62,000.00
27	42,200.00	77	52,200.00	127	62,200.00
28	42,400.00	78	52,400.00	128	62,400.00
29	42,600.00	79	52,600.00	129	62,600.00
30	42,800.00	80	52,800.00	130	62,800.00
31	43,000.00	81	53,000.00	131	63,000.00
32	43,200.00	82	53,200.00	132	63,200.00
33	43,400.00	83	53,400.00	133	63,400.00
34	43,600.00	84	53,600.00	134	63,600.00
35	43,800.00	85	53,800.00	135	63,800.00
36	44,000.00	86	54,000.00	136	64,000.00
37	44,200.00	87	54,200.00	137	64,200.00
38	44,400.00	88	54,400.00	138	64,400.00
39	44,600.00	89	54,600.00	139	64,600.00
40	44,800.00	90	54,800.00	140	64,800.00
41	45,000.00	91	55,000.00	141	65,000.00
42	45,200.00	92	55,200.00	142	65,200.00
43	45,400.00	93	55,400.00	143	65,400.00
44	45,600.00	94	55,600.00	144	65,600.00
45	45,800.00	95	55,800.00	145	65,800.00
46	46,000.00	96	56,000.00	146	66,000.00
47	46,200.00	97	56,200.00	147	66,200.00
48	46,400.00	98	56,400.00	148	66,400.00
49	46,600.00	99	56,600.00	149	66,600.00
50	46,800.00	100	56,800.00	150	66,800.00

Notes:

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(m)&(o), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move four increments = 10 Mo. Contract \$800.
- Instructional Staff with a final rating of Effective will move three increments = 10 Mo. Contract \$600.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 10 Mo. Contract \$0.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
 11 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE  
 2017-2018 FISCAL YEAR

*2/15/18*  
*Harper 2/15/18*

ALL PROFESSIONAL SERVICE CONTRACT AND  
 CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

Level	Amount	Level	Amount	Level	Amount
1	40,700.00	51	51,700.00	101	62,700.00
2	40,920.00	52	51,920.00	102	62,920.00
3	41,140.00	53	52,140.00	103	63,140.00
4	41,360.00	54	52,360.00	104	63,360.00
5	41,580.00	55	52,580.00	105	63,580.00
6	41,800.00	56	52,800.00	106	63,800.00
7	42,020.00	57	53,020.00	107	64,020.00
8	42,240.00	58	53,240.00	108	64,240.00
9	42,460.00	59	53,460.00	109	64,460.00
10	42,680.00	60	53,680.00	110	64,680.00
11	42,900.00	61	53,900.00	111	64,900.00
12	43,120.00	62	54,120.00	112	65,120.00
13	43,340.00	63	54,340.00	113	65,340.00
14	43,560.00	64	54,560.00	114	65,560.00
15	43,780.00	65	54,780.00	115	65,780.00
16	44,000.00	66	55,000.00	116	66,000.00
17	44,220.00	67	55,220.00	117	66,220.00
18	44,440.00	68	55,440.00	118	66,440.00
19	44,660.00	69	55,660.00	119	66,660.00
20	44,880.00	70	55,880.00	120	66,880.00
21	45,100.00	71	56,100.00	121	67,100.00
22	45,320.00	72	56,320.00	122	67,320.00
23	45,540.00	73	56,540.00	123	67,540.00
24	45,760.00	74	56,760.00	124	67,760.00
25	45,980.00	75	56,980.00	125	67,980.00
26	46,200.00	76	57,200.00	126	68,200.00
27	46,420.00	77	57,420.00	127	68,420.00
28	46,640.00	78	57,640.00	128	68,640.00
29	46,860.00	79	57,860.00	129	68,860.00
30	47,080.00	80	58,080.00	130	69,080.00
31	47,300.00	81	58,300.00	131	69,300.00
32	47,520.00	82	58,520.00	132	69,520.00
33	47,740.00	83	58,740.00	133	69,740.00
34	47,960.00	84	58,960.00	134	69,960.00
35	48,180.00	85	59,180.00	135	70,180.00
36	48,400.00	86	59,400.00	136	70,400.00
37	48,620.00	87	59,620.00	137	70,620.00
38	48,840.00	88	59,840.00	138	70,840.00
39	49,060.00	89	60,060.00	139	71,060.00
40	49,280.00	90	60,280.00	140	71,280.00
41	49,500.00	91	60,500.00	141	71,500.00
42	49,720.00	92	60,720.00	142	71,720.00
43	49,940.00	93	60,940.00	143	71,940.00
44	50,160.00	94	61,160.00	144	72,160.00
45	50,380.00	95	61,380.00	145	72,380.00
46	50,600.00	96	61,600.00	146	72,600.00
47	50,820.00	97	61,820.00	147	72,820.00
48	51,040.00	98	62,040.00	148	73,040.00
49	51,260.00	99	62,260.00	149	73,260.00
50	51,480.00	100	62,480.00	150	73,480.00

Notes:

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(m)&(o), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move four increments = 11 Mo. Contract \$880
- Instructional Staff with a final rating of Effective will move three increments = 11 Mo. Contract \$660
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 11 Mo. Contract \$0

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
 12 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE  
 2017-2018 FISCAL YEAR

*HPK/osh 2/15/18*  
*D Harper 2/15/18*

ALL PROFESSIONAL SERVICE CONTRACT AND  
 CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

Level	Amount	Level	Amount	Level	Amount
1	44,400.00	51	56,400.00	101	68,400.00
2	44,640.00	52	56,640.00	102	68,640.00
3	44,880.00	53	56,880.00	103	68,880.00
4	45,120.00	54	57,120.00	104	69,120.00
5	45,360.00	55	57,360.00	105	69,360.00
6	45,600.00	56	57,600.00	106	69,600.00
7	45,840.00	57	57,840.00	107	69,840.00
8	46,080.00	58	58,080.00	108	70,080.00
9	46,320.00	59	58,320.00	109	70,320.00
10	46,560.00	60	58,560.00	110	70,560.00
11	46,800.00	61	58,800.00	111	70,800.00
12	47,040.00	62	59,040.00	112	71,040.00
13	47,280.00	63	59,280.00	113	71,280.00
14	47,520.00	64	59,520.00	114	71,520.00
15	47,760.00	65	59,760.00	115	71,760.00
16	48,000.00	66	60,000.00	116	72,000.00
17	48,240.00	67	60,240.00	117	72,240.00
18	48,480.00	68	60,480.00	118	72,480.00
19	48,720.00	69	60,720.00	119	72,720.00
20	48,960.00	70	60,960.00	120	72,960.00
21	49,200.00	71	61,200.00	121	73,200.00
22	49,440.00	72	61,440.00	122	73,440.00
23	49,680.00	73	61,680.00	123	73,680.00
24	49,920.00	74	61,920.00	124	73,920.00
25	50,160.00	75	62,160.00	125	74,160.00
26	50,400.00	76	62,400.00	126	74,400.00
27	50,640.00	77	62,640.00	127	74,640.00
28	50,880.00	78	62,880.00	128	74,880.00
29	51,120.00	79	63,120.00	129	75,120.00
30	51,360.00	80	63,360.00	130	75,360.00
31	51,600.00	81	63,600.00	131	75,600.00
32	51,840.00	82	63,840.00	132	75,840.00
33	52,080.00	83	64,080.00	133	76,080.00
34	52,320.00	84	64,320.00	134	76,320.00
35	52,560.00	85	64,560.00	135	76,560.00
36	52,800.00	86	64,800.00	136	76,800.00
37	53,040.00	87	65,040.00	137	77,040.00
38	53,280.00	88	65,280.00	138	77,280.00
39	53,520.00	89	65,520.00	139	77,520.00
40	53,760.00	90	65,760.00	140	77,760.00
41	54,000.00	91	66,000.00	141	78,000.00
42	54,240.00	92	66,240.00	142	78,240.00
43	54,480.00	93	66,480.00	143	78,480.00
44	54,720.00	94	66,720.00	144	78,720.00
45	54,960.00	95	66,960.00	145	78,960.00
46	55,200.00	96	67,200.00	146	79,200.00
47	55,440.00	97	67,440.00	147	79,440.00
48	55,680.00	98	67,680.00	148	79,680.00
49	55,920.00	99	67,920.00	149	79,920.00
50	56,160.00	100	68,160.00	150	80,160.00

Notes:

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(m)&(o), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move four increments = 12 Mo. Contract \$960.
- Instructional Staff with a final rating of Effective will move three increments = 12 Mo. Contract \$720.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 12 Mo. Contract \$0.



The School District Of Escambia County  
 Instructional Supplements Schedule  
 2017-2018 Fiscal Year

*K. P. Kosh 2/15/18*  
*W. D. Harper 2/15/18*

SUPPLEMENT	10 MONTHS	11 MONTHS	12 MONTHS
<b>RANK PAY</b>			
Masters (In-Field)	2,500	2,750	3,000
Masters (Out-of-Field)	1,700	1,870	2,040
Specialist (In-Field)	3,100	3,410	3,720
Specialist (Out-of-Field)	2,600	2,860	3,120
Doctorate (In-Field)	3,600	3,960	4,320
Doctorate (Out-of-Field)	3,300	3,630	3,960

The School District Of Escambia County  
 Instructional Supplements Schedule  
 2017-2018 Fiscal Year

*APKosty 2/15/18*  
*W. Harper 2/15/18*

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

**HIGH SCHOOL:**

<b>Athletic Director</b>	JUL	JUN	0.1151	4,259	0.1279	4,732
<b>Head Coach</b>						
Baseball	FEB	MAY	0.1023	3,785	0.1046	3,870
Basketball (Boys & Girls)	NOV	FEB	0.1116	4,129	0.1163	4,303
Cross Country	AUG	OCT	0.0535	1,980	0.0558	2,065
Diving	AUG	OCT	0.0535	1,980	0.0558	2,065
Flag Football (Girls)	FEB	APR	0.1023	3,785	0.1046	3,870
Football	JUL	JUN	0.1593	5,894	0.1674	6,194
Lacrosse	JAN	APR	0.1023	3,785	0.1046	3,870
Golf (Boys & Girls)	AUG	OCT	0.0535	1,980	0.0558	2,065
Soccer (Boys & Girls)	OCT	JAN	0.1023	3,785	0.1046	3,870
Softball	FEB	MAY	0.1023	3,785	0.1046	3,870
Swimming	AUG	OCT	0.0535	1,980	0.0558	2,065
Tennis	JAN	APR	0.0535	1,980	0.0558	2,065
Track (Boys & Girls)	JAN	APR	0.1023	3,785	0.1046	3,870
Volleyball	AUG	OCT	0.1023	3,785	0.1046	3,870
Weightlifting (Boys)	JAN	MAR	0.0535	1,980	0.0558	2,065
Weightlifting (Girls)	OCT	FEB	0.0535	1,980	0.0558	2,065
Wrestling	NOV	FEB	0.0535	1,980	0.0558	2,065
<b>Assistant Coach</b>						
Baseball (J.V. & 9th)	FEB	MAY	0.0616	2,279	0.0628	2,324
Basketball (J.V. Boys & Girls; 9th Boys & Girls)	NOV	FEB	0.0779	2,882	0.0814	3,012
Football - Fall	AUG	NOV	0.0651	2,409	0.0675	2,498
Football - Spring	MAY	JUN	0.0407	1,506	0.0419	1,550
Lacrosse	JAN	APR	0.0616	2,279	0.0628	2,324
Soccer (J.V. Boys & Girls)	OCT	JAN	0.0616	2,279	0.0628	2,324
Softball (J.V. & 9th)	FEB	MAY	0.0616	2,279	0.0628	2,324
Swimming	AUG	OCT	0.0454	1,680	0.0477	1,765
Track (Boys & Girls)	JAN	APR	0.0616	2,279	0.0628	2,324
Volleyball (J.V. & 9th)	AUG	OCT	0.0616	2,279	0.0628	2,324
<b>Cheerleader Sponsor</b>						
9th Grade	AUG	JUN	0.0454	1,680	0.0477	1,765
Junior Varsity	AUG	JUN	0.0454	1,680	0.0477	1,765
Varsity	AUG	JUN	0.0675	2,498	0.0698	2,583

The School District Of Escambia County  
 Instructional Supplements Schedule  
 2017-2018 Fiscal Year

*APK/ob 2/15/18*  
*W.A. Harper 2/15/18*

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

**MIDDLE SCHOOL:**

**Head Coach**

Basketball	AUG	NOV	0.0535	1,980	0.0558	2,065
Football	AUG	NOV	0.0535	1,980	0.0558	2,065
Swimming	DEC	FEB	0.0535	1,980	0.0558	2,065
Track	MAR	MAY	0.0535	1,980	0.0558	2,065
Volleyball	JAN	MAR	0.0535	1,980	0.0558	2,065

**Assistant Coach**

Basketball	AUG	NOV	0.0454	1,680	0.0477	1,765
Swimming	DEC	FEB	0.0454	1,680	0.0477	1,765
Track	MAR	MAY	0.0454	1,680	0.0477	1,765
Volleyball	JAN	MAR	0.0454	1,680	0.0477	1,765

**Cheerleader Sponsor**

	AUG	JUN	0.0395	1,462	0.0419	1,550
--	-----	-----	--------	-------	--------	-------

<b>MUSIC ACTIVITY</b>
-----------------------

**HIGH SCHOOL:**

**Band**

Director	JUL	JUN	0.1256	4,647	0.1302	4,817
Assistant Director	JUL	JUN	0.0895	3,312	0.0918	3,397

**Choral**

Director	AUG	JUN	0.0895	3,312	0.0918	3,397
Assistant Director	AUG	JUN	0.0779	2,882	0.0802	2,967

**Strings Director**

	AUG	JUN	0.1035	3,830	0.1070	3,959
--	-----	-----	--------	-------	--------	-------

**MIDDLE SCHOOL:**

**Band Director**

	AUG	JUN	0.0779	2,882	0.0814	3,012
--	-----	-----	--------	-------	--------	-------

**Choral Director**

	AUG	JUN	0.0535	1,980	0.0558	2,065
--	-----	-----	--------	-------	--------	-------

**Strings Director**

	AUG	JUN	0.1035	3,830	0.1070	3,959
--	-----	-----	--------	-------	--------	-------

The School District Of Escambia County  
 Instructional Supplements Schedule  
 2017-2018 Fiscal Year

*APKos 2/15/18*  
*Harpe 2/15/18*

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

<b>CO-CURRICULAR</b>						
----------------------	--	--	--	--	--	--

<b>Curriculum Coordinator</b>	AUG	JUN	0.0651	2,409	0.0674	2,494
<b>Administrative Dean</b>						
High School	AUG	JUN	0.0860	3,182	0.0883	3,267
Middle School	AUG	JUN	0.0860	3,182	0.0883	3,267
<b>Educational Specialist</b>	AUG	JUN	0.0768	2,842	0.0790	2,923
<b>Staffing Specialist</b>	JUL	JUN	0.0768	2,842	0.0790	2,923
<b>Teacher On Special Assignment</b>	JUL	JUN	0.0768	2,842	0.0790	2,923
<b>School Social Worker</b>	AUG	JUN	0.1023	3,785	0.1046	3,870
<b>Teacher-In-Charge</b>	AUG	JUN	0.0686	2,538	0.0709	2,623
<b>Academic Honor Society</b>	AUG	JUN	0.0337	1,247	0.0361	1,336
<b>Academic Sponsors</b>	AUG	JUN	0.0337	1,247	0.0361	1,336
<b>Student Government</b>	AUG	JUN	0.0337	1,247	0.0361	1,336
<b>Agriculture Teacher</b>						
Basic	JUL	JUN	0.0860	3,182	0.0883	3,267
Future Farmers of America	JUL	JUN	0.0604	2,235	0.0628	2,324
Learning Laboratory	JUL	JUN	0.0604	2,235	0.0628	2,324
<b>Yearbook/Newspaper Sponsor</b>						
High School	AUG	JUN	0.0523	1,935	0.0546	2,020
Middle School	AUG	JUN	0.0349	1,291	0.0372	1,376
<b>Theatre Arts</b>						
High School	AUG	JUN	0.0523	1,935	0.0546	2,020

The School District Of Escambia County  
 Instructional Supplements Schedule  
 2017-2018 Fiscal Year

*Approved 2/15/18*  
*D. Harper 2/15/18*

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT
<b>Forensics (Speech, Debate, &amp; Mock Trial)</b>						
High School	AUG	JUN	0.0337	1,247	0.0361	1,336
Middle School	AUG	JUN	0.0314	1,162	0.0337	1,247
<b>Speech/Drama</b>						
Middle School	AUG	JUN	0.0314	1,162	0.0337	1,247

**Notes:**

- Faculty Leader supplements are determined by the number of instructional units at each cost center multiplied by \$100. Cost center dollar entitlement will be determined annually and will be based on instructional grids.
- Differentiated Pay supplements of \$1,000 will be paid to instructional staff with a final overall rating of effective or higher on the instructional appraisal at any school designated by the parties as critically low-performing.
- Wellness Coordinator - \$200.00 supplement to be paid at the end of the academic year once the coordinator has completed the required activities and paperwork. The paperwork should be turned into Risk Management.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
 10 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE  
 2017-2018 FISCAL YEAR  
 ALL PROFESSIONAL SERVICE CONTRACT AND  
 CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

*Handwritten:* TA  
 [Signature]  
 2/15/18

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	37,000.00	51	47,000.00	101	57,000.00
2	37,200.00	52	47,200.00	102	57,200.00
3	37,400.00	53	47,400.00	103	57,400.00
4	37,600.00	54	47,600.00	104	57,600.00
5	37,800.00	55	47,800.00	105	57,800.00
6	38,000.00	56	48,000.00	106	58,000.00
7	38,200.00	57	48,200.00	107	58,200.00
8	38,400.00	58	48,400.00	108	58,400.00
9	38,600.00	59	48,600.00	109	58,600.00
10	38,800.00	60	48,800.00	110	58,800.00
11	39,000.00	61	49,000.00	111	59,000.00
12	39,200.00	62	49,200.00	112	59,200.00
13	39,400.00	63	49,400.00	113	59,400.00
14	39,600.00	64	49,600.00	114	59,600.00
15	39,800.00	65	49,800.00	115	59,800.00
16	40,000.00	66	50,000.00	116	60,000.00
17	40,200.00	67	50,200.00	117	60,200.00
18	40,400.00	68	50,400.00	118	60,400.00
19	40,600.00	69	50,600.00	119	60,600.00
20	40,800.00	70	50,800.00	120	60,800.00
21	41,000.00	71	51,000.00	121	61,000.00
22	41,200.00	72	51,200.00	122	61,200.00
23	41,400.00	73	51,400.00	123	61,400.00
24	41,600.00	74	51,600.00	124	61,600.00
25	41,800.00	75	51,800.00	125	61,800.00
26	42,000.00	76	52,000.00	126	62,000.00
27	42,200.00	77	52,200.00	127	62,200.00
28	42,400.00	78	52,400.00	128	62,400.00
29	42,600.00	79	52,600.00	129	62,600.00
30	42,800.00	80	52,800.00	130	62,800.00
31	43,000.00	81	53,000.00	131	63,000.00
32	43,200.00	82	53,200.00	132	63,200.00
33	43,400.00	83	53,400.00	133	63,400.00
34	43,600.00	84	53,600.00	134	63,600.00
35	43,800.00	85	53,800.00	135	63,800.00
36	44,000.00	86	54,000.00	136	64,000.00
37	44,200.00	87	54,200.00	137	64,200.00
38	44,400.00	88	54,400.00	138	64,400.00
39	44,600.00	89	54,600.00	139	64,600.00
40	44,800.00	90	54,800.00	140	64,800.00
41	45,000.00	91	55,000.00	141	65,000.00
42	45,200.00	92	55,200.00	142	65,200.00
43	45,400.00	93	55,400.00	143	65,400.00
44	45,600.00	94	55,600.00	144	65,600.00
45	45,800.00	95	55,800.00	145	65,800.00
46	46,000.00	96	56,000.00	146	66,000.00
47	46,200.00	97	56,200.00	147	66,200.00
48	46,400.00	98	56,400.00	148	66,400.00
49	46,600.00	99	56,600.00	149	66,600.00
50	46,800.00	100	56,800.00	150	66,800.00

Notes:

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(m)&(o), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move four increments = 10 Mo. Contract \$800.
- Instructional Staff with a final rating of Effective will move three increments = 10 Mo. Contract \$600.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 10 Mo. Contract \$0.

**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
11 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE  
2017-2018 FISCAL YEAR  
ALL PROFESSIONAL SERVICE CONTRACT AND  
CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL**

*[Handwritten Signature]* 7A  
*[Handwritten Signature]*  
2/15/18

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	40,700.00	51	51,700.00	101	62,700.00
2	40,920.00	52	51,920.00	102	62,920.00
3	41,140.00	53	52,140.00	103	63,140.00
4	41,360.00	54	52,360.00	104	63,360.00
5	41,580.00	55	52,580.00	105	63,580.00
6	41,800.00	56	52,800.00	106	63,800.00
7	42,020.00	57	53,020.00	107	64,020.00
8	42,240.00	58	53,240.00	108	64,240.00
9	42,460.00	59	53,460.00	109	64,460.00
10	42,680.00	60	53,680.00	110	64,680.00
11	42,900.00	61	53,900.00	111	64,900.00
12	43,120.00	62	54,120.00	112	65,120.00
13	43,340.00	63	54,340.00	113	65,340.00
14	43,560.00	64	54,560.00	114	65,560.00
15	43,780.00	65	54,780.00	115	65,780.00
16	44,000.00	66	55,000.00	116	66,000.00
17	44,220.00	67	55,220.00	117	66,220.00
18	44,440.00	68	55,440.00	118	66,440.00
19	44,660.00	69	55,660.00	119	66,660.00
20	44,880.00	70	55,880.00	120	66,880.00
21	45,100.00	71	56,100.00	121	67,100.00
22	45,320.00	72	56,320.00	122	67,320.00
23	45,540.00	73	56,540.00	123	67,540.00
24	45,760.00	74	56,760.00	124	67,760.00
25	45,980.00	75	56,980.00	125	67,980.00
26	46,200.00	76	57,200.00	126	68,200.00
27	46,420.00	77	57,420.00	127	68,420.00
28	46,640.00	78	57,640.00	128	68,640.00
29	46,860.00	79	57,860.00	129	68,860.00
30	47,080.00	80	58,080.00	130	69,080.00
31	47,300.00	81	58,300.00	131	69,300.00
32	47,520.00	82	58,520.00	132	69,520.00
33	47,740.00	83	58,740.00	133	69,740.00
34	47,960.00	84	58,960.00	134	69,960.00
35	48,180.00	85	59,180.00	135	70,180.00
36	48,400.00	86	59,400.00	136	70,400.00
37	48,620.00	87	59,620.00	137	70,620.00
38	48,840.00	88	59,840.00	138	70,840.00
39	49,060.00	89	60,060.00	139	71,060.00
40	49,280.00	90	60,280.00	140	71,280.00
41	49,500.00	91	60,500.00	141	71,500.00
42	49,720.00	92	60,720.00	142	71,720.00
43	49,940.00	93	60,940.00	143	71,940.00
44	50,160.00	94	61,160.00	144	72,160.00
45	50,380.00	95	61,380.00	145	72,380.00
46	50,600.00	96	61,600.00	146	72,600.00
47	50,820.00	97	61,820.00	147	72,820.00
48	51,040.00	98	62,040.00	148	73,040.00
49	51,260.00	99	62,260.00	149	73,260.00
50	51,480.00	100	62,480.00	150	73,480.00

**Notes:**

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(m)&(o), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move four increments = 11 Mo. Contract \$880.
- Instructional Staff with a final rating of Effective will move three increments = 11 Mo. Contract \$660.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 11 Mo. Contract \$0.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
 12 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE  
 2017-2018 FISCAL YEAR  
 ALL PROFESSIONAL SERVICE CONTRACT AND  
 CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

*TA*  
*Donna Harper*  
 2/15/18

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	44,400.00	51	56,400.00	101	68,400.00
2	44,640.00	52	56,640.00	102	68,640.00
3	44,880.00	53	56,880.00	103	68,880.00
4	45,120.00	54	57,120.00	104	69,120.00
5	45,360.00	55	57,360.00	105	69,360.00
6	45,600.00	56	57,600.00	106	69,600.00
7	45,840.00	57	57,840.00	107	69,840.00
8	46,080.00	58	58,080.00	108	70,080.00
9	46,320.00	59	58,320.00	109	70,320.00
10	46,560.00	60	58,560.00	110	70,560.00
11	46,800.00	61	58,800.00	111	70,800.00
12	47,040.00	62	59,040.00	112	71,040.00
13	47,280.00	63	59,280.00	113	71,280.00
14	47,520.00	64	59,520.00	114	71,520.00
15	47,760.00	65	59,760.00	115	71,760.00
16	48,000.00	66	60,000.00	116	72,000.00
17	48,240.00	67	60,240.00	117	72,240.00
18	48,480.00	68	60,480.00	118	72,480.00
19	48,720.00	69	60,720.00	119	72,720.00
20	48,960.00	70	60,960.00	120	72,960.00
21	49,200.00	71	61,200.00	121	73,200.00
22	49,440.00	72	61,440.00	122	73,440.00
23	49,680.00	73	61,680.00	123	73,680.00
24	49,920.00	74	61,920.00	124	73,920.00
25	50,160.00	75	62,160.00	125	74,160.00
26	50,400.00	76	62,400.00	126	74,400.00
27	50,640.00	77	62,640.00	127	74,640.00
28	50,880.00	78	62,880.00	128	74,880.00
29	51,120.00	79	63,120.00	129	75,120.00
30	51,360.00	80	63,360.00	130	75,360.00
31	51,600.00	81	63,600.00	131	75,600.00
32	51,840.00	82	63,840.00	132	75,840.00
33	52,080.00	83	64,080.00	133	76,080.00
34	52,320.00	84	64,320.00	134	76,320.00
35	52,560.00	85	64,560.00	135	76,560.00
36	52,800.00	86	64,800.00	136	76,800.00
37	53,040.00	87	65,040.00	137	77,040.00
38	53,280.00	88	65,280.00	138	77,280.00
39	53,520.00	89	65,520.00	139	77,520.00
40	53,760.00	90	65,760.00	140	77,760.00
41	54,000.00	91	66,000.00	141	78,000.00
42	54,240.00	92	66,240.00	142	78,240.00
43	54,480.00	93	66,480.00	143	78,480.00
44	54,720.00	94	66,720.00	144	78,720.00
45	54,960.00	95	66,960.00	145	78,960.00
46	55,200.00	96	67,200.00	146	79,200.00
47	55,440.00	97	67,440.00	147	79,440.00
48	55,680.00	98	67,680.00	148	79,680.00
49	55,920.00	99	67,920.00	149	79,920.00
50	56,160.00	100	68,160.00	150	80,160.00

**Notes:**

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(m)&(o), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move four increments = 12 Mo. Contract \$960.
- Instructional Staff with a final rating of Effective will move three increments = 12 Mo. Contract \$720.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 12 Mo. Contract \$0.