

2018-2019 ESP Salary Proposal

February 20, 2019

TA Klof 2/20/19
M. Dupka

1. 0.5% COLA for all Employees
2. Eliminate Paygrade 8 and move Paygrade 9
3. Current Employees on Paygrade 9 move to Paygrade 10.
4. Move School Bus Operators from Paygrade 13 to Paygrade 14.
5. A Step Roll for all eligible current employees excluding Bus Drivers. (Eligible employees are defined as current employees that are not on probation at the time of ratification by both parties.)

**Retroactive to July 1, 2018

TR 2/26/19
N. Dupka

The School District of Escambia County
 EDUCATIONAL SUPPORT PERSONNEL SALARY SCHEDULE
 (Escambia Education Staff Professionals)
 2018-2019 Fiscal Year

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
9	9.53	9.72	9.92	10.11	10.32	10.51	10.73	10.94	11.17	11.40	11.61	11.85	12.07	12.33	12.57
10	10.00	10.21	10.40	10.62	10.83	11.03	11.27	11.50	11.73	11.96	12.21	12.43	12.67	12.94	13.20
11	10.49	10.72	10.93	11.15	11.38	11.60	11.83	12.06	12.31	12.55	12.80	13.07	13.33	13.59	13.87
12	11.02	11.25	11.48	11.71	11.94	12.18	12.42	12.66	12.91	13.18	13.44	13.70	13.99	14.26	14.55
13	11.58	11.82	12.05	12.30	12.54	12.79	13.05	13.32	13.57	13.86	14.12	14.40	14.69	14.98	15.29
14	12.16	12.41	12.65	12.90	13.17	13.44	13.70	13.98	14.25	14.54	14.83	15.12	15.44	15.74	16.06
15	12.77	13.02	13.30	13.55	13.83	14.10	14.38	14.66	14.96	15.25	15.57	15.87	16.19	16.52	16.84
16	13.41	13.67	13.95	14.22	14.51	14.80	15.09	15.40	15.71	16.02	16.34	16.66	17.00	17.34	17.69
17	14.08	14.37	14.65	14.94	15.24	15.55	15.86	16.17	16.50	16.82	17.17	17.51	17.86	18.21	18.58
18	14.77	15.06	15.38	15.69	16.00	16.31	16.64	16.97	17.32	17.67	18.02	18.36	18.74	19.12	19.51
19	15.52	15.82	16.14	16.46	16.79	17.14	17.48	17.82	18.18	18.55	18.90	19.30	19.68	20.08	20.46
20	16.29	16.62	16.95	17.29	17.65	17.99	18.34	18.72	19.08	19.49	19.86	20.25	20.66	21.07	21.49
21	17.12	17.45	17.80	18.16	18.52	18.87	19.27	19.65	20.05	20.43	20.85	21.27	21.70	22.12	22.56
22	17.97	18.32	18.70	19.06	19.45	19.84	20.23	20.64	21.05	21.47	21.91	22.34	22.79	23.26	23.71
23	18.85	19.25	19.62	20.03	20.41	20.83	21.24	21.67	22.10	22.53	22.98	23.45	23.92	24.39	24.89
24	19.80	20.20	20.60	21.00	21.43	21.86	22.29	22.75	23.21	23.67	24.15	24.61	25.10	25.61	26.12
25	20.79	21.21	21.65	22.07	22.50	22.94	23.42	23.88	24.36	24.84	25.34	25.85	26.37	26.89	27.44
26	21.83	22.26	22.72	23.18	23.64	24.10	24.57	25.06	25.58	26.08	26.61	27.15	27.68	28.23	28.80
27	22.91	23.39	23.85	24.33	24.81	25.31	25.82	26.34	26.86	27.40	27.95	28.50	29.07	29.65	30.24
28	24.07	24.54	25.03	25.54	26.05	26.57	27.10	27.64	28.20	28.76	29.34	29.92	30.52	31.13	31.76
29	25.28	25.78	26.30	26.82	27.36	27.91	28.46	29.02	29.61	30.20	30.80	31.43	32.05	32.68	33.35
30	26.53	27.07	27.61	28.16	28.72	29.29	29.88	30.48	31.09	31.71	32.33	32.99	33.65	34.33	35.00
31	27.87	28.42	28.98	29.57	30.16	30.75	31.38	32.01	32.64	33.30	33.95	34.64	35.33	36.03	36.76
32	29.25	29.83	30.44	31.04	31.66	32.29	32.93	33.61	34.27	34.95	35.66	36.36	37.09	37.84	38.58
33	30.71	31.32	31.96	32.60	33.25	33.91	34.59	35.28	35.99	36.70	37.44	38.20	38.95	39.74	40.53

Note:

- Additional pay for longevity: 2% for 5 - 10 years of service, 4% for 10 - 15 years of service, 6% for 15 - 20 years of service, 8% for 20 - 25 years of service, 10% for 25 - 28 years of service, 11% for 28 - 30 years of service, 12% for more than 30 years of service.
- No Child Left Behind Paraprofessional Career Ladder provides an opportunity for paraprofessionals to receive an additional 2%, 4% or 6%, dependent upon the agreed-upon criteria.
- 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.
- For additional salary agreement conditions, see supplemental information.

TH *[Signature]* 4/26/19
 N. Gupta

The School District of Escambia County
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Grade	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30
9	12.82	13.09	13.35	13.61	13.89	14.15	14.44	14.72	15.02	15.33	15.63	15.94	16.26	16.58	16.92
10	13.46	13.73	14.01	14.28	14.57	14.86	15.16	15.47	15.77	16.09	16.41	16.72	17.07	17.42	17.76
11	14.14	14.42	14.70	15.00	15.30	15.61	15.92	16.24	16.56	16.90	17.23	17.58	17.93	18.28	18.64
12	14.84	15.13	15.45	15.75	16.07	16.39	16.70	17.05	17.40	17.74	18.09	18.46	18.81	19.21	19.59
13	15.59	15.90	16.23	16.55	16.88	17.21	17.55	17.92	18.26	18.63	19.00	19.38	19.77	20.17	20.57
14	16.38	16.69	17.04	17.38	17.73	18.08	18.45	18.80	19.18	19.58	19.95	20.36	20.76	21.19	21.61
16	17.18	17.52	17.88	18.23	18.60	18.97	19.35	19.74	20.13	20.53	20.94	21.36	21.79	22.22	22.66
16	18.04	18.39	18.76	19.14	19.54	19.91	20.32	20.71	21.15	21.57	21.99	22.42	22.87	23.34	23.80
17	18.95	19.33	19.71	20.11	20.51	20.92	21.33	21.77	22.20	22.64	23.08	23.56	24.03	24.50	24.99
18	19.88	20.29	20.68	21.12	21.52	21.96	22.39	22.84	23.31	23.76	24.24	24.73	25.23	25.73	26.25
19	20.88	21.30	21.73	22.15	22.60	23.04	23.52	23.98	24.46	24.95	25.46	25.96	26.49	27.00	27.55
20	21.93	22.37	22.81	23.28	23.73	24.21	24.70	25.20	25.69	26.19	26.71	27.27	27.81	28.36	28.93
21	23.01	23.48	23.95	24.43	24.92	25.42	25.92	26.44	26.96	27.51	28.06	28.62	29.20	29.78	30.38
22	24.19	24.66	25.16	25.66	26.16	26.69	27.23	27.76	28.33	28.89	29.49	30.06	30.66	31.28	31.91
23	25.38	25.89	26.40	26.92	27.47	28.02	28.57	29.15	29.74	30.33	30.94	31.55	32.19	32.82	33.48
24	26.64	27.18	27.72	28.27	28.84	29.43	30.01	30.61	31.22	31.84	32.48	33.12	33.80	34.46	35.16
25	27.98	28.53	29.10	29.69	30.29	30.89	31.51	32.13	32.78	33.44	34.12	34.78	35.48	36.19	36.91
26	29.39	29.96	30.57	31.18	31.80	32.43	33.08	33.74	34.42	35.10	35.81	36.53	37.26	38.00	38.77
27	30.84	31.48	32.10	32.74	33.40	34.08	34.74	35.44	36.15	36.87	37.61	38.35	39.11	39.91	40.70
28	32.38	33.04	33.70	34.37	35.06	35.77	36.48	37.21	37.94	38.71	39.48	40.27	41.07	41.91	42.73
29	34.01	34.68	35.38	36.09	36.81	37.54	38.30	39.06	39.85	40.64	41.46	42.28	43.12	43.99	44.86
30	35.72	36.42	37.14	37.89	38.64	39.42	40.20	41.00	41.83	42.66	43.54	44.40	45.29	46.18	47.11
31	37.49	38.25	39.00	39.80	40.58	41.40	42.22	43.06	43.93	44.79	45.70	46.62	47.56	48.49	49.47
32	39.37	40.15	40.95	41.77	42.60	43.46	44.34	45.23	46.12	47.05	47.98	48.95	49.92	50.92	51.94
33	41.35	42.16	43.01	43.86	44.73	45.63	46.55	47.48	48.43	49.39	50.38	51.40	52.42	53.46	54.53

Note:

- Additional pay for longevity: 2% for 5 - 10 years of service, 4% for 10 - 15 years of service, 6% for 15 - 20 years of service, 8% for 20 - 25 years of service, 10% for 25 - 28 years of service, 11% for 28 - 30 years of service, 12% for more than 30 years of service.
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Supplemental Information

- Beginning in the fall of 2018, bus operators who do not use sick or personal leave during the previous year will receive a bonus of \$100. Approved Temporary Duty Leave, approved Line of Duty Leave, approved comp time, and Association leave shall not affect a school related employee's perfect attendance.
- Beginning in the fall of 2018, bus operators will receive a bonus of \$100 per year (SBO Bonus Program) for meeting the safe driver criteria for the previous year.

If verified and approved by the Director of the Department in which the employee works, an employee who has an active license listed below will receive the supplement.

- Additional pay of \$.50/hr will be added for the following certifications: State of Local Journeyman's Certification, Pest Control Certification & State License issued by the Department of Financial Services (State Fire Marshall) to maintain, repair and inspect Fire Suppression Equipment.
- Additional pay of \$1.00/hr will be added for the following certifications: State or Local Master's Certification & Bus Driver State Certified Trainers/Test Examiners.