

2021-2022 EEA Salary Proposal

Pass #6

February 15, 2022

TA
M. Sepka
C. Gray

1. SALARY SCHEDULE - BASED ADJUSTMENTS

2A. PERFORMANCE SCHEDULE	2B. GRANDFATHER SCHEDULE
<p>\$600 Market Adjustment</p> <p>Performance Pay based on 2020-2021 Year:</p> <ul style="list-style-type: none">• 10-Month: \$600 (E) / \$800(HE)• 11-Month: \$660 (E) / \$880(HE)• 12-Month: \$720 (E) / \$960(HE)	<p>Performance Pay based on 2020-2021 Year:</p> <ul style="list-style-type: none">• 10-Month: \$200(E) / \$400(HE)• 11-Month: \$220(E) / \$440(HE)• 12-Month: \$240(E) / \$480(HE) <p>YEARS OF EXPERIENCE LONGEVITY SUPPLEMENT: (Must have received E/HE in '20-21 to qualify)</p> <p>\$1000/\$1100/\$1200 10-mo/11-mo/12-Mo</p>

3. ADVANCED DEGREE SUPPLEMENTS

- 10-Month add \$250 to each
- 11-Month add \$275 to each
- 12-Month add \$300 to each

4. READING ENDORSEMENT SUPPLEMENT

\$300 for all bargaining unit members that hold this endorsement on their certificate (Masters included)

5. ADDITIONAL SUPPLEMENTS

- Consulting Teacher (S.T.A.R.T) Index 0.0686
- Academic National Honor Society
 - High School 0-5 years Index 0.0349; 6+ years 0.0372 Index
 - Middle School 0-5 years Index 0.0337; 6+ years 0.0361 Index
- Student Government
 - High School 0-5 years Index 0.0395; 6+ years 0.0419 Index
 - Middle School 0-5 years Index 0.0337; 6+ years 0.0361 Index
- The Instructional Supplements Schedule will be adjusted to reflect the new salary schedule as is stated in the Master Contract.

6. CLASS COVERAGE

The School Board of Escambia County and the Escambia Education Association have reached an agreement in response to the shortage of substitute teachers available amid the COVID-19 pandemic. The Board recognizes instructional personnel have incurred numerous hours of lost planning time. In addition, there has been an increase of frequencies in which teachers have been required to supervise additional students as a result of teacher absences.

To compensate for these occurrences, all personnel of the instructional bargaining unit shall be paid a one-time stipend of \$275 (two hundred seventy-five). It is the district's intent to make this payment to the eligible recipients on or prior to May 27, 2022.

To be eligible for payment, employees must:

- be active, full-time benefit eligible employees, and
- have been employed on or before January 3, 2022 and maintained continuous employment through the last day of school, May 27, 2022.

Both parties agree to meet in May to discuss the previous COVID MOU and include terms for class coverage for the 2022-2023 school year.

Salary increases will be retro to July 1, 2021 for all employees and retirees.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 10 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE
 FOR THE FISCAL YEAR ENDING JUNE 30, 2022
 ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT
 INSTRUCTIONAL PERSONNEL

2/21/22 TA
 CG
 N. W. Supka

Level	Amount	Level	Amount	Level	Amount
1	44,100.00	51	54,100.00	101	64,100.00
2	44,300.00	52	54,300.00	102	64,300.00
3	44,500.00	53	54,500.00	103	64,500.00
4	44,700.00	54	54,700.00	104	64,700.00
5	44,900.00	55	54,900.00	105	64,900.00
6	45,100.00	56	55,100.00	106	65,100.00
7	45,300.00	57	55,300.00	107	65,300.00
8	45,500.00	58	55,500.00	108	65,500.00
9	45,700.00	59	55,700.00	109	65,700.00
10	45,900.00	60	55,900.00	110	65,900.00
11	46,100.00	61	56,100.00	111	66,100.00
12	46,300.00	62	56,300.00	112	66,300.00
13	46,500.00	63	56,500.00	113	66,500.00
14	46,700.00	64	56,700.00	114	66,700.00
15	46,900.00	65	56,900.00	115	66,900.00
16	47,100.00	66	57,100.00	116	67,100.00
17	47,300.00	67	57,300.00	117	67,300.00
18	47,500.00	68	57,500.00	118	67,500.00
19	47,700.00	69	57,700.00	119	67,700.00
20	47,900.00	70	57,900.00	120	67,900.00
21	48,100.00	71	58,100.00	121	68,100.00
22	48,300.00	72	58,300.00	122	68,300.00
23	48,500.00	73	58,500.00	123	68,500.00
24	48,700.00	74	58,700.00	124	68,700.00
25	48,900.00	75	58,900.00	125	68,900.00
26	49,100.00	76	59,100.00	126	69,100.00
27	49,300.00	77	59,300.00	127	69,300.00
28	49,500.00	78	59,500.00	128	69,500.00
29	49,700.00	79	59,700.00	129	69,700.00
30	49,900.00	80	59,900.00	130	69,900.00
31	50,100.00	81	60,100.00	131	70,100.00
32	50,300.00	82	60,300.00	132	70,300.00
33	50,500.00	83	60,500.00	133	70,500.00
34	50,700.00	84	60,700.00	134	70,700.00
35	50,900.00	85	60,900.00	135	70,900.00
36	51,100.00	86	61,100.00	136	71,100.00
37	51,300.00	87	61,300.00	137	71,300.00
38	51,500.00	88	61,500.00	138	71,500.00
39	51,700.00	89	61,700.00	139	71,700.00
40	51,900.00	90	61,900.00	140	71,900.00
41	52,100.00	91	62,100.00	141	72,100.00
42	52,300.00	92	62,300.00	142	72,300.00
43	52,500.00	93	62,500.00	143	72,500.00
44	52,700.00	94	62,700.00	144	72,700.00
45	52,900.00	95	62,900.00	145	72,900.00
46	53,100.00	96	63,100.00	146	73,100.00
47	53,300.00	97	63,300.00	147	73,300.00
48	53,500.00	98	63,500.00	148	73,500.00
49	53,700.00	99	63,700.00	149	73,700.00
50	53,900.00	100	63,900.00	150	73,900.00

Salary Supplements:

- (1) Performance pay supplement (based on 2020-21 school year): Effective - \$600 / Highly Effective - \$800
- (2) Advanced degree supplement (In field/out of field) - according to Instructional Supplements Schedule
- (3) Reading endorsement supplement - \$300 (includes all Instructional staff with endorsement)
- (4) Class coverage supplement (per agreement) - \$275 (includes all Instructional staff)
- (5) Virtual School teachers receive \$130 per student for courses successfully completed.
- (6) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 11 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE
 FOR THE FISCAL YEAR ENDING JUNE 30, 2022
 ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT
 INSTRUCTIONAL PERSONNEL

4/21/22 TA n. Supka
 [Signature]

Level	Amount	Level	Amount	Level	Amount
1	48,510.00	51	59,510.00	101	70,510.00
2	48,730.00	52	59,730.00	102	70,730.00
3	48,950.00	53	59,950.00	103	70,950.00
4	49,170.00	54	60,170.00	104	71,170.00
5	49,390.00	55	60,390.00	105	71,390.00
6	49,610.00	56	60,610.00	106	71,610.00
7	49,830.00	57	60,830.00	107	71,830.00
8	50,050.00	58	61,050.00	108	72,050.00
9	50,270.00	59	61,270.00	109	72,270.00
10	50,490.00	60	61,490.00	110	72,490.00
11	50,710.00	61	61,710.00	111	72,710.00
12	50,930.00	62	61,930.00	112	72,930.00
13	51,150.00	63	62,150.00	113	73,150.00
14	51,370.00	64	62,370.00	114	73,370.00
15	51,590.00	65	62,590.00	115	73,590.00
16	51,810.00	66	62,810.00	116	73,810.00
17	52,030.00	67	63,030.00	117	74,030.00
18	52,250.00	68	63,250.00	118	74,250.00
19	52,470.00	69	63,470.00	119	74,470.00
20	52,690.00	70	63,690.00	120	74,690.00
21	52,910.00	71	63,910.00	121	74,910.00
22	53,130.00	72	64,130.00	122	75,130.00
23	53,350.00	73	64,350.00	123	75,350.00
24	53,570.00	74	64,570.00	124	75,570.00
25	53,790.00	75	64,790.00	125	75,790.00
26	54,010.00	76	65,010.00	126	76,010.00
27	54,230.00	77	65,230.00	127	76,230.00
28	54,450.00	78	65,450.00	128	76,450.00
29	54,670.00	79	65,670.00	129	76,670.00
30	54,890.00	80	65,890.00	130	76,890.00
31	55,110.00	81	66,110.00	131	77,110.00
32	55,330.00	82	66,330.00	132	77,330.00
33	55,550.00	83	66,550.00	133	77,550.00
34	55,770.00	84	66,770.00	134	77,770.00
35	55,990.00	85	66,990.00	135	77,990.00
36	56,210.00	86	67,210.00	136	78,210.00
37	56,430.00	87	67,430.00	137	78,430.00
38	56,650.00	88	67,650.00	138	78,650.00
39	56,870.00	89	67,870.00	139	78,870.00
40	57,090.00	90	68,090.00	140	79,090.00
41	57,310.00	91	68,310.00	141	79,310.00
42	57,530.00	92	68,530.00	142	79,530.00
43	57,750.00	93	68,750.00	143	79,750.00
44	57,970.00	94	68,970.00	144	79,970.00
45	58,190.00	95	69,190.00	145	80,190.00
46	58,410.00	96	69,410.00	146	80,410.00
47	58,630.00	97	69,630.00	147	80,630.00
48	58,850.00	98	69,850.00	148	80,850.00
49	59,070.00	99	70,070.00	149	81,070.00
50	59,290.00	100	70,290.00	150	81,290.00

Salary Supplements:

- (1) Performance pay supplement (based on 2020-21 school year): Effective - \$660 / Highly Effective - \$880
- (2) Advanced degree supplement (in field/out of field) - according to Instructional Supplements Schedule
- (3) Reading endorsement supplement - \$300 (includes all instructional staff with endorsement)
- (4) Class coverage supplement (per agreement) - \$275 (includes all instructional staff)
- (5) Virtual School teachers receive \$130 per student for courses successfully completed.
- (6) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 12 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE
 FOR THE FISCAL YEAR ENDING JUNE 30, 2022
 ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT
 INSTRUCTIONAL PERSONNEL

2/21/22 TA
 CG
 m. dupka

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

Salary Supplements:

- (1) Performance pay supplement (based on 2020-21 school year): Effective - \$720 / Highly Effective - \$960
- (2) Advanced degree supplement (in field/out of field) - according to Instructional Supplements Schedule
- (3) Reading endorsement supplement - \$300 (includes all instructional staff with endorsement)
- (4) Class coverage supplement (per agreement) - \$275 (includes all instructional staff)
- (5) Virtual School teachers receive \$130 per student for courses successfully completed.
- (6) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(f)&(n), Florida Statutes.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 12 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE
 FOR THE FISCAL YEAR ENDING JUNE 30, 2022
 ALL PROFESSIONAL SERVICE CONTRACT AND
 CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

M. Dupka
C. Gray
 2/21/22 TA

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

Salary Supplements:

- (1) Years of experience longevity supplement (based on 2020-21 school year): Effective / Highly Effective - \$1,200
- (2) Performance pay supplement (based on 2020-21 school year): Effective - \$240 / Highly Effective - \$480
- (3) Advanced degree supplement (in field/out of field) - according to Instructional Supplements Schedule
- (4) Reading endorsement supplement - \$300 (includes all instructional staff with endorsement)
- (5) Class coverage supplement (per agreement) - \$275 (includes all instructional staff)
- (6) Virtual School teachers receive \$130 per student for courses successfully completed.
- (7) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 10 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE
 FOR THE FISCAL YEAR ENDING JUNE 30, 2022
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 CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

2/21/22
 T.A. M. Dupka
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5	44,300.00	55	54,300.00	105	64,300.00
6	44,500.00	56	54,500.00	106	64,500.00
7	44,700.00	57	54,700.00	107	64,700.00
8	44,900.00	58	54,900.00	108	64,900.00
9	45,100.00	59	55,100.00	109	65,100.00
10	45,300.00	60	55,300.00	110	65,300.00
11	45,500.00	61	55,500.00	111	65,500.00
12	45,700.00	62	55,700.00	112	65,700.00
13	45,900.00	63	55,900.00	113	65,900.00
14	46,100.00	64	56,100.00	114	66,100.00
15	46,300.00	65	56,300.00	115	66,300.00
16	46,500.00	66	56,500.00	116	66,500.00
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23	47,900.00	73	57,900.00	123	67,900.00
24	48,100.00	74	58,100.00	124	68,100.00
25	48,300.00	75	58,300.00	125	68,300.00
26	48,500.00	76	58,500.00	126	68,500.00
27	48,700.00	77	58,700.00	127	68,700.00
28	48,900.00	78	58,900.00	128	68,900.00
29	49,100.00	79	59,100.00	129	69,100.00
30	49,300.00	80	59,300.00	130	69,300.00
31	49,500.00	81	59,500.00	131	69,500.00
32	49,700.00	82	59,700.00	132	69,700.00
33	49,900.00	83	59,900.00	133	69,900.00
34	50,100.00	84	60,100.00	134	70,100.00
35	50,300.00	85	60,300.00	135	70,300.00
36	50,500.00	86	60,500.00	136	70,500.00
37	50,700.00	87	60,700.00	137	70,700.00
38	50,900.00	88	60,900.00	138	70,900.00
39	51,100.00	89	61,100.00	139	71,100.00
40	51,300.00	90	61,300.00	140	71,300.00
41	51,500.00	91	61,500.00	141	71,500.00
42	51,700.00	92	61,700.00	142	71,700.00
43	51,900.00	93	61,900.00	143	71,900.00
44	52,100.00	94	62,100.00	144	72,100.00
45	52,300.00	95	62,300.00	145	72,300.00
46	52,500.00	96	62,500.00	146	72,500.00
47	52,700.00	97	62,700.00	147	72,700.00
48	52,900.00	98	62,900.00	148	72,900.00
49	53,100.00	99	63,100.00	149	73,100.00
50	53,300.00	100	63,300.00	150	73,300.00

Salary Supplements:

- (1) Years of experience longevity supplement (based on 2020-21 school year): Effective / Highly Effective - \$1,000
- (2) Performance pay supplement (based on 2020-21 school year): Effective - \$200 / Highly Effective - \$400
- (3) Advanced degree supplement (in field/out of field) - according to Instructional Supplements Schedule
- (4) Reading endorsement supplement - \$300 (includes all instructional staff with endorsement)
- (5) Class coverage supplement (per agreement) - \$275 (includes all instructional staff)
- (6) Virtual School teachers receive \$130 per student for courses successfully completed.
- (7) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(f)&(n), Florida Statutes.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 11 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE
 FOR THE FISCAL YEAR ENDING JUNE 30, 2022
 ALL PROFESSIONAL SERVICE CONTRACT AND
 CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL

TAM. Depka
 2/21/22
 C. Geary

Level	Amount	Level	Amount	Level	Amount
1	47,850.00	51	58,850.00	101	69,850.00
2	48,070.00	52	59,070.00	102	70,070.00
3	48,290.00	53	59,290.00	103	70,290.00
4	48,510.00	54	59,510.00	104	70,510.00
5	48,730.00	55	59,730.00	105	70,730.00
6	48,950.00	56	59,950.00	106	70,950.00
7	49,170.00	57	60,170.00	107	71,170.00
8	49,390.00	58	60,390.00	108	71,390.00
9	49,610.00	59	60,610.00	109	71,610.00
10	49,830.00	60	60,830.00	110	71,830.00
11	50,050.00	61	61,050.00	111	72,050.00
12	50,270.00	62	61,270.00	112	72,270.00
13	50,490.00	63	61,490.00	113	72,490.00
14	50,710.00	64	61,710.00	114	72,710.00
15	50,930.00	65	61,930.00	115	72,930.00
16	51,150.00	66	62,150.00	116	73,150.00
17	51,370.00	67	62,370.00	117	73,370.00
18	51,590.00	68	62,590.00	118	73,590.00
19	51,810.00	69	62,810.00	119	73,810.00
20	52,030.00	70	63,030.00	120	74,030.00
21	52,250.00	71	63,250.00	121	74,250.00
22	52,470.00	72	63,470.00	122	74,470.00
23	52,690.00	73	63,690.00	123	74,690.00
24	52,910.00	74	63,910.00	124	74,910.00
25	53,130.00	75	64,130.00	125	75,130.00
26	53,350.00	76	64,350.00	126	75,350.00
27	53,570.00	77	64,570.00	127	75,570.00
28	53,790.00	78	64,790.00	128	75,790.00
29	54,010.00	79	65,010.00	129	76,010.00
30	54,230.00	80	65,230.00	130	76,230.00
31	54,450.00	81	65,450.00	131	76,450.00
32	54,670.00	82	65,670.00	132	76,670.00
33	54,890.00	83	65,890.00	133	76,890.00
34	55,110.00	84	66,110.00	134	77,110.00
35	55,330.00	85	66,330.00	135	77,330.00
36	55,550.00	86	66,550.00	136	77,550.00
37	55,770.00	87	66,770.00	137	77,770.00
38	55,990.00	88	66,990.00	138	77,990.00
39	56,210.00	89	67,210.00	139	78,210.00
40	56,430.00	90	67,430.00	140	78,430.00
41	56,650.00	91	67,650.00	141	78,650.00
42	56,870.00	92	67,870.00	142	78,870.00
43	57,090.00	93	68,090.00	143	79,090.00
44	57,310.00	94	68,310.00	144	79,310.00
45	57,530.00	95	68,530.00	145	79,530.00
46	57,750.00	96	68,750.00	146	79,750.00
47	57,970.00	97	68,970.00	147	79,970.00
48	58,190.00	98	69,190.00	148	80,190.00
49	58,410.00	99	69,410.00	149	80,410.00
50	58,630.00	100	69,630.00	150	80,630.00

Salary Supplements:

- (1) Years of experience longevity supplement (based on 2020-21 school year): Effective / Highly Effective - \$1,100
- (2) Performance pay supplement (based on 2020-21 school year): Effective - \$220 / Highly Effective - \$440
- (3) Advanced degree supplement (in field/out of field) - according to Instructional Supplements Schedule
- (4) Reading endorsement supplement - \$300 (includes all instructional staff with endorsement)
- (5) Class coverage supplement (per agreement) - \$275 (includes all instructional staff)
- (6) Virtual School teachers receive \$130 per student for courses successfully completed.
- (7) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.

The School District Of Escambia County
 Instructional Supplements Schedule
 For the Fiscal Year Ending June 30, 2022

TA
 M. Dupka
 C. Gray
 2-21-22

SUPPLEMENT	10 MONTHS	11 MONTHS	12 MONTHS
RANK PAY			
Masters (In-Field)	2,750	3,025	3,300
Masters (Out-of-Field)	1,870	2,057	2,244
Specialist (In-Field)	3,410	3,751	4,092
Specialist (Out-of-Field)	2,860	3,146	3,432
Doctorate (In-Field)	3,960	4,356	4,752
Doctorate (Out-of-Field)	3,630	3,993	4,356

The School District Of Escambia County
 Instructional Supplements Schedule
 For the Fiscal Year Ending June 30, 2022

TA
 2/21/2022
 M. Dupka
 A. Gray

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

HIGH SCHOOL:

Athletic Director	JUL	JUN	0.1151	5,076	0.1279	5,640
Head Coach						
Baseball	FEB	MAY	0.1023	4,511	0.1046	4,613
Basketball (Boys & Girls)	NOV	FEB	0.1116	4,922	0.1163	5,129
Cross Country	AUG	OCT	0.0535	2,359	0.0558	2,461
Diving	AUG	OCT	0.0535	2,359	0.0558	2,461
Flag Football (Girls)	FEB	APR	0.0535	2,359	0.0558	2,461
Football	JUL	JUN	0.1593	7,025	0.1674	7,382
Lacrosse	FEB	APR	0.1023	4,511	0.1046	4,613
Golf (Boys & Girls)	AUG	OCT	0.0535	2,359	0.0558	2,461
Soccer (Boys & Girls)	OCT	JAN	0.1023	4,511	0.1046	4,613
Softball	FEB	MAY	0.1023	4,511	0.1046	4,613
Swimming	AUG	OCT	0.0535	2,359	0.0558	2,461
Tennis	JAN	APR	0.0535	2,359	0.0558	2,461
Track (Boys & Girls)	JAN	APR	0.1023	4,511	0.1046	4,613
Volleyball	AUG	OCT	0.1023	4,511	0.1046	4,613
Weightlifting (Boys)	JAN	MAR	0.0535	2,359	0.0558	2,461
Weightlifting (Girls)	OCT	JAN	0.0535	2,359	0.0558	2,461
Wrestling	NOV	FEB	0.0535	2,359	0.0558	2,461
Assistant Coach						
Baseball (J.V. & 9th)	FEB	MAY	0.0616	2,717	0.0628	2,769
Basketball (J.V. Boys & Girls; 9th Boys & Girls)	NOV	FEB	0.0779	3,435	0.0814	3,590
Football - Fall	AUG	NOV	0.0651	2,871	0.0675	2,977
Football - Spring	MAY	JUN	0.0407	1,795	0.0419	1,848
Lacrosse	JAN	APR	0.0616	2,717	0.0628	2,769
Soccer (J.V. Boys & Girls)	OCT	JAN	0.0616	2,717	0.0628	2,769
Softball (J.V. & 9th)	FEB	MAY	0.0616	2,717	0.0628	2,769
Swimming	AUG	OCT	0.0454	2,002	0.0477	2,104
Track (Boys & Girls)	JAN	APR	0.0616	2,717	0.0628	2,769
Volleyball (J.V. & 9th)	AUG	OCT	0.0616	2,717	0.0628	2,769
Cheerleader Sponsor						
9th Grade	AUG	JUN	0.0454	2,002	0.0477	2,104
Junior Varsity	AUG	JUN	0.0454	2,002	0.0477	2,104
Varsity	AUG	JUN	0.0675	2,977	0.0698	3,078

The School District Of Escambia County
 Instructional Supplements Schedule
 For the Fiscal Year Ending June 30, 2022

TA
 2/21/2022
 M. Superc
 A. Gray

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	2,359	0.0558	2,461
Football	AUG	NOV	0.0535	2,359	0.0558	2,461
Swimming	DEC	MAR	0.0535	2,359	0.0558	2,461
Track	MAR	MAY	0.0535	2,359	0.0558	2,461
Volleyball	DEC	MAR	0.0535	2,359	0.0558	2,461

Assistant Coach						
Basketball	AUG	NOV	0.0454	2,002	0.0477	2,104
Football	AUG	NOV	0.0454	2,002	0.0477	2,104
Swimming	DEC	MAR	0.0454	2,002	0.0477	2,104
Track	MAR	MAY	0.0454	2,002	0.0477	2,104
Volleyball	DEC	MAR	0.0454	2,002	0.0477	2,104
Cheerleader Sponsor	AUG	JUN	0.0395	1,742	0.0419	1,848

MUSIC ACTIVITY

HIGH SCHOOL:

Band						
Director	JUL	JUN	0.1256	5,539	0.1302	5,742
Assistant Director	JUL	JUN	0.0895	3,947	0.0918	4,048
Choral						
Director	AUG	JUN	0.0895	3,947	0.0918	4,048
Assistant Director	AUG	JUN	0.0779	3,435	0.0802	3,537
Strings Director	AUG	JUN	0.1035	4,564	0.1070	4,719

MIDDLE SCHOOL:

Band Director	AUG	JUN	0.0779	3,435	0.0814	3,590
Choral Director	AUG	JUN	0.0535	2,359	0.0558	2,461
Strings Director	AUG	JUN	0.1035	4,564	0.1070	4,719

The School District Of Escambia County
 Instructional Supplements Schedule
 For the Fiscal Year Ending June 30, 2022

TA M. Sipe
 2/21/2022 C. Gray

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT
CO-CURRICULAR						
Curriculum Coordinator	AUG	JUN	0.0651	2,871	0.0674	2,972
Administrative Dean						
High School	AUG	JUN	0.0860	3,793	0.0883	3,894
Middle School	AUG	JUN	0.0860	3,793	0.0883	3,894
Consulting Teacher (START)	AUG	JUN	0.0686	3,025		
Educational Specialist	AUG	JUN	0.0768	3,387	0.0790	3,484
Staffing Specialist	JUL	JUN	0.0768	3,387	0.0790	3,484
Teacher On Special Assignment	JUL	JUN	0.0768	3,387	0.0790	3,484
School Social Worker	AUG	JUN	0.1023	4,511	0.1046	4,613
Teacher-In-Charge	AUG	JUN	0.0686	3,025	0.0709	3,127
Academic Honor Society						
High School	AUG	JUN	0.0349	1,539	0.0372	1,641
Middle School	AUG	JUN	0.0337	1,486	0.0361	1,592
Academic Sponsors	AUG	JUN	0.0337	1,486	0.0361	1,592
Student Government						
High School	AUG	JUN	0.0395	1,742	0.0419	1,848
Middle School	AUG	JUN	0.0337	1,486	0.0361	1,592
Agriculture Teacher						
Basic	JUL	JUN	0.0860	3,793	0.0883	3,894
Future Farmers of America	JUL	JUN	0.0604	2,664	0.0628	2,769
Learning Laboratory	JUL	JUN	0.0604	2,664	0.0628	2,769
Yearbook/Newspaper Sponsor						
High School	AUG	JUN	0.0523	2,306	0.0546	2,408
Middle School	AUG	JUN	0.0349	1,539	0.0372	1,641
Theatre Arts						
High School	AUG	JUN	0.0535	2,359	0.0558	2,461

The School District Of Escambia County
 Instructional Supplements Schedule
 For the Fiscal Year Ending June 30, 2022

TA
 2/21/2022
 N. Wipk
 C. Fry

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT
Speech, Debate, & Mock Trial						
High School	AUG	JUN	0.0337	1,486	0.0361	1,592
Middle School	AUG	JUN	0.0314	1,385	0.0337	1,486
Speech/Drama						
Middle School	AUG	JUN	0.0314	1,385	0.0337	1,486

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.
- 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.

