



Escambia County
PUBLIC SCHOOLS

2025–2026 Collective Bargaining District Proposal #3
Monday, November 24, 2025

TA
11/24/25
N. Dupka
C. Gray

For Both Employee Groups:

1. A one-time, non recurring \$400 Holiday Bonus payable on or before Friday, December 24, 2025. This bonus is subject to income taxes, but not deductions or retirement.

Eligible employees must be:

- Hired on or before October 1, 2025,
- are full-time, benefit-eligible employees, and are
- currently active, or if on leave, it is approved FMLA, military-leave, or worker's compensation

Ineligible employees are:

- part-time, or on a regular Leave of Absence or Suspension/Administrative leave without pay

Approx. Non Recurring Cost: \$1,951,770

For the Escambia Educators Association (EEA):

1. All teachers who received a 2024–2025 performance rating from an Escambia County Public School (must have worked at least 99 days in the prior school year) will receive:
 - a. \$400 (2-Level increase) for all teachers rated Effective
 - b. \$600 (3-Level increase) for all teachers rated Highly Effective

Approx. Cost: \$1,537,352

For the Union of Escambia ESPs:

1. A 1% Cost of Living Adjustment (COLA).

Approx. Cost: \$692,161

All benefits and wages shall be effective retroactive to July 1.

Total Cost of Proposal: \$4,181,283

If additional funds are allocated for employee raises, both parties agree to negotiate the impact.