

ESCAMBIA COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

JULY 1, 2018 - JUNE 30, 2019

Proposed: June 26, 2018
Approved: June 26, 2018
*Amended: August 16, 2018
October 30, 2018
December 20, 2018*

ESCAMBIA COUNTY BOARD OF EDUCATION

SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}

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

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

SUPPORT PERSONNEL

Personnel with experience in another public school system or comparable industry may receive Step benefits if the Superintendent determines that the job description/job experience with the other school system or comparable industry is similar to the job being performed with the Escambia County Board of Education.

**ESCAMBIA COUNTY TEACHER SALARY SCHEDULE
(100% OF THE ADOPTED SALARY MATRIX)
187 DAY CONTRACTS**

EFFECTIVE: JULY 1, 2018 - JUNE 30, 2019

YEARS	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21	24	27
RANK										
BS(II)	39,304	43,230	45,124	45,728	46,559	47,621	48,236	48,853	49,462	50,683
MS(I)	45,196	49,715	51,894	52,588	53,541	54,765	55,469	56,179	56,792	58,013
6Y(AA)	48,735	53,604	55,965	56,705	57,732	59,050	59,811	60,575	61,186	62,409
DO	52,271	57,497	60,014	60,819	61,925	63,333	64,154	64,973	65,584	66,805
ND	39,304	43,230	45,124	45,728	46,559	47,621	48,236	48,853	49,462	50,683

- T * TEACHER CONTRACT - 187 DAYS PAID IN 12 CALENDAR MONTHS
- AO ** ATTENDANCE OFFICER - 222 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

* 187 DAYS CONTRACT PERIOD BEGINS SEPTEMBER.
 ** 202 AND 222 DAYS CONTRACT PERIODS BEGIN AUGUST.
 *** 240 DAYS CONTRACT PERIOD BEGINS JULY.

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 EFFECTIVE JULY 1, 2018 - JUNE 30, 2019
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	52,271	56,464	62,053	67,086
DM1	3	57,497	62,109	68,260	73,793
DM1	6	60,014	64,826	71,245	77,022
DM1	9	60,819	65,698	72,201	78,058
DM1	12	61,925	66,890	73,512	79,475
DM1	15	63,333	68,415	75,189	81,284
DM1	18	64,154	69,300	76,163	82,336
DM1	21	64,973	70,187	77,134	83,389
DM1	24	65,584	70,844	77,858	84,170
DM1	27	66,805	72,164	79,308	85,737
AA MATRIX 100%		B	C	E	F
{AA/6-YEAR DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
AM1	0	48,735	52,643	57,856	62,545
AM1	3	53,604	57,906	63,640	68,800
AM1	6	55,965	60,456	66,442	71,828
AM1	9	56,705	61,254	67,317	72,778
AM1	12	57,732	62,364	68,541	74,096
AM1	15	59,050	63,790	70,103	75,786
AM1	18	59,811	64,610	71,008	76,765
AM1	21	60,575	65,436	71,914	77,747
AM1	24	61,186	66,095	72,639	78,527
AM1	27	62,409	67,415	74,087	80,096
I MATRIX 100%		B	C	E	F
{MASTERS DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
1M1	0	45,196	48,823	53,657	58,008
1M1	3	49,715	53,704	59,023	63,806
1M1	6	51,891	56,053	61,602	66,599
1M1	9	52,588	56,810	62,432	67,494
1M1	12	53,541	57,839	63,564	68,718
1M1	15	54,765	59,157	65,013	70,286
1M1	18	55,469	59,920	65,853	71,191
1M1	21	56,179	60,687	66,698	72,103
1M1	24	56,792	61,346	67,420	72,888
1M1	27	58,013	62,665	68,870	74,454
II MATRIX 100%		B	C	E	F
{BACHELORS DEGREE}		<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>
2M1	0	39,304	42,457	46,658	50,442
2M1	3	43,230	46,699	51,324	55,486
2M1	6	45,124	48,744	53,568	57,911
2M1	9	45,728	49,400	54,289	58,689
2M1	12	46,559	50,294	55,273	59,755
2M1	15	47,621	51,441	56,534	61,118
2M1	18	48,236	52,107	57,266	61,909
2M1	21	48,853	52,771	57,996	62,698
2M1	24	49,462	53,430	58,719	63,480
2M1	27	50,683	54,748	60,170	65,046

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}
CENTRAL OFFICE**

{REVISED: 10/30/18 BOARD MEETING}

				<u>{YEARS EXPERIENCE}</u>						
				<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>	
SUPT	SUPERINTENDENT	(240 DAYS)	123,164							*PLUS VEHICLE
CFO	CHIEF SCHOOL FINANCIAL OFFICER/DIRECTOR OF FINANCIAL OPERATIONS	(240 DAYS)	99,324							
AS	ASSISTANT SUPERINTENDENT	(240 DAYS)	90,650	92,896	93,271	94,019	94,645	95,898		
ACS	ACCOUNTING SPECIALIST	(240 DAYS)	49,864	50,232	50,599	50,964	51,330	51,698		
PBB	PAYROLL AND BENEFITS BOOKKEEPER	(240 DAYS)	45,573	47,546	47,913	48,279	48,645	49,012		
PIB	PAYROLL AND INSURANCE BOOKKEEPER	(240 DAYS)	33,987	35,558	35,926	36,293	36,659	37,025		
POB	PURCHASE ORDER/UTILITIES BOOKKEEPER	(240 DAYS)	27,824	29,151	29,517	29,884	30,250	30,616		
TSI	ADMINISTRATIVE/TRANSPORTATION SECRETARY	(240 DAYS)	26,968	28,251	28,618	28,984	29,351	29,717		
COC	CENTRAL OPERATIONS CLERK	(240 DAYS)	25,962	27,085	27,451	27,818	28,184	28,551		
REC	RECEPTIONIST/CLERK	(240 DAYS)	24,166	25,362	25,727	26,094	26,461	26,827		
TS	TYPIST/SECRETARY	(240 DAYS)	24,166	25,362	25,727	26,094	26,461	26,827		
PSS	PSYCHOLOGICAL/SPECIAL SERVICES SECRETARY	(240 DAYS)	24,166	25,362	25,727	26,094	26,461	26,827		
BMS	ANNUAL SUPPLEMENT (RECORDER OF BOARD MINUTES)		2,400	2,400	2,400	2,400	2,400	2,400	2,400	

AADR ADD \$1,000.00 FOR EARNED DOCTORATE
AAF/DRF AA: ADD \$590.00 FOR 240 DAY CONTRACT OR \$1000.00 FOR EARNED DOCTORATE

ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}

SUPERVISORS, COORDINATORS AND DIRECTORS

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
DIR	DIRECTOR OF CAREER AND TECHNICAL EDUCATION	(240 DAYS)	77,335	79,632	80,017	80,782	81,380	82,579
SVF	COUNTY WIDE SUPERVISORS: ****	(240 DAYS)	73,814	76,006	76,373	77,102	77,712	78,935

AAF/DRF AA: ADD \$590.00 FOR 240 DAY CONTRACT OR \$1,000.00 FOR EARNED DOCTORATE
 **** REIMBURSEMENT UP TO \$1,500.00 PER YEAR FOR OUT OF COUNTY TRAVEL PLUS ALL IN-COUNTY TRAVEL.

PRINCIPALS

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
PHI	ESCAMBIA COUNTY HIGH	** (240 DAYS)	81,175	83,585	83,988	84,792	85,403	86,623
PM	ESCAMBIA COUNTY MIDDLE	* (240 DAYS)	74,497	76,711	77,080	77,818	78,430	79,651
PE	FLOMATON ELEMENTARY	* (240 DAYS)	73,707	75,897	76,260	76,991	77,602	78,824
PHI	FLOMATON HIGH	** (240 DAYS)	81,175	83,585	83,988	84,792	85,403	86,623
PE	HUXFORD	* (240 DAYS)	73,707	75,897	76,260	76,991	77,602	78,824
PM	POLLARD-MCCALL	* (240 DAYS)	74,497	76,711	77,080	77,818	78,430	79,651
PE	RACHEL PATTERSON	* (240 DAYS)	73,707	75,897	76,260	76,991	77,602	78,824
PE	W S NEAL ELEMENTARY	* (240 DAYS)	73,707	75,897	76,260	76,991	77,602	78,824
PM	W S NEAL MIDDLE	* (240 DAYS)	74,497	76,711	77,080	77,818	78,430	79,651
PHI	W S NEAL HIGH	** (240 DAYS)	81,175	83,585	83,988	84,792	85,403	86,623
PV	ESCAMBIA CAREER READINESS CENTER	* (240 DAYS)	74,497	76,711	77,080	77,818	78,430	79,651
PAS	ALTERNATIVE SCHOOL	* (240 DAYS)	78,852	81,194	81,586	82,367	82,976	84,199

ST1 (1) ADD \$1,500.00 FOR ENROLLMENT OF 300 - 400 STUDENTS
 ST2 ADD \$2,750.00 FOR ENROLLMENT OF MORE THAN 400 STUDENTS
 AAF/DRF (2) AA: ADD \$590.00 FOR 240 DAY CONTRACT OR \$1,000.00 FOR EARNED DOCTORATE
 * 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.

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}**

ASSISTANT PRINCIPALS

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
APC	ESCAMBIA COUNTY HIGH SCHOOL	(202 DAYS)	60,152	61,938	62,235	62,832	63,441	64,663
APC	ESCAMBIA COUNTY MIDDLE SCHOOL	(202 DAYS)	60,152	61,938	62,235	62,832	63,441	64,663
APC	FLOMATON HIGH SCHOOL	(202 DAYS)	60,152	61,938	62,235	62,832	63,441	64,663
APC	RACHEL PATTERSON ELEMENTARY SCHOOL	(202 DAYS)	60,152	61,938	62,235	62,832	63,441	64,663
APC	W S NEAL ELEMENTARY SCHOOL	(202 DAYS)	60,152	61,938	62,235	62,832	63,441	64,663
APC	W S NEAL MIDDLE SCHOOL	(202 DAYS)	60,152	61,938	62,235	62,832	63,441	64,663
APC	W S NEAL HIGH SCHOOL	(202 DAYS)	60,152	61,938	62,235	62,832	63,441	64,663

AAC/DRC (1) AA: ADD \$490.00 FOR 202 DAY CONTRACT OR \$1,000.00 FOR EARNED DOCTORATE
AAE/DRE ADD \$540.00 FOR 222 DAY CONTRACT OR \$1,000.00 FOR EARNED DOCTORATE
AAF/DRF ADD \$590.00 FOR 240 DAY CONTRACT OR \$1,000.00 FOR EARNED DOCTORATE

ATTENDANCE SERVICES

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
AO	ATTENDANCE ADMINISTRATOR	(202 DAYS)	60,152	61,938	62,235	62,832	63,441	64,663

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}**

		NURSES (185 DAYS)		{YEARS EXPERIENCE}								
			<u>0</u>	<u>3</u>	<u>6</u>	<u>9</u>	<u>12</u>	<u>15</u>	<u>18</u>	<u>21</u>	<u>24</u>	<u>27</u>
LPNA	LPN AIDE	(185 DAYS)	20,442	22,465	23,430	23,735	24,163	24,692	24,992	25,289	25,827	26,365
NUA2	REGISTERED NURSE	(2-YEAR DEGREE AND 4-YEAR DEGREE) (185 DAYS)	38,882	42,770	44,640	45,238	46,062	47,112	47,722	48,329	48,904	49,481
NUAM	REGISTERED NURSE	(MASTERS DEGREE) (185 DAYS)	44,717	49,178	51,336	52,026	52,970	54,180	54,876	55,580	56,155	56,733

TECHNOLOGY SERVICES PERSONNEL

			{YEARS EXPERIENCE}					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
CSP	TECHNOLOGY COORDINATOR	(240 DAYS)	62,120	62,446	62,771	63,099	63,425	63,751
TTI	TECHNOLOGY TECHNICIAN	(240 DAYS)	36,999	38,851	39,215	39,582	39,949	40,317

OTHER SUPPORT PERSONNEL

			{YEARS EXPERIENCE}					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
JS	JOB SPECIALIST/(PRE-EMPLOYMENT TRANSITION SPECIALIST) (8 Hours/Day)	(202 DAYS)	23,241	24,781	25,145	25,510	25,891	26,272
SDO4	SUSPENSION DEFERRAL OFFICER (4-YEAR DEGREE)	(185 DAYS)	22,370	24,229	24,584	24,951	25,317	25,683
CACO	CAREER COACH	(202 DAYS)	39,304	45,124	46,559	47,621	48,853	50,683

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}**

AIDES

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
SETA	SPECIAL ED. AIDE	(185 DAYS)	16,979	17,921	18,253	18,584	18,903	19,235
TAA	TEACHER AIDE	(185 DAYS)	16,979	17,921	18,253	18,584	18,903	19,235
OAA	OFFICE AIDE	(185 DAYS)	16,979	17,921	18,253	18,584	18,903	19,235
PTA	PRE-K TEACHER AIDE	(187 DAYS / 7.5 HRS/DAY)	19,225	19,545	19,864	20,184	20,504	20,824

SECRETARIES/BOOKKEEPERS

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
SCA	SECRETARY	(185 DAYS)	18,422	19,516	19,844	20,170	20,495	20,822
SCE	SECRETARY / BOOKKEEPER	(222 DAYS)	22,970	24,292	24,690	25,073	25,471	25,854

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}**

CHILD NUTRITION PERSONNEL

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
LSVE	CHILD NUTRITION PROGRAM DIRECTOR	(240 DAYS / 8.0 HRS/DAY)	57,601	60,481	60,848	61,215	61,582	61,947
CNB	CHILD NUTRITION BOOKKEEPER	(240 DAYS)	26,518	27,844	28,210	28,577	28,943	29,310
OAA	CHILD NUTRITION OFFICE AIDE	(185 DAYS)	16,979	17,921	18,253	18,584	18,903	19,235
MANAGERS: (All Managers are 187 Contract Days, 7.5 hours/day.)								
LMEH	ESCAMBIA COUNTY HIGH	(187 DAYS)	SEE *	28,329	28,696	29,062	29,428	29,795
LMEM	ESCAMBIA COUNTY MIDDLE	(187 DAYS)	SEE *	29,556	29,922	30,288	30,655	31,022
LMFL	** FLOMATON	(187 DAYS)	21,747	22,074	22,400	22,727	23,504	23,853
LMHU	HUXFORD	(187 DAYS)	21,747	22,074	22,400	22,727	23,504	23,853
LMPC	POLLARD-MCCALL	(187 DAYS)	21,747	22,074	22,400	22,727	23,504	23,853
LMRP	RACHEL PATTERSON	(187 DAYS)	SEE *	27,283	27,649	28,015	28,381	28,749
LMNE	W S NEAL ELEMENTARY	(187 DAYS)	SEE *	26,944	27,310	27,675	28,043	28,410
LMNM	W S NEAL MIDDLE	(187 DAYS)	21,747	22,074	22,400	22,727	23,504	23,853
LMNH	W S NEAL HIGH	(187 DAYS)	21,747	22,074	22,400	22,727	23,504	23,853

* NEW MANAGERS (HIRED ON/AFTER JULY 1,2006)	(187 DAYS)	{WITH BREAKFAST}	21,747	22,074	22,400	22,727	23,504	23,853
SUPPLEMENTS:								
*LM1	ADD \$1,000 FOR ENROLLMENT OF 200-350 STUDENTS							
*LM2	ADD \$2,000 FOR ENROLLMENT OF 351-500 STUDENTS							
*LM3	ADD \$3,000 FOR ENROLLMENT OF MORE THAN 500 STUDENTS							
**LM4	ADD \$3,000 FOR K-12 HEALTHY HUNGER-FREE KIDS ACT							

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
6LWA	6 HR WORKER	(185 DAYS)	14,804	15,646	15,976	16,294	16,624	16,953
7LWA	7 HR WORKER	(185 DAYS)	17,270	18,253	18,638	19,010	19,393	19,779

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}**

CUSTODIAL PERSONNEL

			<u>{YEARS EXPERIENCE}</u>					
			<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
J6C	6 HOUR CUSTODIAL WORKERS	(202 DAYS)	14,959	15,530	15,816	16,089	16,375	16,648
J7C	7 HOUR CUSTODIAL WORKERS	(202 DAYS)	17,452	18,118	18,452	18,771	19,104	19,423
J8C	8 HOUR CUSTODIAL WORKERS	(202 DAYS)	19,944	20,705	21,087	21,452	21,832	22,197

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}**

{REVISED: 10/30/18 BOARD MEETING}

**BUS DRIVERS
(185 DAYS)**

		<u>{YEARS EXPERIENCE}</u>					
		<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
BDR	REGULAR ROUTES	14,753	15,550	15,877	16,203	16,529	16,855
BDM	SPECIAL NEEDS BUS ROUTE	15,820	16,737	17,064	17,390	17,717	18,043
BA	SPECIAL NEEDS BUS AIDE	7,082	7,328	7,654	7,980	8,307	8,633
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

**BUS SHOP PERSONNEL
(240 DAYS)**

		<u>{YEARS EXPERIENCE}</u>					
		<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
TSF	TRANSPORTATION SHOP FOREMAN (8.0 HRS/DAY)	47,820	49,913	50,278	50,645	51,012	51,379
THM	HEAD MECHANIC (8.0 HRS/DAY)	34,358	36,078	36,443	36,810	37,177	37,544
TM	MECHANIC & ROAD SERVICE (8.0 HRS/DAY)	31,547	33,124	33,492	33,858	34,224	34,591
TB1	TRANSPORTATION SECRETARY/BOOKKEEPER (7.0 HRS/DAY)	18,269	18,596	18,921	19,247	19,573	19,900
TB	TRANSPORTATION SECRETARY** (5.0 HRS/DAY) (** ALSO FULL-TIME BUS DRIVER)	16,817	17,548	17,876	18,202	18,528	18,854

**MAINTENANCE PERSONNEL
(240 DAYS)**

		<u>{YEARS EXPERIENCE}</u>					
		<u>0-5</u>	<u>6-11</u>	<u>12-14</u>	<u>15-21</u>	<u>22-26</u>	<u>27+</u>
MSV	MAINTENANCE SUPERVISOR (8.0 HRS/DAY)	47,820	49,913	50,278	50,645	51,012	51,379
HVAC **	HVAC/ELECTRICIAN SPECIALIST (8.0 HRS/DAY)	35,209	36,969	37,336	37,702	38,067	38,434
CA **	CARPENTER (8.0 HRS/DAY)	35,209	36,969	37,336	37,702	38,067	38,434
GM	GENERAL MAINTENANCE (8.0 HRS/DAY)	32,909	34,555	34,920	35,286	35,654	36,018

SPM ** ADD: \$2,000.00 FOR IN-FIELD CERTIFICATION
Appropriate documentation/certification required.

**ESCAMBIA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE {EFFECTIVE JULY 1, 2018 - JUNE 30, 2019}**

SUBSTITUTES (Regular School Term)

TEACHERS:		
DEGREED TEACHER {Minimum 4 year (Bachelor) Degree}	80.00	PER DAY
NON-DEGREED	60.00	PER DAY
NURSES:		
REGISTERED NURSE	70.00	PER DAY
LPN AIDE	50.75	PER DAY
SUPPORT PERSONNEL	7.25	PER HOUR
BUS DRIVERS (ROUTES):		
BUS DRIVERS - REGULAR	50.00	PER DAY
BUS DRIVERS - SPECIAL NEEDS	50.00	PER DAY
BUS DRIVERS (EXTRA RUNS):		
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	20.00	PER HOUR
SUMMER FOOD SERVICE PROGRAM WORKER	12.00	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 60 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

ESCAMBIA COUNTY BOARD OF EDUCATION
 SUPPLEMENT SALARY SCHEDULE EFFECTIVE JULY 1, 2018 - JUNE 30, 2019

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:

ESCAMBIA 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)	
ESCAMBIA COUNTY MIDDLE SCHOOL	
POLLARD-MCCALL SCHOOL	
W. S. NEAL MIDDLE SCHOOL	

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

VARSITY SPORTS:

HEAD COACH:

FOOTBALL	\$7,000	{Additional Supplement: 3 Months}
BASEBALL	\$3,200	
BASKETBALL (BOYS)	\$3,200	
BASKETBALL (GIRLS)	\$3,200	
SOFTBALL	\$3,200	
VOLLEYBALL	\$3,000	
TRACK	\$2,000	
CROSS COUNTRY	\$2,000	
TENNIS	\$1,500	
GOLF	\$1,500	

ASSISTANT COACH:

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

JUNIOR VARSITY / MIDDLE SCHOOL SPORTS:

HEAD COACH:

FOOTBALL	\$5,000
FOOTBALL (ASSISTANT COACH)	\$1,200
BASEBALL	\$1,200
BASKETBALL (BOYS)	\$1,200
BASKETBALL (GIRLS)	\$1,200
SOFTBALL	\$1,200
VOLLEYBALL	\$1,200

**ESCAMBIA COUNTY BOARD OF EDUCATION
SUPPLEMENT SALARY SCHEDULE EFFECTIVE JULY 1, 2018 - JUNE 30, 2019**

**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

**ESCAMBIA COUNTY BOARD OF EDUCATION
SUPPLEMENT SALARY SCHEDULE EFFECTIVE JULY 1, 2018 - JUNE 30, 2019**

**SUPPLEMENTS - BY FUNDING SOURCE
{ALL SUPPLEMENTS ARE IN EFFECT FOR ONE CONTRACT YEAR OR GRANT PERIOD.}
*{REVISED: 12/20/18 - Board Meeting}**

FEDERAL FUNDS:

TITLE I	PARENT/FAMILY ENGAGEMENT LIAISON	2,500.00
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21ST CENTURY: (BY SITE LOCATION)

ESCAMBIA COUNTY MIDDLE SCHOOL	<i>{Year 3 of 3 - Effective: October 1, 2018}</i>	
	PROGRAM DIRECTOR	2,500.00
	SECRETARIAL SUPPORT	1,200.00
	CLERICAL SUPPORT	3,000.00

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

AT-RISK FUNDS	AT-RISK PROGRAM COORDINATOR	5,000.00
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LOCAL FUNDS:

COUNTY FUNDS	PRE-K PROGRAM COORDINATOR	5,000.00
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COUNTY FUNDS	TPSC DIRECTOR - (20 DAYS)	5,210.70
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COUNTY FUNDS	LEAD NURSE	2,400.00
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COUNTY FUNDS	PROJECT MANAGER - SPECIAL PROJECTS	500.00 (Per Month-As Needed)
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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.*