

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - DISTRICT LEVEL
12-Month Annual Base Scale
Fiscal Year 2025-2026

Grade	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
1	121,148	123,570	126,043	128,562	131,134	133,755	136,432	139,161	141,943	144,785	147,680
2	117,914	120,273	122,679	125,134	127,636	130,187	132,794	135,448	138,157	140,921	143,738
3	111,456	113,684	115,957	118,277	120,643	123,053	125,517	128,029	130,588	133,199	135,863
4	101,766	103,800	105,877	107,996	110,154	112,356	114,604	116,897	119,236	121,618	124,053
5	100,150	102,151	104,195	106,278	108,404	110,571	112,782	115,037	117,337	119,684	122,079
6	98,532	100,501	102,514	104,564	106,655	108,786	110,964	113,183	115,447	117,755	120,109
7	92,879	94,737	96,631	98,564	100,536	102,547	104,597	106,690	108,824	111,002	113,221
8	89,650	91,441	93,268	95,134	97,038	98,978	100,959	102,976	105,037	107,139	109,280
9	84,804	86,499	88,231	89,994	91,796	93,631	95,504	97,416	99,362	101,350	103,377
10	80,767	82,382	84,028	85,710	87,425	89,173	90,957	92,775	94,629	96,522	98,450
11	79,148	80,732	82,345	83,993	85,675	87,386	89,134	90,915	92,735	94,592	96,480
12	77,533	79,084	80,665	82,279	83,926	85,606	87,315	89,061	90,844	92,659	94,516
13	75,919	77,436	78,986	80,566	82,178	83,822	85,497	87,205	88,950	90,728	92,542
14	70,330	71,738	73,173	74,638	76,129	77,651	79,205	80,788	82,406	84,052	85,733
15	64,808	66,103	67,426	68,775	70,150	71,552	72,983	74,443	75,932	77,452	78,999

Masters Degree, Add \$0

Specialist Degree, Add \$4,092

Doctorate Degree, Add \$4,752

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Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	150,632	153,646	156,718	159,853	163,049	166,314	169,638	173,028	176,490	180,021
2	146,614	149,545	152,536	155,584	158,698	161,874	165,111	168,413	171,780	175,217
3	138,582	141,353	144,180	147,061	150,002	153,002	156,064	159,184	162,367	165,612
4	126,535	129,064	131,647	134,278	136,966	139,704	142,499	145,350	148,256	151,221
5	124,522	127,011	129,550	132,142	134,782	137,480	140,229	143,034	145,893	148,811
6	122,513	124,963	127,460	130,010	132,612	135,262	137,967	140,727	143,542	146,412
7	115,484	117,795	120,153	122,555	125,007	127,509	130,058	132,658	135,311	138,020
8	111,467	113,698	115,970	118,289	120,653	123,066	125,528	128,040	130,598	133,212
9	105,445	107,556	109,704	111,899	114,137	116,419	118,750	121,122	123,547	126,017
10	100,420	102,429	104,478	106,569	108,700	110,873	113,094	115,353	117,658	120,012
11	98,412	100,381	102,388	104,436	106,524	108,655	110,827	113,043	115,306	117,612
12	96,405	98,332	100,298	102,305	104,350	106,438	108,567	110,740	112,952	115,211
13	94,395	96,284	98,207	100,171	102,177	104,219	106,305	108,429	110,597	112,811
14	87,448	89,198	90,981	92,801	94,657	96,549	98,481	100,453	102,459	104,508
15	80,581	82,193	83,836	85,512	87,224	88,969	90,747	92,560	94,413	96,300

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Grade	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
1	111,053	113,272	115,539	117,850	120,205	122,610	125,064	127,562	130,116	132,719	135,372
2	108,090	110,252	112,454	114,705	117,001	119,340	121,726	124,162	126,643	129,176	131,763
3	102,167	104,211	106,294	108,420	110,588	112,803	115,058	117,358	119,705	122,100	124,542
4	93,283	95,149	97,054	98,994	100,975	102,996	105,055	107,155	109,299	111,485	113,717
5	91,804	93,638	95,510	97,422	99,369	101,356	103,383	105,452	107,561	109,708	111,906
6	90,320	92,127	93,971	95,851	97,766	99,720	101,713	103,750	105,826	107,942	110,101
7	85,142	86,841	88,579	90,351	92,157	94,000	95,882	97,800	99,756	101,751	103,786
8	82,179	83,823	85,498	87,207	88,951	90,731	92,545	94,396	96,286	98,210	100,174
9	77,738	79,293	80,878	82,496	84,146	85,829	87,546	89,296	91,083	92,906	94,763
10	74,037	75,517	77,028	78,569	80,141	81,739	83,373	85,043	86,742	88,476	90,249
11	72,551	74,004	75,484	76,994	78,534	80,107	81,709	83,341	85,008	86,710	88,441
12	71,074	72,494	73,945	75,422	76,931	78,470	80,041	81,640	83,273	84,937	86,638
13	69,591	70,985	72,403	73,851	75,330	76,836	78,371	79,937	81,537	83,167	84,832
14	64,470	65,759	67,074	68,416	69,784	71,180	72,604	74,056	75,536	77,047	78,588
15	59,407	60,595	61,807	63,044	64,305	65,590	66,901	68,240	69,605	70,997	72,418

Masters Degree, Add \$0
Specialist Degree, Add \$3,751
Doctorate Degree, Add \$4,356

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Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	138,078	140,845	143,659	146,533	149,463	152,451	155,501	158,610	161,784	165,018
2	134,395	137,083	139,825	142,619	145,473	148,384	151,353	154,376	157,465	160,615
3	127,031	129,575	132,165	134,807	137,502	140,251	143,057	145,918	148,838	151,813
4	115,991	118,309	120,675	123,091	125,552	128,061	130,624	133,237	135,902	138,620
5	114,143	116,424	118,755	121,129	123,551	126,023	128,543	131,115	133,736	136,411
6	112,304	114,549	116,839	119,176	121,559	123,990	126,470	128,999	131,581	134,213
7	105,862	107,980	110,141	112,342	114,589	116,882	119,219	121,604	124,036	126,518
8	102,180	104,220	106,307	108,430	110,599	112,812	115,068	117,370	119,715	122,109
9	96,660	98,590	100,564	102,575	104,628	106,720	108,854	111,029	113,252	115,515
10	92,052	93,892	95,772	97,687	99,642	101,632	103,666	105,741	107,854	110,009
11	90,211	92,014	93,856	95,731	97,648	99,600	101,591	103,623	105,695	107,811
12	88,370	90,138	91,939	93,779	95,656	97,569	99,519	101,509	103,542	105,611
13	86,529	88,258	90,026	91,822	93,662	95,536	97,444	99,395	101,384	103,409
14	80,159	81,763	83,398	85,067	86,767	88,503	90,273	92,080	93,922	95,800
15	73,864	75,343	76,850	78,386	79,955	81,552	83,184	84,849	86,544	88,276

Masters Degree, Add \$0
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Agenda Item Details

Meeting	Dec 16, 2025 - REGULAR MEETING AGENDA (5:30 PM)
Category	20. Consent - Finance
Subject	B. 2025-2026 Administrative and Professional Salary Schedules
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	589,000.00
Budgeted	Yes
Budget Source	(1110) General Fund
Recommended Action	Approval, retroactive to July 1, 2025, of the 2025-2026 Administrative and Professional Salary Schedules which reflect a General Improvement (COLA) increase of 1.0% and a Non-Recurring Holiday Bonus of \$400

Background Information/Description

See attached 2025-2026 Salary Schedules.


Salary Schedules: 1.0% General Improvement


- Administrative - \$197,000
- Professional - \$151,000

Non-Recurring \$400 Holiday Bonus

- Administrative - \$80,000
- Professional - \$161,000

- [25-26 PROF 10 Mo-Annual Base.pdf \(119 KB\)](#)
- [25-26 PROF 11 Mo-Annual Base.pdf \(119 KB\)](#)
- [25-26 PROF 12 Mo-Annual Base.pdf \(119 KB\)](#)
- [25-26 ADMIN 11 Mo-Annual Base - School Level Performance Base.pdf \(116 KB\)](#)
- [25-26 ADMIN 11 Mo-Annual Base - School Level Performance Plus.pdf \(117 KB\)](#)
- [25-26 ADMIN 11 Mo-Annual Base - District Level.pdf \(109 KB\)](#)

 25-26 ADMIN 12 Mo-Annual Base - School Level Performance Base.pdf (116 KB)

 25-26 ADMIN 12 Mo-Annual Base - School Level Performance Plus.pdf (116 KB)

 25-26 ADMIN 12 Mo-Annual Base - District Level.pdf (438 KB)

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.

Motion & Voting

Board Approval

Motion by Kevin Adams, second by Paul Fetsko.

Final Resolution: Motion Carries

Yes: Kevin Adams, Paul Fetsko, David Williams, Carissa Bergosh, Tom Harrell

Workflow

Workflow Dec 2, 2025 5:05 PM :: Submitted by Tammy Edwards. Routed to Terry St Cyr for approval.
Dec 3, 2025 5:40 AM :: Final approval by Terry St Cyr

Last Modified by Holley DeWees on December 16, 2025