

The School District of Escambia County
ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE BASE
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	119,147	120,339	121,530	122,745	123,960	125,200	126,439	127,706	128,971	130,259	131,549
2	115,967	117,128	118,289	119,471	120,653	121,862	123,066	124,298	125,529	126,784	128,039
3	109,616	110,712	111,808	112,925	114,043	115,182	116,324	117,487	118,651	119,837	121,023
4	100,084	101,085	102,085	103,107	104,130	105,170	106,211	107,273	108,335	109,419	110,503
5	98,496	99,481	100,466	101,473	102,479	103,503	104,526	105,571	106,617	107,684	108,751
6	96,905	97,874	98,843	99,831	100,820	101,828	102,835	103,865	104,893	105,943	106,990
7	91,345	92,258	93,173	94,105	95,035	95,987	96,937	97,906	98,876	99,865	100,855
8	88,167	89,050	89,932	90,832	91,730	92,648	93,564	94,501	95,436	96,393	97,347
9	83,405	84,239	85,073	85,924	86,774	87,642	88,510	89,395	90,280	91,185	92,087
10	79,434	80,228	81,021	81,832	82,641	83,468	84,294	85,139	85,982	86,840	87,699
11	77,843	78,621	79,399	80,192	80,986	81,797	82,606	83,433	84,258	85,101	85,942
12	76,253	77,017	77,780	78,557	79,334	80,126	80,919	81,728	82,537	83,363	84,189
13	74,665	75,412	76,158	76,922	77,682	78,459	79,235	80,025	80,819	81,627	82,436

Masters Degree, Add \$0
Specialist Degree, Add \$4,092
Doctorate Degree, Add \$4,752

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1	132,863	134,177	135,521	136,862	138,232	139,598	140,995	142,391	143,817	145,242
2	129,318	130,597	131,904	133,211	134,543	135,875	137,236	138,594	139,980	141,365
3	122,234	123,444	124,679	125,915	127,173	128,432	129,716	130,999	132,310	133,621
4	111,607	112,712	113,838	114,965	116,116	117,265	118,439	119,610	120,807	122,004
5	109,839	110,925	112,033	113,141	114,273	115,405	116,560	117,714	118,890	120,066
6	108,061	109,132	110,223	111,313	112,427	113,539	114,675	115,811	116,970	118,129
7	101,865	102,870	103,901	104,929	105,978	107,026	108,096	109,166	110,259	111,351
8	98,319	99,292	100,284	101,278	102,293	103,305	104,338	105,370	106,425	107,478
9	93,008	93,929	94,868	95,807	96,767	97,725	98,701	99,677	100,675	101,673
10	88,576	89,453	90,348	91,241	92,154	93,067	93,998	94,929	95,877	96,827
11	86,803	87,663	88,540	89,417	90,310	91,203	92,116	93,028	93,958	94,886
12	85,031	85,871	86,731	87,590	88,467	89,344	90,237	91,126	92,039	92,950
13	83,261	84,086	84,928	85,768	86,626	87,482	88,357	89,232	90,126	91,016

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Grade	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30
1	146,693	148,145	149,627	151,109	152,620	154,130	155,672	157,213	158,786	160,357
2	142,780	144,194	145,636	147,077	148,547	150,018	151,518	153,018	154,549	156,079
3	134,957	136,293	137,654	139,016	140,407	141,797	143,216	144,634	146,080	147,527
4	123,225	124,445	125,688	126,931	128,201	129,472	130,767	132,061	133,383	134,702
5	121,269	122,471	123,696	124,919	126,169	127,418	128,692	129,965	131,266	132,565
6	119,310	120,490	121,695	122,899	124,130	125,359	126,612	127,864	129,144	130,423
7	112,465	113,576	114,713	115,849	117,007	118,166	119,348	120,530	121,736	122,942
8	108,554	109,628	110,724	111,820	112,938	114,055	115,198	116,336	117,500	118,664
9	102,688	103,704	104,742	105,779	106,836	107,893	108,974	110,054	111,155	112,254
10	97,795	98,763	99,751	100,738	101,745	102,752	103,780	104,809	105,856	106,902
11	95,837	96,786	97,756	98,723	99,710	100,696	101,702	102,710	103,736	104,763
12	93,881	94,809	95,758	96,705	97,672	98,638	99,626	100,613	101,620	102,626
13	91,928	92,839	93,767	94,693	95,642	96,589	97,556	98,519	99,506	100,491

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1	161,963	163,564	165,200	166,835	168,506	170,175	171,875	173,576	175,314	177,048
2	157,640	159,200	160,793	162,385	164,007	165,632	167,288	168,945	170,634	172,324
3	149,002	150,478	151,982	153,489	155,023	156,558	158,123	159,687	161,285	162,884
4	136,050	137,397	138,771	140,144	141,546	142,945	144,375	145,806	147,265	148,723
5	133,891	135,213	136,567	137,918	139,298	140,678	142,086	143,493	144,928	146,362
6	131,727	133,032	134,361	135,691	137,048	138,407	139,791	141,175	142,586	143,999
7	124,171	125,401	126,654	127,907	129,187	130,467	131,772	133,077	134,409	135,737
8	119,850	121,037	122,248	123,457	124,693	125,927	127,187	128,447	129,731	131,015
9	113,377	114,499	115,643	116,787	117,955	119,123	120,315	121,507	122,720	123,935
10	107,970	109,042	110,132	111,222	112,334	113,447	114,581	115,715	116,873	118,031
11	105,812	106,860	107,929	108,996	110,085	111,177	112,289	113,402	114,536	115,668
12	103,651	104,676	105,724	106,769	107,840	108,906	109,995	111,083	112,195	113,305
13	101,497	102,501	103,527	104,552	105,597	106,642	107,707	108,773	109,861	110,949

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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	109,219	110,310	111,402	112,517	113,632	114,767	115,904	117,063	118,223	119,406	120,586
2	106,305	107,368	108,430	109,515	110,599	111,706	112,812	113,939	115,066	116,217	117,367
3	100,483	101,486	102,490	103,514	104,538	105,584	106,630	107,697	108,763	109,850	110,938
4	91,743	92,659	93,578	94,516	95,451	96,407	97,359	98,334	99,308	100,303	101,295
5	90,286	91,191	92,094	93,016	93,936	94,875	95,815	96,774	97,732	98,709	99,687
6	88,830	89,719	90,606	91,514	92,420	93,342	94,265	95,209	96,151	97,114	98,075
7	83,733	84,572	85,409	86,265	87,118	87,988	88,858	89,747	90,637	91,543	92,446
8	80,819	81,628	82,437	83,262	84,087	84,929	85,769	86,627	87,483	88,358	89,234
9	76,453	77,219	77,983	78,764	79,545	80,339	81,133	81,945	82,755	83,584	84,411
10	72,813	73,543	74,271	75,014	75,755	76,513	77,269	78,043	78,815	79,604	80,392
11	71,354	72,068	72,782	73,509	74,235	74,978	75,721	76,479	77,237	78,009	78,781
12	69,900	70,598	71,297	72,010	72,724	73,450	74,178	74,919	75,661	76,417	77,173
13	68,444	69,127	69,812	70,510	71,209	71,921	72,633	73,359	74,084	74,827	75,567

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1	121,793	123,000	124,230	125,459	126,715	127,968	129,247	130,526	131,832	133,137
2	118,543	119,715	120,913	122,110	123,331	124,551	125,799	127,045	128,314	129,585
3	112,048	113,157	114,289	115,421	116,575	117,728	118,906	120,085	121,286	122,487
4	102,307	103,320	104,353	105,385	106,439	107,492	108,569	109,645	110,740	111,834
5	100,684	101,681	102,699	103,715	104,751	105,788	106,847	107,903	108,983	110,062
6	99,057	100,038	101,037	102,039	103,057	104,076	105,118	106,160	107,222	108,282
7	93,373	94,298	95,241	96,184	97,146	98,107	99,088	100,070	101,070	102,071
8	90,127	91,016	91,929	92,840	93,768	94,694	95,643	96,589	97,556	98,520
9	85,256	86,100	86,961	87,822	88,703	89,579	90,475	91,371	92,285	93,198
10	81,196	81,998	82,818	83,639	84,476	85,313	86,166	87,019	87,888	88,756
11	79,569	80,359	81,163	81,966	82,784	83,604	84,440	85,274	86,128	86,981
12	77,945	78,716	79,505	80,292	81,096	81,898	82,717	83,537	84,370	85,205
13	76,324	77,079	77,850	78,620	79,405	80,191	80,995	81,798	82,616	83,434

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1	134,468	135,801	137,157	138,514	139,901	141,288	142,702	144,113	145,555	146,993
2	130,881	132,177	133,498	134,820	136,167	137,515	138,891	140,266	141,670	143,074
3	123,710	124,936	126,183	127,433	128,709	129,984	131,281	132,582	133,907	135,235
4	112,953	114,072	115,213	116,356	117,520	118,683	119,870	121,058	122,268	123,477
5	111,164	112,265	113,387	114,509	115,654	116,799	117,966	119,135	120,326	121,516
6	109,368	110,451	111,557	112,657	113,784	114,909	116,060	117,209	118,384	119,555
7	103,094	104,116	105,156	106,196	107,257	108,318	109,403	110,485	111,593	112,698
8	99,507	100,492	101,498	102,503	103,528	104,553	105,598	106,643	107,708	108,775
9	94,131	95,062	96,013	96,964	97,935	98,902	99,892	100,880	101,889	102,899
10	89,645	90,532	91,439	92,343	93,266	94,190	95,132	96,073	97,034	97,994
11	87,852	88,721	89,608	90,494	91,401	92,304	93,228	94,151	95,093	96,034
12	86,058	86,911	87,778	88,648	89,534	90,420	91,325	92,228	93,150	94,071
13	84,267	85,102	85,952	86,801	87,670	88,539	89,425	90,310	91,215	92,117

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1	148,464	149,933	151,434	152,932	154,463	155,992	157,552	159,112	160,703	162,294
2	144,505	145,933	147,394	148,852	150,341	151,828	153,346	154,864	156,415	157,965
3	136,586	137,938	139,317	140,697	142,103	143,510	144,945	146,381	147,846	149,309
4	124,713	125,947	127,207	128,466	129,750	131,034	132,345	133,655	134,993	136,331
5	122,732	123,946	125,186	126,426	127,691	128,954	130,246	131,533	132,848	134,162
6	120,753	121,947	123,165	124,384	125,629	126,872	128,143	129,410	130,704	131,998
7	113,825	114,951	116,101	117,248	118,421	119,593	120,790	121,987	123,207	124,426
8	109,862	110,951	112,062	113,169	114,301	115,433	116,588	117,742	118,919	120,096
9	103,928	104,958	106,007	107,054	108,126	109,196	110,288	111,381	112,495	113,607
10	98,974	99,954	100,955	101,953	102,973	103,993	105,034	106,074	107,134	108,195
11	96,994	97,953	98,934	99,913	100,913	101,913	102,931	103,949	104,990	106,027
12	95,013	95,955	96,915	97,873	98,852	99,829	100,827	101,826	102,843	103,861
13	93,038	93,959	94,899	95,836	96,795	97,754	98,733	99,710	100,706	101,702

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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