

The School District of Escambia County

ADMINISTRATIVE SALARY SCHEDULE - SCHOOL LEVEL PERFORMANCE PLUS

12-Month Annual Base Scale

Fiscal Year 2025-2026

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Grade											
1	121,482	122,700	123,914	125,153	126,391	127,656	128,917	130,208	131,496	132,813	134,128
2	118,242	119,424	120,608	121,813	123,019	124,249	125,480	126,734	127,988	129,270	130,551
3	111,766	112,883	114,000	115,139	116,277	117,440	118,603	119,790	120,977	122,188	123,397
4	102,047	103,067	104,088	105,129	106,170	107,232	108,293	109,378	110,461	111,565	112,667
5	100,425	101,429	102,434	103,460	104,485	105,528	106,574	107,639	108,705	109,791	110,877
6	98,806	99,793	100,780	101,790	102,797	103,827	104,854	105,904	106,950	108,021	109,089
7	93,137	94,069	95,000	95,950	96,900	97,869	98,839	99,827	100,813	101,823	102,830
8	89,896	90,795	91,694	92,612	93,529	94,463	95,397	96,351	97,305	98,278	99,253
9	85,038	85,889	86,740	87,608	88,475	89,360	90,246	91,148	92,047	92,968	93,889
10	80,991	81,801	82,610	83,437	84,262	85,106	85,948	86,808	87,667	88,544	89,421
11	79,367	80,162	80,957	81,765	82,571	83,399	84,224	85,068	85,910	86,768	87,626
12	77,748	78,524	79,303	80,095	80,890	81,699	82,506	83,332	84,157	84,999	85,839
13	76,129	76,890	77,651	78,429	79,205	79,996	80,787	81,597	82,406	83,229	84,053

Masters Degree, Add \$0

Specialist Degree, Add \$4,092

Doctorate Degree, Add \$4,752

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	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Grade										
1	135,470	136,812	138,180	139,548	140,943	142,339	143,762	145,185	146,637	148,090
2	131,858	133,160	134,492	135,823	137,181	138,542	139,927	141,312	142,724	144,138
3	124,631	125,865	127,123	128,381	129,666	130,950	132,258	133,565	134,903	136,237
4	113,795	114,922	116,072	117,221	118,392	119,564	120,760	121,956	123,176	124,395
5	111,988	113,097	114,227	115,357	116,512	117,663	118,842	120,018	121,218	122,417
6	110,180	111,272	112,386	113,498	114,634	115,768	116,925	118,081	119,262	120,444
7	103,860	104,887	105,938	106,985	108,057	109,126	110,218	111,309	112,423	113,535
8	100,246	101,238	102,249	103,260	104,295	105,330	106,382	107,435	108,509	109,584
9	94,830	95,768	96,726	97,683	98,661	99,639	100,635	101,628	102,645	103,661
10	90,315	91,207	92,121	93,033	93,964	94,896	95,846	96,793	97,762	98,730
11	88,502	89,379	90,273	91,167	92,080	92,992	93,922	94,850	95,799	96,746
12	86,697	87,555	88,431	89,307	90,201	91,093	92,006	92,917	93,846	94,773
13	84,893	85,733	86,590	87,447	88,322	89,197	90,090	90,981	91,892	92,800

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	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30
Grade										
1	149,571	151,052	152,563	154,072	155,613	157,154	158,726	160,297	161,900	163,504
2	145,579	147,021	148,492	149,962	151,462	152,959	154,489	156,019	157,580	159,142
3	137,601	138,962	140,353	141,741	143,158	144,574	146,021	147,467	148,943	150,416
4	125,640	126,884	128,153	129,421	130,715	132,009	133,329	134,649	135,998	137,344
5	123,642	124,865	126,114	127,362	128,638	129,911	131,207	132,508	133,833	135,160
6	121,649	122,852	124,081	125,308	126,562	127,816	129,092	130,371	131,676	132,980
7	114,671	115,806	116,966	118,125	119,305	120,486	121,691	122,895	124,125	125,352
8	110,679	111,775	112,893	114,012	115,151	116,293	117,455	118,617	119,803	120,989
9	104,700	105,736	106,793	107,850	108,929	110,006	111,106	112,206	113,328	114,450
10	99,717	100,703	101,710	102,717	103,743	104,771	105,819	106,868	107,936	109,006
11	97,714	98,682	99,669	100,655	101,663	102,670	103,696	104,723	105,771	106,819
12	95,722	96,670	97,638	98,602	99,589	100,575	101,582	102,588	103,614	104,639
13	93,730	94,657	95,604	96,548	97,513	98,480	99,465	100,452	101,456	102,456

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Fiscal Year 2025-2026

	STEP 31	STEP 32	STEP 33	STEP 34	STEP 35	STEP 36	STEP 37	STEP 38	STEP 39	STEP 40
Grade										
1	165,137	166,773	168,441	170,109	171,810	173,511	175,246	176,980	178,751	180,521
2	160,733	162,322	163,946	165,568	167,225	168,881	170,571	172,259	173,982	175,703
3	151,921	153,424	154,959	156,492	158,058	159,622	161,220	162,817	164,445	166,073
4	138,715	140,090	141,489	142,890	144,320	145,748	147,205	148,663	150,151	151,638
5	136,512	137,862	139,241	140,618	142,025	143,432	144,865	146,299	147,763	149,225
6	134,310	135,638	136,995	138,352	139,736	141,117	142,529	143,941	145,381	146,822
7	126,607	127,860	129,139	130,417	131,722	133,028	134,357	135,687	137,044	138,403
8	122,200	123,410	124,644	125,876	127,136	128,395	129,680	130,963	132,273	133,583
9	115,596	116,739	117,907	119,075	120,267	121,458	122,674	123,886	125,126	126,364
10	110,095	111,185	112,297	113,410	114,543	115,676	116,834	117,990	119,171	120,350
11	107,886	108,952	110,044	111,133	112,243	113,353	114,489	115,623	116,779	117,937
12	105,686	106,732	107,800	108,867	109,955	111,044	112,154	113,263	114,397	115,532
13	103,483	104,507	105,555	106,600	107,664	108,729	109,817	110,904	112,015	113,124

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	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Grade											
1	111,359	112,475	113,587	114,723	115,859	117,018	118,174	119,356	120,539	121,744	122,950
2	108,389	109,474	110,556	111,663	112,768	113,896	115,024	116,175	117,325	118,498	119,670
3	102,448	103,473	104,499	105,544	106,588	107,655	108,719	109,807	110,894	112,003	113,112
4	93,543	94,479	95,413	96,369	97,324	98,297	99,268	100,262	101,254	102,268	103,280
5	92,055	92,978	93,898	94,838	95,777	96,735	97,692	98,669	99,647	100,643	101,639
6	90,570	91,479	92,386	93,309	94,232	95,175	96,117	97,077	98,038	99,020	100,001
7	85,376	86,231	87,085	87,955	88,825	89,713	90,601	91,508	92,415	93,339	94,262
8	82,406	83,229	84,053	84,893	85,733	86,590	87,447	88,322	89,197	90,090	90,982
9	77,952	78,733	79,511	80,306	81,103	81,914	82,724	83,551	84,377	85,221	86,064
10	74,244	74,984	75,725	76,482	77,241	78,012	78,784	79,574	80,363	81,167	81,969
11	72,755	73,482	74,208	74,951	75,694	76,449	77,205	77,977	78,749	79,539	80,325
12	71,270	71,983	72,695	73,422	74,149	74,889	75,630	76,386	77,143	77,914	78,686
13	69,785	70,483	71,181	71,893	72,607	73,331	74,056	74,797	75,537	76,292	77,047

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Grade										
1	124,180	125,409	126,664	127,920	129,198	130,477	131,782	133,087	134,418	135,749
2	120,868	122,066	123,286	124,506	125,751	126,995	128,265	129,536	130,832	132,126
3	114,244	115,375	116,528	117,683	118,859	120,036	121,235	122,435	123,660	124,884
4	104,313	105,344	106,397	107,450	108,526	109,598	110,695	111,792	112,911	114,029
5	102,655	103,671	104,707	105,743	106,801	107,859	108,939	110,018	111,116	112,215
6	100,998	101,997	103,018	104,039	105,080	106,121	107,182	108,243	109,325	110,405
7	95,205	96,148	97,109	98,070	99,051	100,033	101,032	102,032	103,052	104,072
8	91,893	92,801	93,731	94,658	95,605	96,549	97,517	98,482	99,468	100,454
9	86,926	87,787	88,667	89,543	90,439	91,333	92,247	93,160	94,091	95,023
10	82,788	83,608	84,444	85,280	86,133	86,986	87,858	88,727	89,614	90,500
11	81,127	81,930	82,749	83,568	84,405	85,242	86,094	86,946	87,815	88,684
12	79,473	80,261	81,064	81,866	82,684	83,503	84,339	85,175	86,025	86,875
13	77,819	78,591	79,376	80,161	80,963	81,764	82,584	83,400	84,235	85,069

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Grade										
1	137,106	138,465	139,849	141,233	142,646	144,057	145,498	146,939	148,408	149,878
2	133,449	134,769	136,117	137,464	138,841	140,215	141,617	143,017	144,449	145,878
3	126,134	127,382	128,656	129,928	131,228	132,525	133,853	135,177	136,530	137,881
4	115,169	116,309	117,472	118,635	119,822	121,007	122,217	123,427	124,662	125,897
5	113,338	114,459	115,604	116,748	117,915	119,083	120,275	121,467	122,682	123,896
6	111,510	112,616	113,742	114,868	116,016	117,165	118,337	119,509	120,703	121,898
7	105,114	106,155	107,218	108,278	109,362	110,444	111,549	112,654	113,781	114,906
8	101,459	102,460	103,486	104,510	105,557	106,602	107,667	108,733	109,820	110,905
9	95,973	96,924	97,893	98,862	99,852	100,840	101,847	102,856	103,884	104,911
10	91,406	92,312	93,234	94,157	95,099	96,041	97,000	97,960	98,941	99,922
11	89,571	90,458	91,365	92,269	93,192	94,115	95,056	95,997	96,957	97,915
12	87,744	88,613	89,499	90,384	91,291	92,194	93,116	94,038	94,979	95,920
13	85,918	86,768	87,636	88,504	89,389	90,275	91,177	92,079	93,000	93,922

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	STEP 31	STEP 32	STEP 33	STEP 34	STEP 35	STEP 36	STEP 37	STEP 38	STEP 39	STEP 40
Grade										
1	151,377	152,877	154,405	155,932	157,493	159,052	160,643	162,232	163,853	165,476
2	147,337	148,796	150,284	151,772	153,290	154,809	156,356	157,904	159,481	161,061
3	139,261	140,640	142,046	143,451	144,888	146,322	147,786	149,249	150,740	152,233
4	127,156	128,413	129,699	130,982	132,293	133,604	134,941	136,274	137,639	139,000
5	125,134	126,372	127,637	128,902	130,190	131,479	132,795	134,109	135,450	136,790
6	123,119	124,338	125,581	126,824	128,092	129,359	130,655	131,946	133,266	134,588
7	116,057	117,206	118,378	119,550	120,747	121,941	123,160	124,379	125,622	126,866
8	112,016	113,125	114,258	115,390	116,545	117,696	118,875	120,050	121,252	122,452
9	105,962	107,013	108,082	109,153	110,245	111,334	112,447	113,562	114,698	115,836
10	100,921	101,919	102,939	103,958	104,998	106,036	107,097	108,159	109,239	110,320
11	98,895	99,874	100,875	101,874	102,893	103,910	104,950	105,988	107,047	108,107
12	96,879	97,837	98,815	99,794	100,792	101,792	102,810	103,827	104,864	105,904
13	94,862	95,800	96,758	97,715	98,693	99,670	100,668	101,666	102,682	103,696

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