

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
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	85,534	87,245	88,989	90,769	92,585	94,437	96,326	98,253	100,218	102,222	104,266
2	82,363	84,013	85,690	87,405	89,153	90,936	92,755	94,610	96,503	98,434	100,400
3	80,782	82,396	84,045	85,726	87,441	89,189	90,975	92,794	94,649	96,540	98,473
4	76,027	77,547	79,097	80,680	82,294	83,941	85,619	87,332	89,079	90,862	92,679
5	72,860	74,319	75,806	77,320	78,867	80,444	82,052	83,693	85,368	87,077	88,818
6	68,108	69,470	70,862	72,280	73,723	75,197	76,700	78,236	79,799	81,395	83,023
7	63,355	64,625	65,916	67,236	68,580	69,953	71,349	72,775	74,234	75,718	77,233
8	60,190	61,393	62,620	63,873	65,151	66,454	67,782	69,141	70,522	71,933	73,371
9	58,607	59,777	60,974	62,193	63,437	64,705	66,000	67,320	68,665	70,038	71,439
10	57,813	58,970	60,150	61,351	62,580	63,830	65,108	66,410	67,738	69,092	70,472
11	57,021	58,162	59,324	60,510	61,721	62,956	64,214	65,500	66,809	68,145	69,510
12	53,063	54,125	55,207	56,312	57,436	58,586	59,757	60,952	62,170	63,413	64,682
13	46,725	47,661	48,613	49,586	50,578	51,590	52,622	53,671	54,747	55,842	56,956
14	45,144	46,046	46,967	47,907	48,864	49,841	50,838	51,854	52,893	53,951	55,029
15	44,350	45,237	46,140	47,062	48,005	48,964	49,945	50,940	51,960	53,000	54,061
16	41,182	42,005	42,846	43,701	44,576	45,468	46,378	47,305	48,251	49,216	50,200
17	38,014	38,774	39,552	40,340	41,148	41,972	42,812	43,670	44,540	45,431	46,340
18	31,709	32,313	32,959	33,618	34,291	34,975	35,675	36,389	37,115	37,858	38,616

Masters Degree (In-Field), Add \$3,300

Specialist Degree (In-Field), Add \$4,092

Doctorate Degree (In-Field), Add \$4,752

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

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

Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	106,353	108,480	110,649	112,861	115,119	117,421	119,769	122,167	124,609	127,098
2	102,410	104,456	106,545	108,677	110,851	113,066	115,329	117,638	119,988	122,389
3	100,442	102,449	104,499	106,589	108,721	110,897	113,115	115,376	117,684	120,039
4	94,529	96,421	98,351	100,317	102,322	104,368	106,456	108,586	110,757	112,971
5	90,593	92,405	94,254	96,138	98,060	100,022	102,021	104,062	106,143	108,265
6	84,683	86,377	88,105	89,865	91,666	93,499	95,369	97,276	99,222	101,206
7	78,778	80,353	81,958	83,598	85,271	86,976	88,717	90,491	92,301	94,148
8	74,839	76,335	77,861	79,419	81,007	82,628	84,279	85,966	87,686	89,440
9	72,867	74,326	75,813	77,328	78,876	80,454	82,061	83,704	85,378	87,086
10	71,883	73,320	74,786	76,282	77,810	79,364	80,953	82,570	84,222	85,908
11	70,898	72,316	73,761	75,239	76,742	78,277	79,843	81,438	83,067	84,731
12	65,976	67,296	68,642	70,013	71,414	72,841	74,298	75,783	77,300	78,846
13	58,097	59,258	60,445	61,651	62,886	64,143	65,428	66,737	68,069	69,431
14	56,130	57,253	58,398	59,566	60,756	61,972	63,212	64,475	65,763	67,079
15	55,141	56,244	57,370	58,516	59,686	60,880	62,096	63,339	64,605	65,899
16	51,204	52,227	53,272	54,338	55,425	56,535	57,665	58,817	59,994	61,194
17	47,266	48,213	49,176	50,161	51,165	52,189	53,233	54,297	55,384	56,490
18	39,387	40,177	40,980	41,800	42,634	43,487	44,357	45,244	46,149	47,070

Masters Degree (In-Field), Add \$3,300

Specialist Degree (In-Field), Add \$4,092

Doctorate Degree (In-Field), Add \$4,752

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
11-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	78,408	79,973	81,574	83,207	84,868	86,566	88,298	90,065	91,867	93,704	95,578
2	75,500	77,011	78,552	80,122	81,723	83,359	85,027	86,727	88,462	90,232	92,036
3	74,050	75,530	77,044	78,585	80,154	81,755	83,391	85,059	86,758	88,497	90,266
4	69,692	71,086	72,510	73,958	75,437	76,946	78,486	80,056	81,656	83,288	84,957
5	66,789	68,126	69,485	70,879	72,297	73,742	75,216	76,722	78,256	79,821	81,416
6	62,434	63,682	64,956	66,254	67,579	68,931	70,310	71,715	73,151	74,613	76,106
7	58,076	59,240	60,422	61,631	62,863	64,121	65,404	66,711	68,046	69,407	70,796
8	55,174	56,276	57,399	58,548	59,720	60,915	62,135	63,376	64,642	65,935	67,254
9	53,721	54,797	55,891	57,009	58,150	59,313	60,498	61,708	62,944	64,202	65,486
10	52,997	54,058	55,138	56,240	57,366	58,512	59,682	60,876	62,094	63,338	64,604
11	52,270	53,314	54,379	55,468	56,576	57,709	58,863	60,040	61,241	62,463	63,715
12	48,642	49,614	50,605	51,617	52,650	53,703	54,777	55,874	56,990	58,130	59,292
13	42,833	43,690	44,564	45,455	46,366	47,292	48,238	49,202	50,186	51,190	52,214
14	41,383	42,211	43,053	43,914	44,794	45,690	46,601	47,535	48,485	49,456	50,445
15	40,654	41,466	42,297	43,143	44,004	44,885	45,782	46,697	47,632	48,582	49,555
16	37,749	38,507	39,277	40,064	40,865	41,683	42,516	43,365	44,232	45,115	46,019
17	34,846	35,545	36,254	36,980	37,719	38,474	39,243	40,028	40,828	41,642	42,478
18	29,067	29,619	30,211	30,816	31,432	32,059	32,702	33,358	34,023	34,705	35,396

Masters Degree (In-Field), Add \$3,025

Specialist Degree (In-Field), Add \$3,751

Doctorate Degree (In-Field), Add \$4,356

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
11-Month Annual Base Scale
Fiscal Year 2025-2026

	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Grade										
1	97,489	99,439	101,427	103,455	105,526	107,636	109,788	111,985	114,224	116,510
2	93,877	95,754	97,668	99,620	101,612	103,646	105,721	107,835	109,990	112,191
3	92,071	93,914	95,790	97,706	99,660	101,655	103,687	105,761	107,874	110,032
4	86,654	88,388	90,156	91,958	93,800	95,676	97,587	99,539	101,531	103,559
5	83,044	84,704	86,399	88,128	89,889	91,688	93,523	95,395	97,301	99,248
6	77,628	79,179	80,766	82,381	84,027	85,707	87,423	89,171	90,955	92,773
7	72,212	73,655	75,129	76,631	78,164	79,725	81,320	82,947	84,606	86,299
8	68,597	69,972	71,371	72,800	74,255	75,739	77,254	78,799	80,376	81,984
9	66,795	68,131	69,492	70,885	72,302	73,748	75,224	76,727	78,261	79,828
10	65,897	67,213	68,559	69,930	71,327	72,755	74,209	75,696	77,207	78,750
11	64,988	66,286	67,613	68,966	70,347	71,751	73,187	74,651	76,143	77,668
12	60,480	61,690	62,921	64,178	65,464	66,775	68,109	69,472	70,864	72,282
13	53,259	54,324	55,410	56,518	57,648	58,800	59,975	61,176	62,400	63,648
14	51,454	52,482	53,533	54,605	55,697	56,808	57,946	59,104	60,286	61,491
15	50,547	51,555	52,588	53,639	54,713	55,806	56,922	58,063	59,221	60,407
16	46,940	47,877	48,837	49,813	50,809	51,826	52,861	53,919	54,998	56,096
17	43,328	44,193	45,077	45,981	46,899	47,836	48,792	49,770	50,766	51,781
18	36,103	36,827	37,563	38,315	39,081	39,863	40,660	41,473	42,303	43,149

Masters Degree (In-Field), Add \$3,025

Specialist Degree (In-Field), Add \$3,751

Doctorate Degree (In-Field), Add \$4,356

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
10-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	71,279	72,704	74,160	75,642	77,153	78,697	80,272	81,879	83,515	85,185	86,889
2	68,638	70,007	71,411	72,837	74,294	75,779	77,297	78,842	80,420	82,027	83,668
3	67,319	68,663	70,037	71,438	72,865	74,324	75,811	77,326	78,874	80,452	82,057
4	63,354	64,624	65,916	67,236	68,580	69,953	71,349	72,775	74,234	75,718	77,234
5	60,716	61,931	63,169	64,434	65,723	67,037	68,378	69,748	71,139	72,564	74,014
6	56,758	57,893	59,050	60,231	61,436	62,666	63,919	65,197	66,500	67,830	69,186
7	52,798	53,854	54,931	56,030	57,151	58,292	59,460	60,649	61,859	63,098	64,359
8	50,158	51,161	52,184	53,228	54,293	55,376	56,484	57,614	58,767	59,944	61,138
9	48,838	49,815	50,811	51,827	52,863	53,921	55,000	56,098	57,219	58,365	59,533
10	48,178	49,144	50,126	51,126	52,148	53,193	54,256	55,344	56,449	57,578	58,729
11	47,516	48,468	49,438	50,426	51,433	52,461	53,512	54,582	55,673	56,785	57,921
12	44,220	45,104	46,007	46,926	47,865	48,822	49,799	50,794	51,811	52,844	53,902
13	38,941	39,719	40,510	41,322	42,150	42,992	43,853	44,730	45,624	46,537	47,468
14	37,621	38,371	39,140	39,922	40,721	41,534	42,365	43,213	44,079	44,960	45,860
15	36,959	37,697	38,451	39,219	40,004	40,805	41,619	42,451	43,300	44,167	45,050
16	34,318	35,008	35,706	36,424	37,150	37,892	38,650	39,422	40,209	41,016	41,834
17	31,678	32,315	32,960	33,618	34,292	34,976	35,675	36,389	37,115	37,859	38,616
18	26,424	26,927	27,467	28,016	28,576	29,147	29,727	30,322	30,930	31,548	32,178

Masters Degree (In-Field), Add \$2,750

Specialist Degree (In-Field), Add \$3,410

Doctorate Degree (In-Field), Add \$3,960

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.

The School District of Escambia County
PROFESSIONAL SALARY SCHEDULE
10-Month Annual Base Scale
Fiscal Year 2025-2026

Grade	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1	88,623	90,396	92,208	94,050	95,931	97,849	99,805	101,803	103,840	105,915
2	85,342	87,050	88,790	90,565	92,378	94,224	96,110	98,031	99,992	101,992
3	83,700	85,375	87,083	88,824	90,600	92,412	94,262	96,147	98,068	100,029
4	78,778	80,354	81,958	83,596	85,271	86,976	88,717	90,490	92,300	94,146
5	75,495	77,005	78,544	80,117	81,719	83,352	85,018	86,722	88,456	90,223
6	70,572	71,984	73,425	74,889	76,388	77,917	79,476	81,065	82,686	84,339
7	65,648	66,960	68,299	69,663	71,058	72,479	73,929	75,407	76,915	78,452
8	62,363	63,612	64,883	66,178	67,505	68,856	70,230	71,634	73,068	74,532
9	60,724	61,936	63,176	64,442	65,729	67,043	68,383	69,753	71,146	72,571
10	59,906	61,102	62,327	63,572	64,844	66,141	67,463	68,812	70,189	71,594
11	59,080	60,264	61,469	62,698	63,951	65,228	66,534	67,865	69,223	70,607
12	54,980	56,080	57,202	58,345	59,512	60,704	61,917	63,155	64,420	65,709
13	48,417	49,384	50,371	51,380	52,408	53,455	54,523	55,613	56,727	57,862
14	46,777	47,710	48,665	49,640	50,631	51,644	52,676	53,732	54,804	55,901
15	45,951	46,870	47,808	48,764	49,740	50,731	51,748	52,782	53,840	54,914
16	42,673	43,526	44,398	45,285	46,189	47,115	48,056	49,018	49,997	50,998
17	39,389	40,178	40,982	41,801	42,635	43,489	44,359	45,246	46,151	47,071
18	32,823	33,478	34,147	34,832	35,529	36,239	36,964	37,703	38,455	39,226

Masters Degree (In-Field), Add \$2,750

Specialist Degree (In-Field), Add \$3,410

Doctorate Degree (In-Field), Add \$3,960

Note: Personnel hired before approval of 2002-2003 Professional Salary Schedule who were receiving payment for out-of-field advanced degree will continue to do so.



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