

The School District Of Escambia County
Advanced Degree Pay Schedule
For the Fiscal Year Ending June 30, 2026

SUPPLEMENT	10 MONTHS	11 MONTHS	12 MONTHS
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RANK PAY

Masters (In-Field)	2,750	3,025	3,300
Masters (Out-of-Field)	1,870	2,057	2,244
Specialist (In-Field)	3,410	3,751	4,092
Specialist (Out-of-Field)	2,860	3,146	3,432
Doctorate (In-Field)	3,960	4,356	4,752
Doctorate (Out-of-Field)	3,630	3,993	4,356

**The School District Of Escambia County
Instructional Supplements Schedule
For the Fiscal Year Ending June 30, 2026**

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

HIGH SCHOOL:

Athletic Director

JUL	JUN	0.1151	5,559	0.1279	6,178
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Head Coach

Baseball	FEB	MAY	0.1023	4,941	0.1046	5,052
Basketball (Boys & Girls)	NOV	FEB	0.1116	5,390	0.1163	5,617
Cross Country	AUG	OCT	0.0535	2,584	0.0558	2,695
Diving	AUG	OCT	0.0535	2,584	0.0558	2,695
Flag Football (Girls)	FEB	APR	0.0535	2,584	0.0558	2,695
Football	JUL	JUN	0.1593	7,694	0.1674	8,085
Lacrosse	FEB	APR	0.1023	4,941	0.1046	5,052
Golf (Boys & Girls)	AUG	OCT	0.0535	2,584	0.0558	2,695
Soccer (Boys & Girls)	OCT	JAN	0.1023	4,941	0.1046	5,052
Softball	FEB	MAY	0.1023	4,941	0.1046	5,052
Swimming	AUG	OCT	0.0535	2,584	0.0558	2,695
Tennis	JAN	APR	0.0535	2,584	0.0558	2,695
Track (Boys & Girls)	FEB	APR	0.1023	4,941	0.1046	5,052
Volleyball	AUG	OCT	0.1023	4,941	0.1046	5,052
Weightlifting (Boys)	JAN	MAR	0.0535	2,584	0.0558	2,695
Weightlifting (Girls)	OCT	JAN	0.0535	2,584	0.0558	2,695
Wrestling	NOV	FEB	0.0535	2,584	0.0558	2,695

Assistant Coach

Baseball (J.V. & 9th)	FEB	MAY	0.0616	2,975	0.0628	3,033
Basketball (J.V. Boys & Girls; 9th Boys & Girls)	NOV	FEB	0.0779	3,763	0.0814	3,932
Football - Fall	AUG	NOV	0.0651	3,144	0.0675	3,260
Football - Spring	MAY	JUN	0.0407	1,966	0.0419	2,024
Lacrosse	JAN	APR	0.0616	2,975	0.0628	3,033
Soccer (J.V. Boys & Girls)	OCT	JAN	0.0616	2,975	0.0628	3,033
Softball (J.V. & 9th)	FEB	MAY	0.0616	2,975	0.0628	3,033
Swimming	AUG	OCT	0.0454	2,193	0.0477	2,304
Track (Boys & Girls)	FEB	APR	0.0616	2,975	0.0628	3,033
Volleyball (J.V. & 9th)	AUG	OCT	0.0616	2,975	0.0628	3,033

Cheerleader Sponsor

9th Grade	AUG	JUN	0.0454	2,193	0.0477	2,304
Junior Varsity	AUG	JUN	0.0454	2,193	0.0477	2,304
Varsity	AUG	JUN	0.0675	3,260	0.0698	3,371

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	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

MIDDLE SCHOOL:

Head Coach

Basketball	AUG	NOV	0.0535	2,584	0.0558	2,695
Football	AUG	NOV	0.0535	2,584	0.0558	2,695
Swimming	DEC	MAR	0.0535	2,584	0.0558	2,695
Track	MAR	MAY	0.0535	2,584	0.0558	2,695
Volleyball	DEC	MAR	0.0535	2,584	0.0558	2,695

Assistant Coach

Basketball	AUG	NOV	0.0454	2,193	0.0477	2,304
Football	AUG	NOV	0.0454	2,193	0.0477	2,304
Swimming	DEC	MAR	0.0454	2,193	0.0477	2,304
Track	MAR	MAY	0.0454	2,193	0.0477	2,304
Volleyball	DEC	MAR	0.0454	2,193	0.0477	2,304

Cheerleader Sponsor

AUG	JUN	0.0395	1,908	0.0419	2,024
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MUSIC ACTIVITY

HIGH SCHOOL:

Band

Director	JUL	JUN	0.1256	6,066	0.1302	6,289
Assistant Director	JUL	JUN	0.0895	4,323	0.0918	4,434

Choral

Director	AUG	JUN	0.0895	4,323	0.0918	4,434
Assistant Director	AUG	JUN	0.0779	3,763	0.0802	3,874

Strings Director

AUG	JUN	0.1035	4,999	0.1070	5,168
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MIDDLE SCHOOL:

Band Director

AUG	JUN	0.0779	3,763	0.0814	3,932
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Choral Director

AUG	JUN	0.0535	2,584	0.0558	2,695
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Strings Director

AUG	JUN	0.1035	4,999	0.1070	5,168
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**The School District Of Escambia County
Instructional Supplements Schedule
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SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT
CO-CURRICULAR						
Curriculum Coordinator	AUG	JUN	0.0651	3,144	0.0674	3,255
Administrative Dean						
High School	AUG	JUN	0.0860	4,154	0.0883	4,265
Middle School	AUG	JUN	0.0860	4,154	0.0883	4,265
Consulting Teacher (START)	AUG	JUN	0.0686	3,313		
ESE Instructional Supplement	AUG	JUN		300		300
ESE Self-Contained Supplement	AUG	JUN		800		800
Education Specialist (11 month)	JUL	JUN	0.0768	3,709	0.0790	3,816
Staffing Specialist (11 month)	JUL	JUN	0.0768	3,709	0.0790	3,816
Teacher On Special Assignment	JUL	JUN	0.0768	3,709	0.0790	3,816
School Social Worker	AUG	JUN	0.1023	4,941	0.1046	5,052
Teacher-In-Charge	AUG	JUN	0.0686	3,313	0.0709	3,424
Academic Honor Society						
High School	AUG	JUN	0.0349	1,686	0.0372	1,797
Middle School	AUG	JUN	0.0337	1,628	0.0361	1,744
Academic Sponsors	AUG	JUN	0.0337	1,628	0.0361	1,744
Student Government						
High School	AUG	JUN	0.0395	1,908	0.0419	2,024
Middle School	AUG	JUN	0.0337	1,628	0.0361	1,744
Agriculture Teacher						
Basic	JUL	JUN	0.0860	4,154	0.0883	4,265
Future Farmers of America	JUL	JUN	0.0604	2,917	0.0628	3,033
Learning Laboratory	JUL	JUN	0.0604	2,917	0.0628	3,033
Yearbook/Newspaper Sponsor						
High School	AUG	JUN	0.0523	2,526	0.0546	2,637
Middle School	AUG	JUN	0.0349	1,686	0.0372	1,797
Theatre Arts						
High School	AUG	JUN	0.0535	2,584	0.0558	2,695

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	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

Speech, Debate, & Mock Trial

High School	AUG	JUN	0.0337	1,628	0.0361	1,744
Middle School	AUG	JUN	0.0314	1,517	0.0337	1,628

Speech/Drama

Middle School	AUG	JUN	0.0314	1,517	0.0337	1,628
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Notes:

- Faculty Leader supplements are determined by the number of instructional units at each cost center multiplied by \$100. Cost center dollar entitlement will be determined annually and will be based on instructional grids.
- Wellness Coordinator - \$200.00 supplement to be paid at the end of the academic year once the coordinator has completed the required activities and paperwork. The paperwork should be turned into Risk Management.



Agenda Item Details

Meeting	Dec 16, 2025 - REGULAR MEETING AGENDA (5:30 PM)
Category	20. Consent - Finance
Subject	C. 2025-2026 Instructional Salary Schedules - Compliance with Teacher Salary Increase Allocation (TSIA)
Type	Action (Consent)
Fiscal Impact	Yes
Dollar Amount	2,678,000.00
Budgeted	Yes
Budget Source	(1110) General Fund
Recommended Action	Approval, retroactive to July 1, 2025, of the 2025-2026 Instructional Salary Schedules (TSIA) and Non-Recurring \$400.00 Holiday Bonus

Background Information/Description

See attached 2025-2026 Salary Proposals and Bargaining Agreement dated November 24, 2025.

TSIA Instructional

- Highly Effective (\$600) \$1,192,600
- Effective (\$400) \$345,000

Total Amount of TSIA \$1,537,600

- Bonus (\$400) \$1,140,400

Funding Source

(1110) General Fund - \$2,678,000

 [25-26 INSTRUCTIONAL Grandfather Salary Schedule 2025_12.pdf \(151 KB\)](#)

 [25-26 INSTRUCTIONAL Performance Salary Schedule 2025_12.pdf \(152 KB\)](#)

 [2025-2026 Instructional Supplements Schedule 2025_12.pdf \(194 KB\)](#)

 [2025-2026 Salary Proposal 2025_12.pdf \(381 KB\)](#)

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 5:06 PM :: Submitted by Tammy Edwards. Routed to Terry St Cyr for approval.
Dec 3, 2025 5:39 AM :: Final approval by Terry St Cyr

Last Modified by Holley DeWees on December 16, 2025