

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
10 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE
FOR THE FISCAL YEAR ENDING JUNE 30, 2026
ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT
INSTRUCTIONAL PERSONNEL

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	48,300.00	51	58,300.00	101	68,300.00
2	48,500.00	52	58,500.00	102	68,500.00
3	48,700.00	53	58,700.00	103	68,700.00
4	48,900.00	54	58,900.00	104	68,900.00
5	49,100.00	55	59,100.00	105	69,100.00
6	49,300.00	56	59,300.00	106	69,300.00
7	49,500.00	57	59,500.00	107	69,500.00
8	49,700.00	58	59,700.00	108	69,700.00
9	49,900.00	59	59,900.00	109	69,900.00
10	50,100.00	60	60,100.00	110	70,100.00
11	50,300.00	61	60,300.00	111	70,300.00
12	50,500.00	62	60,500.00	112	70,500.00
13	50,700.00	63	60,700.00	113	70,700.00
14	50,900.00	64	60,900.00	114	70,900.00
15	51,100.00	65	61,100.00	115	71,100.00
16	51,300.00	66	61,300.00	116	71,300.00
17	51,500.00	67	61,500.00	117	71,500.00
18	51,700.00	68	61,700.00	118	71,700.00
19	51,900.00	69	61,900.00	119	71,900.00
20	52,100.00	70	62,100.00	120	72,100.00
21	52,300.00	71	62,300.00	121	72,300.00
22	52,500.00	72	62,500.00	122	72,500.00
23	52,700.00	73	62,700.00	123	72,700.00
24	52,900.00	74	62,900.00	124	72,900.00
25	53,100.00	75	63,100.00	125	73,100.00
26	53,300.00	76	63,300.00	126	73,300.00
27	53,500.00	77	63,500.00	127	73,500.00
28	53,700.00	78	63,700.00	128	73,700.00
29	53,900.00	79	63,900.00	129	73,900.00
30	54,100.00	80	64,100.00	130	74,100.00
31	54,300.00	81	64,300.00	131	74,300.00
32	54,500.00	82	64,500.00	132	74,500.00
33	54,700.00	83	64,700.00	133	74,700.00
34	54,900.00	84	64,900.00	134	74,900.00
35	55,100.00	85	65,100.00	135	75,100.00
36	55,300.00	86	65,300.00	136	75,300.00
37	55,500.00	87	65,500.00	137	75,500.00
38	55,700.00	88	65,700.00	138	75,700.00
39	55,900.00	89	65,900.00	139	75,900.00
40	56,100.00	90	66,100.00	140	76,100.00
41	56,300.00	91	66,300.00	141	76,300.00
42	56,500.00	92	66,500.00	142	76,500.00
43	56,700.00	93	66,700.00	143	76,700.00
44	56,900.00	94	66,900.00	144	76,900.00
45	57,100.00	95	67,100.00	145	77,100.00
46	57,300.00	96	67,300.00	146	77,300.00
47	57,500.00	97	67,500.00	147	77,500.00
48	57,700.00	98	67,700.00	148	77,700.00
49	57,900.00	99	67,900.00	149	77,900.00
50	58,100.00	100	68,100.00	150	78,100.00

Salary Supplements:

- (1) Advanced degree supplement (in field/out of field) - according to Advanced Degree Pay Schedule.
- (2) Reading endorsement supplement: \$300 (includes all instructional staff with endorsement)
- (3) Virtual School teachers receive \$130 per student for courses successfully completed.
- (4) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- (5) Required In-Service (workshop) outside of normal working hours will be paid at \$20 per hour.
- (6) The hourly rate of pay for part-time work (Extra Pay) will be paid at \$20 per hour.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
11 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE
FOR THE FISCAL YEAR ENDING JUNE 30, 2026
ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT
INSTRUCTIONAL PERSONNEL

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	53,130.00	51	64,130.00	101	75,130.00
2	53,350.00	52	64,350.00	102	75,350.00
3	53,570.00	53	64,570.00	103	75,570.00
4	53,790.00	54	64,790.00	104	75,790.00
5	54,010.00	55	65,010.00	105	76,010.00
6	54,230.00	56	65,230.00	106	76,230.00
7	54,450.00	57	65,450.00	107	76,450.00
8	54,670.00	58	65,670.00	108	76,670.00
9	54,890.00	59	65,890.00	109	76,890.00
10	55,110.00	60	66,110.00	110	77,110.00
11	55,330.00	61	66,330.00	111	77,330.00
12	55,550.00	62	66,550.00	112	77,550.00
13	55,770.00	63	66,770.00	113	77,770.00
14	55,990.00	64	66,990.00	114	77,990.00
15	56,210.00	65	67,210.00	115	78,210.00
16	56,430.00	66	67,430.00	116	78,430.00
17	56,650.00	67	67,650.00	117	78,650.00
18	56,870.00	68	67,870.00	118	78,870.00
19	57,090.00	69	68,090.00	119	79,090.00
20	57,310.00	70	68,310.00	120	79,310.00
21	57,530.00	71	68,530.00	121	79,530.00
22	57,750.00	72	68,750.00	122	79,750.00
23	57,970.00	73	68,970.00	123	79,970.00
24	58,190.00	74	69,190.00	124	80,190.00
25	58,410.00	75	69,410.00	125	80,410.00
26	58,630.00	76	69,630.00	126	80,630.00
27	58,850.00	77	69,850.00	127	80,850.00
28	59,070.00	78	70,070.00	128	81,070.00
29	59,290.00	79	70,290.00	129	81,290.00
30	59,510.00	80	70,510.00	130	81,510.00
31	59,730.00	81	70,730.00	131	81,730.00
32	59,950.00	82	70,950.00	132	81,950.00
33	60,170.00	83	71,170.00	133	82,170.00
34	60,390.00	84	71,390.00	134	82,390.00
35	60,610.00	85	71,610.00	135	82,610.00
36	60,830.00	86	71,830.00	136	82,830.00
37	61,050.00	87	72,050.00	137	83,050.00
38	61,270.00	88	72,270.00	138	83,270.00
39	61,490.00	89	72,490.00	139	83,490.00
40	61,710.00	90	72,710.00	140	83,710.00
41	61,930.00	91	72,930.00	141	83,930.00
42	62,150.00	92	73,150.00	142	84,150.00
43	62,370.00	93	73,370.00	143	84,370.00
44	62,590.00	94	73,590.00	144	84,590.00
45	62,810.00	95	73,810.00	145	84,810.00
46	63,030.00	96	74,030.00	146	85,030.00
47	63,250.00	97	74,250.00	147	85,250.00
48	63,470.00	98	74,470.00	148	85,470.00
49	63,690.00	99	74,690.00	149	85,690.00
50	63,910.00	100	74,910.00	150	85,910.00

Salary Supplements:

- (1) Advanced degree supplement (in field/out of field) - according to Advanced Degree Pay Schedule.
- (2) Reading endorsement supplement: \$300 (includes all instructional staff with endorsement)
- (3) Virtual School teachers receive \$130 per student for courses successfully completed.
- (4) Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- (5) Required In-Service (workshop) outside of normal working hours will be paid at \$20 per hour.
- (6) The hourly rate of pay for part-time work (Extra Pay) will be paid at \$20 per hour.

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ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT
INSTRUCTIONAL PERSONNEL

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	57,960.00	51	69,960.00	101	81,960.00
2	58,200.00	52	70,200.00	102	82,200.00
3	58,440.00	53	70,440.00	103	82,440.00
4	58,680.00	54	70,680.00	104	82,680.00
5	58,920.00	55	70,920.00	105	82,920.00
6	59,160.00	56	71,160.00	106	83,160.00
7	59,400.00	57	71,400.00	107	83,400.00
8	59,640.00	58	71,640.00	108	83,640.00
9	59,880.00	59	71,880.00	109	83,880.00
10	60,120.00	60	72,120.00	110	84,120.00
11	60,360.00	61	72,360.00	111	84,360.00
12	60,600.00	62	72,600.00	112	84,600.00
13	60,840.00	63	72,840.00	113	84,840.00
14	61,080.00	64	73,080.00	114	85,080.00
15	61,320.00	65	73,320.00	115	85,320.00
16	61,560.00	66	73,560.00	116	85,560.00
17	61,800.00	67	73,800.00	117	85,800.00
18	62,040.00	68	74,040.00	118	86,040.00
19	62,280.00	69	74,280.00	119	86,280.00
20	62,520.00	70	74,520.00	120	86,520.00
21	62,760.00	71	74,760.00	121	86,760.00
22	63,000.00	72	75,000.00	122	87,000.00
23	63,240.00	73	75,240.00	123	87,240.00
24	63,480.00	74	75,480.00	124	87,480.00
25	63,720.00	75	75,720.00	125	87,720.00
26	63,960.00	76	75,960.00	126	87,960.00
27	64,200.00	77	76,200.00	127	88,200.00
28	64,440.00	78	76,440.00	128	88,440.00
29	64,680.00	79	76,680.00	129	88,680.00
30	64,920.00	80	76,920.00	130	88,920.00
31	65,160.00	81	77,160.00	131	89,160.00
32	65,400.00	82	77,400.00	132	89,400.00
33	65,640.00	83	77,640.00	133	89,640.00
34	65,880.00	84	77,880.00	134	89,880.00
35	66,120.00	85	78,120.00	135	90,120.00
36	66,360.00	86	78,360.00	136	90,360.00
37	66,600.00	87	78,600.00	137	90,600.00
38	66,840.00	88	78,840.00	138	90,840.00
39	67,080.00	89	79,080.00	139	91,080.00
40	67,320.00	90	79,320.00	140	91,320.00
41	67,560.00	91	79,560.00	141	91,560.00
42	67,800.00	92	79,800.00	142	91,800.00
43	68,040.00	93	80,040.00	143	92,040.00
44	68,280.00	94	80,280.00	144	92,280.00
45	68,520.00	95	80,520.00	145	92,520.00
46	68,760.00	96	80,760.00	146	92,760.00
47	69,000.00	97	81,000.00	147	93,000.00
48	69,240.00	98	81,240.00	148	93,240.00
49	69,480.00	99	81,480.00	149	93,480.00
50	69,720.00	100	81,720.00	150	93,720.00

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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