Educational Support Management Association of Broward, INC.
(ESMAB)

Salary Band Schedule

2025-2026

SALARY BAND		MINIMUM	MIDPOINT	MAXIMUM
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T	**A**	$164,800	$200,850	$252,803
	D	$675.41	$823.16	$1,036.08
	H	$90.05464	$109.75410	$138.14383
S	**A**	$123,485	$173,725	$224,395
	D	$506.09	$711.99	$919.65
	H	$67.47837	$94.93171	$122.61998
E	**A**	$107,981	$151,273	$194,889
	D	$442.55	$619.97	$798.72
	H	$59.00609	$82.66259	$106.49651
D	**A**	$87,190	$128,420	$170,414
	D	$357.34	$526.31	$698.42
	H	$47.64494	$70.17503	$93.12267
C	**A**	$76,639	$107,162	$137,899
	D	$314.09	$439.19	$565.16
	H	$41.87912	$58.55832	$75.35458
B	**A**	$66,556	$93,640	$120,956
	D	$272.77	$383.77	$495.72
	H	$36.36935	$51.16934	$66.09620
A2	**A**	$57,794	$81,312	$105,032
	D	$236.86	$333.25	$430.46
	H	$31.58131	$44.43289	$57.39463
A1	**A**	$46,773	$68,793	$91,216
	D	$191.69	$281.94	$373.84
	H	$25.55878	$37.59205	$49.84508

For the **2025-2026** school year, there will be no salary increases, bonuses, step increases, or any other increases to employee compensation. For sake of clarity, the Referendum Supplement referenced in the Salary Schedule shall remain in effect in accordance with the terms provided therein.

Employee eligibility to participate in a Board approved salary increase requires the completion of a year of employment service with the District as defined below, in an active regular status and an overall evaluation rating that is not "Unsatisfactory." A year of service is attained by working at least one (1) day more than half of the work calendar to which an employee was assigned during the prior fiscal year.

Referendum Funds: For the 2024-2025, 2025-2026 and 2026-2027 school years, eligible employees on Pay Band Level D and below in the Educational Support and Management Association of Broward, Inc. whose effective start date is on or before July 1st of the school year, will receive a Referendum Supplement equal to 5.50% of base salary effective July 1st of the 2024-2025, 2025-2026 and 2026-2027 school years. The supplement is FRS eligible.

Newly hired employees after the commencement of the 2024-2025, 2025-2026 and 2026-2027 school years, shall be eligible for a pro rata portion of the remaining 20 payments of the Referendum Supplement.

Board Approved: 6/9/2026