

**Educational Support Management Association of Broward, INC.
(ESMAB)
Salary Band Schedule
2023-2024**

SALARY BAND		MINIMUM -----	MIDPOINT -----	MAXIMUM -----
T	A	\$160,000	\$195,000	\$245,440
	D	\$655.74	\$799.18	\$1,005.90
	H	\$87.43169	\$106.55738	\$134.12022
S	A	\$119,889	\$168,665	\$217,859
	D	\$491.35	\$691.25	\$892.86
	H	\$65.51298	\$92.16671	\$119.04852
E	A	\$104,836	\$146,867	\$189,212
	D	\$429.66	\$601.91	\$775.46
	H	\$57.28747	\$80.25494	\$103.39467
D	A	\$84,651	\$124,680	\$165,451
	D	\$346.93	\$510.98	\$678.08
	H	\$46.25722	\$68.13110	\$90.41036
C	A	\$74,407	\$104,041	\$133,882
	D	\$304.95	\$426.40	\$548.70
	H	\$40.65934	\$56.85274	\$73.15979
B	A	\$64,617	\$90,913	\$117,433
	D	\$264.83	\$372.59	\$481.28
	H	\$35.31005	\$49.67897	\$64.17107
A2	A	\$56,110	\$78,944	\$101,973
	D	\$229.96	\$323.54	\$417.92
	H	\$30.66147	\$43.13873	\$55.72294
A1	A	\$45,410	\$66,790	\$88,560
	D	\$186.11	\$273.73	\$362.95
	H	\$24.81435	\$36.49714	\$48.39328

Effective July 1, 2022, eligible ESMAB employees shall receive a 4.00% increase. The salary schedule maximum values shall be increased by 4.00% effective July 1, 2022.

For the 2022-2023 school year, ESMAB employees who are in an active status as of the date of Board approval, shall receive a \$1,000 one-time payment (non-recurring, non-FRS eligible).

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 2023-2024 school year, eligible employees in the Educational Support and Management Associations of Broward, Inc. whose effective start date is on or before July 1, 2023, will receive a Referendum Supplement equal to 5.50% of base salary effective July 1st of the 2023-2024 school year. The supplement is FRS eligible.

Newly hired employees after the commencement of the 2023-2024 school year shall be eligible for a pro rata portion of the remaining 20 payments of the Referendum Supplement.