

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA
ADMINISTRATIVE/SUPERVISORY/MANAGERIAL SALARY SCHEDULE

2008-2009 SCHOOL YEAR

School Board Approved: November 20, 2007

Group

Step	Chief	A	B	C	D	E	F	G	H	J
1	\$103,448	\$90,567	\$82,782	\$79,419	\$74,030	\$67,303	\$60,570	\$51,921	\$43,743	\$40,381
2	\$108,621	\$95,018	\$86,919	\$83,386	\$77,735	\$70,666	\$63,597	\$54,514	\$45,935	\$42,403
3	\$114,051	\$99,467	\$91,056	\$87,355	\$81,432	\$74,030	\$66,631	\$57,106	\$48,116	\$44,419
4	\$117,473	\$104,442	\$95,606	\$91,720	\$85,505	\$77,735	\$69,957	\$59,964	\$50,525	\$46,642
5	\$120,997	\$109,664	\$100,387	\$96,307	\$89,780	\$81,616	\$73,455	\$62,963	\$53,054	\$48,972
6	\$124,627	\$114,049	\$104,402	\$100,159	\$93,370	\$84,883	\$76,393	\$65,481	\$55,177	\$50,930
7	\$128,366	\$117,471	\$107,534	\$103,164	\$96,170	\$87,429	\$78,685	\$67,445	\$56,832	\$52,459

IMPLEMENTATION:

- LONGEVITY:** Longevity will be granted for administrative service within any Sarasota County Schools Administrative Salary Schedule in accordance with the following schedule:

	Percentage of Base		Percentage of Base
7 to 9 years	3.00%	16 to 18 years	12.00%
10 to 12 years	6.00%	19 to plus	15.00%
13 to 15 years	9.00%		

- Longevity is computed by multiplying that percentage shown above by the total of the Base Salary, Step 1, in any given salary lane.
 - Longevity payments are added to the regular salary amount and are based upon years of service as an administrator in the District. Additionally, individuals compensated on the Administrative/Supervisory/Managerial salary schedule will be granted one year of credit for every two years of service in a School Board of Sarasota County bargaining unit position.
 - Longevity payments will apply towards retirement credit.
- SUPPLEMENTS:** Thirty (30) semester hours beyond the masters degree earned at an accredited institution, forty-five (45) semester hours beyond the masters degree earned at an accredited institution or an earned Ph.D. or Ed.D. from an accredited institution will add salary supplements according to the following schedule. (Note: Persons hired to fill any new or vacant position on this salary schedule will be paid this supplement only if the 30 hours, 45 hours, or the doctoral degree are in subjects related to their job responsibilities. An employee may appeal any denial of supplement to the Superintendent).

Masters + 30 = \$1,000.00 Masters + 45 = \$1,500.00 Ph.D. or Ed.D. = \$2,000.00

All persons hired from within the school district will enter at the appropriate level as determined by background and experience and recommended by the Superintendent, as guided by Board policy.

Where additional training is required or requested by the School Board or the superintendent of schools, because of changes in responsibilities, the School Board will assume costs of tuition, materials, necessary travel, and per diem. Should training occur during days beyond the contract period, the School Board will pay the individual at his/her regular daily rate or provide for compensatory time off at a time reasonably convenient to the employee (this does not apply to education which might result in a pay supplement). The Chief of the School Police is entitled to those educational supplements authorized under Florida Statute 943.22.

Emergency Management Coordinator / Emergency Management Coordinator-Transportation: A supplement will be paid for the School Board appointed representative to the Emergency Management Coordinator and to the Emergency Management Coordinator-Transportation in the following amounts for the 2007/08 year: Emergency Management Coordinator representative - \$23,782; Emergency Management Coordinator-Transportation - \$15,310.

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GENERAL GUIDELINES FOR CLASSIFICATION BY GROUP *

Chief

1. Cabinet level responsibilities.
2. Reports directly to the Superintendent.
3. Strategic decision making on a daily basis.
4. Frequent interaction with School Board members and community leaders.
5. Formulates and defends School Board policy.
6. Leadership skills at the highest level.
7. Twelve months positions.

Group A

1. District-wide responsibility for essential/critical programs, staff and/or services.
2. Reports directly to Superintendent or Assistant Superintendents.
3. A decision maker at high level.
4. Frequently required to make presentations to School Board in areas of expertise.
5. Initiates and formulates policy.
6. Requires leadership skills with reference to personnel decisions.
7. Instrumental in initiating/recommending significant program changes.
8. Ten, Eleven or Twelve-month position.

Group B

1. District-wide direct line responsibility for essential/critical programs, staff, and/or services.
2. Reports to Executive Director.
3. Requires advance and diverse educational, technical, and/or managerial skills.
4. Routinely required to make presentations to School Board on a broad range of subjects.
5. Formulates policy.
6. Ten, Eleven or Twelve-month position.

Group C

1. District-wide responsibility for essential support programs, staff, and/or services.
2. Reports to Superintendent, Assistant Superintendent, or Executive Director.
3. Requires advanced specialized educational, technical and/or managerial skills.
4. Occasionally required to make presentations to School Board on a broad range of subjects.
5. Formulates policy.
6. Ten, Eleven or Twelve-month position.

Group D

1. Substantial program administrative/coordinative/supervisory responsibilities.
2. Reports to Assistant Superintendent, Executive Director, or Group B Administrator.
3. Requires advanced specialized educational, technical, and/or managerial skills.
4. Occasionally required to make presentations to School Board on a broad range of subjects.
5. Formulates or assists in formulation of policy.
6. Ten, Eleven or Twelve-month position.

Group E

1. Major responsibilities for smaller sized staffs, and/or services.
2. Reports to Group C administrator or Executive Director.
3. Requires specialized educational, technical, and/or managerial skills.
4. Occasionally required to make presentations to School Board on a narrow range of subjects.
5. Assists in formulation of policy.
6. Ten, Eleven or Twelve-month position.

Group F

1. Intermediate responsibilities for smaller sized programs, staffs and/or services.
2. Requires specialized educational, technical, and/or managerial skills.
3. Might be required to make presentations to School Board on a narrow range of subjects.
4. May assist in formulation of policy.
5. Ten, Eleven or Twelve-month position.

Group G

1. Limited responsibilities for smaller sized programs, staff, and/or services.
2. Requires specialized educational, technical, and/or managerial skills.
3. Ten, Eleven or Twelve-month position.

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Group H and J

1. Specializes in restricted functional areas. Positions may require limited supervisory responsibilities, specialized training, and/or prior practical experience. Determination as between groups will be made at appropriate supervisory level, based upon the extent to which foregoing applies to position under consideration. Positions in both groups are Ten, Eleven or Twelve-month position.

* Positions are to be classified into the group in which there is the greatest match between job requirements and general guidelines. In those cases where the requirements of a position do not clearly fall into a specific group, placement will be recommended by the Superintendent of Schools for approval by the School Board. A position's title is not to be used as a basis for determining proper classification or reclassification.

FRINGE BENEFITS

1. A "cafeteria" fringe benefit plan is provided for administrative/supervisory/managerial staff. The cafeteria plan offers employees a variety of benefits to select from in a manner which best fits the employee's needs.
 - Disability Insurance rates shall increase to the same revised rate as provided for teachers and have the same effective date.
 - Term Life Insurance in the amount of \$50,000 shall be provided to administrative/supervisory/managerial staff. Administrators may increase their insurance in \$50,000 increments to a maximum of \$300,000 at a group rate.
 - Health insurance is provided at no cost to the employee. Dependent coverage is available at a cost to the employee.
 - The Board pays the contribution to the Florida Retirement System. The Board dental provider is Delta Dental—a free choice plan. A Vision Care Plan is also provided and covers routine eye exams, corrective lenses, and frames. A complete list of benefits, and a more thorough explanation of each, can be found in the Employee Handbook.
2. Members of the Administrative/Supervisory/Managerial salary schedule will be utilized in an advisory capacity with respect to negotiations, including membership on the administrative negotiating team, said membership and individuals to be selected on an annual basis by the Superintendent.
3. Terminal pay for accumulated sick leave will be in accordance with Florida State Statutes (See School Board Rule 6.912 and 6.913 for Terminal Pay).
4. For positions paid on the Chief lane: These positions are in the Senior Management Service of the Florida Retirement System; Not included in this figure is a monthly adjustment of \$300 for out-of-pocket business-related expenses and a \$300 monthly automobile allowance/or the use of a district vehicle from which appropriate taxes are deducted.
5. All District and school-based administrators will have the opportunity to develop with their immediate supervisor a mutually agreed upon plan for professional growth and development in keeping with individual growth needs aligned with district, division, and departmental goals and objectives. The program will involve one of three possible options: 1) identify individual goals relating to school and/or departmental improvement and measurable outcomes to determine whether or not the goals were achieved; 2) identify an action research project that will lead to a deeper understanding of a specific area of educational leadership; or 3) the administrator, or a team of administrators develop a 1-2 hour workshop/ presentation that will assist their peers in their leadership role. The plan will include a compensation provision that will, in those cases where an individual administrator has achieved their identified professional development goals, compensate the administrator up to three (3) percent of their base pay.

Note: If a millage referendum is not passed by the voters of Sarasota County on or before June 29, 2010, Step 7 will be removed from the salary schedule and all salary schedules will be automatically reduced by the sum of one-half of any across-the-board salary increases agreed to for the 2006-2007, plus the full 3% (three percent) of the 2007-2008 increase, plus one-half of any across-the-board salary increases agreed to for the 2008-2009 school years, as of the close of business on June 30, 2010.