

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**  
**2012-2013 TEACHER SALARY SCHEDULE**

Board Approved:

**INSTRUCTIONAL SALARY SCHEDULE**

<b>Step</b>	<b>Bachelors</b>	<b>Bachelors+30*</b>	<b>Masters</b>	<b>Masters+45*</b>	<b>Doctorate</b>
<b>0</b>	38,530	39,962	41,747	44,604	46,510
<b>1</b>	38,997	40,734	42,554	45,573	47,520
<b>2</b>	39,463	41,505	43,361	46,543	48,530
<b>3</b>	39,929	42,277	44,166	47,511	49,540
<b>4</b>	40,398	43,048	44,973	48,480	50,551
<b>5</b>	40,864	43,821	45,778	49,450	51,561
<b>6</b>	41,330	44,592	46,585	50,419	52,571
<b>7</b>	41,798	45,364	47,390	51,387	53,582
<b>8</b>	42,265	46,135	48,197	52,357	54,592
<b>9</b>	42,731	46,907	49,003	53,325	55,603
<b>10</b>	43,197	47,679	49,809	54,294	56,613
<b>11</b>	43,665	48,451	50,615	55,264	57,623
<b>12</b>	44,132	49,223	51,421	56,232	58,633
<b>13</b>	44,598	49,994	52,228	57,201	59,644
<b>14</b>	45,066	50,766	53,034	58,171	60,655
<b>15</b>	45,532	51,537	53,840	59,139	61,665
<b>16</b>	45,999	52,310	54,646	60,108	62,674
<b>17</b>	46,467	53,081	55,453	61,078	63,685
<b>18</b>	46,933	53,853	56,258	62,047	64,696
<b>19</b>	47,400	54,624	57,065	63,015	65,707
<b>20</b>	47,866	55,396	57,870	63,985	66,717
<b>21</b>	48,334	56,168	58,677	64,953	67,727
<b>22</b>	48,800	56,940	59,482	65,922	68,737
<b>23</b>	49,266	57,711	60,289	66,892	69,748
<b>24</b>	49,734	58,483	61,096	67,861	70,759
<b>25</b>	50,201	59,254	61,901	68,830	71,769
<b>26</b>	50,667	60,027	62,708	69,799	72,779
<b>27</b>	51,135	60,797	63,513	70,767	73,789
<b>28</b>	51,601	61,570	64,320	71,737	74,800
<b>29</b>	52,068	62,341	65,126	72,706	75,811

\*Note: For teachers hired on or after July 1, 2011, credit for advanced degrees will only be given in an area of certification held by the teacher. Teachers hired after this date will not be eligible for placement on the BA+30 or MA+45 salary lane.

**IMPLEMENTATION:**

“Effective July 2, 2007, the existing Step 1 will be removed from the salary schedule and all remaining steps will be renumbered steps 1-29. A Step Zero will be added to the schedule as the basis of computing longevity payments, but no employee will be placed on that step for salary purposes.”

Employees will receive their normal longevity progression for the 2012-13 school year and will be advanced an additional longevity step to compensate for any longevity progression not granted for the 2011-12 school year.

Any employee not receiving a salary increase due to longevity progression will receive a cash bonus equal to three percent (3%) of Step Zero of the employee’s current salary lane. Any employee receiving this bonus will be paid one half of that bonus on his or her December 14, 2012 paycheck and the remainder on his or her June 14, 2013 paycheck. To qualify to receive the bonus payment on December 14, 2012, the employee must have worked at least 50 days prior to December 14, 2012 and be in a paid status during the pay period (November 16-29, 2012). To qualify to receive the bonus payment on June 14, 2013, the employee must have worked at least one-half the year plus one day and be in a paid status during the pay period (May 17 - June 1, 2013). There will be no proration of these bonuses for employees working less than a complete school year.

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1. Credit for experience will be granted as follows:
  - a. For newly hired teacher, one step will be granted for every three full years of teaching experience in any public school. The employee's initial step placement will then be one step above that determined.
  - b. Teachers designated as "experts-in-field" will be placed on Step One of the Bachelor's lane. For purposes of salary credit, "public school" refers to grades PreK-12 in an accredited public school located in the United States or in a foreign country if in a U. S. government-affiliated program. In the case of teachers of Adult Education, public school PreK-20 experience will be accepted.
  - c. Full-time service for one day more than one-half of the contractual period may be counted as a year of service. Part years may not be combined to achieve a full year. Any teacher who works one-half time or more and who works for more than one day more than half a year will receive salary credit for the respective year of service. Time spent as a graduate assistant or intern may not be considered for salary purposes.
  - d. All teaching units will be either full-time or .6 FTE. Other than in the case of Adult and Community Education teachers, no fractional units other than .6 FTE will be permitted.
2. \*Credit for salary purposes will be granted for:
  - a. Credit hours necessary to meet requirements of a planned program leading toward an advanced degree. Teachers completing an advanced degree will be paid retroactive to the date of conferral of that degree.
  - b. Additional courses which will increase the teacher's professional effectiveness.
  - c. Credit for courses earned beyond a Bachelor's or Master's degree (i.e., BA+30 or MA+45) will be granted only for those courses taken after the actual date of conferral of the previous degree. Such lane advancement will be granted upon the teacher's request after verification by the Board. There will be no retroactive payment adjustment in these cases.
  - d. A Specialist's degree in a related field will be considered equivalent to a MA+45 for salary purposes subject to the following conditions; the teacher must have both a Specialist's degree and a minimum of 75 hours of total graduate level course work. It will be the employee's responsibility to notify the Board of any requested salary adjustment due to the implementation of this language. There will be no retroactive interpretation of this language for salary purposes.
  - e. For teachers hired on or after July 1, 2011, credit for advanced degrees will only be given in an area of certification held by the teacher. Teachers hired after this date will not be eligible for placement on the BA+30 or MA+45 salary lane.
3. Credit for teaching experience will be granted for military service during a national emergency (e.g. 9/16/40 to 12/30/46; 12/16/50 to 7/27/53; 8/5/64 to 5/25/75) providing that military service was an interruption of teaching duties. Teaching experience in military service will be considered in the same way as other teaching experience outside Sarasota County.
4. JROTC instructors will be paid based on the value of their Minimum Instructor Pay (MIP). Each instructor's annual monetary compensation will be equal to MIP times 12. Annual compensation will be reviewed and adjusted, as appropriate to achieve MIP in January of each year, or in conjunction with timelines for active duty military pay raises, as authorized and appropriated by the Congress of the United States. These adjustments will keep pace with MIP. It is the instructor's responsibility to ensure that the District received notice of MIP changes that come from their parent Service.
5. The increase for a teacher may be withheld above step six (6) by official action of the School Board of Sarasota County in a regular meeting or a special meeting, based upon the recommendation of the Superintendent that the teacher's service has been Unsatisfactory for the previous year. Such a recommendation shall be based upon the criteria and procedures defined in the official Board rules on the evaluation of instruction.

Employees will receive their normal longevity progression for the 2012-13 school year and will be advanced an additional longevity step to compensate for any longevity progression not granted for the 2011-12 school year.

Any employee not receiving a salary increase due to longevity progression will receive a cash bonus equal to three percent (3%) of Step Zero of the employee's current salary lane. Any employee receiving this bonus will be paid one half of that bonus on his or her December 14, 2012 paycheck and the remainder on his or her June 14, 2013 paycheck. To qualify to receive the bonus payment on December 14, 2012, the employee must have worked at least 50 days prior to December 14, 2012 and be in a paid status during the pay period (November 16-29, 2012). To qualify to receive the bonus payment on June 14, 2013, the employee must have worked at least one-half the year plus one day and be in a paid status during the pay period (May 17 - June 1, 2013). There will be no proration of these bonuses for employees working less than a complete school year.