

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA
2008-2009 TEACHER SALARY SCHEDULES (MODIFIED)

School Board Approved: November 20, 2007

School Psychologist, Social Worker, Program Specialist
(Instructional Salary Schedule + 7.1 %) – 220 Day Schedule

0708 Step	Bachelors	Bachelors+30	Masters	Masters+45	Doctorate
0	45,860	47,564	49,689	53,090	55,358
1	46,415	48,483	50,650	54,243	56,561
2	46,971	49,401	51,610	55,397	57,762
3	47,526	50,320	52,568	56,550	58,965
4	48,083	51,238	53,528	57,703	60,168
5	48,638	52,157	54,487	58,857	61,371
6	49,193	53,075	55,447	60,010	62,572
7	49,750	53,994	56,406	61,163	63,775
8	50,305	54,912	57,366	62,317	64,978
9	50,860	55,831	58,325	63,470	66,181
10	51,415	56,750	59,285	64,623	67,384
11	51,972	57,668	60,243	65,777	68,585
12	52,527	58,587	61,204	66,930	69,788
13	53,082	59,505	62,164	68,083	70,991
14	53,639	60,424	63,123	69,237	72,194
15	54,194	61,342	64,083	70,390	73,397
16	54,750	62,261	65,042	71,543	74,598
17	55,306	63,179	66,002	72,698	75,801
18	55,861	64,098	66,961	73,850	77,004
19	56,417	65,016	67,921	75,003	78,207
20	56,972	65,935	68,879	76,157	79,409
21	57,529	66,853	69,840	77,310	80,611
22	58,084	67,772	70,798	78,463	81,814
23	58,639	68,690	71,759	79,617	83,017
24	59,195	69,609	72,719	80,770	84,220
25	59,751	70,527	73,677	81,925	85,422
26	60,306	71,446	74,638	83,078	86,624
27	60,863	72,364	75,596	84,230	87,827
28	61,417	73,283	76,557	85,385	89,030
29	61,973	74,201	77,515	86,538	90,233

IMPLEMENTATION:

1. Credit for experience will be granted as follows:
 - a. For newly hired teachers (i.e., those not previously employed by the Board at any time prior to June 30, 2003), one step will be granted for each full year of full time teaching experience in any public school for which he or she received a satisfactory performance evaluation. The employee's initial step placement will then be one step above that determined herein. 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

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a US government-affiliated program. In the case of teachers of Adult Education, public school PreK-20 experience will be accepted.

- b. If a teacher is employed by the Board at any time prior to June 30, 2003, separates from service with the Board and is subsequently re-employed by the Board, he or she will return to the step from which he or she left the 30-step schedule or, for those who separated from service while still on the 15-step salary schedule, the step on the 30-step salary schedule to which the teacher would have been converted had he or she been employed on June 30, 2003. Additionally, the teacher will receive credit for any full time public school teaching experience for which he or she received a satisfactory performance evaluation that he or she might have accrued in the period between when he or she left service of the Sarasota District Schools and his or her rehire. Prior service time will apply to the determining of the appropriate longevity bonus.
 - c. Full-time service for one (1) day more than one-half (1/2) of the contractual period may be counted as a year of service. Partial years may not be combined to achieve a full year. Any teacher who works one-half (1/2) time or more and who works for one (1) day more than one-half of the school 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.
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.

All of the above supplemented activities, with the exception of the school psychologist, and school social worker job classifications and those program specialists appointed to their positions prior to June 30, 1995 will be considered to be temporary in nature, and may be renewed yearly.

Note: Effective July 2, 2007, all Instructional and Classified Salary Schedules will be renumbered from the current 1-30 to 0-29, with no employee being paid on Step 0. Step 0 will be used for computation of longevity only.

Note: If a millage referendum is not passed by the voters of Sarasota County on or before June 29, 2010, 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.