

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA

PRINCIPAL/ASSISTANT PRINCIPAL SALARY SCHEDULE

2015-2016 SCHOOL YEAR

Board Approved:

Principal 12 Month Salary Schedule

Level	Range		
	Low	Mid	High
Program Director	\$86,992	\$94,822	\$102,651
Elementary School	\$95,267	\$103,842	\$112,416
Middle School	\$97,397	\$106,163	\$114,930
High School	\$105,310	\$114,789	\$124,267

Assistant Principal 12 Month Salary Schedule

Level	Range		
	Low	Mid	High
Elementary School	\$82,218	\$89,618	\$97,017
Middle School	\$83,753	\$91,292	\$98,829
High School	\$85,286	\$92,962	\$100,638

Assistant Principal 11 Month Salary Schedule

Level	Range		
	Low	Mid	High
Elementary School	\$75,367	\$82,151	\$88,934
Middle School	\$76,775	\$83,685	\$90,595
High School	\$78,179	\$85,215	\$92,251

- Longevity will be granted to all who have an annual appraisal of Highly Effective or Effective on an annual basis for administrative service within any Sarasota County Schools Administrative Salary Schedule in accordance with the following schedule:

<u>Length of Service</u>	<u>% of Base</u>	<u>Length of Service</u>	<u>% of Base</u>
07 to 09 years	3%	16 to 18 years	12%
10 to 12 years	6%	19 to plus	15%
13 to 15 years	9%		

Longevity payments are available to only those administrators with an effective date of hire prior to July 1, 2011.

Longevity is computed by multiplying that percentage shown above by the low end range of the Base Salary.

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 Principal/Assistant Principal salary schedule will be granted one year of credit for every four years of service in a School Board of Sarasota County bargaining unit position.

Longevity payments will apply towards retirement credit.

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2. EDUCATION SUPPLEMENT: 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 supplement on an annual basis 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). *Note: The education supplement for Masters+30 and Masters+45 does not apply to individuals with a district hire date on or after July 1, 2011.

Masters + 30 = \$2,000*	Masters + 45 = \$3,500*	Ph.D. or Ed.D. = \$5,000*
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3. For purposes of salary computation, the Directors and/or Principals and Assistant Principals of the following schools shall be placed on the salary schedule in the following manner:

Director of SCTI	High School Principal
Program Manager of SCTI	High School Assistant Principal
Director Adult/Community Educ.	High School Principal
Principal Oak Park School	High School Principal
Assistant Principal Oak Park	High School Assistant Principal
Principal Pine View	High School Principal
Assistant Principals Pine View	High School Assistant Principal

4. Exceptional Student Education - All ESE principals will receive the same base salary as other principals. ESE assistant principals will receive the same base salary as other assistant principals.

FRINGE BENEFITS:

1. A "cafeteria" fringe benefit plan is provided for Principals and Assistant Principals. 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 Principals and Assistant Principals. Employees may increase their insurance in \$10,000 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 employer's share 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. Principals and Assistant Principals 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.) It is expressly understood that Terminal Pay benefits will represent the maximum allowable by law.

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POLICY AND PROCEDURE FOR SALARY PLACEMENT:

New to District

Closest to current salary if relevant, not to exceed mid-range.

Any exceptions to the salary placement would need approval, in writing, from the Superintendent or Deputy Superintendent.

Within District

Assistant Principal to Principal – 5% increase or entry level of salary range, whichever is greater.

Principal to Principal – 5% increase for each level change, not to exceed the maximum salary by level (Example: Program Director to Elementary Principal – 5% increase; 10% increase for middle school; 15% increase for high school.)

District Administrator to Principal – 5% increase for each level change, not to exceed the maximum salary by level (Example: If a Director to Elementary Principal – 5% increase; 10% for middle school; 15% for high school.)

Principal to District Administrator – 5% increase or entry level of salary range, whichever is greater (not to be lower than the highest person supervised and must be a position above current salary range).

Assistant Principal to District Administrator – 5% increase or entry level of salary range, whichever is greater, but not to exceed the maximum salary by level.

Assistant Principal to Assistant Principal Level Change – 1.87% change per level.