

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA

PRINCIPAL/ASSISTANT PRINCIPAL SALARY SCHEDULE

2008-2009 SCHOOL YEAR

School Board Approved: November 20, 2007

Principal Salary Schedule

Step	Elementary*	Middle	High
1	\$89,126	\$91,119	\$98,522
2	\$91,800	\$93,854	\$101,478
3	\$94,474	\$96,587	\$104,433
4	\$97,148	\$99,320	\$107,389
5	\$99,821	\$102,055	\$110,345
6	\$102,495	\$104,787	\$113,300
7	\$105,169	\$107,522	\$116,256

*Elementary Principals Salary Schedule also includes: Cyesis; Phoenix Academy; Technical High School

Assistant Principal Salary Schedule

Step	Elementary	Middle	High
1	\$76,919	\$78,355	\$79,788
2	\$79,226	\$80,706	\$82,180
3	\$81,534	\$83,057	\$84,574
4	\$83,840	\$85,407	\$86,969
5	\$86,148	\$87,758	\$89,361
6	\$88,455	\$90,108	\$91,755
7	\$90,764	\$92,459	\$94,150

1. Longevity will be granted on an annual basis for administrative service within any Sarasota County Schools Administrative Salary Schedule in accordance with the following schedule:

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

Longevity is computed by multiplying that percentage shown above by 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 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.

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).

Masters + 30 = \$1,000	Masters + 45 = \$1,500	Ph.D. or Ed.D. = \$2,000
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3. New Principals will be granted up to a maximum of three years credit for experience as a Principal. New Assistant Principals will be granted up to a maximum of three years credit for experience as an Assistant Principal or Principal.

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4. The salaries shown above are based upon a twelve (12) month contract.
5. Principals and Assistant Principals deemed outstanding on the Principal/Assistant Principal evaluation system have the potential to add 5% on their base salary for performance pay. Criteria for outstanding performance will be determined.
6. 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 Directors 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
7. 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. The mileage allocation for Principals and Assistant Principals is to be paid from the central budget. The following rates are in effect:

North County - \$ 170.00	South County - \$204.00
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2. 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 \$50,000 increments to a maximum of \$30,000 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.
3. 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.
4. 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.
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.