

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**  
**2014-2015 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>	\$39,783	\$41,261	\$43,104	\$46,054	\$48,022
<b>1</b>	\$40,265	\$42,058	\$43,938	\$47,055	\$49,065
<b>2</b>	\$40,746	\$42,854	\$44,771	\$48,056	\$50,108
<b>3</b>	\$41,227	\$43,652	\$45,602	\$49,056	\$51,151
<b>4</b>	\$41,711	\$44,448	\$46,435	\$50,056	\$52,194
<b>5</b>	\$42,193	\$45,246	\$47,266	\$51,058	\$53,237
<b>6</b>	\$42,674	\$46,042	\$48,100	\$52,058	\$54,280
<b>7</b>	\$43,157	\$46,839	\$48,931	\$53,058	\$55,324
<b>8</b>	\$43,639	\$47,635	\$49,764	\$54,059	\$56,367
<b>9</b>	\$44,120	\$48,432	\$50,596	\$55,059	\$57,411
<b>10</b>	\$44,601	\$49,229	\$51,428	\$56,059	\$58,453
<b>11</b>	\$45,085	\$50,026	\$52,260	\$57,061	\$59,496
<b>12</b>	\$45,567	\$50,823	\$53,093	\$58,060	\$60,539
<b>13</b>	\$46,048	\$51,619	\$53,926	\$59,061	\$61,583
<b>14</b>	\$46,531	\$52,416	\$54,758	\$60,062	\$62,627
<b>15</b>	\$47,012	\$53,212	\$55,590	\$61,062	\$63,670
<b>16</b>	\$47,494	\$54,011	\$56,422	\$62,062	\$64,711
<b>17</b>	\$47,978	\$54,807	\$57,256	\$63,064	\$65,755
<b>18</b>	\$48,459	\$55,604	\$58,087	\$64,064	\$66,799
<b>19</b>	\$48,941	\$56,400	\$58,920	\$65,063	\$67,843
<b>20</b>	\$49,422	\$57,197	\$59,751	\$66,065	\$68,886
<b>21</b>	\$49,905	\$57,994	\$60,585	\$67,064	\$69,929
<b>22</b>	\$50,386	\$58,791	\$61,416	\$68,065	\$70,971
<b>23</b>	\$50,868	\$59,587	\$62,249	\$69,066	\$72,015
<b>24</b>	\$51,351	\$60,384	\$63,082	\$70,067	\$73,059
<b>25</b>	\$51,833	\$61,180	\$63,913	\$71,067	\$74,102
<b>26</b>	\$52,314	\$61,978	\$64,747	\$72,068	\$75,145
<b>27</b>	\$52,797	\$62,773	\$65,578	\$73,067	\$76,188
<b>28</b>	\$53,279	\$63,572	\$66,411	\$74,069	\$77,231
<b>29</b>	\$53,761	\$64,368	\$67,243	\$75,069	\$78,275

\*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.”

**1. Credit for experience will be granted as follows:**

For the 2013-14 school year all salary schedules will receive a 3.25% (three and one quarter percent) across-the-board increase. This increase will be fully retroactive to July 1, 2013 for all teachers who received an overall TES evaluation of Highly Effective, Effective, or Needs Improvement/Developing for the 2012-13 school year. There will be no step increments granted for the 2013-14 school year.

The parties agree that should the funding level provided by the Teacher Salary Allocation line item of 2013 (\$6.3 million after reduction for charter schools) not be appropriated or converted to an increase in the base student allocation or other funding source, each employee's salary and the included salary schedules will be reduced by 3.25% (or a pro-rata reduction in the case of partial reduction in the Teachers Salary Allocation line item of 2013) as of the close of business on June 30<sup>th</sup> of the last school year such appropriation was made.

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- 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.

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