

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**  
**2007-2008 TEACHER SALARY SCHEDULES (MODIFIED)**

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

<b>0708 Step</b>	<b>0607 Step</b>	<b>Bachelors</b>	<b>Bachelors+30</b>	<b>Masters</b>	<b>Masters+45</b>	<b>Doctorate</b>
0	1	44,525	46,179	48,242	51,544	53,745
1	2	45,064	47,071	49,174	52,663	54,913
2	3	45,603	47,962	50,106	53,783	56,080
3	4	46,142	48,854	51,037	54,903	57,247
4	5	46,682	49,746	51,969	56,022	58,415
5	6	47,221	50,638	52,900	57,143	59,583
6	7	47,760	51,529	53,832	58,262	60,750
7	8	48,301	52,421	54,763	59,382	61,917
8	9	48,840	53,312	55,695	60,502	63,085
9	10	49,379	54,205	56,626	61,621	64,253
10	11	49,918	55,097	57,559	62,741	65,421
11	12	50,458	55,988	58,489	63,861	66,588
12	13	50,998	56,881	59,421	64,981	67,755
13	14	51,536	57,771	60,353	66,100	68,923
14	15	52,077	58,664	61,284	67,220	70,091
15	16	52,616	59,555	62,217	68,340	81,159
16	17	53,155	60,448	63,147	69,459	72,425
17	18	53,695	61,339	64,079	70,580	73,593
18	19	54,234	62,231	65,010	71,699	74,761
19	20	54,774	63,122	65,943	72,819	75,929
20	21	55,313	64,015	66,873	73,939	77,096
21	22	55,853	64,906	67,805	75,058	78,263
22	23	56,392	65,798	68,736	76,178	79,431
23	24	56,931	66,689	69,669	77,299	80,599
24	25	57,471	67,582	70,601	78,418	81,767
25	26	58,010	68,473	71,531	79,539	82,934
26	27	58,549	69,365	72,464	80,658	84,101
27	28	59,090	70,256	73,394	81,777	85,269
28	29	59,629	71,148	74,327	82,898	86,437
29	30	60,168	72,039	75,257	84,017	87,605

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

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- 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.
  6. A supplement equal to 5% of the teacher's base salary for bachelors step one will be paid to any teacher who has completed an application and has been designated "outstanding" pursuant to Appendix J Performance Pay.

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 one-half for any across-the-board salary increases agreed to for the 2006-07, 2007-08 or 2008-09 school years as of the close of business on June 30, 2010.