

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**  
**2012-2013 TEACHER SALARY SCHEDULES (MODIFIED)**

Board Approved:

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

<b>Step</b>	<b>Bachelors</b>	<b>Bachelors+30*</b>	<b>Masters</b>	<b>Masters+45*</b>	<b>Doctorate</b>
0	46,319	48,040	50,186	53,621	55,911
1	46,880	48,968	51,156	54,785	57,126
2	47,440	49,895	52,126	55,951	58,340
3	48,001	50,823	53,094	57,115	59,555
4	48,564	51,750	54,063	58,280	60,770
5	49,124	52,679	55,032	59,446	61,984
6	49,685	53,606	56,002	60,610	63,198
7	50,247	54,534	56,970	61,775	64,413
8	50,808	55,461	57,940	62,940	65,628
9	51,369	56,389	58,908	64,105	66,843
10	51,929	57,318	59,878	65,269	68,058
11	52,492	58,245	60,846	66,435	69,271
12	53,053	59,173	61,816	67,600	70,486
13	53,613	60,100	62,786	68,764	71,701
14	54,176	61,029	63,754	69,929	72,916
15	54,736	61,955	64,724	71,094	74,131
16	55,297	62,884	65,692	72,258	75,344
17	55,859	63,810	66,662	73,425	76,559
18	56,420	64,739	67,630	74,589	77,774
19	56,981	65,666	68,600	75,753	78,989
20	57,542	66,594	69,568	76,919	80,204
21	58,104	67,521	70,538	78,083	81,417
22	58,665	68,450	71,506	79,248	82,632
23	59,225	69,377	72,476	80,414	83,847
24	59,787	70,305	73,446	81,578	85,062
25	60,348	71,232	74,414	82,744	86,277
26	60,909	72,160	75,384	83,908	87,490
27	61,467	73,087	76,352	85,073	88,705
28	62,032	74,016	77,322	86,239	89,920
29	62,593	74,943	78,290	87,403	91,135

\*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:

Employees will receive their normal longevity progression for the 2012-13 school year and will be advanced an additional longevity step to compensate for any longevity progression not granted for the 2011-12 school year.

Any employee not receiving a salary increase due to longevity progression will receive a cash bonus equal to three percent (3%) of Step Zero of the employee’s current salary lane. Any employee receiving this bonus will be paid one half of that bonus on his or her December 14, 2012 paycheck and the remainder on his or her June 14, 2013 paycheck. To qualify to receive the bonus payment on December 14, 2012, the employee must have worked at least 50 days prior to December 14, 2012 and be in a paid status during the pay period (November 16-29, 2012). To qualify to receive the bonus payment on June 14, 2013, the employee must have worked at least one-half the year plus one day and be in a paid status during the pay period (May 17 - June 1, 2013). There will be no proration of these bonuses for employees working less than a complete school year.

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- a. For newly hired teachers, 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 herein.
  - 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.

Employees will receive their normal longevity progression for the 2012-13 school year and will be advanced an additional longevity step to compensate for any longevity progression not granted for the 2011-12 school year.

Any employee not receiving a salary increase due to longevity progression will receive a cash bonus equal to three percent (3%) of Step Zero of the employee's current salary lane. Any employee receiving this bonus will be paid one half of that bonus on his or her December 14, 2012 paycheck and the remainder on his or her June 14, 2013 paycheck. To qualify to receive the bonus payment on December 14, 2012, the employee must have worked at least 50 days prior to December 14, 2012 and be in a paid status during the pay period (November 16-29, 2012). To qualify to receive the bonus payment on June 14, 2013, the employee must have worked at least one-half the year plus one day and be in a paid status during the pay period (May 17 - June 1, 2013). There will be no proration of these bonuses for employees working less than a complete school year.