

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA
2008-2009 TEACHER SALARY SCHEDULE
School Board Approved: November 20, 2007

INSTRUCTIONAL SALARY SCHEDULE

Step	Bachelors	Bachelors+30	Masters	Masters+45	Doctorate
0	38,149	39,566	41,334	44,163	46,049
1	38,611	40,331	42,133	45,122	47,050
2	39,072	41,094	42,931	46,082	48,049
3	39,534	41,859	43,729	47,041	49,050
4	39,998	42,622	44,527	48,000	50,051
5	40,459	43,387	45,325	48,960	51,051
6	40,921	44,150	46,124	49,919	52,050
7	41,384	44,915	46,921	50,878	53,051
8	41,846	45,678	47,720	51,838	54,052
9	42,308	46,443	48,517	52,797	55,053
10	42,770	47,207	49,316	53,757	56,053
11	43,233	47,971	50,113	54,717	57,052
12	43,695	48,735	50,912	55,676	58,053
13	44,156	49,499	51,711	56,635	59,054
14	44,620	50,264	52,509	57,595	60,054
15	45,081	51,027	53,307	58,554	61,055
16	45,543	51,792	54,105	59,513	62,054
17	46,006	52,555	54,903	60,473	63,055
18	46,468	53,320	55,701	61,432	64,056
19	46,930	54,083	56,500	62,391	65,056
20	47,392	54,848	57,297	63,351	66,057
21	47,855	55,611	58,096	64,310	67,056
22	48,317	56,376	58,893	65,269	68,057
23	48,779	57,139	59,692	66,230	69,058
24	49,241	57,904	60,491	67,189	70,058
25	49,703	58,668	61,288	68,149	71,058
26	50,166	59,432	62,087	69,108	72,058
27	50,628	60,195	62,885	70,067	73,059
28	51,090	60,960	63,683	71,027	74,059
29	51,552	61,724	64,481	71,986	75,060

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:
 - 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
 - c. 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.
 - d. 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.

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 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.