

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**  
**2007-2008 TEACHER SALARY SCHEDULE**

**INSTRUCTIONAL SALARY 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	37,038	38,414	40,130	42,877	44,708
1	2	37,486	39,156	40,905	43,808	45,679
2	3	37,934	39,897	41,681	44,740	46,650
3	4	38,383	40,639	42,455	45,671	47,621
4	5	38,833	41,381	43,230	46,602	48,593
5	6	39,281	42,123	44,005	47,534	49,564
6	7	39,729	42,864	44,780	48,465	50,534
7	8	40,179	43,607	45,555	49,396	51,506
8	9	40,627	44,348	46,330	50,329	52,477
9	10	41,076	45,090	47,104	51,260	53,449
10	11	41,524	45,832	47,880	52,191	54,420
11	12	41,974	46,574	48,654	53,123	55,391
12	13	42,422	47,316	49,429	54,054	56,362
13	14	42,870	48,057	50,205	54,985	57,334
14	15	43,320	48,800	50,979	55,917	58,305
15	16	43,768	49,541	51,755	56,848	59,277
16	17	44,217	50,283	52,529	57,780	60,247
17	18	44,666	51,024	53,304	58,712	61,218
18	19	45,115	51,767	54,079	59,643	62,190
19	20	45,563	52,508	54,854	60,574	63,161
20	21	46,012	53,250	55,628	61,506	64,133
21	22	46,461	53,992	56,404	62,437	65,103
22	23	46,910	54,734	57,178	63,368	66,075
23	24	47,358	55,475	57,954	64,301	67,046
24	25	47,807	56,218	58,729	65,232	68,017
25	26	48,256	56,959	59,503	66,164	68,989
26	27	48,704	57,701	60,279	67,095	69,959
27	28	49,154	58,442	61,053	68,026	70,931
28	29	49,602	59,185	61,828	68,958	71,902
29	30	50,051	59,926	62,603	69,889	72,874

**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.
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.