

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA
2012-2013 TEACHER SALARY SCHEDULES (10 MONTH MODIFIED)

Board Approved:

School Psychologist, Social Worker, Program Specialist
(Instructional Salary Schedule + 7.1 %) – 10 Month Salary Schedule

Step	BACHELORS	BACHELORS+30*	MASTERS	MASTERS+45*	DOCTORATE
0	\$41,266	\$42,799	\$44,711	\$47,771	\$49,812
1	\$41,766	\$43,626	\$45,575	\$48,808	\$50,894
2	\$42,265	\$44,452	\$46,440	\$49,847	\$51,976
3	\$42,765	\$45,279	\$47,302	\$50,884	\$53,058
4	\$43,266	\$46,105	\$48,165	\$51,922	\$54,141
5	\$43,765	\$46,932	\$49,029	\$52,961	\$55,222
6	\$44,265	\$47,758	\$49,893	\$53,998	\$56,304
7	\$44,766	\$48,585	\$50,755	\$55,036	\$57,386
8	\$45,265	\$49,411	\$51,619	\$56,074	\$58,469
9	\$45,765	\$50,237	\$52,482	\$57,112	\$59,551
10	\$46,264	\$51,065	\$53,346	\$58,149	\$60,633
11	\$46,766	\$51,891	\$54,208	\$59,188	\$61,714
12	\$47,265	\$52,718	\$55,072	\$60,225	\$62,797
13	\$47,764	\$53,544	\$55,937	\$61,262	\$63,879
14	\$48,266	\$54,371	\$56,799	\$62,300	\$64,962
15	\$48,765	\$55,196	\$57,663	\$63,338	\$66,044
16	\$49,265	\$56,024	\$58,526	\$64,375	\$67,125
17	\$49,765	\$56,849	\$59,390	\$65,415	\$68,207
18	\$50,265	\$57,677	\$60,252	\$66,452	\$69,290
19	\$50,765	\$58,502	\$61,116	\$67,489	\$70,372
20	\$51,265	\$59,329	\$61,979	\$68,528	\$71,454
21	\$51,765	\$60,155	\$62,843	\$69,565	\$72,535
22	\$52,265	\$60,983	\$63,705	\$70,603	\$73,618
23	\$52,764	\$61,809	\$64,570	\$71,642	\$74,700
24	\$53,265	\$62,635	\$65,434	\$72,679	\$75,783
25	\$53,765	\$63,461	\$66,296	\$73,717	\$76,865
26	\$54,264	\$64,288	\$67,160	\$74,754	\$77,946
27	\$54,762	\$65,114	\$68,023	\$75,792	\$79,028
28	\$55,265	\$65,942	\$68,887	\$76,831	\$80,111
29	\$55,765	\$66,767	\$69,749	\$77,868	\$81,193

*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.

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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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, 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.