

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA

PRINCIPAL/ASSISTANT PRINCIPAL SALARY SCHEDULE

2012-2013 SCHOOL YEAR

Board Approved:

Principal Salary Schedule

Step	Program Director	Elementary	Middle	High
1	\$82,198	\$90,017	\$92,030	\$99,507
2	\$84,662	\$92,718	\$94,793	\$102,493
3	\$87,128	\$95,419	\$97,553	\$105,477
4	\$89,596	\$98,119	\$100,313	\$108,463
5	\$92,060	\$100,819	\$103,076	\$111,448
6	\$94,526	\$103,520	\$105,835	\$114,433
7	\$96,994	\$106,221	\$108,597	\$117,419

Assistant Principal Salary Schedule

Step	Elementary	Middle	High
1	\$77,688	\$79,139	\$80,586
2	\$80,018	\$81,513	\$83,002
3	\$82,349	\$83,888	\$85,420
4	\$84,678	\$86,261	\$87,839
5	\$87,009	\$88,636	\$90,255
6	\$89,340	\$91,009	\$92,673
7	\$91,672	\$93,384	\$95,092

1. Longevity will be granted on an annual basis for administrative service within any Sarasota County Schools Administrative Salary Schedule in accordance with the following schedule:

<u>Length of Service</u>	<u>% of Base</u>	<u>Length of Service</u>	<u>% of Base</u>
07 to 09 years	3%	16 to 18 years	12%
10 to 12 years	6%	19 to plus	15%
13 to 15 years	9%		

Longevity payments are available to only those administrators with an effective date of hire prior to July 1, 2011.

Longevity is computed by multiplying that percentage shown above by the Base Salary, Step 1, in any given salary lane.

Longevity payments are added to the regular salary amount and are based upon years of service as an administrator in the District. Additionally, individuals compensated on the Principal/Assistant Principal salary schedule will be granted one year of credit for every four years of service in a School Board of Sarasota County bargaining unit position.

Longevity payments will apply towards retirement credit.

Longevity payments for the 2011-2012 school year will be frozen at the 2010-2011 amount.

2. **EDUCATION SUPPLEMENT:** Thirty (30) semester hours beyond the masters degree earned at an accredited institution, forty-five (45) semester hours beyond the masters degree earned at an accredited institution, or an earned Ph.D. or Ed.D. from an accredited institution will add salary supplement on an annual basis according to the following schedule.* (Note: Persons hired to fill any new or vacant position on this salary schedule will be paid this supplement only if the 30 hours, 45

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 One 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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hours, or the doctoral degree are in subjects related to their job responsibilities. An employee may appeal any denial of supplement to the Superintendent). *Note: The education supplement for Masters+30 and Masters+45 does not apply to individuals with a district hire date on or after July 1, 2011.

Masters + 30 = \$1,000*	Masters + 45 = \$1,500*	Ph.D. or Ed.D. = \$2,000*
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3. New Principals will be granted up to a maximum of three years credit for experience as a Principal. New Assistant Principals will be granted up to a maximum of three years credit for experience as an Assistant Principal or Principal.
4. The salaries shown above are based upon a twelve (12) month contract.
5. For purposes of salary computation, the Directors and/or Principals and Assistant Principals of the following schools shall be placed on the salary schedule in the following manner:

Director of SCTI	High School Principal
Program Manager of SCTI	High School Assistant Principal
Director Adult/Community Educ.	High School Principal
Principal Oak Park School	High School Principal
Assistant Principal Oak Park	High School Assistant Principal
Principal Pine View	High School Principal
Assistant Principals Pine View	High School Assistant Principal
6. Exceptional Student Education - All ESE principals will receive the same base salary as other principals. ESE assistant principals will receive the same base salary as other assistant principals.

FRINGE BENEFITS:

1. A "cafeteria" fringe benefit plan is provided for Principals and Assistant Principals. The cafeteria plan offers employees a variety of benefits to select from in a manner which best fits the employee's needs.
 - Disability Insurance rates shall increase to the same revised rate as provided for teachers and have the same effective date.
 - Term Life Insurance in the amount of \$25,000 shall be provided to Principals and Assistant Principals. Employees may increase their insurance in \$50,000 increments to a maximum of \$300,000 at a group rate.
 - Health insurance is provided at no cost to the employee. Dependent coverage is available at a cost to the employee.
 - The Board pays the employer's share to the Florida Retirement System. The Board dental provider is Delta Dental—a free choice plan. A Vision Care Plan is also provided and covers routine eye exams, corrective lenses, and frames. A complete list of benefits, and a more thorough explanation of each, can be found in the Employee Handbook.
2. Principals and Assistant Principals will be utilized in an advisory capacity with respect to negotiations, including membership on the administrative negotiating team, said membership and individuals to be selected on an annual basis by the Superintendent.
3. Terminal pay for accumulated sick leave will be in accordance with Florida State Statutes. (See School Board Rule 6.912 and 6.913 for Terminal Pay.) It is expressly understood that Terminal Pay benefits will represent the maximum allowable by law.

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 One 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.