

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA
INSTRUCTIONAL SALARY SCHEDULE

2012-2013 SCHOOL YEAR

Board Approved:

Instructional Longevity

The table below reflects the number of years of service that are required to be completed to receive the appropriate longevity percentage of base:

YEARS OF SERVICE COMPLETED AS OF JUNE 30th	LONGEVITY SALARY GROUPING AS OF JULY 1ST	PERCENTAGE OF BASE
9	10 TO 12 YEARS	3%
12	13 TO 15 YEARS	6%
15	16 TO 18 YEARS	9%
18	19 TO 21 YEARS	12%
21	22 TO 24 YEARS	15%
24	25 TO 27 YEARS	18%
27+	28+ YEARS	21%

IMPLEMENTATION: (See Appendix A of the Instructional Bargaining Agreement for detailed longevity contract language.)

- Longevity payments are available to only those teachers with an effective date of hire prior to July 1, 2011.
- Longevity payments will be based upon total time of employment as an appointed employee with the School Board of Sarasota County as a member of either the Instructional or Classified Bargaining Units. In cases where service has been broken, there will be no recapture of service for the purpose of longevity payments. This provision does not apply to employees who switch bargaining units and remain in continuous employment with the Board. Employees previously given recapture credit will be allowed to retain that credit.
- For purposes of determining the length of continuous service for longevity purposes, an employee must have worked in active duty capacity, one day more than one half of a normal work year. Multiple partial years of service may not be combined. Active service is defined to include time on duty plus any time the employee is on any form of paid leave or Worker's Compensation leave.
- Longevity payments are calculated by multiplying the appropriate multiplier by the Step 0 amount of the employee's present salary lane, including any appropriate position supplement. (This does not include lead teacher supplements.)
- Longevity payments will be considered as salary for purposes of the Florida Retirement System.
- Longevity payments will be divided by 24 and added to each paycheck effective with the 2012-2013 school year. Should a teacher separate from employment during the school year, s/he will not be entitled to any further longevity payments.

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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Instructional Salary Schedule - 10 Month

Step	Bachelors	Bachelors +30	Masters	Masters +45	Doctorate
0	38530.00	39962.00	41747.00	44604.00	46510.00

Annual Longevity Supplement (Paid 1/24th per pay period):

Longevity %	Bachelors	Bachelors +30	Masters	Masters +45	Doctorate
3%	1155.90	1198.86	1252.41	1338.12	1395.30
6%	2311.80	2397.72	2504.82	2676.24	2790.60
9%	3467.70	3596.58	3757.23	4014.36	4185.90
12%	4623.60	4795.44	5009.64	5352.48	5581.20
15%	5779.50	5994.30	6262.05	6690.60	6976.50
18%	6935.40	7193.16	7514.46	8028.72	8371.80
21%	8091.30	8392.02	8766.87	9366.84	9767.10

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

Step	Bachelors	Bachelors +30	Masters	Masters +45	Doctorate
0	41266.00	42799.00	44711.00	47771.00	49812.00

Annual Longevity Supplement (Paid 1/24th per pay period):

Longevity %	Bachelors	Bachelors +30	Masters	Masters +45	Doctorate
3%	1237.98	1283.97	1341.33	1433.13	1494.36
6%	2475.96	2567.94	2682.66	2866.26	2988.72
9%	3713.94	3851.91	4023.99	4299.39	4483.08
12%	4951.92	5135.88	5365.32	5732.52	5977.44
15%	6189.90	6419.85	6706.65	7165.65	7471.80
18%	7427.88	7703.82	8047.98	8598.78	8966.16
21%	8665.86	8987.79	9389.31	10031.91	10460.52

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.

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**School Psychologist, Social Worker, Program Specialist
(Instructional Salary Schedule + 7.1 %) – 11 Month**

Step	Bachelors	Bachelors +30	Masters	Masters +45	Doctorate
0	46319.00	48040.00	50186.00	53621.00	55911.00

Annual Longevity Supplement (Paid 1/24th per pay period):

Longevity %	Bachelors	Bachelors +30	Masters	Masters +45	Doctorate
3%	1389.57	1441.20	1505.58	1608.63	1677.33
6%	2779.14	2882.40	3011.16	3217.26	3354.66
9%	4168.71	4323.60	4516.74	4825.89	5031.99
12%	5558.28	5764.80	6022.32	6434.52	6709.32
15%	6947.85	7206.00	7527.90	8043.15	8386.65
18%	8337.42	8647.20	9033.48	9651.78	10063.98
21%	9726.99	10088.40	10539.06	11260.41	11741.31

JROTC

Step	Bachelors
0	38530.00

Annual Longevity Supplement (Paid 1/24th per pay period):

Longevity %	Bachelors
3%	1155.90
6%	2311.80
9%	3467.70
12%	4623.60
15%	5779.50
18%	6935.40
21%	8091.30

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