

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**  
**CLASSIFIED LONGEVITY SCHEDULE**  
**2016-2017 SCHOOL YEAR**

Board Approved:

**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<br>COMPLETED AS OF<br>JUNE 30th | LONGEVITY SALARY<br>GROUPING AS OF JULY 1ST | PERCENTAGE<br>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 – Salary Schedules for detailed longevity contract language.)

- Longevity payments are available to only those employees with an effective date of hire prior to July 1, 2011.
- Longevity payments are calculated by multiplying the appropriate multiplier by the Step 0 amount of the employee's present salary lane (See School Support Personnel Salary Schedule).
- For purposes of determining the length of continuous service for longevity purposes, an employee must have worked in an active duty capacity, one day more than one-half of the normal work year. Multiple partial years of service may not be combined. Active service is defined to include time in duty plus any time the employee is on any form of paid leave or worker's compensation leave.
- Longevity payments are added to the regular salary amount and are based upon years of instructional and classified service in the Sarasota County School District. Effective with the 2012-13 school year, longevity payments will be divided by 24 and added to each paycheck. Should an employee separate from employment during the school year, s/he will not be entitled to any further longevity payments.
- Longevity payments will be taxed as regular earnings and will be considered as salary for purposes of the Florida Retirement System.
- The longevity payments for bus drivers and bus attendants will be based upon each individual employee's bid route times as of December 1<sup>st</sup> of any given year.