

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA

2008-2009 TEACHER SALARY SCHEDULE

School Board Approved: Pending Ratification / Board Approval

INSTRUCTIONAL SALARY SCHEDULE

Step	Bachelors	Bachelors+30	Masters	Masters+45	Doctorate
0	38,530	39,962	41,747	44,604	46,510
1	38,997	40,734	42,554	45,573	47,520
2	39,463	41,505	43,361	46,543	48,530
3	39,929	42,277	44,166	47,511	49,540
4	40,398	43,048	44,973	48,480	50,551
5	40,864	43,821	45,778	49,450	51,561
6	41,330	44,592	46,585	50,419	52,571
7	41,798	45,364	47,390	51,387	53,582
8	42,265	46,135	48,197	52,357	54,592
9	42,731	46,907	49,003	53,325	55,603
10	43,197	47,679	49,809	54,294	56,613
11	43,665	48,451	50,615	55,264	57,623
12	44,132	49,223	51,421	56,232	58,633
13	44,598	49,994	52,228	57,201	59,644
14	45,066	50,766	53,034	58,171	60,655
15	45,532	51,537	53,840	59,139	61,665
16	45,999	52,310	54,646	60,108	62,674
17	46,467	53,081	55,453	61,078	63,685
18	46,933	53,853	56,258	62,047	64,696
19	47,400	54,624	57,065	63,015	65,707
20	47,866	55,396	57,870	63,985	66,717
21	48,334	56,168	58,677	64,953	67,727
22	48,800	56,940	59,482	65,922	68,737
23	49,266	57,711	60,289	66,892	69,748
24	49,734	58,483	61,096	67,861	70,759
25	50,201	59,254	61,901	68,830	71,769
26	50,667	60,027	62,708	69,799	72,779
27	51,135	60,797	63,513	70,767	73,789
28	51,601	61,570	64,320	71,737	74,800
29	52,068	62,341	65,126	72,706	75,811

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. In the case of newly hired or re-hired teachers, service credit will not be given for those years of prior service which were applied towards retirement credit in the state(s) in which the teacher retired.

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- b. 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 U. S. government-affiliated program. In the case of teachers of Adult Education, public school PreK-20 experience will be accepted.
 - c. 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 is 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 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, except as specified in 1(a), above.
 - d. 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.
 - e. 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.

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 be reduced by the sum of one-half of any across-the-board salary increases agreed to for the 2006-2007, plus the full 3% (three percent) of the 2007-2008 increase, plus the amount of any across-the-board increase for the 2008-2009 school years, as of the close of business on June 30, 2010.