

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA
ADMINISTRATIVE/SUPERVISORY/MANAGERIAL 240 DAY SALARY PLACEMENT SCHEDULE
2020-21 SCHOOL YEAR
Board Approved: November 10, 2020

Group	Initial Placement Range	
	Minimum	Maximum
Chief	\$125,661	\$140,796
A	\$110,015	\$126,354
B	\$100,560	\$115,593
C	\$96,474	\$110,895
D	\$89,928	\$103,375
E	\$81,757	\$93,980
F	\$73,579	\$84,581
G	\$63,071	\$72,501
H	\$53,137	\$61,087
J	\$49,053	\$56,388

Note: Administrative/Supervisory/Managerial staff employed on an 11-month calendar shall be paid the daily rate calculated on the applicable group times 220 days.

SUPPLEMENTS: 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 supplements 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 hours, or the doctoral degree are in subjects related to their job responsibilities. An employee may appeal any denial of supplement to the Superintendent).

Masters + 30 = \$2,000.00*

Masters + 45 = \$3,500.00*

Ph.D. or Ed.D. = \$5,000.00*

All persons hired from within the school district will enter at the appropriate level as determined by background and experience and recommended by the Superintendent, as guided by Board policy.

Where additional training is required or requested by the School Board or the Superintendent of schools, because of changes in responsibilities, the School Board will assume costs of tuition, materials, necessary travel, and per diem. Should training occur during days beyond the contract period, the School Board will pay the individual at his/her regular daily rate or provide for compensatory time off at a time reasonably convenient to the employee (this does not apply to education which might result in a pay supplement).

*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.

Emergency Management Coordinator-Transportation: A supplement will be paid for the School Board appointed representative to the Emergency Management Coordinator-Transportation in the following amount for the 2017/18 year: \$14,450.

POLICY AND PROCEDURE FOR SALARY PLACEMENT:

New to District

Placement will be made based upon verifiable experience, not to exceed the maximum initial placement amount.

Any exceptions to the salary placement schedule would need approval, in writing, from the Superintendent.

Within District

District Administrator to District Administrator - 5% increase for each Group level change, or minimum of the Initial Placement Range, not to exceed the highest employee paid in that Group.

District Administrator to Principal – 5% increase for each level change, not to exceed the highest employee paid in that Level. (Example: If a Director to Elementary Principal – 5% increase; 10% for middle school; 15% for high school)

District Administrator to Assistant Principal - Closest to current salary if within range, not to exceed the maximum initial placement amount.

The parties agree that this amount (the 2020-21 salary agreement) will not be reduced in subsequent years unless specifically authorized in the General Appropriations Act.

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Principal to District Administrator – 5% increase or minimum of salary range, whichever is greater (not to be lower than the highest person supervised and must be a position above current salary range).

Assistant Principal to District Administrator – 5% increase or minimum salary range, whichever is greater, but not to exceed the highest employee paid in that Group.

When an applicable position change occurs, a decrease will be implemented in the same manner as the original increase as described above. (i.e., Group D to Group F).

Any exceptions to the salary placement schedule would need approval, in writing, from the Superintendent.

GENERAL GUIDELINES FOR CLASSIFICATION BY GROUP *

Chief

1. Cabinet level responsibilities.
2. Reports directly to the Superintendent.
3. Strategic decision making on a daily basis.
4. Frequent interaction with School Board members and community leaders.
5. Formulates and defends School Board policy.
6. Leadership skills at the highest level.
7. Twelve-month positions.

Group A

1. District-wide responsibility for essential/critical programs, staff and/or services.
2. Reports directly to Superintendent or Assistant Superintendents.
3. A decision maker at high level.
4. Frequently required to make presentations to School Board in areas of expertise.
5. Initiates and formulates policy.
6. Requires leadership skills with reference to personnel decisions.
7. Instrumental in initiating/recommending significant program changes.
8. Ten, Eleven or Twelve-month position.

Group B

1. District-wide direct line responsibility for essential/critical programs, staff, and/or services.
2. Reports to Executive Director.
3. Requires advance and diverse educational, technical, and/or managerial skills.
4. Routinely required to make presentations to School Board on a broad range of subjects.
5. Formulates policy.
6. Ten, Eleven or Twelve-month position.

Group C

1. District-wide responsibility for essential support programs, staff, and/or services.
2. Reports to Superintendent, Assistant Superintendent, or Executive Director.
3. Requires advanced specialized educational, technical and/or managerial skills.
4. Occasionally required to make presentations to School Board on a broad range of subjects.
5. Formulates policy.
6. Ten, Eleven or Twelve-month position.

Group D

1. Substantial program administrative/coordinative/supervisory responsibilities.
2. Reports to Assistant Superintendent, Executive Director, or Group B Administrator.
3. Requires advanced specialized educational, technical, and/or managerial skills.
4. Occasionally required to make presentations to School Board on a broad range of subjects.
5. Formulates or assists in formulation of policy.
6. Ten, Eleven or Twelve-month position.

Group E

1. Major responsibilities for smaller sized staffs, and/or services.
2. Reports to Group C administrator or Executive Director.
3. Requires specialized educational, technical, and/or managerial skills.
4. Occasionally required to make presentations to School Board on a narrow range of subjects.

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5. Assists in formulation of policy.
6. Ten, Eleven or Twelve-month position.

Group F

1. Intermediate responsibilities for smaller sized programs, staffs and/or services.
2. Requires specialized educational, technical, and/or managerial skills.
3. Might be required to make presentations to School Board on a narrow range of subjects.
4. May assist in formulation of policy.
5. Ten, Eleven or Twelve-month position.

Group G

1. Limited responsibilities for smaller sized programs, staff, and/or services.
2. Requires specialized educational, technical, and/or managerial skills.
3. Ten, Eleven or Twelve-month position.

Group H and J

1. Specializes in restricted functional areas. Positions may require limited supervisory responsibilities, specialized training, and/or prior practical experience. Determination as between groups will be made at appropriate supervisory level, based upon the extent to which foregoing applies to position under consideration. Positions in both groups are Ten, Eleven or Twelve-month position.

* Positions are to be classified into the group in which there is the greatest match between job requirements and general guidelines. In those cases where the requirements of a position do not clearly fall into a specific group, placement will be recommended by the Superintendent of Schools for approval by the School Board. A position's title is not to be used as a basis for determining proper classification or reclassification.