

# THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA

## 2021-22 Teacher Salary Schedule

Board Approved: June 15, 2021

### PERFORMANCE SALARY SCHEDULE

Instructional Position	Minimum
Teacher - 10 Month (196 Day)	\$47,500
School Psychologist, Social Worker, Program Specialist -10 Month (196 Day) Modified*	\$50,873
School Psychologist, Social Worker, Program Specialist -11 Month (220 Day) Modified*	\$57,102

#### IMPLEMENTATION:

Please refer to the Instructional Bargaining Agreement for detailed information related to performance based salary, skill and need based supplements, method of payment, etc.

1. A newly employed or re-employed teacher will receive ½% above the initial salary for each year of verifiable experience in an accredited public Pre-K-12 or Florida charter public school setting or accredited public school located in a foreign country if in a U.S. government-affiliated program. In the case of a teacher of Adult Education, public school, Florida charter school and foreign government-affiliated school service will be granted for Pre-K-20 experience. Full time service for one day more than one half of the contractual year will be counted as a year of service. In the case of SLPs, OTs, and PTs, where the professional licensure is required, verifiable outside clinical experience can be used in lieu of K-12 experience. Credit for outside teaching experience will be limited to a maximum of 7.5% above the initial salary. Re-employed former Sarasota teachers will be credited for previous time in an instructional capacity in the Sarasota School District. Former employees will also be eligible to receive applicable outside service credit, though the combined total of outside and inside salary credit may not exceed the 7.5% total.
2. Teachers on the Performance Salary Schedule are eligible to receive an education supplement upon conferral of an advanced degree as follows:

Masters or Specialist	\$5,000.00	\$5,000 over BA
Doctorate	\$10,000.00	\$5,000 over MA

In order to qualify for one of the above salary supplements the advanced degree must be earned in a subject area of certification presently held by the teacher. A teacher who no longer holds an area of certification which led to the advanced degree supplement will lose that education supplement. An advanced degree in Curriculum and Instruction will be considered in-field for all academic areas (there will be no retroactivity in this particular instance).

3. Grandfathered instructional salaries that include the value of any applicable advanced degrees will be separated into two components on the Performance Salary Schedule: salary and education supplement as follows:

BA+30	\$2,500.00
MA	\$5,000.00
MA+45	\$7,500.00
Doctorate	\$10,000.00

The use of this chart for payroll purposes in no way diminishes or increases the amount paid to a teacher.

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.

## GRANDFATHERED INSTRUCTIONAL SALARY SCHEDULE

*Note: This salary schedule applies only to those teachers hired prior to July 1, 2009.*

Instructional Position	Minimum
Teacher - 10 Month (196 Day)	\$47,500
School Psychologist, Social Worker, Program Specialist -10 Month (196 Day) Modified*	\$50,873
School Psychologist, Social Worker, Program Specialist -11 Month (220 Day) Modified*	\$57,102

*See the Instructional Bargaining Unit Collective Bargaining Agreement for implementation language.*

## GRANDFATHERED EDUCATION CREDIT SCHEDULE

*(Based on 2016-2017 Salary Schedule)*

\*Note: The education credit schedule will sunset on December 31, 2020. At that time, credit for advanced degrees will only be given in an area of certification held by the teacher and teachers will not be eligible for placement on the BA+30 or MA+45 salary lane.

2016-17 STEP	BA	BA+30*	Masters	MA+45*	DOC
1	N/A	\$1,793	\$1,880	\$3,117	\$2,010
2	N/A	\$2,108	\$1,917	\$3,285	\$2,052
3	N/A	\$2,425	\$1,950	\$3,454	\$2,095
4	N/A	\$2,737	\$1,987	\$3,621	\$2,138
5	N/A	\$3,053	\$2,020	\$3,792	\$2,179
6	N/A	\$3,368	\$2,058	\$3,958	\$2,222
7	N/A	\$3,682	\$2,092	\$4,127	\$2,266
8	N/A	\$3,996	\$2,129	\$4,295	\$2,308
9	N/A	\$4,312	\$2,164	\$4,463	\$2,352
10	N/A	\$4,628	\$2,199	\$4,631	\$2,394
11	N/A	\$4,941	\$2,234	\$4,801	\$2,435
12	N/A	\$5,256	\$2,270	\$4,967	\$2,479
13	N/A	\$5,571	\$2,307	\$5,135	\$2,522
14	N/A	\$5,885	\$2,342	\$5,304	\$2,565
15	N/A	\$6,200	\$2,378	\$5,472	\$2,608
16	N/A	\$6,517	\$2,411	\$5,640	\$2,649
17	N/A	\$6,829	\$2,449	\$5,808	\$2,691
18	N/A	\$7,145	\$2,483	\$5,977	\$2,735
19	N/A	\$7,459	\$2,520	\$6,143	\$2,780
20	N/A	\$7,775	\$2,554	\$6,314	\$2,821
21	N/A	\$8,089	\$2,591	\$6,479	\$2,865
22	N/A	\$8,405	\$2,625	\$6,649	\$2,906
23	N/A	\$8,719	\$2,662	\$6,817	\$2,949
24	N/A	\$9,033	\$2,698	\$6,985	\$2,992
25	N/A	\$9,347	\$2,733	\$7,154	\$3,035
26	N/A	\$9,664	\$2,769	\$7,321	\$3,077
27	N/A	\$9,976	\$2,805	\$7,489	\$3,121
28	N/A	\$10,293	\$2,839	\$7,658	\$3,162
29	N/A	\$10,607	\$2,875	\$7,826	\$3,206

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.

# GRANDFATHERED + 7.1% EDUCATION CREDIT SCHEDULE – 10 Month (196 Day)

(Based on 2016-2017 Salary Schedule)

Note: This salary schedule applies only to those teachers hired prior to July 1, 2009.

2016-17 Step	BACHELORS	BACHELORS+30*	MASTERS	MASTERS+45*	DOCTORATE
1	N/A	\$1,920	\$2,013	\$3,338	\$2,154
2	N/A	\$2,258	\$2,053	\$3,518	\$2,198
3	N/A	\$2,596	\$2,089	\$3,698	\$2,245
4	N/A	\$2,931	\$2,127	\$3,879	\$2,291
5	N/A	\$3,270	\$2,165	\$4,060	\$2,334
6	N/A	\$3,607	\$2,204	\$4,238	\$2,381
7	N/A	\$3,944	\$2,240	\$4,420	\$2,427
8	N/A	\$4,280	\$2,280	\$4,600	\$2,473
9	N/A	\$4,617	\$2,318	\$4,781	\$2,518
10	N/A	\$4,957	\$2,355	\$4,959	\$2,565
11	N/A	\$5,292	\$2,392	\$5,142	\$2,608
12	N/A	\$5,630	\$2,430	\$5,321	\$2,655
13	N/A	\$5,968	\$2,470	\$5,499	\$2,702
14	N/A	\$6,304	\$2,506	\$5,680	\$2,749
15	N/A	\$6,640	\$2,548	\$5,859	\$2,794
16	N/A	\$6,978	\$2,584	\$6,039	\$2,839
17	N/A	\$7,314	\$2,624	\$6,220	\$2,883
18	N/A	\$7,653	\$2,659	\$6,401	\$2,930
19	N/A	\$7,989	\$2,699	\$6,580	\$2,977
20	N/A	\$8,326	\$2,736	\$6,762	\$3,021
21	N/A	\$8,663	\$2,775	\$6,940	\$3,067
22	N/A	\$9,001	\$2,811	\$7,122	\$3,113
23	N/A	\$9,339	\$2,851	\$7,302	\$3,157
24	N/A	\$9,674	\$2,890	\$7,481	\$3,204
25	N/A	\$10,011	\$2,927	\$7,662	\$3,251
26	N/A	\$10,350	\$2,965	\$7,841	\$3,296
27	N/A	\$10,689	\$3,003	\$8,022	\$3,341
28	N/A	\$11,024	\$3,040	\$8,203	\$3,386
29	N/A	\$11,359	\$3,079	\$8,383	\$3,433

\*Note: The education credit schedule will sunset on December 31, 2020. At that time, credit for advanced degrees will only be given in an area of certification held by the teacher and teachers will not be eligible for placement on the BA+30 or MA+45 salary lane.

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.

# GRANDFATHERED + 7.1% EDUCATION CREDIT SCHEDULE – 11 Month (220 Day)

(Based on 2016-2017 Salary Schedule)

Note: This salary schedule applies only to those teachers hired prior to July 1, 2009.

2016-17 Step	Bachelors	Bachelors+30*	Masters	Masters+45*	Doctorate
1	N/A	\$2,156	\$2,259	\$3,747	\$2,417
2	N/A	\$2,535	\$2,304	\$3,949	\$2,467
3	N/A	\$2,913	\$2,345	\$4,152	\$2,518
4	N/A	\$3,289	\$2,389	\$4,354	\$2,571
5	N/A	\$3,671	\$2,429	\$4,557	\$2,621
6	N/A	\$4,049	\$2,474	\$4,757	\$2,672
7	N/A	\$4,426	\$2,515	\$4,961	\$2,724
8	N/A	\$4,804	\$2,560	\$5,162	\$2,775
9	N/A	\$5,183	\$2,601	\$5,366	\$2,827
10	N/A	\$5,564	\$2,644	\$5,566	\$2,879
11	N/A	\$5,940	\$2,686	\$5,771	\$2,928
12	N/A	\$6,319	\$2,729	\$5,970	\$2,981
13	N/A	\$6,698	\$2,773	\$6,172	\$3,033
14	N/A	\$7,076	\$2,814	\$6,375	\$3,084
15	N/A	\$7,454	\$2,859	\$6,577	\$3,136
16	N/A	\$7,833	\$2,899	\$6,780	\$3,186
17	N/A	\$8,209	\$2,945	\$6,983	\$3,236
18	N/A	\$8,590	\$2,984	\$7,186	\$3,288
19	N/A	\$8,968	\$3,029	\$7,385	\$3,342
20	N/A	\$9,346	\$3,070	\$7,590	\$3,392
21	N/A	\$9,723	\$3,115	\$7,790	\$3,443
22	N/A	\$10,102	\$3,156	\$7,994	\$3,494
23	N/A	\$10,482	\$3,200	\$8,196	\$3,545
24	N/A	\$10,859	\$3,243	\$8,397	\$3,597
25	N/A	\$11,238	\$3,285	\$8,601	\$3,648
26	N/A	\$11,617	\$3,328	\$8,802	\$3,698
27	N/A	\$11,994	\$3,371	\$9,004	\$3,750
28	N/A	\$12,373	\$3,413	\$9,207	\$3,801
29	N/A	\$12,751	\$3,456	\$9,409	\$3,853

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## IMPLEMENTATION:

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