

**POLICY 3.302**

**4-A** I recommend the Board adopt the proposed new Policy 3.302, to be entitled "Performance Pay for School Administrators and Instructional Personnel." I also recommend the Board separately adopt an amended "FY 2003 Salary Schedule for Classroom Teachers Association - CTA" (attached hereto) to implement the Performance Pay Policy for 2003.

[Contact: Joseph Moore, 434-8584; or Marcia Andrews, 434-8953.]

**Adoption**

**CONSENT ITEM**

- This Policy was approved as a first reading for development on March 24, 2003.
- Florida Statutes § 1012.22(1)(c)4, effective May 16, 2002, mandates that the Board must adopt a performance-pay Policy beginning with the 2002-2003 fiscal year.
- The proposed Policy text is based on the requirements of Fla. Stat. §§ 1012.22(1)(c)4 and 1012.34 and recommendations from the CTA/District Joint Evaluation Committee as reported by the Chief Financial Officer on April 26, 2002, as well as further cooperation between the District and the CTA.

NEW POLICY 3.302

**PERFORMANCE PAY FOR SCHOOL  
ADMINISTRATORS AND INSTRUCTIONAL PERSONNEL**

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- 4 **1. Purpose.--** Pursuant to Fla. Stat. § 1012.22(1)(c)4 (effective May 16, 2002), which  
5 requires the School Board to adopt a performance-pay policy for outstanding  
6 performance of school administrators and instructional personnel, the Board  
7 establishes this Policy to furnish incentives for improvement in training and  
8 continued effective service, with the goal of promoting learning gains of students in  
9 such employees' classrooms or schools.
- 10 **2. Salary Schedule and Budget.--** The fiscal aspects of the performance-pay  
11 program are implemented as follows:
- 12 a. Salary schedules recommended by the Superintendent, for the 2002-2003  
13 fiscal year and thereafter, for school administrators and instructional personnel  
14 shall allow such employees to earn a five-percent (5%) supplement in addition  
15 to their individual, negotiated salary if they have demonstrated outstanding  
16 performance as measured under the assessment procedure of Fla. Stat. §  
17 1012.34 [231.29], and the provisions of this Policy
- 18 b. The School Board budget for the 2002-2003 fiscal year and thereafter will  
19 include a performance-pay reserve to fund the performance supplements  
20 adopted in the salary schedule, as required by Fla. Stat. § 1012.22(1)(c)4.
- 21 c. The five-percent performance supplement shall be calculated on the  
22 employee's base fiscal-year salary for the year in which the employee  
23 demonstrated outstanding performance as defined in Section (3) herein.
- 24 d. Any supplement paid to an individual under this Policy will be treated as set  
25 forth in applicable Florida Statutes and State Board of Education Rules. The  
26 employee shall have to qualify annually to receive the supplement.
- 27 **3. Rating Performance.--** As required by Fla. Stat. § 1012.22(1)(c)4, outstanding  
28 performance shall be identified under the performance assessment procedures of §  
29 1012.34(3), which mandates that "the assessment procedure for instructional  
30 personnel and school administrators must be primarily based on the performance  
31 of students assigned to their classrooms or schools, as appropriate." More  
32 specifically, outstanding performance shall include the following:

33 a. **School Administrators.**-- Outstanding performance of principals and  
34 assistant principals will be determined through the District's Leadership  
35 Performance Appraisal System, as approved by the Department of Education,  
36 which includes criteria for: ratings on the appropriate evaluation instrument  
37 (the Competency Assessment Instrument or the Accomplished Educator's  
38 Instrument); exceeding the improvement objective for student achievement;  
39 and achieving or exceeding another priority improvement objective. Such  
40 outstanding performance will be based in part on a determination of schools  
41 with the highest rate of student improvement for each year.

42 b. **Instructional Personnel.**-- For purposes of § 1012.22(1)(c)4, outstanding  
43 performance of teachers, media specialists, guidance counselors, school  
44 psychologists, and other members of the Teacher bargaining unit who are  
45 eligible to participate under this plan, will be determined under Fla. Stat. §§  
46 231.085(3) [1012.28(3)] and 1012.34(3), through the following:

47 i. **No Concerns in Evaluation.**-- For both the prior and current school year,  
48 the employee must have received an evaluation with no areas of concern  
49 listed; and

50 ii. **Portfolio Requirements.**-- The employee must have demonstrated  
51 outstanding performance in their subject area by receiving an outstanding  
52 rating on a portfolio. Instructional employees, other than school  
53 psychologists and guidance counselors, may fulfill the portfolio  
54 requirement by obtaining National Board Certification ("NBC"). If NBC is  
55 not available for the employee's primary area of responsibility, the  
56 employee will need to comply with the portfolio requirements set forth by  
57 a committee of CTA-selected representatives and District-selected  
58 representatives; and

59 iii. **Student Performance.**-- The employee must have demonstrated highly-  
60 successful educational methods through positive student performance.  
61 The performance gains will be determined annually consistent with Fla.  
62 Stat. § 1012.34 (3), (3)(a). More specifically, only the instructional  
63 personnel in the following categories will be deemed to have  
64 demonstrated sufficient student performance (as long as they also have  
65 no areas of concern on their evaluations for the prior and current school  
66 year and have fulfilled the portfolio requirement):

- 68 A. Learning Gains: After Meeting the Initial Qualifications
- 69 1. Those whose school achieves sufficient school-wide learning  
70 gains (at a level to be determined pursuant to subparagraph  
71 (3)(b)(iii)(B) below) and meet the requirements set forth in either  
72 (a) or (b) below:
- 73 a. Those (non-FCAT) who have demonstrated their  
74 contribution to the improved schoolwide learning gains by  
75 doing the following:
- 76 i. set an objective in a subject area tested by the FCAT;
- 77 ii. apply an intervention/strategy to meet that objective;  
78 and
- 79 iii. accomplish an outcome which results in contribution to  
80 improved schoolwide learning gains; or
- 81 b. Those who have demonstrated their success in achieving  
82 gains in their primary area of responsibility by doing the  
83 following:
- 84 i. set an objective in their primary subject area;
- 85 ii. apply an intervention/strategy to meet that objective;
- 86 iii. accomplish an outcome that demonstrates performance  
87 in their primary subject area.
- 88 2. Alternatively, those whose
- 89 a. school may not have achieved sufficient schoolwide learning  
90 gains; and
- 91 b. classroom *did* achieve sufficient learning gains; and
- 92 c. primary responsibilities are in areas assessed on the FCAT.
- 93 B. Definition: "Sufficient learning gains".-- The sufficiency levels for  
94 the schoolwide and classroom student learning gains mentioned in  
95 sub-subparagraphs (3)(b)(iii)(A)(1-2) shall be determined by the

96                   Department of Research and Evaluation annually after the FCAT  
97                   results are available.

98 **4. Implementation.--** The provisions of this Policy are to be applied consistent with the  
99 **CTA Agreement and shall sunset should Fla. Stat. § 1012.22(1)(c)4 be repealed.**

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101 **STATUTORY AUTHORITY: §§ 1001.41(1), (2); 1001.42(22); 1012.23, Fla. Stat.**

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103 **LAWS IMPLEMENTED: §§ 1012.28(3); 1012.34(3), (3)(a); 1012.22(1)(c), Fla. Stat.**

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105 **HISTORY: New / /03**

Legal Signoff:

The Legal Department has reviewed proposed Policy 3.302 and finds it legally sufficient for development by the Board.

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Attorney

\_\_\_\_\_  
Date

**FY 2003 Salary Schedule**  
**For Classroom Teachers Association – CTA**  
Consistent with Policy 3.302

FY 2003						
Salary Schedule						
<u>Step</u>	AC		PSC/CC		DOE Mandate	
	S1	S2	S1	S2	Outstanding Performance 5% Salary Bonus	
0	\$ 32,518	\$ 32,358				
1	32,681	32,521			AC – S1	
2	32,844	32,684			\$ 1,642	PSC/CC – S1
3	32,975	32,815	\$ 35,074	\$ 34,914	1,649	\$ 1,754
4	33,057	32,897	35,926	35,766	1,653	1,796
5	33,239	33,079	37,022	36,862	1,662	1,851
6	33,417	33,257	38,058	37,898	1,671	1,903
7	33,676	33,516	39,094	38,934	1,684	1,955
8	34,154	33,994	40,189	40,029	1,708	2,009
9	34,632	34,472	42,198	42,038	1,732	2,110
10	35,109	34,949	43,235	43,075	1,755	2,162
11	35,587	35,427	44,269	44,109	1,779	2,213
12	36,065	35,905	45,485	45,325	1,803	2,274
13	36,543	36,383	46,704	46,544	1,827	2,335
14	37,020	36,860	47,743	47,583	1,851	2,387
15	37,259	37,099	48,905	48,745	1,863	2,445
16	37,499	37,339	50,128	49,968	1,875	2,506
17	37,736	37,576	52,572	52,412	1,887	2,629
18	37,736	37,576	52,572	52,412	1,887	2,629
19	37,736	37,576	54,108	53,948	1,887	2,705
20	37,736	37,576	54,108	53,948	1,887	2,705
21	37,736	37,576	56,271	56,111	1,887	2,814
22	37,736	37,576	56,271	56,111	1,887	2,814
23	37,736	37,576	56,271	56,111	1,887	2,814
24	37,736	37,576	56,271	56,111	1,887	2,814
25	37,736	37,576	<b>60,000</b>	59,840	1,887	3,000

S1 – Employees who received a satisfactory evaluation in FY 2002.

S2 – Employees who did not receive a satisfactory evaluation in FY 2002.