



THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
BOARD AGENDA ITEM SUMMARY

Approval of New Performance-Based Salary Schedule for Miscellaneous Employees

I recommend the School Board approve the new performance-based salary schedule for miscellaneous employees as submitted.

Discussions with the PBC Staff Association resulted in the following:

- Miscellaneous salary schedule will be increased 2%.
- Employees will be awarded a one (1) step increase.
- Food Service employees will receive an additional step based on market analysis.
- District administrators and representatives from the Staff Association will develop criteria and measures for performance salary incentives during the 2006-2007 school year. Performance incentives are anticipated to be funded in FY2008
- 2006 salary implementation will have an effective date of January 1, 2006.

FINANCIAL IMPACT	
The financial impact to the School District Operating Budget for FY06 is \$380,000. Additionally, the financial impact to the School Food Service Budget for FY06 is \$270,000.	

THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
NON BARGAINING UNIT SALARY SCHEDULE - MISCELLANEOUS
EFFECTIVE JANUARY 1, 2006

Miscellaneous Salary Scale 2006									
Step	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16
0	20,169	21,984	23,963	26,119	28,470	31,031	33,824	36,869	40,187
1	20,773	22,644	24,682	26,903	29,324	31,963	34,840	37,976	41,394
2	21,397	23,322	25,422	27,710	30,203	32,922	35,885	39,115	42,636
3	22,038	24,023	26,184	28,542	31,109	33,910	36,962	40,288	43,915
4	22,699	24,743	26,971	29,398	32,042	34,927	38,070	41,497	45,233
5	23,380	25,486	27,781	30,280	33,003	35,975	39,213	42,742	46,590
6	24,081	26,251	28,614	31,188	33,994	37,054	40,389	44,024	47,987
7	24,803	27,038	29,472	32,123	35,013	38,165	41,601	45,345	49,427
8	25,547	27,849	30,356	33,087	36,063	39,310	42,848	46,705	50,910
9	26,313	28,685	31,266	34,079	37,145	40,490	44,133	48,106	52,437
10	27,102	29,545	32,203	35,102	38,259	41,705	45,457	49,549	54,011
11	27,915	30,433	33,170	36,155	39,407	42,955	46,822	51,035	55,631
12	28,752	31,346	34,165	37,239	40,588	44,244	48,226	52,566	57,300
13	29,615	32,285	35,190	38,356	41,806	45,571	49,673	54,144	59,017
14	30,503	33,254	36,246	39,508	43,060	46,938	51,163	55,767	60,788
15	31,419	34,252	37,333	40,692	44,352	48,346	52,698	57,440	62,612
16	32,362	35,279	38,453	41,913	45,683	49,796	54,279	59,163	64,491
17	33,333	36,338	39,606	43,170	47,053	51,290	55,907	60,938	66,425
18	34,333	37,428	40,794	44,466	48,464	52,829	57,584	62,766	68,419
19	35,362	38,551	42,018	45,800	49,919	54,414	59,313	64,649	70,471
PERFORMANCE INCENTIVES									
<i>Exceeds Expectation</i>	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
<i>Outstanding Performer Top 10%</i>	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000

- An across the board salary increase of 2% is effective January 1, 2006.
- Employees increase one step unless they are on step 19 at time of implementation.
- For 2006, those employees with an unsatisfactory evaluation will remain at their 2005 salary.