



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

Approval of Revised Salary Schedule for Administrative/Professional and Managerial Employees

I recommend the School Board approve the revised salary schedule for administrative/professional and managerial employees as submitted.

Discussions with the PBC Staff Association resulted in the following:

- Administrative/professional and managerial salary schedule will be increased 2%.
- Employees on salary levels 1 through 10 will be granted a one (1) step increase.
- Employees on salary levels 11 through 13 (Senior Management) will receive an equivalent salary increase.
- 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.
- All administrative/professional and managerial employees who are assigned to a Glades Area school/facility will be paid a Glades Supplement at the daily rate of \$20.
- 2006 salary implementation will have an effective date of January 1, 2006.

FINANCIAL IMPACT	
The financial impact to the School District for FY06 is \$999,450. This includes administrative/professional and managerial employees within all funds of the District budget.	

THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
Administrative / Professional / Managerial Performance Based Salary Schedule

Effective January 1, 2006

Step	ADMINISTRATIVE / PROFESSIONAL					MANAGERIAL				
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10
0	56,100	61,200	66,300	72,420	76,500	\$81,600	85,680	89,760	93,840	97,920
1	57,222	62,424	67,626	73,868	78,030	\$82,824	86,904	90,984	95,064	99,144
2	58,366	63,672	68,979	75,345	79,591	\$84,066	88,146	92,226	96,306	100,386
3	59,533	64,945	70,359	76,852	81,183	\$85,327	89,407	93,487	97,567	101,647
4	60,724	66,244	71,766	78,389	82,807	\$86,607	90,687	94,767	98,847	102,927
5	62,242	67,900	73,560	80,349	84,877	\$87,907	91,987	96,067	100,147	104,227
6	63,798	69,598	75,399	82,358	86,999	\$89,226	93,306	97,386	101,466	105,546
7	65,393	71,338	77,284	84,417	89,174	\$90,787	94,867	98,947	103,027	107,107
8	67,028	73,121	79,216	86,527	91,403	\$92,376	96,456	100,536	104,616	108,696
9	68,704	74,949	81,196	88,690	93,688	\$93,993	98,073	102,153	106,233	110,313
10	70,593	77,010	83,429	91,129	96,264	\$95,638	99,718	103,798	107,878	111,958
11	72,534	79,128	85,723	93,635	98,911	\$97,312	101,392	105,472	109,552	113,632
12	74,529	81,304	88,080	96,210	101,631	\$99,258	103,338	107,418	111,498	115,578
13	76,579	83,540	90,502	98,856	104,426	\$101,243	105,323	109,403	113,483	117,563
14	78,685	85,837	92,991	101,575	107,298	\$103,268	107,348	111,428	115,508	119,588
15	81,046	88,412	95,781	104,622	110,517	\$105,333	109,413	113,493	117,573	121,653
PERFORMANCE INCENTIVES										
<i>Exceeds Expectation</i>	\$3,060	\$3,060	\$3,060	\$3,060	\$3,060	\$4,080	\$4,080	\$4,080	\$4,080	\$4,080
<i>Outstanding Performer Top 10%</i>	\$6,120	\$6,120	\$6,120	\$6,120	\$6,120	\$8,160	\$8,160	\$8,160	\$8,160	\$8,160

SENIOR MANAGEMENT		
<i>Salary Range</i>		
Pay Level	Minimum	Maximum
11	102,000	142,413
12	106,080	148,110
13	110,160	175,000