

THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA



SPECIAL MEETING

Non-Bargaining Unit (NBU) and School-Based Administrators Compensation

Fulton-Holland Educational Services Center Board Chambers

Date: May 9, 2007

Time: 3:00 PM

AGENDA

- I. Opening Remarks
- II. Public Comments
- III. Approval of Agenda Item #1
Approval of Revised Salary Schedules for School Principals and Assistant Principals
- IV. Approval of Agenda Item #2
Approval of Revised Salary Schedule for Administrative/Professional & Managerial Staff Employees
- V. Approval of Agenda Item #3
Approval of Revised Salary Schedule for Miscellaneous Employees
- VI. Approval of Agenda Item #4
Approval of Revised Salary Schedule for Confidential Employees
- VII. Adjourn

BOARD GOAL: #6

LEGAL SIGN-OFF: N/A

KEY RESULT(S): #10

CONTACTS:



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

Approval of Revised Salary Schedules for School Principals and Assistant Principals

I recommend the School Board approve the revised salary schedules for School Principals and Assistant Principals as submitted.

Discussions with the School Administrators Association resulted in a two (2) year proposal averaging 3.3% per year with details as follows:

Year 1: Effective January 1, 2007

- School Principals and Assistant Principals will be granted one (1) step.
- School Principal and Assistant Principal salary schedules will be increased 3%.
- School Principal complexity formula will include a new 6th level.
- School Principals and Assistant Principals will be compensated based on the complexity and student performance of their respective schools.
- Performance will continue to be measured in terms of student achievement gains.
- Principals and Assistant Principals demonstrating student learning gains may be eligible for additional bonuses in accordance with the salary schedules.
- Principals administering the Beacon Program will receive \$4000 supplement.
- 2007 salary implementation will have an effective date of January 1, 2007.

Year 2: Effective January 1, 2008

- School Principal and Assistant Principal salary schedule levels will be adjusted such that a one (1) step increase shall equal 2%.
- School Principals and Assistant Principals will be granted one (1) step increase.
- 2008 salary implementation will have an effective date of January 1, 2008.

FINANCIAL IMPACT	
The financial impact to the School District spans two (2) fiscal years. The financial impact to the FY2007 budget is \$1.2 million. An additional \$1.7 million will impact FY2008. This includes both the tail increase (\$1.2 million) from 2007 and the January 2008 salary adjustment (\$0.5 million).	



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 & Managerial employees as submitted.

Discussions with the PBC Staff Association resulted in a two (2) year proposal averaging 3% per year with details as follows:

Year 1: Effective January 1, 2007

- Administrative/Professional & Managerial Staff levels 1 – 10 will be granted one (1) step.
- The Administrative/Professional & Managerial salary schedule will be increased such that granting one (1) step and the schedule increase will result in an average employee wage increase of 4%.
- Senior Management salary schedule levels 11 – 13 will be increased 4%.
- District administrators and representatives from the Staff Association will develop criteria and measures for performance salary incentives. Performance incentives will be funded for FY2007 at one-half percent (½%).
- 2007 salary implementation will have an effective date of January 1, 2007.

Year 2: Effective January 1, 2008

- Administrative/Professional & Managerial salary schedule levels 1 – 5 will be increased 2%.
- Administrative/Professional & Managerial salary schedule levels 6 – 10 will be adjusted such that a one (1) step increase shall equal 2%.
- Employees on the Administrative/Professional & Managerial salary schedule levels 6 – 10 will be granted one (1) step increase.
- Senior Management salary schedule levels 11 – 13 will be increased 2%.
- 2008 salary implementation will have an effective date of January 1, 2008.

FINANCIAL IMPACT	
The estimated financial impact spans two (2) fiscal years. The financial impact to the FY2007 budget is \$0.9 million. An additional \$1.4 million will impact FY2008. This includes both the tail increase (\$0.9 million) from 2007 and the January 2008 salary adjustment (\$0.5 million).	



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

Approval of Revised Performance-Based Salary Schedule for Miscellaneous Employees

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

Discussions with the PBC Staff Association resulted in a two (2) year proposal averaging 3% per year with details as follows:

Year 1: Effective January 1, 2007

- Employees assigned to the Miscellaneous salary schedule will be granted one (1) step.
- The Miscellaneous salary schedule will be increased such that the granting of one (1) step and the schedule increase will result in an average employee wage increase of 5% for employees assigned to levels 8 – 12 and 4% for employees assigned to levels 13 – 16.
- District administrators and representatives from the Staff Association will develop criteria and measures for performance salary incentives during the 2007 school year. Performance incentives will be funded for FY2007 at one-half percent (½%).
- 2007 salary implementation will have an effective date of January 1, 2007.

Year2: Effective January 1, 2008

- Miscellaneous salary schedule levels 8 – 16 will be increased 2%.
- 2008 salary implementation will have an effective date of January 1, 2008.

FINANCIAL IMPACT
The estimated financial impact spans two (2) fiscal years. The financial impact to the FY2007 budget is \$560,000. An additional \$825,000 will impact FY2008. This includes both the tail increase (\$560,000) from 2007 and the January 2008 salary adjustment (\$265,000).



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

Approval of Revised Salary Schedule for Confidential Employees

I recommend the School Board approve the revised salary schedule for Confidential employees as submitted.

Discussions with the PBC Staff Association resulted in a two (2) year proposal averaging 3% per year with details as follows:

Year 1: Effective January 1, 2007

- Employees assigned to the Confidential salary schedule will be granted one (1) step.
- The Confidential salary schedule will be increased such that the granting of one (1) step and the schedule increase will result in an average employee wage increase of 4%.
- District administrators and representatives from the Staff Association will develop criteria and measures for performance salary incentives during the 2007 school year. Performance incentives will be funded for FY2007 at one-half percent (½%).
- 2007 salary implementation will have an effective date of January 1, 2007.

Year 2: Effective January 1, 2008

- Confidential salary schedule will be increased 2%.
- 2008 salary implementation will have an effective date of January 1, 2008.

FINANCIAL IMPACT
The estimated financial impact spans two (2) fiscal years. The financial impact to the FY2007 budget is \$250,000. An additional \$370,000 will impact FY2008. This includes both the tail increase (\$250,000) from 2007 and the January 2008 salary adjustment (\$120,000).