

POLICY 3.302

5-A I recommend the Board approve the proposed new Policy 3.302, to be entitled "Performance Pay for School Administrators and Instructional Personnel" and approve the related "FY 2003 Salary Schedule for Classroom Teachers Association - CTA" (attached hereto) for adoption with the Policy.

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

Development

CONSENT ITEM

- 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 in October 1999, which includes criteria for: experience; ratings on the
37 appropriate evaluation instrument (the Competency Assessment Instrument or
38 the Accomplished Educator's Instrument); exceeding the improvement
39 objective for student achievement; and achieving or exceeding another priority
40 improvement objective. Such outstanding performance will be based in part
41 on a determination of schools with the highest rate of student improvement for
42 each year.

43 b. **Instructional Personnel.**-- For purposes of § 1012.22(1)(c)4, outstanding
44 performance of teachers, media specialists, guidance counselors, school
45 psychologists, and other members of the Teacher bargaining unit who are
46 eligible to participate under this plan, will be determined under Fla. Stat. §§
47 231.085(3) [1012.28(3)] and 1012.34(3), through the following:

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

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

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

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

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

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

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

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

105
106 **HISTORY: New / /03**

Legal Signoff:

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

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	60,000	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.