

## CHAPTER 6.00 - PERSONNEL

6.812

### **SUPPLEMENTAL ADMINISTRATIVE PERFORMANCE BASED PAY**

#### **POLICY:**

Subject to the availability of funds, school based administrators shall be compensated based on performance as follows:

- (A) Eligible employees shall receive the normal step increase contained in the adopted administrative salary schedule.
- (B) Eligible employees shall receive any increase in the adopted schedule granted by the Board.
- (C) Administrators meeting the criteria of an overall "*Highly Effective*" performance rating established in the Board approved "School-Based Administrative Personnel Performance Appraisal System" and who serve in a school achieving a grade of "A" on FCAT performance shall receive a Performance Based Pay Supplement of 5% of the salary earned during the school year they received the "*Highly Effective*" performance rating.
- (D) Administrators meeting the criteria of an overall "*Effective*" performance rating established in the Board approved "School-Based Administrative Personnel Performance Appraisal System" and who serve in a school achieving a grade of "B" on FCAT performance shall receive a Performance Based Pay Supplement of 2 ½% of their current year salary.
- (E) By providing differing administrative pay grades for school-based administrators, the district uses consideration of additional responsibilities, school demographics, and level of job performance difficulty.
- (F) The School Board will also pay a supplement to any school-based administrator that has been deemed a critical shortage area.

STATUTORY AUTHORITY: 1001.41, 1012.22, 1012.23, F.S.

LAWS IMPLEMENTED: 1001.43, 1012.66, F.S.

#### History:

Adopted: June 11, 2002 Revision Date(s): February 9, 2010; June 28, 2012; November 20, 2012 Formerly:
---