



# AGENDA REQUEST FORM

## THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

<b>MEETING DATE</b>	2019-11-06 10:05 - School Board Operational Meeting
<b>AGENDA ITEM</b>	ITEMS
<b>CATEGORY</b>	GG. OFFICE OF HUMAN RESOURCES
<b>DEPARTMENT</b>	Employee & Labor Relations

<b>Special Order Request</b>	
<input checked="" type="radio"/> Yes	<input type="radio"/> No

<b>Time</b> 10:45 AM
-------------------------

<b>Open Agenda</b>	
<input checked="" type="radio"/> Yes	<input type="radio"/> No

<b>ITEM No.:</b> GG-1.
---------------------------

<b>TITLE:</b> Pay for Performance Initial Placement Salary Schedule for Broward Principals and Assistants Association (BPAA)
---

<b>REQUESTED ACTION:</b> Adopt the attached Pay for Performance Initial Placement Salary Schedule for the Broward Principals and Assistants Association (BPAA) group.
--

<b>SUMMARY EXPLANATION AND BACKGROUND:</b> A new salary schedule has been developed for Broward Principals and Assistant Principals assigned to the Pay for Performance salary program. The new salary schedule consists of market competitive pay grades and ranges to support the attraction and retention of School Administrators and to promote pay equity and fairness. This salary schedule was reviewed with School Board Members at the School Board Workshop on September 24, 2019.
--

<b>SCHOOL BOARD GOALS:</b> <input checked="" type="radio"/> Goal 1: High Quality Instruction <input checked="" type="radio"/> Goal 2: Safe & Supportive Environment <input checked="" type="radio"/> Goal 3: Effective Communication
---

<b>FINANCIAL IMPACT:</b> The prorated cost to implement the Pay for Performance Initial Placement Salary Schedule is estimated to be \$368,314, which includes fringe benefits. This represents the expense associated with bringing pay for 125 School Principals and Assistant Principals up to the minimum of the new salary range.
---

<b>EXHIBITS: (List)</b> (1) Exhibit1_BPAA_PFPInitialPlacementSalSched
--

<b>BOARD ACTION:</b>  (For Official School Board Records Office Only)
---

<b>SOURCE OF ADDITIONAL INFORMATION:</b>	
Name: Alan Strauss	Phone: 754-321-1840
Name: Susan L. Cooper	Phone: 754-321-2140

**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**  
**Senior Leader & Title**

Alan Strauss - Chief Human Resources & Equity Officer

Signature

Electronic Signature  
Form #4189 Revised 07/25/2019  
RWR/ AS/SLC/yfo

Approved In Open Board Meeting On: \_\_\_\_\_

By: \_\_\_\_\_  
School Board Chair