



AGENDA REQUEST FORM

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

ITEM No.:
GG-1.

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

Special Order Request <input checked="" type="radio"/> Yes <input type="radio"/> No
Time 10:45 AM
Open Agenda <input checked="" type="radio"/> Yes <input type="radio"/> No

TITLE:
Pay for Performance Initial Placement Salary Schedule for Broward Principals and Assistants Association (BPAA)

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

SUMMARY EXPLANATION AND BACKGROUND:
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.

SCHOOL BOARD GOALS:
 Goal 1: High Quality Instruction
 Goal 2: Safe & Supportive Environment
 Goal 3: Effective Communication

FINANCIAL IMPACT:
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.

EXHIBITS: (List)
(1) Exhibit1_BPAA_PFPInitialPlacementSalSched

BOARD ACTION:
ADOPTED
(For Official School Board Records Office Only)

SOURCE OF ADDITIONAL INFORMATION:	
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
Alan I. Strauss
10/28/2019, 10:02:05 AM

Approved In Open Board Meeting On:
By: *Heather P. Burkhardt*

NOV 06 2019

School Board Chair