

EXECUTIVE SUMMARY

5% PAY FOR PERFORMANCE for INSTRUCTIONAL PERSONNEL

Purpose of Committee

The Committee was charged with developing a proposal aligned with the district's Professional Pathways Policy and brings the District into compliance with s.1012.22 of the Education Code, which requires that **“Beginning with the 2002-2003 fiscal year, each district school board must adopt a performance-pay policy for school administrators and instructional personnel. The district's performance-pay policy is subject to negotiation as provided in chapter 447; however, the adopted salary schedule must allow school administrators and instructional personnel who demonstrate outstanding performance, as measured under s1012.34, to earn a 5 percent supplement in addition to their individual, negotiated salary. The supplements shall be funded from the performance pay reserve funds adopted in the salary schedule. The Commissioner of Education shall determine whether the district school board's adopted salary schedule complies with the requirement for performance-based pay.”*

(*Quotation from state of Florida website)

Members of IPAS Committee/BTU/Management - Pay for Performance

Annie Baldinger-Feldman	Teacher	South Broward High School
Mary Carlton	Teacher	Harbordale Elementary School
Joyce Ferguson	Principal	Hollywood Hills High School
Marsha Iler	Principal	Whispering Pines School
Doug Iscovitz	Principal	Indian Ridge Middle School
Gary Itzkowitz	Field Staff Representative	Broward Teachers Union
Rodney Marion	Director	Employee Relations
Kal Mistry	Associate Superintendent	Division of Human Resources
Jim Pannozzo	Teacher	Whiddon-Rogers Adult Center
Linda Pazos	Principal	Palm Cove Elementary
Lorenzo Wood	Assistant Principal	Coral Springs High School

Technical Experts:

Dr. Roma Adkins	Director	Administrative Procedures
Dr. Katherine Blasik	Assistant Superintendent	Research & Evaluation
Gracie Diaz	Director	Instructional Staffing
Dr. Cathy Kirk	Coordinator, Evaluations	Professional Standards/SIU
Marge Sasse	Administrator	Teaching & Leadership Center
Becky Shermis	Executive Director	Human Resource Development
Nancy Terrel	Assistant Superintendent	Communications, Strategic Planning & Community Relations

Subcommittee Members (Broward County Recognition program)

Marla Abrams	Teacher	Central Park Elementary School
Marcia Beckford	Director, Instructional Development	Human Resource Development
Gary Iskowitz	Field Staff Representative	Broward Teachers Union
Mary Jasinski	Teacher	Nob Hill Elementary School
Paula Kirifides	Teacher	Hollywood Hills High School
Roberta Quinlan	Teacher	Deerfield Park Elementary School
Mary Kay Reeder	Staff Assistant	Human Resource Development
Rona Wolfson	Teacher	Nob Hill Elementary School

Leadership Development Committee

Dr. Roma Adkins	Director	Administrative Procedures
Marcia Beckford	Director, Instructional Development	Human Resource Development
Bernie Schultz	First Vice President	Broward Teachers Union
Sulton Colton	Director	Leadership Development
Sally Finley	Teacher	Eagle Ridge Elementary School
Sam Gregg	Area Superintendent	South Area
Dr. Joanne Harrison	Area Superintendent	North Area
Donna Henderson	Assistant to the Vice President, Academic Affairs	Broward Community College
Rayfield Henderson	Principal	Miramar High School
Nathalie Heydet	On-Line Instructional Designer	Program Development & Alignment
Lisa Maxwell	Director	Broward Principals & Assistants Association
*Kal Mistry	Associate Superintendent	Division of Human Resources
Dr. Kathleen O'Rourke	University Liaison to Broward County Schools	Florida Atlantic University
*Dr. Robert D. Parks	Chairperson	School Board of Broward County, Florida
Mary Kay Reeder	Staff Assistant	Human Resource Development
Marge Sasse	Administrator	Teaching and Leadership Center
Monica Schlosser	Teacher	Hallandale Elementary School
Becky Shermis	Executive Director	Human Resource Development
Dr. Mark Strauss	Assistant Principal	Flamingo Elementary School
Mark Thomas	Assistant Principal	Fort Lauderdale High School

*Co-Chairpersons, Leadership Development Committee

PROPOSAL

Criteria for Payment of 5% Supplement:

- National Board Certification (NBC)
(NBC teachers receive a \$2,100 supplement from the district for 10 years, as well as 10% of the state's average teacher salaries from the state, and an additional 10% of the state's average teacher salaries for mentoring 90 hours beyond the school contract time)
- Satisfactory performance evaluations for the previous three years and the current year
- For instructional personnel where there is no NBC, which includes Social Workers, Psychologists, Occupational, Physical, and Speech Therapists, Adult Education teachers, Guidance and Family Counselors, and Health teachers, the committee has developed a Broward County Recognition Program (BCRP). This program is framed around the concept of NBC, to include portfolio documentation with artifacts, videotaping of job performance, and written work samples, all based on a scored scale. (See attached proposal of BCRP.)
- Pay a \$60 application fee.

Key Points:

- Funds have been set aside as required by s.1012.22 of the Education Code for the 2002-03 school year by the District.
- This proposal meets the state mandate and supports and aligns with the district's Professional Pathways Policy.
- Upon Board approval of this program, a comprehensive communication plan will be implemented to include notification via Focus on Professional Pathways, Principal initiated memos, BECON, and the 411 Newsletter.
- Inservice for the pay for performance program will take place over the summer for:
 - Introduction to employees and requirements of the process
 - Training for the judging panel on how to evaluate the BRP
- Teachers who are currently NBC, will be eligible for the 5% supplement for the 2002-2003 school year. **The 5% supplement will be inclusive of the \$2,100 stipend from the District.**
- When a particular subject area becomes available for NBC, teachers who have attained their 5% Pay for Performance through the BCRP must apply for NBC upon the expiration of the BCRP validity period (3 years).
- The evaluation of successful completion of the BCRP will be rated by a panel of judges. This panel will be comprised of Nationally Board Certified teachers with the provision that at the end of the first year of implementation, an evaluation will take place to ensure integrity of the panel scoring process.
- If unsuccessful, a teacher may try again the next school year.

- The 5% pay for performance supplement will be paid to NBC teachers for the length of their certification (10 years) and to BCRP teachers for a total of three years as long as they maintain satisfactory performance evaluations with the provision that the statute is still in effect. If the statute is not in effect, the NBC teachers will revert to the \$2,100 stipend payments from the District.
- Payment of the supplement will be encumbered for the following school year and paid out monthly upon successful completion of the program.
- Teachers who serve on the judging panel for the BCRP, and work over and above their normal work hours, will receive pay equal to their hourly rate.
- The 5% supplement will only be payable as long as the statute is in effect.
- Applicants must be classified as full-time status, must work the entire school year, and must maintain teacher status for the entire year to be eligible to receive the supplement.