

**AGENDA REQUEST FORM**  
**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**

Meeting Date <div style="border: 1px solid black; padding: 2px; text-align: center;">6/4/02</div>	<div style="border: 1px solid black; padding: 2px; text-align: center;">Open Agenda ____ Yes    ____ No</div>	<div style="border: 1px solid black; padding: 2px; text-align: center;">Time Certain Request ____ Yes    ____ No</div>
		Agenda Item Number <div style="border: 1px solid black; padding: 2px; text-align: center;">G-9</div>

<b>TITLE:</b>	Pay for Performance 5% Supplement for Instructional Personnel								
<b>REQUESTED ACTION:</b>	A joint Labor/Management IPAS (Instructional Personnel Assessment System) committee has formulated the attached proposal for your approval. It is requested that The School Board of Broward County, Florida, approve the process for identifying instructional personnel who will be eligible for the state mandated Pay for Performance 5% Supplement.								
<b>SUMMARY EXPLANATION AND BACKGROUND:</b>	The attached summary describes the details for the process to identify and implement s.1012.22 of the Education Code, Pay for Performance. This proposal meets the state mandate and supports and aligns with the district's Professional Pathways Policy. The Professional Pathways Policy 4214 was recently revised by the Leadership Development Committee, chaired by Dr. Robert D. Parks and Board approved on November 13, 2001.								
<b>MAJOR SYSTEM GOALS:</b>	<div style="margin-left: 20px;"><input type="checkbox"/> •Goal One: All students will achieve at their highest potential. <input type="checkbox"/> •Goal Two: All schools will have equitable resources. <input type="checkbox"/> •Goal Three: All operations of the school system will support and align with student achievement and needs. <input checked="" type="checkbox"/> •Goal Four: All stakeholders work together to build a better school system.</div>								
<b>FINANCIAL IMPACT:</b>	The district's Budget Office has set aside appropriate funds toward the 5% Pay for Performance for Instructional Personnel and School-Based Administrators.								
<b>EXHIBITS: (List)</b>	<ul style="list-style-type: none"><li>• Executive Summary of Proposal</li><li>• Proposal – Broward County Recognition Program</li></ul>								
<b>BOARD ACTION:</b>  <div style="text-align: center; font-size: 1.2em; font-weight: bold; margin-top: 20px;">APPROVED</div> <div style="font-size: 0.8em; margin-top: 10px;">(For Official School Board Records' Office Only)</div>	<b>SOURCE OF ADDITIONAL INFORMATION:</b> <table style="width: 100%; border-collapse: collapse;"><tr><td style="width: 80%;">Kal Mistry</td><td style="width: 20%; text-align: right;">954-765-6220</td></tr><tr><td>Rodney Marion</td><td style="text-align: right;">954-765-6252</td></tr><tr><td>Dr. Cathy Kirk</td><td style="text-align: right;">954-765-7077</td></tr><tr><td style="border-top: 1px solid black; font-size: 0.8em;">Name</td><td style="border-top: 1px solid black; font-size: 0.8em;">Phone</td></tr></table>	Kal Mistry	954-765-6220	Rodney Marion	954-765-6252	Dr. Cathy Kirk	954-765-7077	Name	Phone
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**Dr. Robert D. Parks, Chairperson**

**Kal Mistry, Associate Superintendent, Division of Human Resources**



Approved in Open Board Meeting on: JUN 04 2002

By: Robert D. Parks School Board Chairperson