

School Board Agenda CC-4  
December 17, 2013

**Executive Summary:**

The School Board of Broward County, Florida Employment Handbook for Non-Bargaining Unit Employees: *Educational Support Management Association of Broward, Inc. (ESMAB), Broward Principals and Assistants Association (BPAA), and Confidential Office Personnel Association (COPA)* has been revised and is recommended for Board approval.

**Background & Rationale:**

This item is being recommended for School Board adoption.

Effective July 1, 2011, Florida Statute 1012.22 required implementation of a performance-based compensation plan for Administrators. The law defines Administrators as Principals and Assistant Principals. In accordance with the Law, the plan shall be designed and ready for implementation by each Florida School District no later than July 1, 2014.

The School Board of Broward County, Florida Employment Handbook for Non-Bargaining Unit Employees is being revised to include a performance-based compensation plan for Administrators in compliance to Florida Statute 1012.22, which School-based Administrators hired after July 1, 2014 to be assigned to a performance-based compensation plan.

The revisions address the guidelines for the current salary schedule (“Grandfathered” Salary schedule) and the Performance-based compensation plan (“Pay for Performance” plan). *See underlined language.* The Handbook provides employment action guidelines for salary administration of both plans and enables the School District to recruit and retain talented staff.

Cost: There is no financial impact to the District.