

INSTRUCTIONAL STAFF

LWCS BP# 2024-004

TITLE: COMPENSATION

POLICY:

Salaries of all instructional staff members shall be determined by the Board and shall be authorized by the annual salary schedule adopted by the Board upon the recommendation of the Superintendent.

Per statutory requirements, a portion of each employee's compensation paid pursuant to the Board-adopted salary schedule shall be based, as required by State law, on demonstrated performance that is evaluated in accordance with State law. The portion of the salary that is based on performance shall be so indicated on the salary schedule recommended by the Superintendent.

In addition, the prior teaching experience of a person who has been designated State Teacher of the Year by any state in the United States and prior professional experience in the field of education gained in position in addition to District-level instructional and administrative positions must be considered.

In setting a salary schedule for instructional staff members, the Board may not use advanced degrees for instructional staff members hired on or after July 1, 2011, unless the advanced degree is held in the individual's area of certification and is only a salary supplement.

Further, pursuant to statutory requirements and subject to negotiation, the adopted salary schedule shall provide differentiated pay based on LWCS-determined factors, including the following:

- A. additional responsibilities;
- B. school demographics;
- C. critical shortage areas; and
- D. level of job performance difficulties.

The portion of the salary that is based on LWCS-determined factors shall be so indicated on the salary schedule recommended by the Superintendent.

As provided by law, annual salary adjustments become part of the instructional staff member's permanent base salary.

In addition to the annual salary adjustments described above, the Board shall also award salary supplements that are annual additions to the instructional staff member's

salary. Salary supplements shall be paid for the following activities:

- A. assignment to a Title I eligible school;
- B. assignment to a school in the bottom two (2) categories of the school improvement system established by State law such that the supplement remains in force for one (1) year following improved performance in the school;
- C. certification and teaching in the critical teacher shortage areas identified by the State Board of Education, and/or the LWCS School Board;
- D. assignment of additional academic responsibilities.

Any salary adjustments or supplements that would constitute bonuses must be based on work performance. The determination of such a bonus must include a process that describes performance standards and an evaluation process consistent with bp#2024-004. All employees eligible for such a bonus will be notified before the beginning of the evaluation period on which the bonus is to be based.

SPECIFIC AUTHORITY:

F.A.C. 6A-1.052, Salary Schedules to be Adopted for All Personnel

F.S. 1012.34, 1012.56

F.S. 215.425, 1001.42, 1001.43, 1011.60, 1012.22, 1012.32, 1012.33, 1012.335

ADOPTED: 2/16/2024