

1410 - ADMINISTRATIVE SALARY

The base salary of all administrators shall be determined by the School Board and shall be authorized by the following salary schedules adopted by the Board on the recommendation of the Superintendent:

- A. the annual salary schedule for District-based administrators;
- B. the performance salary schedule for school administrators.

If budget constraints in any given year limit the Board's ability to fully fund all adopted salary schedules, the performance salary schedule shall not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the District.

Annual Salary Schedule for District-Based Administrators

The annual salary schedule for District-based administrators shall be used as the basis for paying administrators classified as District-based instructional administrators and District-based non-instructional administrators. For purposes of this salary schedule District-based instructional administrators include assistant, associate, or deputy superintendents and directors of major instructional areas, such as curriculum, Federal programs such as Title I, specialized instructional program areas such as exceptional student education, career education, and similar areas, and non-instructional administrators include assistant, associate, or deputy superintendents and directors of major non-instructional areas, such as personnel, construction, facilities, transportation, data processing, and finance.

~~The annual salary schedule shall provide for a cost of living adjustment that does not discriminate among staff members based on the salary schedule under which they are compensated and does not exceed fifty percent (50%) of the annual adjustment provided to instructional personnel rated as effective or highly effective.~~

Grandfathered Salary Schedule for School Administrators

~~The grandfathered salary schedule shall be used as the basis for paying school administrators hired before July 1, 2014. For purposes of this salary schedule, "school administrators" include school principals; school directors who are staff members performing the assigned activities as the administrative head of a school; career center directors; and, assistant principals.~~

~~The grandfathered salary schedule for school administrators shall base a portion of the school administrator's salary on demonstrated performance as evaluated in accordance with State law and Policy 1220, *Evaluation of Administrative Personnel*.~~

~~The grandfathered salary schedule for school administrators shall provide differentiated pay that is based upon the following District determined factors:~~

- A. ~~additional responsibilities;~~

~~By _____ (date), upon the recommendation of the Superintendent, the Board shall approve a list of additional responsibilities for which school administrators shall receive differentiated pay.~~

~~By _____ (date), the _____ (title) shall submit to the Superintendent a list of school administrators who are assigned one (1) or more of the additional responsibilities approved by the Board for the current school year.~~

~~By _____ (date), the Superintendent will authorize payment of the salary adjustment specified in the Board adopted salary schedule to the school administrators who are assigned additional responsibilities.~~

~~At a subsequent regular meeting of the Board, the list of school administrators who will receive this salary adjustment shall be provided to the Board members.~~

- B. ~~school demographics;~~

By _____ (date), upon the recommendation of the Superintendent, the Board shall approve a list of school demographics for which school administrators shall receive differentiated pay.

By _____ (date), the _____ (title) shall submit to the Superintendent a list of school administrators who are assigned to schools that have the demographics that were approved by the Board for the current school year.

By _____ (date), the Superintendent will authorize payment of the amount specified in the Board adopted salary schedule as a salary adjustment for assignment to a school that has the demographics listed above.

At a subsequent regular meeting the Board, the list of school administrators who will receive this salary adjustment shall be provided to the Board members.

C. critical shortage/high demand teacher needs areas;

By _____ (date), the _____ (title) shall submit to the Superintendent a list of school administrators assigned to positions that have been identified as critical shortage/high-demand teacher needs areas by the State Board of Education or District.

By _____ (date), the Superintendent will authorize payment of the amount specified in the Board adopted salary schedule as a salary adjustment for the compensation of the school administrators assigned in critical shortage/high demand teacher needs areas.

At a subsequent regular meeting of the Board, the list of school administrators who will receive this adjustment shall be provided to the Board members.

D. level of job performance difficulties;

By _____ (date), upon the recommendation of the Superintendent, the Board shall approve a list of job performance difficulties for which school administrators shall receive differentiated pay.

By _____ (date), the _____ (title) shall submit to the Superintendent a list of staff members whose assignment is characterized by the job performance difficulties that were approved by the Board for the current school year.

By _____ (date), the Superintendent will authorize payment of the amount specified in the adopted salary schedule as a salary adjustment to the school administrators eligible as a result of these job performance difficulties inherent in their assignment.

At a subsequent regular meeting of the Board, the list of school administrators who will receive this adjustment shall be provided to the Board members.

The annual grandfathered salary schedule for school administrators shall provide for a cost of living adjustment that does not discriminate among staff members based on the salary schedule under which they are compensated and does not exceed fifty percent (50%) of the annual adjustment provided to instructional personnel rated as effective or highly effective.

As provided by law, these annual salary adjustments become part of the school-based administrator's base salary for the next school year.

In setting the salary schedule for school administrators, the Board shall include an adjustment for advanced degrees earned if the degree is held in the school administrator's area of certification.

Performance Salary Schedule for School Administrators

Beginning July 1, 2014, school administrators new to the District, returning to the ~~district~~ District after a break in service without an authorized leave of absence, or appointed for the first time to a school-based administrative position in the District shall be placed on the performance salary schedule. After receiving a

recommendation from the Superintendent, the Board shall establish the base salary for these school-based administrators.

A. Salary Adjustments

The annual salary adjustment under the performance salary schedule for a school-based administrator rated as highly effective must be greater than the highest annual salary adjustment available to a school-based administrator of the same classification through any other salary schedule adopted by the District.

The annual salary adjustment under the performance salary schedule for a school-based administrator rated as effective must be equal to at least fifty percent (50%), and no more than seventy-five percent (75%), of the annual adjustment provided for a highly effective school-based administrator of the same classification.

The performance salary schedule shall not provide an annual salary adjustment for a school-based administrator who receives a rating other than highly effective or effective for the year.

Cost of Living Adjustment

~~This cost of living adjustment shall not discriminate among staff members based on the salary schedule under which they are compensated and shall not exceed fifty percent (50%) of the annual adjustment provided to instructional personnel rated as effective or highly effective.~~

B. Salary Supplements

~~In addition to the annual salary adjustments described above, the Board shall also award salary supplements that are annual additions to the school based administrator's salary. Salary supplements shall be paid for the following activities:~~

1. ~~assignment to a Title I eligible school;~~

~~By _____ (date), the _____ (title) will submit to the Superintendent a list of school based administrators who are assigned to a Title I school.~~

~~The Superintendent will authorize payment of the supplement specified in the performance salary schedule for school based administrators for assignment to a Title I school.~~

~~At a subsequent regular meeting of the Board, the list of administrators who will receive this supplement shall be provided to the Board members.~~

2. ~~assignment to a school that received an "F" or three (3) consecutive grades of "D" pursuant to the school grading system established by State law;~~

~~By _____ (date), the _____ (title) will submit to the Superintendent a list of administrators who were assigned to a school that improved by at least one grade level for the previous school year.~~

~~The Superintendent will authorize payment of the supplement specified in the performance salary schedule for school based administrators for one (1) year following improved performance in the school regardless of whether or not the administrator is assigned to the school that improved for the current school year.~~

~~At a subsequent regular meeting of the Board, the list of administrators who will receive this supplement shall be provided to the Board members.~~

3. ~~certification and teaching in the critical teacher shortage/high demand teacher needs areas identified by the State Board of Education and/or District pursuant to State law;~~

~~By _____ (date), the _____ (title) shall submit to the Superintendent a list of school based administrators assigned to positions that have been identified as critical shortage/high demand teacher needs areas by the State Board of Education or District.~~

~~By _____ (date), the Superintendent will authorize payment of the supplement~~

~~specified in the performance salary schedule for school based administrators for the school based administrators assigned in critical shortage/high demand teacher needs areas.~~

~~At a subsequent regular meeting, the list of staff members who will receive this supplement shall be provided to the Board members.~~

4. ~~assignment of additional academic responsibilities.~~

~~By _____ (date), the _____ (title) shall submit to the Superintendent a list of school based administrators assigned additional academic responsibilities.~~

~~By _____ (date), the Superintendent will authorize payment of the supplement specified in the performance salary schedule for the school based administrators assigned additional academic responsibilities. At a subsequent regular meeting, the list of school based administrators who will receive this supplement shall be provided to the Board.~~

5. ~~C. (1) In setting the salary schedule for school administrators, the Board shall include an adjustment for advanced degrees earned if the degree is held in the school administrator's area of certification.~~

[OPTIONAL]

[X] Credit for Previous Experience

The salary established for District administrators and the base salary established for school administrators under the performance salary schedule will include a credit for previous experience in a position with similar responsibilities, as follows:

- A. The minimum time that will be recognized as a year of service is full-time actual service rendered for more than one-half (1/2) of the number of days or more than one-half (1/2) of the number of hours for the normal contractual period of service for the position held. In determining such service, sick leave and paid holidays shall be counted, but all other types of leave and holidays will be excluded.
- B. Credit for service in another state or as otherwise allowed under the adopted salary schedule shall be determined by using the minimum service required in this District for a comparable position.
- C. Transfer of previous experience in a position with similar responsibilities:
 1. will include all previous experience with this District;
 2. may not exceed twenty (20) years of experience from other employers;
 3. must have been earned in a position that contributed to a State retirement system or at a school that was, at the time the experience was earned, fully accredited by one (1) of the six (6) regional accrediting bodies listed below:
 - a. Southern Association of Colleges and Schools
 - b. Western Association of Schools and Colleges
 - c. Northwest Association of Accredited Schools
 - d. North Central Association of Colleges and Schools
 - e. New England Association of Schools and Colleges
 - f. Middle States Association of Colleges and Schools
- D. An employee who claims credit for previous experience must complete and submit the Experience Verification Form (Form 1410 F1) within the first fourteen (14) days of employment, in order to receive credit for years of service.

[END OF OPTION]

Bonuses or Severance Pay

Any salary adjustments or supplements that would constitute bonuses must be based upon work performance. The determination of such bonus must include a process that describes performance standards and an evaluation process consistent with Policy 1220, Evaluation of Administrative Personnel. 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.

If the Board provides a bonus and/or severance pay to administrative staff that is not included in the employment contract, the bonus and/or severance pay shall strictly comply with the provisions of F.S. 215.425 that pertain to such bonuses and/or severance pay.

H, as follows:

- A. ~~Any bonus scheme must be based on the award of a bonus on work performance, describe the performance standards and evaluation process by which a bonus will be awarded, notify all administrative personnel of the bonus policy before the beginning of the evaluation period on which a bonus will be based, and consider all administrative personnel for the bonus.~~
- B. ~~On or after July 1, 2011, an administrator may receive severance pay that is not provided for in a contract or employment agreement if the severance pay represents the settlement of an employment dispute. Such severance pay may not exceed an amount greater than six (6) weeks of compensation. The settlement may not include provisions that limit the ability of any party to the settlement to discuss the dispute or settlement.~~