

Performance-Based Pay

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K-12 Chancellor

Florida Statutes - S. 1012.22

- The district school board must
 - ...base a portion of each employee's compensation on performance demonstrated under s.1012.34
 - ...adopt a performance pay policy for administrators and instructional personnel so that adopted salary schedule allows each one who demonstrates outstanding performance under 1012.34 to earn an additional 5% in addition to their individual negotiated salary

Florida Statutes - S. 1012.22

- The Commissioner shall
 - ..determine whether a district's salary schedule complies with performance-based pay requirements
 - ...withhold disbursement from the Educational Enhancement Trust Fund from districts who fail to comply, until compliance is reached

Florida Statutes – S. 1012.34

- The DOE must approve each district's instructional personnel system
- Such assessment procedures must be primarily based on the performance of students assigned to their classrooms or schools, as appropriate
- The State Board shall adopt rules that establish uniform guidelines for ...approval of personnel assessment systems that include criteria for evaluating professional performance

Rule 6B-4.010, FAC

- Adopted prior to revision of School Code and 1012.22, FS
- Outlines general procedures for submission and approval of assessment systems
- Does not address performance-based pay criteria

Current Status

- **District plans last reviewed in 2000 under 1012.34/6B-4.010**
 - All districts determined to be in compliance at the time
 - Plans do not address each employee's compensation being based in part on student performance (1012.22)
- **Districts have submitted separate compliance reports for 5% outstanding requirement for performance-based pay (1012.22)**
 - Plans meet letter of the law, but not the intent

Performance Pay Telephone Survey

2002-03

2003-04

2004-05

Instruct.

Admin.

Instruct.

Admin.

Instruct.

Admin.

13,117,611.06

2,319,262.81

10,975,491.79

1,564,494.35

2,966,180.05

770,550.38

Three Year Total Bonuses Reported

31,713,590.44

Performance Pay 2003-04 – Possible vs. Actual Payouts

- Instructional:
 - Possible: 37,575,576.04
 - Actual: 10,975,491.79
- Administrative:
 - Possible: 4,246,718.53
 - Actual: 1,564,494.35

Implementation Issues

- Requiring an application (i.e., participation is optional) to receive performance pay
- Requiring National Board Certification to receive performance pay
- “Standardizing” local assessments for teachers of subjects not tested statewide

Next Steps - Target Completion by 2006-07 School Year

1. Revise Rule 6B-4.010
 - Minimum 5-month period to advertise rule development, collect public input, advertise draft text, bring before SBOE for possible adoption
2. DOE provides Technical Assistance to districts on Revised Rule; districts revise plans/re-negotiate contracts
3. DOE calls for and approves revised district plans (not salary schedules)
4. Monitor implementation