

Appendix B

School Board of Gilchrist County 2006-07

Performance Based Pay for School Level Administrative Team Members

Individual/Team Bonuses

Performance Rating	Score Range	Incentive Pay		
		Principal	Assistant Principal	Administrative Assistant and Dean
Individual Awards Outstanding (Individual Award) *		5%	5%	5%
Team Awards				
Highly Effective	94 - 100	1,500	1,000	1,000
Very Effective	86 - 93	1,000	750	750
Effective	74 - 85			
Needs Improvement	64 - 73			
Unsatisfactory	0 - 63			

School Grade Bonuses

School Grade	Performance Grade	Incentive Pay		
		Principal	Assistant Principal	Administrative Assistant and Dean
A	Outstanding, Highly Effective, or Very Effective	1,500	1,000	1,000
B	Outstanding, Highly Effective, or Very Effective	1,000	800	800

In order to be eligible for the 5% performance bonus, the following criteria must be met:

- 1 Must have earned an "A" grade from the State
- 2 Must have team score of "Highly Effective"
- 3 Must successfully complete a pre-approved school/district project
- 4 Must have a "Highly Effective" individual performance score

* Any School Level Administrator receiving an individual performance bonus would not be eligible for the team bonus. They would still be eligible for the School Grade Bonus.