

# NBU - Variable Pay

## Advanced Degree / Certification Pay \*

Full-time employees are eligible for Advanced Degree / Certification pay based on the following schedule, to be paid out over the entire year in equal increments per payroll. The degrees must be related to the employee's current job assignment or a future job assignment to which the employee aspires. When the degree is required (as outlined in the job description), supplements are not provided. Employees are entitled to the full amount of the supplement, which shall not be reduced for lesser duty day assignments.

<u>Principals &amp; Asst Principals</u>		<u>Staff Assoc</u>	
Doctorate	\$2,500	Doctorate	\$5,000
Double Master's	\$900	Double Master's	\$3,400
Specialist	\$900	Specialist	\$3,400
		Master's	\$2,500
<u>Miscellaneous **</u>		<u>Confidential ***</u>	
Doctorate	\$5,000	Doctorate	\$5,000
Double Master's	\$3,400	Double Master's	\$3,400
Specialist	\$3,400	Specialist	\$3,400
Master's	\$2,500	Master's	\$2,500
Bachelor's	\$1,500	Bachelor's	\$1,500
Associate's	\$1,000	Associate's	\$1,000
		Prof Secretary (CPS)	\$600

\* NBU staff in jobs requiring a Master's receive the difference between Master's supplement and degree held.

\*\* Effective 11/2008 Miscellaneous Food Service Staff no longer have a separate advanced degree pay program. Excepting those grandfathered under past program, SFS now participates in the NBU program outlined herein.

\*\*\* Confidential staff may also apply for an AESOP EIA award for levels I, II or III if eligible. (See AESOP rules.)

<u>Job's Degree Requirement:</u>	<u>Doctor</u>	<u>Spec</u>	<u>2 Masters</u>	<u>Master</u>	<u>Bach</u>	<u>Assoc</u>	<u>HS</u>
<b>Principal - Master</b>	\$2,500	\$900	\$900	x	x	x	x
<b>Asst Principal - Master</b>	\$2,500	\$900	\$900	x	x	x	x
<b>Staff - Master</b>	\$2,500	\$900	\$900	x	x	x	x
<b>Staff - Bachelor</b>	\$5,000	\$3,400	\$3,400	\$2,500	x	x	x
<b>Misc - Bachelor</b>	\$5,000	\$3,400	\$3,400	\$2,500	x	x	x
<b>Misc - Associate</b>	\$5,000	\$3,400	\$3,400	\$2,500	\$500	x	x
<b>Misc - HS or GED</b>	\$5,000	\$3,400	\$3,400	\$2,500	\$1,500	\$1,000	x
<b>Confidential</b>	\$5,000	\$3,400	\$3,400	\$2,500	\$1,500	\$1,000	x

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## Attendance Incentive - C

An additional \$1.00 per hour shall be provided for each month a Confidential employee does not use any sick or personal leave during that month for any reason. Employees are eligible for this incentive beginning the 1st day of their 2nd year of consecutive employment with the District.

An exception to this requirement is in the event the employee is absent for purposes of bereavement. Employees shall not have their Attendance Incentive pay penalized due to absence for bereavement. Incentive is paid out in the month immediately following the month in which the incentive pay is earned.

## Glades Supplement (P,I)

Principals and Assistant Principals assigned to the Glades receive a supplement of \$20 per day.

## Complexity - Principals

The District provides performance based compensation to Principals. The components that make up the total wages for these positions are:

29%	Experience (Years as a Principal in or out of the District)
20%	Complexity (Size, Poverty Level of Students, Activities)
10%	Performance (TBD by Staff Dev./Research & Evaluation)
59%	

These 3 variables determine 59% of the placement of the employee within their pay level.

The *Complexity* component provides for higher compensation for Administrators managing larger schools, higher population free/reduced lunch students, and organized activities. Employees receive extra pay for the Complexity assignment of the school where they work. Measures are used to establish a Complexity level for each school (between level 1 and 6).

**Measure of Complexity:** (Up to 230 Basis Points)

School Size			(Up to 60 pts.)
Ranges	Enrollment Range		Points
1	0	500	0
2	501	1000	10
3	1001	1500	20
4	1501	2000	30
5	2001	2500	40
6	2501	3000	50
7	3001	3500	60

### Elementary Schools

% of Free/Reduced Lunch			(Up to 60 pts.)
Ranges	Percentage Range		Points
1	0	10%	0
2	11%	30%	12
3	31%	50%	24
4	51%	70%	36
5	71%	90%	48
6	91%	100%	60

# NBU - Variable Pay

## Middle Schools

% of Free/Reduced Lunch (Up to 60 pts.)			
Ranges	Percentage Range		Points
1	0	10%	0
2	11%	20%	12
3	21%	40%	24
4	41%	60%	36
5	61%	80%	48
6	81%	100%	60

## High Schools

% of Free/Reduced Lunch (Up to 60 pts.)			
Ranges	Percentage Range		Points
1	0	5%	0
2	6%	10%	12
3	11%	20%	24
4	21%	30%	36
5	31%	40%	48
6	41%	100%	60

## Extra-curricular Activities

Level	Up to 110 Points
Elementary	0
Middle School	25
High School	100
Adult Educ	10

## Complexity Score Based on Total Points

Group	Points Range		Salary Adj.
1	0	40	0%
2	41	80	5%
3	81	120	10%
4	121	150	15%
5	151	199	20%
6	200+		25%

Complexity Group - Pay is Additional % to Base* of \$ 84,048					
Complexity Assignment Level of 1 thru 6					
1	2	3	4	5	6
0%	5%	10%	15%	20%	25%
\$0	\$4,202	\$8,405	\$12,607	\$16,810	\$21,012

\* Base does not include any supplements

## Example Calculation of a Principal's Complexity Calculation Assignment:

	Points
Principal John Smith is assigned to a high school with an October FTE count of 2200.	40
28% of the students in Principal Smith's school are eligible for free/reduced lunch.	36
For the extra-curricular category, Principal Smith is assigned to a high school.	100
<b>Total Score:</b>	<b>176</b>

Principal Smith is assigned Complexity score of 5 and is eligible for 20% additional salary.

Principal Smith's Base + Complexity Pay: \$81,600 + \$16,320 = \$97,920 (before supplements)

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## Complexity - Assistant Principals (Elem, Mid, High)

The District also provides performance based compensation to Assistant Principals.

The components that make up the total wages for these positions are:

29%	Experience (Years as an Asst Principal in or out of the District)
20%	Complexity (Size, Poverty Level of Students, Activities)
10%	Performance (Learning Gains as determined by Research & Evaluation)
59%	

The *Complexity* component provides for higher compensation for Administrators managing larger schools, higher population free/reduced lunch students, and organized activities.

Employees receive extra pay for the Complexity assignment of the school where they work.

Measures are used to establish a Complexity level for each school (between level 1 and 5).

**Measure of Complexity:** (Up to 200 Basis Points)

School Size (Up to 40 pts.)			
Ranges	Enrollment Range		Points
1	0	400	0
2	401	500	6
3	501	600	12
4	601	700	18
5	701	800	24
6	801	900	30
7	901	up	40

### Elementary Schools

% of Free/Reduced Lunch (Up to 80 pts.)			
Ranges	Percentage Range		Points
1	0	10%	0
2	11%	30%	16
3	31%	50%	32
4	51%	70%	48
5	71%	90%	64
6	91%	100%	80

### Middle Schools

% of Free/Reduced Lunch (Up to 80 pts.)			
Ranges	Percentage Range		Points
1	0	10%	0
2	11%	20%	16
3	21%	40%	32
4	41%	60%	48
5	61%	80%	64
6	81%	100%	80

### High Schools

% of Free/Reduced Lunch (Up to 80 pts.)			
Ranges	Percentage Range		Points
1	0	5%	0
2	6%	10%	16
3	11%	20%	32
4	21%	30%	48
5	31%	40%	64
6	41%	100%	80

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Extra-curricular Activities		Complexity Score Based on Total Points			
Level	Up to 80 Points	Group	Points Range		Salary Adj.
Elementary	0	1	0	40	0%
Middle School	40	2	41	80	5%
High School	80	3	81	120	10%
		4	121	150	15%
		5	151	200	20%

Complexity Group - Pay is Additional % to Base*				
Complexity Assignment Level				
1	2	3	4	5
0%	5%	10%	15%	20%
\$0	\$3,152	\$6,304	\$9,455	\$12,607

\* Base does not include any supplements

## Example Calculation of as Asst Principal's Complexity Calculation Assignment:

	Points
Asst Principal Jane Smith is assigned to a high school with October FTE count of 2200.	40
28% of the students in Asst Principal Smith's school are eligible for free/reduced lunch.	48
For the extra-curricular category, Asst Principal Smith is assigned to a high school.	80
<b>Total Score:</b>	<b>168</b>

Asst Principal Smith is assigned Complexity score of 5 and is eligible for 20% salary adjustment.  
 Asst Principal Smith is assigned to a 216 Duty Day Contract, with a base salary level of \$61,200.  
 Asst Principal Smith's Base + Complexity: \$61,200 + \$12,240 = \$73,440 (before supplements)

## Complexity - Assistant Principals (Adult Education / Community School)

The District further differentiates and provides performance based compensation to Assistant Principals assigned to Adult Education / Community Schools. The performance components of Adult Education / Community Schools differ from the Elem, Mid, High School complexity formula. The components are based on performance aptitudes specific to these types of schools:

### Component

- A** LCP Literacy Completion Points
- B** OCP Occupational Completion Points
- C** R Registration Points for Community Activities
- D** L Leasing Points for Facility Leasing Activities

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## Component A of Complexity Calculation

LCP Points - K-12 Students			
Group	Point Range		Points
1	0	75	40
2	76	150	48
3	151	225	56
4	226	300	64
5	301	375	72
6	376	and up	80

## Component B of Complexity Calculation

LCP Points - Adult Students			
Group	Point Range		Points
1	0	900	0
2	901	1,800	10
3	1,801	2,700	20
4	2,701	3,600	30
5	3,601	4,500	40
6	4,501	5,400	50
7	5,401	and up	60

## Component C of Complexity Calculation

Registration Points			
Group	Point Range		Points
1	0	400	0
2	401	800	8
3	801	1,200	16
4	1,201	1,600	24
5	1,601	2,000	32
6	2,001	and up	40

## Component D of Complexity Calculation

Lease Points			
Group	Point Range		Points
1	\$0	\$16,000	0
2	\$16,001	\$32,000	5
3	\$32,001	\$48,000	10
4	\$48,001	\$64,000	15
5	\$64,001	and up	20

Overall Complexity Scoring				
(aggregate of components)			Complexity Value	
Group	Point Range		(% of Base 216 contract)	
1	0	40	0.00%	\$0
2	41	80	5.00%	\$3,152
3	81	120	10.00%	\$6,304
4	121	160	15.00%	\$9,455
5	161	200	20.00%	\$12,607

## Outstanding Performance - Student Gains State Mandate (P,I)

Each Principal / AP may earn a supplement equal to five percent (5%) of his/her base salary for the school year in which the employee demonstrates outstanding performance. The supplement is considered a one-time payment and is not considered part of an employee's base pay.

## NBU - Variable Pay

- 1) FCAT - Florida Comprehensive Assessment Test will be used to determine eligibility for the 5%. All schools are assigned to a level: Elementary K-5, Middle School 6-8, or High School 9-12. If a school is combined, the school will be assigned to the level in which it has the most students.
  - a. Schools are ranked in descending order by % of students eligible for free/reduced lunch.
  - b. The rank order is then subdivided by 10 to create 10 sub-groups, rounding the quotient up if the remainder is (.5) or higher and rounding down if the remainder is (.4) or lower.
  - c. Dept of Research & Evaluations provides a list of the % of learning gains made by the **lowest 25% of students in reading** as determined by the FCAT for each school. In each sub-group, one school with the highest % of learning gains in reading will be considered one of the highest performing schools for purposes of Performance Pay.
  
- 2) Eligibility of Schools and Data Information
  - a. Only schools that receive learning gain scores for the lowest 25% of students in reading on the *School Accountability Report* are eligible for the Performance Pay Plan.
  - b. Charter schools and their employees are not eligible to participate.
  - c. Schools without FCAT scores (K-2) that send all of their students to a single receiving school will be assigned the FCAT results that were earned by the receiving school.
  - d. All data utilized will be derived from the GOLD REPORT and other official State Dept of Education Reports as determined by the Dept of Research & Evaluation.
  
- 3) Each active full-time Principal / AP in a school that is a Highest Performing School will be eligible to receive the 5% pay supplement. (Must have been active from Oct through Feb FTE counts.) Principals that were administratively removed (not a voluntary move) or were on an approved leave of absence will remain eligible if s/he was assigned active status for at least 90 student attendance days at the eligible school.

## VPK (Voluntary Pre-Kindergarten)

Summer School Assistant Principals receive a flat rate of \$7000 if working in an Elementary or Middle School. For service in a High School, this rate is \$8500. If the school is designated as an Elementary SVPre-K, and the Assistant Principal works the entire summer session, then the pay rate is \$12,500.

This incentive is paid twice: 1) First payment after completion of the third week of the summer session; 2) Second payment paid out the last week before the end of the summer session.