

Personnel Management and Services
Magaly C. Abrahante, Chief Personnel Officer

SUBJECT: REQUEST FOR APPROVAL OF MIAMI-DADE COUNTY PUBLIC SCHOOLS' PERFORMANCE-BASED PAY POLICY FRAMEWORK AND AUTHORIZATION FOR THE SUPERINTENDENT TO CERTIFY COMPLIANCE WITH SECTION 230.23(5)(c), FLORIDA STATUTES, AND DEVELOP THE DISTRICT'S PERFORMANCE-BASED PAY IMPLEMENTATION PLAN FOR INSTRUCTIONAL PERSONNEL AND SCHOOL ADMINISTRATORS

Section 230.23(5)(c), Florida Statutes, requires that each district school board include in its adopted budget a reserve to fully fund an additional five percent supplement for school administrators and instructional personnel who demonstrate outstanding performance. Districts have the full responsibility of designating the criteria for determining outstanding performance for teachers and school administrators.

The district's performance pay policy must allow school administrators and instructional personnel to earn a five percent supplement in addition to their individual, negotiated salary. Section 230.23(5)(c), Florida Statutes, also requires the Commissioner of Education to determine district compliance with the provisions for performance-based pay from the adopted salary schedule. Therefore, the adopted salary schedule submitted to the State of Florida Department of Education following the settlement of negotiations must reflect the funds reserved for performance supplements.

Miami-Dade County Public Schools, in collaboration with the United Teachers of Dade and the Dade Association of School Administrators, has developed a policy framework for the implementation of a performance-based compensation plan for instructional personnel and school administrators. In keeping with Section 230.23(5)(c), Florida Statutes, the policy framework bases a portion of each employee's compensation on performance demonstrated under Section 231.29, Florida Statutes, and allows instructional personnel and school administrators who demonstrate outstanding performance to earn an additional five percent supplement to their individual, negotiated salary.

The Miami-Dade County Public Schools' Performance-based Pay Policy Framework addresses performance-based compensation for instructional personnel by establishing a process on a voluntary basis intended to identify "outstanding employee performance." The framework assesses performance in three areas:

1. Evaluation of teaching and learning that meets standards of the state-approved Professional Assessment and Comprehensive Evaluation System (PACES);

2. Educational, Professional Development, and Leadership activities (e.g., participation on Educational Excellence School Advisory Committees, possession of National Board Certification, completion of a teacher portfolio); and
3. School-wide student performance as demonstrated through annual learning gains.

The Miami-Dade County Public Schools' Performance-based Pay Policy Framework for school administrators addresses performance-based compensation by establishing a process on a voluntary basis intended to identify "outstanding employee performance." The framework assesses performance in two areas:

1. Assessment of administrative performance through the use of the Performance Appraisal Instrument for managerial exempt personnel; and
2. Completion of a process that documents administrative performance in six domains:
 - a. Improvement of student learning;
 - b. Improvement of school climate and performance;
 - c. Financial management and fiscal responsibility;
 - d. Diversity efforts;
 - e. Documentation of addressing and solving a high-priority school-site problem aligned with Performance Appraisal Job Targets; and
 - f. Professional growth.

Section 230.23(5)(c), Florida Statutes, requires the Superintendent of Schools to certify that the District has developed a performance-based pay policy for the 2002-2003 fiscal year. Additionally, the Superintendent is required to certify that supplements for outstanding performance of instructional personnel and school administrators will be reflected in the adopted salary schedule and adopted budget, and will be expended or accrued for expenditure in 2002-2003.

The Superintendent and staff, in collaboration with the United Teachers of Dade and the Dade Association of School Administrators, will develop the Performance-based Pay Implementation Plan for Instructional Personnel and School Administrators during the Summer of 2002, for implementation in the Fall of 2002. During this process input will be sought from parents, teachers and representatives from the business community.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. approve the Performance-based-Pay Policy Framework for Instructional Personnel and School Administrators;
2. authorize the Superintendent to submit the required Performance-based Pay Certification to the Florida Department of Education by June 30, 2002;
3. authorize the Superintendent to collectively bargain the Miami-Dade County Public Schools' Performance-based Pay Policy for Instructional Personnel with the United Teachers of Dade; and
4. authorize the Superintendent to initiate rulemaking proceedings in accordance with the Administrative Procedure Act to amend School Board Rule 6Gx13- 4D-1.022, Manual of Procedures for Managerial Exempt Personnel, to include the Miami-Dade County Public Schools' Performance-based Pay Policy for School Administrators.

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