

The School Board of Gadsden County

Bylaws & Policies

Unless a specific policy has been amended and the date of the policy was revised is noted at the bottom of that policy, the bylaws and policies of The School Board of Gadsden County were adopted on June 25, 2013, and were in effect beginning June 26, 2013.

1410 - COMPENSATION

Salaries of all administrators shall be determined by the School Board and shall be authorized by the annual salary schedule adopted by the Board upon the recommendation of the Superintendent.

Per statutory requirements, a portion of each employee's compensation paid pursuant to the Board-adopted salary schedule shall be based on demonstrated performance as required by State law and evaluated in accordance with State law and Policy [1220](#). In addition, the prior teaching experience of a person who has been designated State Teacher of the Year by any state in the United States, and prior professional experience in the field of education gains in position in addition to District level instructional and administrative positions must be considered.

Further, pursuant to statutory requirements and subject to negotiation, the adopted salary schedule shall also provide differentiated pay based upon District-determined factors, including the following:

- A. additional responsibilities;
- B. school demographics;
- C. critical shortage areas;
- D. level of job performance difficulties.

Bonuses

Any award of a bonus 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](#). 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.

F.S. 215.425, 1011.60, 1012.22, 1012.34

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