



# FY 2018-19

**Hardee County School Board**

**Performance Pay  
Salary Schedule**

BOARD ACTION

4/17/18  
Approved

## Hardee County School Board Performance Pay Salary Schedule FY 2018-19

The Hardee County Performance Pay Salary Schedule is applicable to instructional personnel as defined in s. 1012.01(2)(a)-(d) excluding substitute teachers and school administrators.

### **Initial Placement:**

Employees who are on annual contract as of July 1, 2014 shall in accordance with applicable statute be placed on the Performance Pay Salary Schedule. Beginning July 1, 2014, instructional personnel new to the district or returning to the district after a break in service without an authorized leave of absence or appointed for the first time shall be placed on the Performance Pay Salary Schedule.

### **Opt In Placement:**

Employees on Continuing Contract or Professional Services Contract as of July 1, 2014 may opt in to the Performance Pay Salary Schedule in accordance with applicable State Statute. The base salary of instructional personnel that opt in to the Performance Pay Salary Schedule shall be the salary paid the prior year, including adjustments only.

### **Initial Salary/Experience Credit:**

Newly employed instructional staff shall receive a \$40,000 starting salary. For each year of documented effective, highly effective, or equivalent ratings on annual evaluations, the employee's starting salary will increase by \$300 per year for up to 15 years.

### **Annual Adjustments:**

Future annual adjustments to the base salary shall be based on performance determined by the final summative Performance Appraisal rating on the Hardee County Teacher Performance Appraisal System as follows:

- Highly Effective – \$800
- Effective - \$600
- Developing/Needs Improvement - \$0
- Unsatisfactory – \$0

All performance pay salary schedule teachers who receive a Highly Effective overall rating for their 2017-18 overall evaluation shall receive \$800 higher salary for 2018-19 than they received in the prior fiscal year. All performance pay salary schedule teachers who receive an Effective overall rating for their 2017-18 overall evaluation shall receive \$600 higher salary for 2018-19 than they received in the prior fiscal year.

### **"Hybrid" Instructional**

Approximately eight instructional employees with prior experience were hired in FY 2012-13 or FY 2013-14, before the District's first performance pay salary schedule. These instructors were paid at rates in line with the District's Grandfathered Salary Schedule; however, they are on annual contract and are considered performance pay instructors. These "hybrid" instructors are eligible for performance appraisal adjustments and are paid at one of the following salaries: \$41,000 \$41,500 \$43,500 \$45,750 \$48,750 \$56,250 \$57,000

### **Salary Supplements to the Performance Pay Salary Schedule:**

Salary Supplements to the Performance Pay Salary Schedule shall be as follows as required by applicable statute:

I – Assignment to a Title I School: The salary supplement for instructional personnel assigned to a Title I school shall be \$50 per year.

II – Assignment to a school that earned a grade of "F" or three consecutive grades of "D": The salary supplement for instructional assigned to a school that earned a grade of "F" or three consecutive grades of "D" shall be \$100.

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III - Certification and teaching in critical shortage areas: The supplement for instructional staff so assigned shall be the same as that specified in Article 12 Section 5 Paragraph D.

IV - Assignment of additional academic duties: The supplement for assignment of additional duties shall be those specified in the "grandfathered" Salary Schedule.

V- Supplements for vocational agriculture teacher- Sr. High (\$4,383), vocational agriculture teacher- Jr. High (\$2,192), guidance counselor (\$2,489), speech therapist (\$4,190), occupational therapist (\$4,190) and annex teacher (\$4,977) are paid semi-monthly.

VI- Supplements for master's degree (\$3,362), specialist degree (\$3,780) and doctorate degree (\$4,199) are paid semi-monthly provided that the advanced degree is held in the individual's area of certification as specified in Section 1012.22, Florida Statutes.

### **Additions for Longer Work Year or Day**

Senior High guidance counselors, school psychologists and other designated instructional positions are 11 month, 223 days, 7.5 hours per day. An 11-month employee's salary (not supplements) is increased by 13.78%.

Deans are 10 month, 196 days, 8 hours per day. A dean's salary (not supplements) is increased by 6.67%.

### **Benefits**

Benefits include Board contributions toward insurance, Florida Retirement System, FICA/ Medicare, and sick leave.

### **Short-Term Contract**

A substitute teacher may be granted a short-term contract by the Hardee County School Board upon recommendation of the Superintendent, under certain conditions:

- The substitute is assigned all of the duties and responsibilities associated with a specific teaching position, for a minimum of 30 consecutive working days.
- The substitute must hold at least a bachelor's degree. A valid teaching certificate is preferred.
- The substitute will be paid \$16 per hour or \$120 per day.
- The substitute is not eligible for health insurance. After six months in the same position, the substitute teacher on short-term contract is eligible for retirement benefits.

### **Signing Bonus**

In order to recruit instructional staff, signing bonuses will be awarded to each beginning instructional staff member who is a first-time employee of Hardee County School Board. A new instructional staff member who begins working in August and has a Florida Professional Certificate in an appropriate subject area (in field) will receive a \$1,000 bonus in two payments of \$500.

A new instructional staff member who begins working in September or later and has a Florida Professional Certificate in an appropriate subject area (in field) will receive the bonus, prorated to the number of work days divided by 196. If a new instructional staff member does not complete one full year of employment with the School Board, the instructional staff member shall reimburse the School Board a pro-rata share of the signing bonus for the unfulfilled remaining days.

A new instructional staff member who is a first-time employee of Hardee County School Board without a Florida Professional Certificate who begins working in August will be awarded a one-time \$500 bonus upon passing the FTCE General Knowledge Test.

A new instructional staff member who is a first-time employee of Hardee County School Board without a Florida Professional Certificate who begins working in September or later will receive the bonus for passing the General

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Knowledge Test, prorated to the number of work days divided by 196. If a new instructional staff member does not complete one full year of employment with the School Board, the instructional staff member shall reimburse the School Board a pro-rata share of the signing bonus for the unfulfilled remaining days.

A new instructional staff member who is a first-time employee of Hardee County School Board without a Florida Professional Certificate who begins working in August will be awarded a one-time \$500 bonus upon passing the FTCE Subject Area Test provided the Subject Area Test is appropriate for the course to which the staff member is assigned.

A new instructional staff member who is a first-time employee of Hardee County School Board without a Florida Professional Certificate who begins working in September or later will receive the bonus for passing the Subject Area Test, prorated to the number of work days divided by 196. If a new instructional staff member does not complete one full year of employment with the School Board, the instructional staff member shall reimburse the School Board a pro-rata share of the signing bonus for the unfulfilled remaining days

**Reading Endorsement Bonus**

Teachers completing and receiving the Reading Endorsement on the teacher’s professional certificate shall receive a one-time bonus of \$1,000 provided that the teacher completed the coursework and received the reading endorsement while employed by the District.

**ROTC Instructors**

ROTC instructors (officer and non-commissioned officer) will be paid equal to their monthly minimum instructor pay (MIP) for 12 months.

**School Administrators**

Beginning July 1, 2014, school administrators new to the district or returning to the district after a break in service without an authorized leave of absence or appointed for the first time as a school administrator shall be placed on the Performance Pay Salary Schedule.

Base salary for new school administrators shall be step 0 amounts specified in the “Grandfathered” salary schedule. Up to three years administrative experience may be rewarded for teaching or related field experience. Increases of \$200 per year will be granted for verified years of administrative experience to a maximum of 17 years. A maximum of ten years will be granted for out-of-state administrative experience.

Future annual adjustments to the base salary shall be based on performance determined by the final summative performance appraisal rating on the Hardee County Principal/ Assistant Principal Performance Appraisal System as follows:

- |                          |                                    |
|--------------------------|------------------------------------|
| Highly Effective – \$300 | Developing/Needs Improvement - \$0 |
| Effective - \$200        | Unsatisfactory – \$0               |