



PERFORMANCE PAY

Volusia County Schools
FALL 2019
(Updated 10/2019)

WHAT IS PERFORMANCE PAY?

1012.22, Florida Statutes requires that “all district school board[s] shall adopt a performance salary schedule that provides annual salary adjustments for instructional personnel and school administrators based upon performance determined under 1012.34.”

“Instructional personnel on an annual contract as of July 1, 2014, shall be placed on the performance pay salary schedule...” 1012.22(4)(a)

TENURED TEACHERS/PERFORMANCE PAY OPT-IN

All teachers who are not annual contract teachers shall be placed on the Grandfathered Salary Schedule.

Any teacher who wishes to move from the Grandfathered Salary Schedule to the Performance Pay Salary Schedule can do so by completing the electronic Opt-In form in ePortal under the Human Resources tab.

- ✓ If the tenured employee opts-in to Performance Pay, he/she relinquishes tenure and becomes an annual contract employee.
- ✓ The decision to opt-in to performance is irrevocable.
- ✓ **Note – you will be placed on the performance pay salary schedule; if you have an eligible advanced degree, you will be paid in accordance with the advanced degree language outlined in the VUE collective bargaining agreement.

PERFORMANCE PAY OPT-IN 2019-20

Opt-in to Performance Pay for tenured teachers occurs between August 13, 2019 and August 23, 2019.

Reminder: Opting-in to Performance Pay is irrevocable.

PERFORMANCE PAY SALARY ADJUSTMENTS

Per 1012.22, Florida Statutes

The annual salary adjustment for an employee on Performance Pay rated as Highly Effective must be greater than the highest annual salary adjustment available to an employee on the Grandfathered Schedule.

The annual salary adjustment for an employee on Performance Pay rated as Effective must be between 50% and 75% of the annual salary adjustment of an employee on Performance Pay rated as Highly Effective.

The Performance Pay salary schedule SHALL NOT provide an annual salary adjustment for an employee who is not rated Effective or Highly Effective.

SALARY ADJUSTMENTS

FOR 2019-20 ONLY:

Salary adjustments** will be determined based on the formula below, solving for x:

$A(1.11x) + B(x) + C(1.34x) + D(10x) = \text{amount of funds negotiated for salary adjustments for fiscal year 2019-20}$

A = Number of teachers on the grandfathered salary schedule (tenured)

B = Number of Annual Contract teachers with a Summative evaluation rating of Effective

C = Number of Annual Contract teachers with a Summative evaluation rating of Highly Effective

D = Total number of teachers

**No teacher who receives a Summative Evaluation rating of Needs Improvement or Unsatisfactory is eligible for a salary adjustment.

PERFORMANCE PAY SALARY ADJUSTMENTS

Solving for x based on the formula on the previous slide means:

- ✓ Teachers on Performance Pay with a summative evaluation rating of Effective are paid on based on the factor of $1x$.
- ✓ Teachers on Performance Pay with a summative evaluation rating of Highly Effective are paid based on the factor of $1.34x$.
- ✓ All teachers, regardless of summative evaluation ratings will receive a Market Rate Adjustment (MRA) paid based on the factor of $10x$.

GRANDFATHERED SALARY ADJUSTMENTS

Solving for x based on the formula on the previous slide means:

- ✓ Teachers on the Grandfathered Salary Schedule with a summative evaluation rating of Effective or Highly Effective are paid on based on the factor of $1.1x$.
- ✓ All teachers, regardless of summative evaluation ratings will receive a Market Rate Adjustment (MRA) paid based on the factor of $10x$.

SAMPLE RAISE COMPUTATION

FOR EXAMPLE ONLY:

If it was determined that there was \$10,000 for raises in Any District Schools with 5,000 teachers, based on the negotiated formula where:

A = 1500 grandfathered (tenured) teachers

B = 2500 annual contract teachers rated Effective

C = 900 annual contract teachers rated Highly Effective

D = 5000 teachers total (100 are rated Needs Improvement/Unsatisfactory)

$$1500(1.1x) + 2500x + 900(1.34x) + 5000(10x) = \$10000$$

$$1650x + 2500x + 1206x + 5000x = 10000$$

$$55356x = 10000$$

$$X = .1806488$$

SAMPLE RAISE COMPUTATION

FOR EXAMPLE ONLY:

If it was determined that there was \$10,000 for raises in Any District Schools with 5,000 teachers, based on the negotiated formula then the increase for each group would be as follows:

Eligible Grandfathered teachers = \$.20

Eligible Annual Contract teachers rated Effective = \$.18

Eligible Annual Contract teachers rated Highly Effective = \$.24

Market Rate Adjustment = \$1.81

PERFORMANCE PAY SALARY ADJUSTMENTS

2019-20 Salary Adjustments 196 Day Contract

- ✓ All teachers, regardless of summative evaluation ratings will receive a Market Rate Adjustment - \$467.
- ✓ Teachers on Performance Pay with a summative evaluation rating of Effective - \$47.
- ✓ Teachers on Performance Pay with a summative evaluation rating of Highly Effective - \$63.
- ✓ Grandfathered Teachers not on Performance Pay with a summative evaluation rating of Effective or Highly Effective - \$51.

PERFORMANCE PAY SALARY ADJUSTMENTS

2019-20 Salary Adjustments 216 Day Contract

- ✓ All teachers, regardless of summative evaluation ratings will receive a Market Rate Adjustment - \$515.
- ✓ Teachers on Performance Pay with a summative evaluation rating of Effective - \$52.
- ✓ Teachers on Performance Pay with a summative evaluation rating of Highly Effective - \$69.
- ✓ Grandfathered Teachers not on Performance Pay with a summative evaluation rating of Effective or Highly Effective - \$56.

PERFORMANCE PAY SALARY ADJUSTMENTS

2019-20 Salary Adjustments 256 Day Contract

- ✓ All teachers, regardless of summative evaluation ratings will receive a Market Rate Adjustment - \$610.
- ✓ Teachers on Performance Pay with a summative evaluation rating of Effective - \$61.
- ✓ Teachers on Performance Pay with a summative evaluation rating of Highly Effective - \$82.
- ✓ Grandfathered Teachers not on Performance Pay with a summative evaluation rating of Effective or Highly Effective - \$67.

VCS Instructional Years of Experience	Supplement
11 years VCS experience	\$100
12 years VCS experience	\$200
13 years VCS experience	\$300
14 years VCS experience	\$400
15 years VCS experience	\$500
16 years VCS experience	\$600
17 years VCS experience	\$700
18 years VCS experience	\$800
19 years VCS experience	\$900
20 years VCS experience	\$1000
21 years VCS experience	\$1,100
22 years VCS experience	\$1,200
23 years VCS experience	\$1,300
24 years VCS experience	\$1,400
25 or more years VCS experience	\$1,500

LONGEVITY SUPPLEMENTS

FREQUENTLY ASKED QUESTIONS

- 1. *What is a Summative Rating?*** – Summative Rating is the evaluation you received in the Volusia System for Empowering Teachers (VSET) evaluation system when your observation score was combined with your Deliberate Practice Score and Value-Added Measurement (VAM) score.
- 2. *When will I know my Summative Rating?*** – Your Summative Rating will be available in My PGS under your current evaluation on the Summative Reports tab beginning Friday, October 4, 2019.
- 3. *Where do I go to Opt-In to Performance Pay?*** – Log into ePortal. Go the Human Resources Tab and Click on Performance Pay Opt-In.
- 4. *If I do not Opt-In now, will I be able to Opt-In at a later point in time?*** – If you do not opt-in during this opt-in period, you will have another opportunity to opt-in during the summer of 2020.
- 5. *Why are you implementing Performance Pay?*** - It is mandated by Florida Statute.
- 6. *Where can I find the salary placement schedule for Grandfathered and Performance Pay?*** – The placements schedules can be found on the VCS website by clicking on “Departments,” “Human Resources,” “Compensation” and the Compensation Manual. The Grandfathered placement schedule is marked as such, the Performance Pay placement schedule is labeled “Annual Contract.”

QUESTIONS?

Email any additional questions to
PerformancePay@volusia.k12.fl.us