

Lee County School System
Noncertified Salary Information

PERFORMANCE LEVELS

Performance levels are a combined measure of time in grade and satisfactory progress. To achieve a performance level increase an individual must meet sufficient time in grade, usually one year or the greater portion thereof, and demonstrate satisfactory performance. This satisfactory performance must be evidenced in the employee's annual evaluation. Individuals that receive an exceptional evaluation may be recommended to advance more than one performance level by the individual's immediate supervisor. Exceptional performance level advancements will be based on the availability of funding. In the absence of funding, there is no carry forward provision for the accrual of unfunded exceptional performance level advancements. A new recommendation would be required for such advancement in a subsequent fiscal year.

For individuals who have achieved the highest performance level within their respective pay grade, all subsequent increases in compensation will be based on the difference in the PL 30 and PL 29 level added to the PL 30 level hourly amount. Performance Levels will be maintained for employees beyond the PL 30 level. (Example: an employee with a PL 34 would have a hourly rate different from the PL 30 level by four times the difference between PL 29 and 30.

All newly hired employees with no creditable experience will begin at the base performance level of the respective pay grade.

Performance levels do not equate to years of experience or years within the system and are only transferable to pay grades within the same class. However, performance levels earned at a lower pay grade will be evaluated when an employee is recommended to a higher pay grade. All performance levels earned may not be transferred to the higher pay grade.

Noncertified employees hired after April 1st are generally not eligible for a performance level increase.