

Instructional Performance Pay Frequently Asked Questions

1. Why are we changing to Performance Pay?

Florida Statute 1012.22 requires that all school districts adopt a performance pay schedule by July 1, 2014. Under performance pay, salary adjustments for both instructional personnel and school-based administrators are based on performance in accordance with 1012.34, Fla. Stat.

2. Who is required to be on performance pay?

All teachers who are subject to an annual contract as of July 1, 2014.

3. What is performance pay?

Under the statute, any teacher on performance pay is eligible for a salary adjustment IF his/her annual summative evaluation is Effective or Highly Effective. Teachers on performance pay rated as Highly Effective must receive a salary adjustment greater than any adjustment given to teachers on the grandfather schedule. The salary adjustment for Effective teachers must be between 50% and 75% of the salary adjustment for Highly Effective teachers. There is no salary adjustment for a teacher rated Needs Improvement or Unsatisfactory.

4. What is a salary adjustment?

A salary adjustment is a permanent change to an individual's base salary.

3. What is the grandfather salary schedule?

The grandfather salary schedule is the salary schedule adopted prior to July 1, 2014. Tenured instructional personnel who do not opt into performance pay are on the grandfather salary schedule.

4. Where can I find the performance pay and grandfather salary schedules?

The salary schedules can be found in the salary manual on the district web site under Human Resources.

5. I am a tenured teacher. How can I participate in performance pay?

There is an opt in period that occurs annually where tenured teachers can opt into performance pay. For 2014-15, the opt in period will occur between May 13 and May 27, 2015. To opt into performance pay, a tenured teacher would relinquish his/her tenure and all of the rights under the law. The teacher will become an annual contract teacher; the decision is irrevocable.

If you choose not to opt in for 2014-15, you will have another opportunity to opt in for 2015-16 and each year thereafter during insurance open enrollment.

6. What are salary supplements under performance pay?

There are three mandatory salary supplements under the performance pay statute - critical shortage areas, assignment to Title I schools, and assignment to a "DDD" or "F" school. In recent negotiations, the district has agreed to pay these supplements to all teachers who meet the criteria, not just those under performance pay.

For 2014-15, the critical shortage areas are ESE and math. Those teachers certified in AND teaching at least three periods a day in those areas are eligible for the salary supplement.

The amount of the salary supplement is determined by the \$50,000 supplement allocation divided by the total number of eligible teachers.

7. If I have questions, who do I ask?

Please email any questions to performancepay@volusia.k12.fl.us