



The School Board of Broward County, Florida Plan Administration Guide for ACCESS (Awarding Competitive Compensation to Educators for Student Success) and ACCEL (Awarding Competitive Compensation to Educational Leaders)

Overview

- Pursuant to Florida Senate Bill 736 and Florida Statute 1012.22, Broward County Public Schools (BCPS) designed School Based Administrator and Teacher performance-based compensation plans to be implemented on July 1, 2014. These operational guidelines provide necessary information for the equitable administration of these compensation plans.
- The ACCESS Plan (Teacher performance-based compensation plan) was developed in close partnership with a compensation committee comprised of teachers, union representatives and District leadership. The Board approved the first performance-based compensation plan that was successfully negotiated between the BCPS and the Broward Teachers Union (BTU) in November 2013.
- The ACCEL Plan (School Based Administrator performance-based compensation plan) was developed in partnership with the Broward Principal and Assistant Principal Association and School Based Administrators. The Board approved the first performance-based compensation plan in December 2013.



AWARDING COMPETITIVE COMPENSATION
TO EDUCATORS FOR STUDENT SUCCESS



AWARDING COMPETITIVE COMPENSATION
TO EDUCATIONAL LEADERS

Salary Schedules

A. Teachers

1. The salary schedule in operation as of FY 2013-2014 is the Grandfathered schedule for teachers. Please see attached salary schedule in Appendix A.
2. All current Annual Contract Teachers will be automatically assigned to the new ACCESS Plan. Teachers hired on or after July 1, 2014 are ineligible for assignment to the Grandfathered salary schedule. They are assigned to the performance-based compensation plan (ACCESS Plan).
3. Eligible teachers in FY 2013-2014 began the school year assigned to the Grandfathered salary schedule. As a result of the negotiated collective bargaining agreement approved in November 2013, teachers received a salary increase to a new step (“step increase”) on the negotiated Grandfathered salary schedule retroactive to July 1, 2013. In addition, a performance-based compensation plan (ACCESS Plan) was approved for all newly hired teachers as of July 1, 2014. Teachers on the Grandfathered salary schedule may make a one-time voluntary election to the ACCESS Plan.

B. School Based Administrators

1. School Based Administrators (Principals and Assistant Principals) hired prior to July 1, 2014 are assigned to the Grandfathered salary schedule. School Based Administrators were approved for a salary increase to a new step (“step increase”) on the negotiated Grandfathered salary schedule retroactive to July 1, 2013. Please see attached salary schedule in Appendix B.
2. School Based Administrators hired on or after July 1, 2014 are assigned to the School Based Administrator performance-based compensation plan (ACCEL Plan). School Based Administrators on the Grandfathered salary schedule may make a one-time voluntary election to the ACCEL Plan.

Salary Placement – Teachers and School Based Administrators

C. Performance-based compensation plan for Teachers (ACCESS)

1. Beginning July 1, 2014, initial salary placement for newly-hired teachers on the ACCESS Plan shall be determined based on his/her number of years of teaching experience. To ensure equity of salary placement, each year of creditable teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered plan (not to exceed 13 years of creditable teaching/work experience).
2. Beginning on July 1, 2014, teachers on the Grandfathered salary schedule who elect the ACCESS Plan shall be assigned to a salary range with no change in salary. Please see Appendix C for ACCESS Plan salary ranges and equivalent levels to the Grandfathered salary schedule.
3. BCPS employees not in a teaching position as of July 1, 2014 who are hired for a teaching position shall be assigned to the ACCESS Plan.

D. Performance-based compensation plan for School Based Administrators (ACCEL)

1. The pay for School Based Administrators on the performance-based compensation plan is based upon a combination of the school's size and complexity. Size is measured in terms of the number of students assigned to the school. The school's complexity is measured in five areas--
 - a. Percentage of students eligible for Free and Reduced Lunch (FRL)
 - b. Percentage of students at Reading Levels (RL) 1 and 2
 - c. Percentage of students at Reading Levels (RL) 4 and 5
 - d. Percentage of students designated as English Language Learners (ELL)
 - e. Percentage of students designated as a Student With Disabilities (SWD)
2. A School Based Administrator's salary in the ACCEL Plan is based upon the size and complexity of the school to which the School Based Administrator is assigned. The size of the school is ranked in quartiles in order to provide a relative comparison to the size of other BCPS schools. The smallest schools are assigned to the first quartile; the largest, to the fourth quartile. A School Based Administrator is assigned to one of four base salaries that correspond to the quartile of the school.
3. The school's complexity is calculated based upon the relative levels of each complexity factor. School Based Administrators assigned to schools that have higher levels of

complexity factors shall receive additional compensation added to their base salary. Schools may have varying levels of complexity based on their student composition

4. The salary of an School Based Administrator who elects to move from the Grandfathered plan to the pay for performance plan will also receive additional compensation annually in recognition of having achieved the following steps on the Grandfathered plan: 3, 6, 9, 12, or 15. This additional salary is called the “competency adjustment”.

Salary Progression – Teachers and School Based Administrators

E. Performance-based compensation plan for Teachers (ACCESS)

1. Teachers assigned to the ACCESS Plan may receive an annual salary increase contingent upon receiving an overall performance rating of either Highly Effective or Effective for the prior school year. Salary increases on the ACCESS Plan are subject to negotiation and Board approval.
2. Teachers on the ACCESS Plan may progress to the next salary range if an annual salary increase raises their salary to the range maximum or if he/she receives two consecutive Highly Effective overall evaluation ratings.
3. Salaries for teachers on the ACCESS Plan shall remain the same for overall performance ratings less than Effective. Salary progression shall resume in the year following receiving an overall Effective performance rating.
4. Salary progression for teachers on the ACCESS Plan who reach the maximum salary within a range shall progress to the next range as long as they receive an Effective or higher overall performance evaluation rating.
5. As stated in Florida Statute 1012.22, teachers rated “Highly Effective” shall receive the highest percentage annual increase available across both Grandfathered and performance-based compensation plans. Teachers rated “Effective” shall receive 50% - 75% of the salary increase awarded to Highly Effective-rated teachers.

F. Performance-based compensation plan for School Based Administrators (ACCEL)

1. School Based Administrators assigned to the ACCEL Plan may receive an annual salary increase contingent upon receiving an overall performance rating of either Highly Effective or Effective for the prior school year. Salary increases on the ACCEL Plan are subject to Board approval.

2. Salaries for School Based Administrators on the ACCEL Plan shall remain the same for overall performance ratings less than Effective. Salary progression shall resume in the year following receiving an overall Effective performance rating.
3. As stated in Florida Statute 1012.22, School Based Administrators rated “Highly Effective” shall receive the highest percentage annual increase available across both Grandfathered and performance-based compensation plans. School Based Administrators rated “Effective” shall receive 50% - 75% of the salary increase awarded to Highly Effective-rated School Based Administrators.

G. Grandfathered Teachers

1. Salary for teachers on the Grandfathered salary schedule will progress subject to negotiated salary increase and Board approval.
2. Effective in 2014-2015, step assignment shall be changed to alpha character level assignments (see Appendix E of the collective bargaining agreement).
3. Beginning in 2014-15, teachers on the top step shall be assigned to Longevity Level A. Employees at this level are not eligible for salary increases. Any compensation that they may receive shall be subject to negotiations with the BTU and Board approval.
4. Salary adjustments negotiated to the Grandfathered salary schedule during a transition period will be followed by four category assignments: Levels A-Q; Level R; Level S; and Longevity Level A.
5. Salary progression shall occur within assigned categories once the transition period has concluded. Adjustments to the Grandfathered salary schedule during the transition period shall be contingent upon sufficient and available funding and subject to negotiated salary increases and Board approval.

H. Grandfathered School Based Administrators

1. Salary for School Based Administrators on the Grandfathered salary schedule will progress subject to Board approval.

I. Election Process to ACCESS or ACCEL Plans

1. All Teachers and School Based Administrators hired on or after July 1, 2014 shall only be assigned to the ACCESS or ACCEL Plan.
2. All PSC/CC Teachers and all School Based Administrators hired prior to July 1, 2014 will be provided an opportunity on an annual basis to elect to move to their respective ACCESS or ACCEL Plans. The opportunity to make the election shall be offered each year to eligible employees who are assigned to the teacher and School Based Administrator Grandfathered salary schedules. For each individual, this is a one-time irrevocable election.
3. All Annual Contract (AC) or Probationary Teachers will automatically be assigned to the ACCESS plan effective July 1, 2014. This is required as a result of the Florida legislation.
4. Teachers and School Based Administrators assigned to the Grandfathered salary schedule are not required to move to their respective ACCESS or ACCEL Plan in connection with a change in assignment to another school while classified in the same role. For example, a Teacher or School Based Administrator's decision to apply for another School Based Administrator position (e.g., not a promotional opportunity) or to be assigned to move to another school is independent of his/her consideration of electing to move to their respective ACCESS or ACCEL Plan.
5. Any teacher assigned to the top step on the Grandfathered plan (base salary \$71,250 in 2013-14 school year) and who opts-in to the ACCESS plan will be ineligible for a salary increase during the three year transition period ending in the 2015-16 school year.
6. An online tool in ESS shall be available that allows Teachers and School Based Administrators to make a voluntary election either the ACCESS or ACCEL plan. This online tool will allow Teachers and School Based Administrators to compare their salary to the resulting salary in their respective ACCESS or ACCEL Plan for purposes of making a voluntary, one-time election.
7. The election period will be held no later than May of each year. Principals and Assistant Principals are subject to annual appointment which takes precedent over any employee election.

J. Salary Assignments for Teacher and School Based Administrator

1. If a School Based Administrator assigned to the Grandfathered plan moves (either voluntarily or due to direct assignment by the Superintendent) to a similar School Based Administrator position at another school, he/she shall be assigned to a salary lane on the Grandfathered plan that corresponds to the category of that school. His/her salary

shall remain unchanged. For further details regarding salary administration guidelines for School Based Administrators, please refer to the *Employment Handbook for Non-Bargaining Unit Employees*.

2. If a School Based Administrator assigned to the ACCEL Plan moves (either voluntarily or due to directed assignment by the Superintendent) to a similar School Based Administrator position at another school, his/her salary may be adjusted based on the size and relative complexity level of that school. Any salary adjustment resulting from the assignment would become effective with the first pay cycle of the following fiscal year.
3. To provide equity for School Based Administrators, if a School Based Administrator makes a one-time election to move to the ACCEL plan, and the resulting salary for that School Based Administrator is *lower* than his/her current salary on the Grandfathered plan, the salary will remain unchanged. In instances where the salary determined in ACCEL is lower than the salary amount paid to the Principal or Assistant Principal, a “transition salary adjustment” is included in the calculation so that his/her pay is preserved at the same level. This amount will appear as a line item on the paycheck. In this case, the School Based Administrator will not receive salary increases until such time that the School Based Administrator’s salary comes into line with the plan. If, however, the resulting salary on the ACCEL Plan is *higher* than the salary the Principal earns on the Grandfathered plan, his/her salary will be adjusted to the new, higher salary beginning on the first pay of the following fiscal year.

J. Plan Review and Evaluation

1. The size of schools and their complexity factors shall be reviewed for evaluation for the ACCEL Plan every three years. The ACCESS plan shall be reviewed as negotiated between the District and the Broward Teachers’ Union. The evaluation will include updated student enrollment and complexity factors for purposes of evaluating the salary levels of the School Based Administrators assigned to the ACCEL Plan. As a result of this analysis, the salary of School Based Administrators assigned to schools shall also be evaluated. Any change in salary shall become effective with the first pay of the following fiscal year.

The following tables have been provided to illustrate how the guidelines governing salary assignment and salary administration shall occur for teachers on the ACCESS plan or School Based Administrators on the ACCEL plan.

Teachers

Example	Result
Newly hired teacher on/after July 1, 2014 or teacher assigned to an Annual Contract (AC) or Probationary Teacher	Assigned to ACCESS Plan. Salary assignment based on years of creditable teaching service (max 13 years).
PSC/CC Teacher on authorized leave who returns to BCPS on/after July 1, 2014	Re-assigned to the Grandfathered plan. Step assignment based on years of creditable teaching service.
Any teacher on <i>unauthorized</i> leave who returns to BCPS on/after July 1, 2014	Assigned to ACCESS Plan. Salary assignment based on years of creditable teaching service (max 13 years).
Rehired teacher with prior service credit	Assigned to ACCESS Plan
Existing BCPS employee (non-educator) hired as a teacher	Assigned to ACCESS Plan
Effect on salary of teacher electing to move from Grandfathered plan to ACCESS plan	Teacher's base pay remains unchanged

School Based Administrators

Example	Result
Newly hired or newly appointed School Based Administrator on/after July 1, 2014	Assigned to ACCEL Plan
School Based Administrator on authorized leave who returns to BCPS on/after July 1, 2014	Re-assigned to the Grandfathered plan to the lane/step that he/she was previously assigned
School Based Administrator on <i>unauthorized</i> leave who returns to BCPS on/after July 1, 2014	Re-assigned to the Grandfathered plan to the lane/step that he/she was previously assigned
Rehired School Based Administrator with prior service credit	Assigned to ACCEL Plan treated as a new hire provided there was a break in service
Existing BCPS employee (non-educator) hired/appointed as a School Based Administrator	Assigned to ACCEL Plan
Assistant Principal promoted to Principal	Assigned to ACCEL Plan
Effect on salary of School Based Administrator on Grandfathered plan electing to opt-in to ACCEL plan	If salary under ACCEL plan is higher than current School Based Administrator's salary, then salary is increased to higher salary level. If salary under ACCEL plan is lower than current School Based Administrator's salary, then salary remains unchanged (School Based Administrator would not be eligible for future salary increases until his/her salary comes in line with the ACCEL pay levels).

Glossary of Terms

- ACCEL – Awarding Competitive Compensation to Educational Leaders is the new pay-for-performance compensation plan for Principals and Assistant Principals
- ACCESS – Awarding Competitive Compensation to Educators for Student Success is the new pay-for-performance compensation plan for teachers
- Complexity Factors – Economic and/or student performance criteria measurements of a school’s student composition (pages 3, 7 and 8).
- Grandfathered plan – Step-based salary schedules (pages 2-7 and 9).
- Pay for performance – Annual salary increases awarded based on levels of individual performance.
- Quartiles – Classification of schools into four groups based upon student enrollment size and complexity factors (page 3).
- School Based Administrator – Principal or Assistant Principal roles (pages 1-9).
- Teacher – classroom (instructional) and non-classroom teachers such as speech therapists, instructional coaches, etc. (pages 1-9).
- Teacher contracts – Professional Services Contract (PSC), Continuing Contract (CC) and Annual Contract (AC)

Appendix A

Grandfathered Teacher Salary Schedule for FY 2013-2014

Step	Salary
1	\$39,000
2	\$39,328
4	\$41,000
5	\$41,500
6	\$41,900
7	\$42,300
8	\$42,400
10	\$42,800
11	\$43,200
12	\$44,300
13	\$45,050
15	\$45,600
16	\$47,100
17	\$48,100
18	\$49,250
19	\$50,500
20	\$52,877
21A	\$56,377
22A	\$65,677
22	\$71,250

Appendix B

**Broward Principals and Assistants Association (BPAA)
School-Based Administrators
2013-2014 Salary Schedule**

Category A		Category B		Category C		Category D		Category E	
15	\$90,682	15	\$95,600	15	\$118,522	15	\$123,606	15	\$127,504
14	\$89,619	14	\$94,553	14	\$117,319	14	\$122,416	14	\$126,348
13	\$88,550	13	\$93,491	13	\$116,127	13	\$121,238	13	\$125,188
12	\$87,485	12	\$92,433	12	\$114,934	12	\$120,057	12	\$124,024
11	\$86,410	11	\$91,371	11	\$113,741	11	\$118,874	11	\$122,864
10	\$85,345	10	\$90,313	10	\$112,547	10	\$117,697	10	\$121,702
9	\$84,274	9	\$89,254	9	\$111,354	9	\$116,517	9	\$120,541
8	\$83,203	8	\$88,192	8	\$110,161	8	\$115,337	8	\$119,379
7	\$82,136	7	\$87,133	7	\$108,964	7	\$114,156	7	\$118,215
6	\$81,064	6	\$86,069	6	\$107,774	6	\$112,978	6	\$117,057
5	\$79,998	5	\$85,014	5	\$106,581	5	\$111,796	5	\$115,895
4	\$78,925	4	\$83,952	4	\$105,389	4	\$110,616	4	\$114,735
3	\$77,857	3	\$82,890	3	\$104,196	3	\$109,442	3	\$113,578
2	\$76,788	2	\$81,831	2	\$103,001	2	\$108,259	2	\$112,411
1	\$75,721	1	\$80,771	1	\$101,812	1	\$107,079	1	\$111,250
0	\$75,542	0	\$79,711	0	\$100,613	0	\$105,895	0	\$110,087

Appendix C

ACCESS Salary Schedule

ACCESS Salary Schedule		
Level	Minimum	Maximum
Foundational	\$39,000	\$43,200
Proficient	\$42,300	\$44,300
Accomplished	\$44,300	\$49,200
Exemplary	\$49,250	\$66,700

Appendix D

ACCEL Plan

Principals				
	Q1	Q2	Q3	Q4
Base	\$95,800	\$98,800	\$102,800	\$108,800
4-6 points	\$1,600	\$1,600	\$1,600	\$1,600
7-9 points	\$2,400	\$2,400	\$2,400	\$2,400
10-12 points	\$3,200	\$3,200	\$3,200	\$3,200
13-15 points	\$4,000	\$4,000	\$4,000	\$4,000
Assistant Principals				
Base	\$69,800	\$72,800	\$75,800	\$78,800
4-6 points	\$800	\$800	\$800	\$800
7-9 points	\$1,200	\$1,200	\$1,200	\$1,200
10-12 points	\$1,600	\$1,600	\$1,600	\$1,600
13-15 points	\$2,000	\$2,000	\$2,000	\$2,000