

BROWARD PRINCIPALS AND ASSISTANTS ASSOCIATION (BPAA)
—2020-2021 2021-2022 PAY FOR PERFORMANCE SALARY SCHEDULE

Category		Minimum	Midpoint	Maximum
A*	A	\$80,000	\$88,500	\$99,000
	D	\$370.37037	\$409.72222	\$458.33333
	H	\$49.38272	\$54.62963	\$61.11111
B*	A	\$85,000	\$93,500	\$105,000
	D	\$393.51852	\$432.87037	\$486.11111
	H	\$52.46914	\$57.71605	\$64.81481
C**	A	\$107,000	\$116,500	\$135,000
	D	\$438.52459	\$477.45902	\$553.27869
	H	\$58.46995	\$63.66120	\$73.77049
D**	A	\$113,000	\$122,500	\$137,000
	D	\$463.11475	\$502.04918	\$561.47541
	H	\$61.74863	\$66.93989	\$74.86339
E**	A	\$117,000	\$126,500	\$138,000
	D	\$479.50820	\$518.44262	\$565.57377
	H	\$63.93443	\$69.12568	\$75.40984

*These categories are based on a 216 day calendar and a 7.5 hour day.

**These categories are based on a 244 day calendar and a 7.5 hour day.

For the 2020-2021 school year, BPAA employees who were in an active status on the first day of their work calendar and are in active status as of the date of full ratification, will receive a one-time bonus (non-recurring, non-FRS eligible) equal to \$1500.

For the 2021-2022 school year, BPAA employees who are in an active status as of the date of Board approval, will receive a one-time stipend (non-recurring, non-FRS eligible) equal to \$1,500.

Pay for Performance Employees:

School-Based Administrators assigned to the Pay-for Performance Schedule and receiving an overall evaluation of "Highly Effective" for the 2020-2021 School Year, shall receive an adjustment to their base salary of 1.33% effective July 1, 2021.

School-Based Administrators assigned to the Pay-for Performance Schedule and receiving an overall evaluation of "Effective" for the 2020-2021 School Year, shall receive an adjustment to their base salary of 1.00% effective July 1, 2021.

School-Based Administrators evaluated as "Needs Improvement", "Unsatisfactory", and those without an evaluation for the 2020-2021 School Year, are ineligible for a salary adjustment.

The District will provide a one-time (non-recurring and non-FRS eligible) \$1,000 bonus payment to all Assistant Principals who did not receive this bonus through the GAA, who are in an active status as of the date of Board approval.

Effective July 1, 2021 Assistant Principals at Bright Horizons, Cross Creek, The Quest Center and Whispering Pines assigned to Category A will move to Category B, and Principals at Bright Horizons, Cross Creek, The Quest Center and Whispering Pines assigned to Category D will move to Category E.

CATEGORY A - Assistant Principals (Elementary Schools, Middle Schools, ~~Exceptional Student Education Centers,~~ and Alternative Centers)

CATEGORY B - Assistant Principals (High Schools, Community Schools, Adult Centers, Technical Colleges, Seagull School, Exceptional Student Education Centers and Off-Campus Adult & Technical Colleges)

CATEGORY C - Principals (Elementary Schools)

CATEGORY D - Principals (Middle Schools, ~~Exceptional Student Education Centers,~~ and Alternative Centers)

CATEGORY E - Principals (High Schools, Whiddon-Rogers Education Center, Community Schools-North & South Exceptional Student Education Centers and Technical Colleges)

Advanced Degree Incentives and Amounts of Incentives: Specialist - \$1,750 and Doctorate - \$2,000.