



## **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 Teacher and School-Based Administrator 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 logo for ACCESS is the word "ACCESS" in a bold, green, sans-serif font. Above the first two "C"s is a stylized graphic of three wavy lines in blue, green, and yellow.

AWARDING COMPETITIVE COMPENSATION  
TO EDUCATORS FOR STUDENT SUCCESS

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TO EDUCATIONAL LEADERS

## **Salary Schedules**

### **Salary Placement – Teachers and School-Based Administrators**

#### **Performance-based compensation plan for Teachers (ACCESS)**

- Initial placement for newly hired teachers on the ACCESS Plan is determined based on years of experience. To ensure equity of salary placement, each year of creditable teaching experience corresponds to a salary in the Pay for Performance Initial Placement Chart (not to exceed 20 years).
- Teachers on the Grandfathered salary schedule who elect the ACCESS Plan shall have their salaries remain the same.

#### **Performance-based compensation plan for School-Based Administrators (ACCEL)**

- Salaries for School-Based Administrators on the pay-for-performance plan are based on the salary range of the category assigned.
- School-Based Administrators on the Grandfathered salary schedule who elect the ACCEL Plan shall have their salaries remain unchanged.

### **Salary Progression – Teachers and School-Based Administrators**

#### **Performance-based compensation plan for Teachers (ACCESS)**

- 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.
- 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.

#### **Performance-based compensation plan for School-Based Administrators (ACCEL)**

- 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.
- Salaries for School-Based Administrators on the ACCEL Plan shall remain the same for overall performance ratings less than Effective. Salary increase shall resume in the year following receiving an overall Effective performance rating.
- 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.

#### **Grandfathered Teachers**

- Salary for teachers on the Grandfathered salary schedule will progress subject to negotiated salary increase and Board approval.

### **Grandfathered School Base Administrators**

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

### **Election Process to ACCESS or ACCEL Plans**

- All Teachers and School-Based Administrators hired on or after July 1, 2014, shall only be assigned to the ACCESS or ACCEL Plan.
- All PSC/CC Teachers and all School Based Administrators hired prior to July 1, 2014, are provided an opportunity on an annual basis to elect to move to their respective ACCESS or ACCEL Plans. The opportunity to make the election is 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.
- 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 Teacher or 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.
- The election period will be held no later than May of each year. Principals and Assistant Principals are subject to annual appointment which takes precedence over any employee election.

### **Salary Assignments for Teacher and School-Based Administrator**

#### **Teacher**

- If a Teacher assigned to the Grandfathered plan moves (either voluntarily or due to direct assignment by the Superintendent) to a similar position at another school, he/she shall be assigned to the same salary level on the Grandfathered plan.
- To provide equity for Teachers, if a Teacher makes a one-time election to move to the ACCESS plan, the current salary on the Grandfathered plan will remain unchanged.

#### **School-Based Administrator**

- 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*.
- 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 school category assigned. The determination of pay change will follow the *Employment & Salary Administration Handbook for Meet & Confer Employee Groups*.

- 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, his/her pay is preserved. 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.

### Plan Review and Evaluation

- The ACCESS plan shall be reviewed as negotiated between the District and the Broward Teachers' Union. 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 20 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 20 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 and 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 the salary under the ACCEL plan is higher than the 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 the 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

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- 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