



AWARDING COMPETITIVE COMPENSATION
TO EDUCATORS FOR STUDENT SUCCESS



AWARDING COMPETITIVE COMPENSATION
TO EDUCATIONAL LEADERS

Frequently Asked Questions

Q1. Why is the district implementing new pay-for-performance compensation plans?

A. Florida Senate Bill 736 and 1012.22 require all Florida school districts to implement pay-for-performance compensation plans for classroom and non-classroom teachers and school-based administrators (SBAs) effective July 1, 2014.

Q2. What are the names of the new compensation plans and which groups of employees does this affect?

A. The new teacher pay-for-performance compensation plan is called ACCESS (Awarding Competitive Compensation to Educators for Student Success) and the new school-based administrator plan is called ACCEL (Awarding Competitive Compensation to Educational Leaders). These plans become effective on July 1, 2014.

Q3. What am I eligible for on July 1, 2014?

Your eligibility for one of the new plans depends upon your position. See the table below.

Position	Contract type or status	Effective July 1, 2014
Teacher	Professional Services Contract (PSC)	Eligible to opt-in to ACCESS Plan
	Continuing Contract (CC)	Eligible to opt-in to ACCESS Plan
	Annual Contract (AC)	Automatically assigned to ACCESS Plan
	Newly hired as of July 1, 2014	Automatically assigned to ACCESS Plan
Principal	Current	Eligible to opt-in to ACCEL Plan
	Newly hired or newly appointed as of July 1, 2014	Automatically assigned to ACCEL Plan
Assistant Principal	Current	Eligible to opt-in to ACCEL Plan
	Newly hired or newly appointed as of July 1, 2014	Automatically assigned to ACCEL Plan

Q4. I am an AC Teacher, what does this mean for me?

A. Teachers currently assigned to an Annual Contract (AC) will be automatically assigned to the new ACCESS plan in accordance to FL Statue 1012.22. There is no action that you need to take.

Q5. What do I have to do?

A. Teachers who are not assigned to an AC contract and all school-based administrators may voluntarily opt-in to their respective performance-based compensation plans during the election period between **Monday, April 14** and **Friday, May 16 (5:00 pm)**. Opting into the new plan is completed through ESS.

If a teacher (non-AC contract) or school-based administrator wishes to remain on the Grandfathered Plan, there is nothing that he/she needs to do.

Q6. When does this take effect?

Employees who opt-in will be assigned to the new plans beginning July 1 of that year. To opt-in, please go to the district homepage (www.browardschools.com) under the Employees section to find instructions and a link to ESS.

If you are a PSC/CC teacher, Principal or Assistant Principal and wish to remain on your current grandfathered plan, there is nothing you need to do. You will automatically remain on your current plan unless you voluntarily opt-in to the new plan.

Q7. What does the term grandfathered plan refer to?

A. Professional Services Contract (PSC) and Continuing Contract (CC) teachers are assigned to the district's step-based salary schedule now referred to as the Grandfathered Plan. After June 30, 2014, this plan will be closed to newly hired teachers in accordance with FL SB 1012.22. These teachers may continue to remain on this plan or they may choose to move to the new ACCESS plan. Any PSC/CC teacher who becomes assigned to the ACCEL plan automatically relinquishes his/her PSC/CC contract and shall be assigned an Annual Contract (AC) from that point forward.

Q8. What positions are categorized as teachers?

A. All instructional staff including classroom and non-classroom instructors. Temporary and Substitute Teacher positions are excluded.

Q9. I am a Substitute Teacher, if I am hired as a Teacher for the 2014-15 school year, which compensation plan will I be assigned to?

A. Any employee hired as an instructional personnel after July 1, 2014 will be assigned to the new ACCESS plan.

Q10. How do I opt-in to the new ACCESS or ACCEL plans?

A. Please login to Employee Self Service (ESS) or you may find the link through the district homepage at www.browardschools.com to opt-in to the new plans.

Q11. If I do not decide now, can I choose to opt-in at a later date?

A. Yes, the election period will re-open each year before May 1. Teachers and School-based Administrators assigned to a Grandfathered Plan will be notified of their eligibility to opt-in to the ACCESS or ACCEL Plans which would become effective the following July 1.

Q12. If I choose to opt-in to the new ACCESS or ACCEL plan, may I return to the Grandfathered Plan after the election period closes?

A. No. While all teachers and school-based administrators on the Grandfathered Plan will be provided with an annual opportunity to opt-in to the ACCESS/ACCEL plans, once an employee confirms his/her decision to move to the new performance-based plans, it is final. Opting-in to the ACCESS/ACCEL is irrevocable.

Q13. How will teacher and SBA annual salary increases on the new ACCESS/ACCEL plans be determined?

A. The Florida legislation requires school districts to award the largest teacher and school-based administrator percentage salary increase to those assigned to the ACCESS/ACCEL compensation plan who are rated overall highly effective.

Position and performance rating	Resulting salary increase
Teachers rated highly effective	Largest salary increase percentage available across both ACCESS and Grandfathered Plans
Teachers rated effective	Salary increase percentage between 50% - 75% of size of highly effective percentage increase
Principals	Largest salary increase percentage available across both ACCESS and Grandfathered Plans
Assistant Principals	Salary increase percentage between 50% - 75% of size of highly effective percentage increase
Principals, Assistant Principals and Teachers rated Needs Improvement or Unsatisfactory	Not eligible for a salary increase

Q14. What are the performance criteria for teachers and SBAs?

A. Teacher performance is determined based on the combination of the results of the instructional practice score and student growth score.

Principal and Assistant Principal performance is a result of the combination of the leadership practice score and the student growth score.

Performance for both evaluation instruments is expressed as one of four levels: highly effective, effective, needs improvement and unsatisfactory.

Q15. Which compensation plan are substitute teachers eligible for if they are hired for a teacher position?

A. Substitute teachers will be eligible for the ACCESS plan if they are appointed as a teacher after July 1, 2014.

Q16. I am long-term district employee in a non-instructional role, what compensation plan am I eligible for if I am appointed as a teacher as of July 1, 2014?

A. Anyone hired as of July 1, 2014 as a teacher will only be eligible for the new ACCESS plan.

Q17. How is salary determined for school-based administrators on the new ACCEL Plan?

A. The salary for an SBA is based upon two criteria - the school's student size and the complexity of the school. In the ACCEL plan, district schools are categorized into one of four quartiles based on the number of students (unweighted FTE). A base salary is assigned based on the quartile school size. Complexity points are calculated based on the relative size of the student population in five complexity categories. The ACCEL plan recognizes every third step that a Principal or Assistant Principal attained on the grandfathered plan. One who elects to opt-in to the ACCEL plan will receive a salary increase if the size and complexity of the school results in a salary that is currently higher than his/her salary on the grandfathered plan. If the incumbent's salary is already higher than the salary on the ACCEL plan, then his/her salary is preserved.

Components of Principal and A/P Salary
1) Size of school (number of students) determines assignment of base salary. Principal or Assistant Principal assigned to one of four quartiles – e.g., Quartile 1 represents grouping of smallest schools; Quartile 4 represents grouping of largest schools
2) Measure relative complexity level of the school across 5 factors: Free and Reduced Lunch (FRL), English Language Learner (ELL), Student With Disabilities (SWD), Reading Level (RL) 1&2, Reading Level (RL) 4&5. Additional salary dollars added to base salary based on total complexity points.
3) For Principals or Assistant Principals opting in to ACCEL, additional salary dollars added to salary based on achievement of step on the grandfathered plan.

Q18. I am a Principal (or Assistant Principal), do I have to opt-in to the new ACCEL plan if I move to another school?

A. No. If you continue to serve the district as a Principal (or Assistant Principal) at a different school, you will remain on the grandfathered plan. The decision to opt-in to the ACCEL plan is independent of the assignment to a new school. HOWEVER, all newly appointed Principals and Assistant Principals as of July 1, 2014 will be placed on the new ACCEL plan.

Q19. How is my pay affected if I move to another school while assigned to the new ACCEL plan?

A. If a Principal or Assistant Principal who is on the ACCEL plan assumes the leadership of another school, his/her salary will be adjusted based on the size and complexity of the school. Please see answer to 17, above.

Q20. If I am on a board-approved leave (FMLA, Personal, Sabbatical, Charter School leaves, etc.) and return to the district as a teacher, will I be assigned to the new ACCEL plan?

A. If you are PSC/CC teacher returning from an approved leave, you will be placed on the grandfathered plan. Once you have returned from leave and are on active status, you may elect to opt-in to the ACCESS plan during the election period. If you are an AC teacher returning from an approved leave, you will be placed on the ACCESS plan.

Q21. I chose the ACCESS/ACCEL plan. How will this be reflected on my paycheck?

A. Teachers and Principals and Assistant Principals assigned to the new plans will see the new grade assignment on their paycheck.

Q22. I am a Principal or Assistant Principal for a Center. How does ACCEL work for me?

A. The ACCEL model classifies all Principals and Assistant Principals at a base salary that equals the salary for Quartile 4 mainstream school. In other words, all Principals of Centers will have a base salary of \$108,800; all A/Ps of Centers will have a base salary of \$78,800.

Determining the complexity of a Center is not based on the complexity factors used for mainstream schools (i.e., Free and Reduced Lunch) but rather by looking at the ratio of the overall student weighted FTE to overall student unweighted FTE. Center complexity is determined as either "high" or "low". If the ratio is less than or equal to 2.5, the Center Principal (or Assistant Principal) receives \$1,200 added to the base salary. If the ratio is greater than 2.5, he/she receives \$4,000 added to the base salary.

Any current Center Principal or Assistant Principal who opts-in to the ACCEL plan will also receive additional salary dollars based on the achievement of the step on the grandfathered plan.

Q23. As a new or returning teacher, will I receive credit for all my years of experience when I am assigned to the ACCESS Plan?

- A. As detailed in the current collective bargaining contract, the district recognizes up to 13 years of outside teaching or work experience for purposes of step placement. Teachers have four (4) months from the date of hire to submit documentation to verify this experience for consideration of step assignment for that year. The district will apply this rule equitably regardless of whether the teacher is eligible for reassignment to the Grandfathered Plan or is placed on the ACCESS Plan.