



PERFORMANCE PAY

Instructional & School Based Administrators

Volusia County Schools
FALL 2023
(Updated 8/2023)

WHAT IS PERFORMANCE PAY?

1012.22, Florida Statutes requires that “all district school board[s] shall adopt a performance salary schedule that provides annual salary adjustments for instructional personnel and school administrators based upon performance determined under 1012.34.”

“Instructional personnel on an annual contract as of July 1, 2014, shall be placed on the performance pay salary schedule...” 1012.22(4)(a)

TENURED TEACHERS/PERFORMANCE PAY OPT-IN

All teachers who are not annual contract teachers shall be placed on the Grandfathered Salary Schedule.

Any teacher who wishes to move from the Grandfathered Salary Schedule to the Performance Pay Salary Schedule can do so by completing the electronic Opt-In form in ePortal under the Human Resources tab.

- ✓ If the tenured employee opts-in to Performance Pay, he/she relinquishes tenure and becomes an annual contract employee.
- ✓ The decision to opt-in to performance is irrevocable.
- ✓ **Note – you will be placed on the performance pay salary schedule; if you have an eligible advanced degree, you will be paid in accordance with the advanced degree language outlined in the VUE collective bargaining agreement.

PERFORMANCE PAY OPT-IN 2023-24

Opt-in to Performance Pay for tenured teachers occurs between August 17, 2023 and August 29, 2023.

Reminder: Opting-in to Performance Pay is irrevocable.

PERFORMANCE PAY SALARY ADJUSTMENTS

Per 1012.22, Florida Statutes

The annual salary adjustment for an employee on Performance Pay rated as Highly Effective must be at least 25% greater than the highest annual salary adjustment available to an employee on the Grandfathered Schedule.

The annual salary adjustment for an employee on Performance Pay rated as Effective must be equal to at least 50% and no more than 75% of the annual salary adjustment of an employee on Performance Pay rated as Highly Effective.

The Performance Pay salary schedule SHALL NOT provide an annual salary adjustment for an employee who is not rated Effective or Highly Effective.

PERFORMANCE PAY SALARY ADJUSTMENTS

Ranking	196/199 Days			216 Days			256 Days		
	Base/COLA	Adjustment	Total Increase	Base/COLA	Adjustment	Total Increase	Base/COLA	Adjustment	Total Increase
No Rating or Needs Improvement	\$ 528	\$ -	\$ 528	\$ 582	\$ -	\$ 582	\$ 690	\$ -	\$ 690
Grandfathered	\$ 528	\$ 703	\$ 1,231	\$ 582	\$ 775	\$ 1,357	\$ 690	\$ 918	\$ 1,608
Effective	\$ 528	\$ 439	\$ 967	\$ 582	\$ 484	\$ 1,066	\$ 690	\$ 573	\$ 1,263
Highly Effective	\$ 528	\$ 879	\$ 1,407	\$ 582	\$ 969	\$ 1,551	\$ 690	\$ 1,148	\$ 1,838

FREQUENTLY ASKED QUESTIONS

1. *What is a Summative Rating?* – Summative Rating is the evaluation you received in the Volusia System for Empowering Teachers (VSET) evaluation system when your observation score was combined with your Deliberate Practice Score and Value-Added Measurement (VAM) score.
2. *When will I know my Summative Rating?* – Your Summative Rating will be available in My PGS under archived evaluations under the Summative Reports tab before November 1st of each school year.
3. *Where do I go to Opt-In to Performance Pay?* – Log into ePortal. Go the Human Resources Tab and Click on Performance Pay Opt-In.
4. *If I do not Opt-In now, will I be able to Opt-In at a later point in time?* – If you do not opt-in during this opt-in period, you will have another opportunity to opt-in again in August 2024.
5. *Why are you implementing Performance Pay?* - It is mandated by Florida Statute.
6. *Where can I find the salary placement schedule for Grandfathered and Performance Pay?* – The placements schedules can be found on the VCS website by clicking on “Departments,” “Human Resources,” “Compensation” and the Compensation Manual. The Grandfathered placement schedule is marked as such, the Performance Pay placement schedule is labeled “Annual Contract.”

QUESTIONS?

Email any additional questions to
PerformancePay@volusia.k12.fl.us