

# **Florida Performance Pay Guidance**

## **2006-2007**

**This document provides guidance  
regarding the implementation of  
state-funded performance  
for the 2006-2007 school year.**



**Florida Department of Education**

## **2006-2007 Guidance for Performance Pay**

This guidance document addresses the Florida state performance pay program as it has been changed with the passage of Senate Bill 1226. The following guidance is intended for the 2006-2007 school year **only**.

### **1. How does the new 2007 law (§1012.225) impact the 2006 STAR (Special Teachers Are Rewarded) proviso language?**

Senate Bill 1226 replaces the 2006 proviso language and gives districts, charter schools and specialty schools more choices for implementing performance pay. Those choices are outlined in question 3 (below).

### **2. Which districts can participate in Florida's 2006-2007 performance pay program?**

All districts, charter schools, and specialty schools are eligible, and all of them have choices as to how they can participate.

### **3. For the 2006-2007 school year, what choices do districts have?**

Districts have multiple choices for 2006-2007 and can determine what their choices might be by knowing their status, as listed in Appendices A and B:

**Scenario 1:** Districts with STAR plans that have been approved by the local school board, ratified by the union or imposed, and approved by the State Board of Education (**Appendix A**) may do **one** of the following:

- A. Choose to keep their STAR plans [§1012.225(5)(a)] and implement them as approved. In this case:
  - i. The district will receive an allocation based on the district's proportion of K-12 base funding to award to top performing instructional personnel/school administrators performance pay bonuses in accordance with their approved STAR plans, and
  - ii. The district must distribute the bonuses before September 1, 2007, and
  - iii. The district must refund the undisbursed balance of its allotment to the Department of Education no later than September 1, 2007 [§1012.225(5)(3)], and
  - iv. The authorization for a reallocation of funds not allocated to other districts has been deleted [§1012.225(6)].

- B. Choose to amend the district's §1012.22 plan to a Merit Award Plan [§1012.225(5)(1)(b)]. In this case:
- i. A district will amend its old plan to conform with §1012.225(1), (2), and (3) (please see companion guidance document for details); and
  - ii. The plan must be negotiated by the union [§1012.225(5)(c)(2)] and approved by the local school board, and
  - iii. The plan must be developed and in place before the funds are disbursed, and
  - iv. The district will receive an allocation based on the district's proportion of K-12 base funding to award to top performing instructional personnel/school administrators at least 5%, but not more than 10%, of the average teacher's salary for that district as performance pay [§1012.225(2)(a)] and
  - v. The district must distribute the bonuses before September 1, 2007, and
  - vi. The district must refund the undisbursed balance of its allotment to the Department of Education no later than September 1, 2007 [§1012.225(5)(3)].
- C. Choose to develop a Merit Award Plan [§1012.225(5)]. In this case:
- i. A district will develop a plan to conform with §1012.225(1), (2), and (3) (please see companion guidance document for details); and
  - ii. The plan must be negotiated by the union [§1012.225(5)(2)] and approved by the local school board, and
  - iii. The plan must be developed and in place before the funds are disbursed, and
  - iv. The district will receive an allocation based on the district's proportion of K-12 base funding to award to top performing instructional personnel/school administrators at least 5%, but not more than 10%, of the average teacher's salary for that district as performance pay [§1012.225(2)(a)] ,and
  - v. The district must distribute the bonuses before September 1, 2007, and
  - vi. The district must refund the undisbursed balance of its allotment to the Department of Education no later than September 1, 2007 [§1012.225(5)(3)].
- D. Choose to keep the district's §1012.22 plan without amending it [§1012.225(5)(1)(b)]. In this case:
- i. The district may award a portion of its state performance pay allotment not to exceed the amount that it distributed for performance pay during the 2005-2006 school year [§1012.225(5)(1)(b)], and
  - ii. The district must distribute the bonuses before September 1, 2007, and

- iii. The district must refund the undisbursed balance of its allotment to the Department of Education no later than September 1, 2007 [§1012.225(5)(3)].

**Scenario 2:** Districts that do not have an approved STAR plan (**Appendix B**) may do **one** of the following:

- A. Choose to complete their STAR plan [§1012.225(5)(a)]. In this case:
  - i. The district must develop a STAR plan and obtain local board approval and union ratification, and
  - ii. By May 1, the superintendent shall submit the plan to the Commissioner of Education for review before it is sent to the State Board for approval or denial, and
  - iii. The district will receive an allocation based on the district's proportion of K-12 base funding to award to top performing instructional personnel/school administrators performance pay bonuses in accordance with their approved STAR plan [§1012.225(2)(a)], and
  - iv. The district must distribute the bonuses before September 1, 2007, and
  - v. The district must refund the undisbursed balance of its allotment to the Department of Education no later than September 1, 2007 [§1012.225(5)(3)], and
  - vi. The authorization for a reallocation of funds not allocated to other districts has been deleted [§1012.225(6)].
  
- B. Choose to amend the district's §1012.22 plan [§1012.225(5)(1)(b)]. In this case:
  - i. A district will amend its old plan to conform with §1012.225(1), (2), and (3) (please see companion guidance document for details); and
  - ii. The plan must be negotiated by the union [§1012.225(5)(c)(2)] and approved by the local school board, and
  - iii. The plan must be developed and in place before the funds are disbursed, and
  - iv. The district will receive an allocation based on the district's proportion of K-12 base funding to award to top performing instructional personnel/school administrators at least 5%, but not more than 10%, of the average teacher's salary for that district as performance pay [§1012.225(2)(a)], and
  - v. The district must distribute the bonuses before September 1, 2007, and
  - vi. The district must refund the undisbursed balance of its allotment no later than September 1, 2007 [§1012.225(5)(3)].

- C. Choose to develop a Merit Award Plan [§1012.225(5)]. In this case:
- i. A district will develop a plan to conform with §1012.225(1), (2), and (3) (please see companion guidance document for details); and
  - ii. The plan must be negotiated by the union [§1012.225(5)(2)] and approved by the local school board, and
  - iii. The plan must be developed and in place before the funds are disbursed, and
  - iv. The district will receive an allocation based on the district's proportion of K-12 base funding to award to top performing instructional personnel/school administrators at least 5%, but not more than 10%, of the average teacher's salary for that district as performance pay [§1012.225(2)(a)] ,and
  - v. The district must distribute the bonuses before September 1, 2007, and
  - vi. The district must refund the undisbursed balance of its allotment to the Department of Education no later than September 1, 2007 [§1012.225(5)(3)].
- D. Choose to keep the district's §1012.22 plan without amending it [§1012.225(5)(b)]. In this case:
- i. The district may award a portion of its state performance pay allotment not to exceed the amount that it distributed for performance pay during the 2005-2006 school year [§1012.225(5)(b)], and
  - ii. The district must distribute the bonuses before September 1, 2007, and
  - iii. The district must refund the undisbursed balance of its allotment no later than September 1, 2007 [§1012.225(5)(3)].

#### 4. What are the options for charter schools?

Note: Charter schools that do not have a union do not have to seek union ratification. "Local board approval" for charter schools means the approval of the governing board or the entity to whom that authority is delegated.

- A. Charter schools with STAR plans that have been approved by the State Board of Education (**Appendix C**) have the same choices as those listed in Question 3, Scenario 1 (above).
- B. Charter schools that chose to be a part of a district STAR plan that has been approved by the State Board of Education (**Appendix D**) have the same choices as those listed in Question 3, Scenario 2 (above).
- C. Charter schools with no STAR plans and which are not included in a district plan (**Appendix E**) have the same choices as those listed in Question 3, Scenario 2 (above).

**5. What are the options for specialty schools, such as lab schools and others?**

- A. Specialty schools with STAR plans that have been approved by the State Board of Education (**Appendix A**) have the same choices as those listed in Question 3, Scenario 1 (above).
- B. Specialty schools with no STAR plans (**Appendix B**) have the same choices as those listed in Question 3, Scenario 2 (above).

**6. For the 2006-07 school year, what flexibility does a school district have if it does not have end of course exams for some courses?**

Districts have some flexibility in this area. For example, two earlier memos provide possible solutions:

*Memo, November 16, 2006:* Districts may use FCAT reading as the proxy for a pre-test (see <http://www.fldoe.org/STAR/pdfs/FCATReadingPretest.pdf> ).

*Memo, March 16, 2007:* Districts may analyze the content of teacher created end-of-course tests and choose one such test as a district determined instrument for purposes of measuring improved student achievement (see <http://info.fldoe.org/docushare/dsweb/Get/Document-4331/k12-07-59memo.pdf>).

**7. By what date must the funds be disbursed?**

The awards for 2006-2007 must be disbursed before September 1, 2007. The district must refund the undisbursed balance of its allotment to the Department of Education no later than September 1, 2007 [§1012.225(5)(3)].

## Appendix A

Districts with STAR plans that have been approved by the State Board of Education

Alachua	Hernando	Orange
Baker	Hillsborough	Osceola
Brevard	Indian River	Palm Beach
Calhoun	Jackson	Polk
Citrus	Lafayette	Putman
Columbia	Lake	St. Johns
Dade	Lee	St. Lucie
Desoto	Leon	Seminole
Dixie	Levy	Sumter
Escambia	Liberty	Suwannee
Flagler	Madison	Taylor
Franklin	Manatee	Union
Gadsden	Marion	Volusia
Gilchrist	Martin	Wakulla
Glades	Monroe	Walton
Hamilton	Nassau	Dozier-Okeechobee
Hardee	Okeechobee	Florida Virtual School
		FAU Lab School
		FAMU Lab School
		FSU Lab School
		UF Lab School

## Appendix B

Districts that do not have STAR plans  
approved by the State Board of Education

Bay *	Duval	Okaloosa
Bradford *	Gulf *	Pasco *
Broward *	Hendry *	Pinellas *
Charlotte **	Highlands *	Santa Rosa *
Clay *	Holmes *	Sarasota *
Collier *	Jefferson	Washington *
		Florida School for the Deaf and Blind *

\* Plans are compliant with the substance of proviso.

\*\* Plan is approved by the State Board, upon ratification.

## Appendix C

Charter Schools with STAR plans that have been  
approved by the State Board of Education

Academy for Positive Learning	Mater Academy Charter High School
Altoona School	Mater Academy Charter Middle School
Apalachicola Bay Charter School	Mater Academy Charter School
Archimedean Middle Conservatory	Mater Academy East Charter Middle School
ASPIRA Eugenio Ma de Hostos Youth Leadership Charter School	Mater Academy East Charter School
ASPIRA South Youth Leadership Charter School	Mater Gardens Academy
ASPIRA Youth Leadership Charter School	Mater Gardens Academy Middle School
Aventura City of Excellence Charter School	Mater Lakes Academy High School
Berkley Accelerated Middle School	Mater Lakes Academy Middle School
Berkley Charter School	Mater Performing Arts and Entertainment Academy
Beulah Academy of Science	Miami Children's Museum Charter School
Boca Raton Charter School	Montessori Academy of Northern Palm Beach
Bonita Springs Charter School	Montessori Island Charter School
Broward Community Charter Middle School	North Broward Academy of Excellence Elementary
Broward Community Charter School	North Broward Academy of Excellence Middle School
Broward Community Charter West	Oasis Elementary School
Byrneville Elementary School	Oasis Middle School
Charter School of Art, Science , and Technology (C.O.A.S.T.)	Odyssey Charter School
Campus Charter School	Our Children's Academy
Canoe Creek Charter Academy	OWC Collegiate High School
Cape Coral Charter School	Palm Bay Academy Charter School
Carl Sagan Academy	Palm Bay Community Charter School
Central Charter School	Palm Beach Maritime Academy
Chancellor Charter School at Lantana	Paragon Academy of Technology
Charter School at Waterstone	Paragon Elementary Charter School
Charter School Institute	Parkway Academy at Broward CC
Charter School Institute Training	Passport Charter School
Charter School of Excellence	Pembroke Pines - FSU Lab School Elementary
Charter Schools of Boynton Beach	Pensacola Beach Elementary
Choices In Learning	Pinecrest Academy Charter Middle School
Christa McAuliffe Elementary School	Pinecrest Preparatory Academy

City Of Pembroke Pines Campus Elementary School	Pinecrest Preparatory Academy (South)
City of Pembroke Pines Central Campus Middle	Plato Academy Charter School
City of Pembroke Pines Charter HS	PM Wells Charter Academy
Clark Advanced Learning Center	Pompano Charter Middle School
Coral Springs Charter School	Princeton House Charter School
Crossroads Academy	Rays of Hope Charter School
Day Star Academy of Excellence	RCMA Imokalee Community School
Doctors Charter School Of Miami Shores	RCMA Wimauma Academy
Doral Academy	Renaissance Charter Middle School
Doral Academy High School	Renaissance Elementary Charter School
Doral Academy Middle School	Richard Milburn Academy of Manatee
Doral Academy Performing Arts and Entertainment Academy	Richard Milburn Academy of Pasco County
Downtown Academy of Technology and Arts	Richard Milburn Academy of Lee County
Downtown Miami Charter School	Richard Millburn Academy of Florida (Volusia)
Eagle Academy Charter School	Rio Grande Charter School Of Excellence
Eagle's Nest Elementary Charter School	River's Edge Charter Academy
Eagles Nest Middle Charter School	Successful Teens Achieving Responsibility (S.T.A.R.) Charter School
Educational Horizons Charter School	Sarasota School Of Arts And Sciences
Escambia Charter School	Sarasota Suncoast Academy
Excelsior Charter of Broward	Sculptor Charter School
Explorer Elementary And Middle Charter School	Six Mile Charter Academy K-6
Florida High - FSU Lab School	Smart School Charter Middle
Florida International Academy Charter	Smart School Institute of Technology and Commerce
Four Corners Charter School	Somerset Academy
Gateway Charter High School	Somerset Academy (Dade)
Gateway Charter School	Somerset Academy Arts Conservatory
Good Schools for All Leadership Academy	Somerset Academy Charter High School
Goodwill Life Academy - Life Institute for Education Academy	Somerset Academy Charter Middle
Hollywood Academy Middle School of Arts and Science	Somerset Academy Davie Charter
Hollywood Academy of Arts and Science	Somerset Academy Elementary Miramar
Imagine Schools, North Manatee	Somerset Academy High
Inlet Grove Community High	Somerset Academy Middle
International School of Broward	Somerset Academy Middle Miramar
International Studies Charter School	Somerset Neighborhood School
JFK Medical Center Charter School	South Lake Charter Elementary
Joseph Littles-Nguzo Saba Charter School	South Technology Academy

Keys Gate Charter School	Success Academy of Duval County
Kid's Community College	Sunshine Academy Charter School
Kissimmee Charter Elementary Academy	Sunshine Elementary Charter School
Lakeside Academy	Susie Daniels Charter Elementary
Lawrence Academy, Inc.	Terrace Community Middle Charter
Lee Charter Academy Inc	The Believers School of Learning
Life Skills Broward County	The Gibson Charter School
Life Skills Center Escambia	The Liberty City Charter School
Life Skills Center Lee	The Student Leadership Academy of Venice
Life Skills Center Pinellas	The Villages Charter Elementary
Life Skills Center Polk	The Villages Charter High
Life Skills Center Miami-Dade County	The Villages Charter Middle School
Life Skills Center Opa Locka	Village Of Excellence Academy
Life Skills Leon County	Wayman Academy of the Arts
Life Skills Palm Beach	Western Academy Charter School
Literacy Leadership Technology Academy Lt	Weston Charter School - Imagine School
Manatee School of the Arts	Whispering Winds Charter School
Marco Island charter Middle School	Youth Co-op Charter School

## Appendix D

Charter Schools that intended to implement their district STAR plan

ABLE Charter School	LOVE TO LEARN EDUCATIONAL CENTER
Academy At The Farm	Mascotte Elementary School, Inc.
Academy of Environmental Science	McKeel Academy of Technology
Anderson Elementary Academy	McKeel Elementary Academy
Bay Haven Academy	McKeel Elementary Academy South
BAY HAVEN CHARTER MIDDLE SCHOOL	Metropolitan Ministries
Bellalago Academy	Micanopy Area Cooperative
Big Pine Neighborhood Charter School	Micanopy Middle School
Caring and Sharing	Minneola Elementary School, Inc.
Chautauqua Learn and Serve Charter School	NAP FORD COMMUNITY CHARTER
Children's Reading	New Dimensions
Chiles Academy	Oakland Avenue
Compass Charter Middle School	Pepin High School
Countryside Montessori	Polk Avenue Elementary School
Dayspring Academy	Quest Middle School
Discovery Academy Charter School	Reading Edge Academy
Easter Seals	Re-Birth Academy
Einstein Montessori Charter School	Ridgeview Global Studies Academy
GENESIS PREP	Round Lake Elementary School, Inc.
Gulf Coast Academy	School of Arts and Sciences
Hillcrest Elementary School	Seaside Neighborhood School
Hope Preparatory	Spring Creek Elementary School, Inc.
Janie Howard Wilson Elementary School	Steele-Collins Charter School
Lake Eola Charter School	Tampa Transitional School of Excellence
Lake Technical Center, Inc.	USF/Patel
Lake Wales High School	USF/Patel Intermediate
Lakeland Montessori School	Walton Academy, Inc.
Liza Jackson Preparatory School	Walton Academy of the Performing Arts

## Appendix E

Charter Schools with no STAR plans and not part of a district plan

Academie Da Vinci Charter School	North County High School
Academy for International Studies Charter School	NorthStar High School
Academy of Arts & Minds Charter High School	Oakwood Academy Charter
Achievement Academy (Child Development Ctr)	Oasis Middle School
Alachua Learning Center, Inc.	Okaloosa Academy
Alee Academy	One Room School House Project
ARC/TLC	Opportunity Charter
Archimedean Academy	Origins Montessori
Athenian Academy	Osprey Elementary
Balere Language Academy	Oxford Academy of Miami, Inc.
Believers Academy	PAL Academy
Bradenton Charter School (aka Center)	Palm Beach Academy for Learning
Bright Futures International	Palm Beach School for Autism, Inc.
Capstone Academy/UCP of Northwest Florida, Inc.	Pathways Academy
Central Florida Speech & Hearing (ACE)	PCC Chain of Lakes Collegiate High School
Chancellor Charter School at North Lauderdale	PCC Collegiate High School
Chancellor Charter School at North Lauderdale-Middle	Pinellas Preparatory Academy
Cooperative Charter School	Potentials
Coral Reef Montessori Academy	Potentials South Charter School
Cornerstone Elementary	Prince Community Academy, Inc.
Dale R. Fair Babson Park Elementary	Renaissance Learning Center
Delray Youth Vocational Charter School	Richardson Montessori Academy
Desoto High	Rivendell Academy
Early Beginnings Academy- North Shore	Riviera Beach Maritime Academy
Early Beginnings Academy-Civic Center	Rosa Parks Community School, Florida City
Early Beginnings-West	Royal Palm Charter School
Ed Venture	Ruby J. Gainer School for Reaching Your Dreams
Einstein Montessori School	Sandor Weiner School of Opportunity-South
Everglades Preparatory Academy	Sandor Wiener School of Opportunity-North Campus

Excel Academy Charter School	Sarasota Military Academy
Expressions Learning Arts Academy	Sawgrass Academy
Florida Intercultural Academy	School for Integrated Academics and Technologies (SIA Tech)
Florida SIA Tech at Gainesville, Inc.	School for Integrated Academics and Technologies (SIA Tech)
Foundation Charter	Seagull Academy for Independent Living
Glades Academy of Agricultural and Ecological Studies	Sebastian Charter Junior High
G-STAR School of the Arts	Spirit City Academy
Guided Path Academy	St. Peter's Academy
Gulfstream Goodwill Career Academy	St. Petersburg College Collegiate High School
Gulfstream Goodwill LIFE Academy	Summit Academy
Gulfstream Goodwill Transition Academy	Summit Charter School
Hartridge Academy	Summit Charter School - Central Campus
Healthy Learning Academy	Summit Charter School West Campus
Heritage High School	Suncoast School for Innovative Studies
Hoggetowne Middle School	Sunrise Community Charter
HOPE Charter School	Sunshine Academy
Hopewell Academy for the Arts	Tampa Bay Academy
Indian River Charter High	Tampa Charter School
Island Village Middle School	The Athenian Academy of Pasco County
Island Village Montessori North, Inc.	The Chiles Academy
Island Village Montessori School	The Goodwill Academy
Jacqueline Harris Preparatory Academy	The Hope Center
Leadership Academy West, Inc.	The IMAGINE School
Learning Gate Community School	The Island School
Legacy High School	The Language Academy
Manatee Juvenile Justice	The Learning Academy
Manatee School of Arts and Sciences	Touchdowns4Life Charter School
Marion Charter School	Toussaint L'Ouverture High School for the Arts and Social Justice
Martin Luther King Academy	Transitional Learning Academy
McIntosh Area School	Trinity School for Children
Miami Community Charter School	Trinity Upper School
Milestones Community School	UCP Charter - Pine Hills
Montessori Academy of Early Enrichment	UCP Charter School (ESE)
Montessori Elementary Charter School	UCP Child Dev. Center

Mt. Pleasant Standard Base Middle School	UCP Seminole County
National Deaf Academy	Westminster Academy
Nature Coast Middle	Workforce Academy
Noah's Ark International	