

## The Osceola County Successful Performance Career Ladder for Instructional Employees

Job Rank Classification	Required Years of Verified Experience	Required Years of Successful Performance	Certification and Professional Development Responsibilities	Mentoring Responsibilities	Tiered Compensation Ranges*
★ <i>Apprentice Teacher</i>	0 - 5	No Final Summative Evaluation Rating(s) less than "Effective"	Temporary Educator Certificate Participation in at least 20 hours of PD annually	None	\$48,500 – TBA
★ <i>Artisan Teacher</i>	6 - 9	At Least One (1) Final Summative Evaluation Rating of "Highly Effective" within the prior three (3) consecutive school years	Permanent Educator Certificate Grade-Level/ Content Area Chair and PLC Lead Participation in at least 20 hours of PD annually Facilitation of at least 10 hours of PD annually	Apprentice Teachers	TBA – TBA
★ <i>Master Teacher</i>	10 +	At Least Two (2) Final Summative Evaluation Ratings of "Highly Effective" within the prior three (3) consecutive school years	Permanent Educator Certificate Schoolwide PLC Lead/ Academic Coach Participation in at least 20 hours of PD annually Facilitation of at least 20 hours of PD annually	Apprentice Teachers; Artisan Teachers	TBA+

## Guiding Criteria for Implementation

- ***In order to participate in the Performance Pay Career Ladder, a teacher candidate shall:***
  - ✓ ***elect to be on a Performance Pay Contract;***
  - ✓ ***fulfill the criteria for the job rank classification; and***
  - ✓ ***be hired to fill the vacancy for the position that Management allocates for each school within the School District budget.***
- **Initial Phase-In**
  - For the 2023-24 school year, participating instructional employees would be phased in and moved to the tiered compensation range based upon their years of verified experience.
  - For subsequent school years, participating instructional employees would have to meet the eligibility criteria to keep this job rank classification, and the hold harmless mechanism outlined below would also apply.
- **“Successful performance”** shall be defined as ***no*** Final Summative Evaluation Rating(s) less than “Effective.”
  - To determine eligibility efficiently, the participant’s Final Summative Evaluation Rating for the prior school year shall be used.
- **Compensation Ranges** depend upon the starting teacher pay that the Florida Legislature has determined.
- The Osceola County Successful Performance Career Ladder’s Compensation Ranges would operate within the existing Instructional Employees’ Salary Schedule of ascending \$50 increments. Both parties would continue to negotiate salary increases per state law and may differentiate the amounts for each job rank classification.
- Participants would still receive existing Advanced Degree Supplements for which the employee may be eligible per state law and as our contract stipulates.
- **Hold Harmless Mechanism**
  - If a teacher does ***not*** fulfill the criteria for their job rank classification in any subsequent year, then the teacher shall be:
    - re-classified to a lower job rank classification and its pay range but would ***not*** receive a cut in pay; and
    - eligible for the salary increase negotiated for the lower job rank classification only.
  - The teacher’s salary would then freeze if the teacher is already earning higher than the starting salary for the lower job rank classification.
  - If the teacher meets the criteria for re-entry into the higher job rank classification, then the teacher’s pay would no longer be frozen.
  - This hold harmless mechanism would encourage more employees to participate, as the risk of professional growth would not decrease their current rate of pay.

- Management retains its rights to:
  - develop specific job descriptions for each job rank classification;
  - establish the application process to enter the participant pool for each job rank classification;
  - determine the number of allocations for each job rank classification for each school;
  - advertise existing vacancies; and
  - interview and hire the best qualified candidates.

## Advantages

- ★ The proposed *SDOC Successful Performance Career Ladder for Instructional Employees*:
  - provides compensation ranges that would operate within the existing Instructional Employees' Salary Schedule.
  - establishes objective criteria for the participant pool for each job rank classification.
  - permits bargaining of future salary increases that is differentiated for each job rank classification.
  - incentivizes and institutionalizes the professional behavior that both parties seek to become part of our organizational culture [e.g., lifelong learning, Professional Learning Communities (PLCs), etc.];
  - increases the School District's pool of course creators to sustain high quality professional development.
- ★ The role of *Master Teacher*:
  - overlaps the coaching and mentoring duties of existing positions such as Academic Coaches and grant-funded mentors; and
  - could replace the role of Academic Coach with funds being re-allocated in order to fund Master Teachers.