

## **School Board of Gilchrist County**

### **2016-17 Performance Based Instructional Salary Schedule**

1. Initial Placement on the schedule will coincide with the historical placement on the Grandfathered Salary Schedule.
  
2. Employees must elect to switch to the Performance Based Salary Schedule prior to July 1. For example, for salary placement in the 2015-16 school year on the Performance Based Salary Schedule an employee must notify the District Human Resource Department of their decision prior to July 1, 2015.
  
3. Salary Adjustments
  - a. Returning employees receiving a rating of effective or better will receive an adjustment to their base salary equal to the highest step increase displayed on the Grandfathered Salary Schedule. Newly hired employees will be awarded an adjustment after supplying the district with a copy of their prior year evaluation showing effective or better performance.
  - b. In addition, employees receiving a rating of Very Effective (old Highly Effective) will receive an adjustment to their base pay equal to the amount of the performance bonus on the Grandfathered Salary Schedule for a Very Effective rating. Employees receiving a rating of Highly Effective (old Outstanding) will receive an adjustment to their base pay equal to the amount of the performance bonus on the Grandfathered Salary Schedule for a Highly Effective rating. See 2.d. below.
  - c. If a percentage increase is negotiated on the Grandfathered Salary Schedule, the increase in the base (Bachelors at Step 0) will be treated as an additional adjustment to employees on the Performance Based Salary Schedule.
  - d. These salary adjustment will be made following the completion of all evaluations for the prior year and made retroactive to July 1.