

**PROFESSIONALSTAFF SALARY SCHEDULES
(ADMINISTRATIVE STAFF)**

FILE: GCBB

TITLE: Salary of Administrative Staff

POLICY:

- (1) Each member of the administrative staff shall be paid in accordance with the salary schedule adopted by The School Board of Orange County, Florida ("Board"). A copy of the current salary schedule shall be available online through the district's website.
- (2) Salaries shall:
 - (a) accommodate a wide range of individual levels of performance;
 - (b) provide for administrative flexibility to attract key talent and make promotional adjustments; and
 - (c) allow for the distribution of salaries typically found in organizations competing for like human resources.
- (3) The Board delegates to the Superintendent the authority and responsibility to utilize a proportion of the administrative salary increase for merit increases, promotion increases, and maintenance of external competitiveness increases. Further, the Board authorizes the Superintendent to develop procedures for the annual incentive pay contracts and performance pay contracts and grant those awards accordingly.
- (4) The Superintendent shall not award salary increases which exceed the budgeted amount for salary increases.
- (5) The Superintendent may not change his or her own compensation and benefits. The compensation and benefits for the Superintendent are not changed without approval of the Board and confirmation from the Chief Financial Officer that sufficient funds are available to fund such change in compensation and benefits.
- (6) The Superintendent may not create obligations greater than revenues that can conservatively be projected to be available for compensation and benefits. Costs for compensation and benefits are not incurred without approval of the Board and confirmation from the Chief Financial Officer that sufficient funds are available to fund such change in compensation and benefits
- (7) Fringe benefits for administrative staff shall be based upon the Superintendent's recommendations as approved by the Board.
- (8) Pursuant to Chapter 121, Florida Statutes, the Board is a member agency of the Florida Retirement System. Any establishment or changes of pension benefits are at the discretion of the Division of Retirement and only as a result of legislative action. The Superintendent may not establish or change pension benefits.

SPECIFIC AUTHORITY: Sections 1012.22 and 1012.27, Florida Statutes
Rule 6A-1.052, Florida Administrative Code

ADOPTED: 11/17/08
REVISED: 05/10/16