

## **Performance Compensation Model Brief Description**

**Local School System:** Anne Arundel County Public Schools

**Local Contact (Name and contact information):** Oscar N. Davis, Director of Employee Relations

**Title of Model:** Incentive/Performance Pay

**Purpose of the Compensation Model:** To recognize and reward exemplary performance of employees in key, demanding positions.

**Brief Description (Please include links, if available, for access to further information on the model):**

### **Unit II - PERFORMANCE PAY**

Create a performance pay reserve of 3% of total Unit II salaries. Funds will be used to pay bonuses and incentive pay to administrators based on their individual performance, school performance, and the achievements of AACPS instructional goals and objectives.

A Joint Committee developed recommendations on the specific criteria and procedures necessary to implement this initiative, including an appropriate evaluation instrument. Employees who achieve a 90% rating on their performance rating receive a stipend equal to 2% of their salary; those who receive an 80% rating receive 1%.

**Targeted Employees:** Unit II / AEL employees: Building Administrators, Program Coordinators

**Pros:** Provides an incentive to employees to enhance performance.

**Cons:** 1). Additional costs 2). Increased staff time to administer 3). Evaluation appeals from disgruntled employees

**Lessons Learned:** 1). Effective collaboration/negotiation with bargaining group is absolutely essential. 2). Communication and buy in from affected employees is critical. 3). Process for an evaluation appeal process is a necessary component of compensation tied to performance evaluations.

**Implementation/Results (Is the model working? If not, why not?):** Initial results were promising as employees become more focused on their performance requirements.

**Future Plans:** Due to budget constraints, the program has not been funded for the last 2 years. A re-evaluation will occur when the economic climate improves.