



**PERFORMANCE PAY PLAN FOR CLERICAL/SECRETARIAL, PARA-PROFESSIONALS EDUCATORS  
 AND FULL-TIME CAFETERIA PERSONNEL**

Each year clerical/secretarial, para-professionals, and full-time cafeteria personnel will be eligible for incentive awards for meeting or exceeding building and District level performance measures.

Performance measures will be collected annually by September 30th to determine the incentive award for the previous school year with the exception of Efficiency Suggestions that are awarded after implementation. Performance measure criteria will be established by the superintendent based on a review of relevant data and benchmarked with other Delaware school districts. Incentive awards will be processed in the November pay cycle after all performance data has been analyzed.

Performance pay will not be considered part of the base for determining salaries for the following year.

Performance Measure	SOA(\$150)	SOE(\$300)
Staff Attendance	3-4days	0-2 days
Application Share	<del>30%</del> 35%	<del>33%</del> 37%
Parent Satisfaction overall <del>Senior Exit Survey</del>	3.9/5	4.15/5
Efficiency Suggestions	One area (\$100)	Districtwide (\$200)

