



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: **October 5, 2010**

TITLE: **Approval of Proposition 301 Performance Pay Awards and Administrative
Performance Pay Awards for 2009-2010 Fiscal Year**

BACKGROUND: Forty percent of the revenue which the District receives from Proposition 301 derived from sales tax revenue provides funding for a performance based incentive pay program. This program is conducted pursuant to a written plan previously approved by the Governing Board. The plan provides for three elements of performance pay.

The first element is a participation award paid to eligible professional employees for their initial agreement to participate in the program. That "first-time participation award" for 2009/2010 is a payment of \$350. Previously, this amount was \$600. An adjustment was made due to the significant drop in the available monies for distribution. The total amount of 301 funds allocated annually to this element naturally varies with the number of new participants each year.

The second performance pay element is an annual award given to eligible employees assigned to a school which reaches its student engagement and a site selected achievement goal (Goal I). After first-time participation awards are allocated and funded, the Goal I award accounts for 60% of the performance pay fund expenditures. This year the full pay out per person for Goal I is \$846.

The third performance pay element is an annual award for a school reaching a student achievement goal as measured by standardized testing (Goal II). The Goal II award accounts for 40% of the performance pay fund expenditures, after first-time participation awards are allocated and funded. This year the full pay out per person for Goal II is \$564.

This item will authorize payment of the performance pay awards to eligible staff for the 2009/2010 fiscal year. The attached information provides details by school on the level of accomplishment of the goals and the dollar amount available per person for a full award by school. It is important to note that the amount of money available for distribution is considerably less this year. The total amount, including benefits, which will be distributed this year is \$1.5 million, down from \$2.6 million last year. Therefore, maximum pay out for full accomplishment of both goals for eligible certified staff is \$1410.

Paraprofessionals are eligible for 301 Performance Pay which became effective for the 2007-2008 fiscal year. For the 2009-2010 school year pay out a total amount of \$300 is available per staff member prorated according to the hire date, full or part time status and the school site results. This is down from \$500 in previous years.

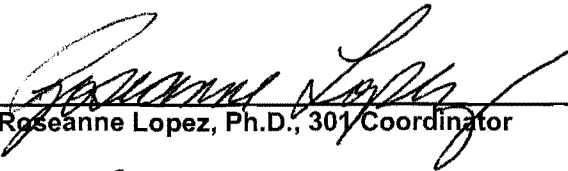
The Meet and Confer agreement approved by the Governing Board on August 1, 2007 allowed for a performance pay plan for Principals and Assistant Principals. The plan allowed for a potential of \$1000 per participant mirroring the 301 plans at the school sites. This year, this amount will be reduced to mirror the reductions for all other eligible other employee groups with \$600 being the total award possible. The administrator plan is similar to the 301 Plan for teachers. 60% of the pay out is based on Goal I, and 40% of the pay out is based on Goal II. Principals and Assistant Principals will receive up to \$360 for accomplishment of Goal I and an additional award of up to \$240 is available for Goal II.

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The attached spreadsheets (forthcoming) list pay out totals by school and individual calculations for both eligible certified teaching staff, paraprofessional participants and administrators based upon the accomplishment of Goal I and the school's pro-rata achievement of Goal II, adjusted for full-time equivalency.


RECOMMENDATION: The Administration recommends that the Governing Board approve the attached list of Proposition 301 Performance Pay Plan Awards and Administrative Performance Pay for Goals I and II for the 2009-2010 Fiscal Year.

INITIATED BY:


Roseanne Lopez, Ph.D., 301 Coordinator

Date: September 29, 2010


Patrick Nelson, Associate Superintendent


Vicki Balentine, Ph.D., Superintendent