



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

DATE OF MEETING: **January 28, 2020**

TITLE: **Results Based Funding Performance Bonus Pay Out**

BACKGROUND:

Pursuant to ARS 15-249.08 schools meeting eligibility requirements receive results-based funding. This is the third year this funding has been awarded to schools in Arizona. Five schools in our district met the requirements based on student results for 2018-2019. The district has received approximately 60% of the funding promised by the State of Arizona. The schools who met the criteria for this funding this year are:

Donaldson Elementary School, Harelson Elementary School, Innovation Academy, Lulu Walker Elementary School, Painted Sky Elementary School, Rio Vista Elementary School

Each school received a different allocation based upon level of accomplishment and total school enrollment during 2018-2019. Therefore, performance bonuses will vary from school site to school site. Bonuses were prorated by FTE and adjusted if the employee worked less than a full school year. The site maximums per eligible employee before being proration and taxes are:

- Donaldson Elementary School: \$1186.17
- Harelson Elementary School: \$2031.47
- Innovation Academy: \$1728.86
- Lulu Walker Elementary School: \$2747.60
- Painted Sky Elementary School: \$1614.89
- Rio Vista Elementary School: \$2798.65

A committee of teacher representatives, principals, and a representative from the Amphitheater Education Association met when this funding was proposed two years ago to discuss the new allocation and to make recommendations for the expenditure of the funds. The recommendation from the committee, which was accepted by the administration, was to allocate 60% of the funds to a performance bonus for each teacher who worked at the school during the award year. The remaining 40% of the funds, which the district does not receive until toward the end of the school year, will be used for allowable projects such as replication of programs in these schools in other schools, mentoring other teachers and school leaders, professional development, and providing for school improvement efforts in other schools. This fund will pay teachers to attend Summer Institute 2020 training in June.

RECOMMENDATION:

The administration recommends that the teachers who worked at Donaldson, Harelson, Innovation Academy, Walker, Painted Sky, and Rio Vista elementary schools be paid a performance stipend from the Results Based Funding for the results of their school from the 2018-2019 school year. Amounts per teacher are listed on the attached spreadsheets.

INITIATED BY:

Dr. Roseanne Lopez, Associate Superintendent for Elementary Education

Date: January 15, 2020

Todd A. Jaeger, J.D., Superintendent