



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: **October 13, 2020**

TITLE: **Approval of Proposition 301 Teacher Performance Pay Awards and Administrative Performance Pay Awards for 2019-2020 Fiscal Year**

BACKGROUND:

Forty percent of the revenue that 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. This year is like no other. Schools were able to complete their plans to the extent possible given the COVID-19 pandemic, and, the State of Arizona cancelled State testing for all students. These factors were taken into account when preparing this payout. Teachers performed their duties throughout the year and the resulting assessments would have shown their progress. Cancellation of testing was outside of their control.

One element of the District 301 Plan is a participation award paid to eligible professional employees for their initial agreement to participate in the program. That “first-time participation award” for 2019-2020 is a payment of \$600. The total amount of 301 funds allocated annually to this element naturally varies with the number of new participants each year.

The State of Arizona requires that 33% of the total payout of 301 dollars be based on the teacher performance label. There are four performance level labels for teachers required by the State of Arizona; Highly Effective, Effective, Developing, and Ineffective. Teachers with a Highly Effective label will receive 100% of the payout for this variable; teachers with the Effective label will receive 95% of the payout for this variable; teachers with the Developing label will receive 85% of the payout for this variable; and teachers with the Ineffective label will not receive any of this portion of the award. The full award for a Highly Effective label for 2019-2020 is \$909.14, the award for the Effective label is \$863.68, the award for the Developing label is \$772.77, and there is no award for the Ineffective label.

The largest portion of the performance pay (67%) is an annual award given to eligible employees assigned to a school which reaches its’ student engagement goal and a site selected achievement goal (Goal IA, IB and Goal II). This year the full payout amounts per participant for each goal are:

Goal IA: \$553.75

Goal IB: \$553.75

Goal II: \$738.33

This item will authorize payment of the performance pay awards to eligible staff for the 2019-2020 fiscal year. The attached information provides details by school and individual on the level of accomplishment of the goals, the award based on the teacher classification label, and the total dollar amount earned per person at that site. The total award is adjusted based on the individual’s FTE. The maximum pay out for full accomplishment of both goals, and the highest teacher classification label, for 2019-2020 eligible certified staff is \$2,754.96 for 2020. This amount is down \$291.04 from the 2019 payout.

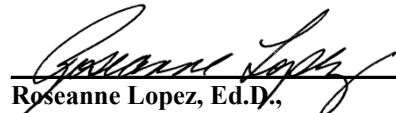
The Meet and Confer agreement approved by the Governing Board on August 1, 2007 allowed for a performance pay plan for Principals and Assistant Principals. The plan allowed for a potential of up to \$1000 per participant mirroring the 301 plans at the school sites. This year, the total award possible will be \$600. The administrator plan is similar to the 301 Plan for teachers. Principals and Assistant Principals and Instructional Support Assistants will receive up to \$600 for accomplishment of the goals.

The attached spreadsheets list payout totals by school and individual calculations for both eligible certified teaching staff and administrators based upon the accomplishment of engagement goals, achievement goals, and the teacher label. Participants will receive the payout no later than November 13, 2020.

RECOMMENDATION:

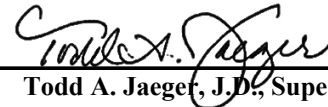
The Administration recommends that the Governing Board approve the attached list of Proposition 301 Performance Pay Plan Awards and Administrative Performance Pay for Goals I and II for the 2019-2020 Fiscal Year.

INITIATED BY:



Roseanne Lopez, Ed.D.,
Associate Superintendent for Elementary Education

Date: October 2, 2020



Todd A. Jaeger, J.D., Superintendent