



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

DATE OF MEETING: September 13, 2022

TITLE: Approval of Proposition 301 Teacher Performance Pay Awards and Administrative Performance Pay Awards for 2021-2022 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.

From year to year we see variances in sales tax revenues and a variance in the number of participants, therefore, the annual payout amounts vary for each plan participant. For fiscal year 2021-2022 the total amount of money available for distribution is \$4,525,535. For fiscal year 2020-2021 the total amount of money available for distribution was \$2,667,243.33. For fiscal year 2019-2020 the total amount of money available for distribution was \$2,130,000.00. As a comparison to pre-pandemic fund a total of \$2,825,728.00 was distributed for the 2018-2019 fiscal year.

One element of this payout is an award paid to eligible professional employees for their initial agreement to participate in the program. That “first-time participation award” for 2021-2022 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. This “first-time participation award” payout will be received at the end of October. On September 29, 2021 A.R.S 15-977 was revised again. The revisions to the law added student support services back into the law and it was Governing Board approved on December 7, 2021 to return to the original groups that received 301 from 2001-2011.

The State of Arizona no longer requires that 33% of the total payout of 301 dollars be based on the teacher performance label, but our committee selected to continue this practice. 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 pay 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 who are labeled as Ineffective will not receive any of this portion of the award. The full award for a Highly Effective label for 2021-2022 is \$1,390.47, the award for the Effective label is \$1,320.94, the award for the Developing label is \$1,181.90, 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 goals (Goal IA, IB and Goal II). This year the full pay out amounts per participant for each goal are:

Goal IA: \$846.92

Goal IB: \$846.92

Goal II: \$1,129.23

This item will authorize payment of the performance pay awards to eligible staff for the 2021-2022 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 2021-2022 eligible certified staff is \$4,213.54 for 2021. This amount is up \$792.80 from the 2021 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 pay out 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 the last week of September.

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 2021-2022 Fiscal Year.

INITIATED BY:

Tassi Call

Tassi Call, Associate Superintendent for Elementary Education K-5

Date: September 9, 2022

Todd A. Jaeger

Todd A. Jaeger, J.D., Superintendent