



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

DATE OF MEETING: **October 6, 2015**

TITLE: **Approval of Proposition 301 Teacher Performance Pay Awards and
Administrative Performance Pay Awards for 2014-2015 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 2014/2015 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 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 A accounts for 50% and Goal I B accounts for 50% of the performance pay fund expenditures for middle and high schools. For elementary schools, Goal I A accounts for 50% of the award, Goal I B, Part 1 accounts for 40% of the award, and Goal I B, Part 2 accounts for 10% of the award. This year the full pay out per middle school and high school participant for Goal IA is \$1250 and Goal IB is \$1250. The full pay out per elementary school participant for Goal IA is \$1125, Goal IB, Part 1 is \$1125 and Goal IB, Part 2 is \$250.

Normally, the third performance pay element is an annual award for a school reaching a student achievement goal as measured by Arizona State standardized testing (Goal II). This year there are no Arizona State standardized testing results to utilize for this purpose. As a result, the funds normally allocated to Goal II was allocated to Goal I A and B.

This item will authorize payment of the performance pay awards to eligible staff for the 2014-2015 fiscal year. The attached information provides details by school on the level of accomplishment of the goals and the dollar amount earned per person at that site. The maximum pay out for full accomplishment of both goals for 2014/2015 eligible certified staff is \$2500.

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

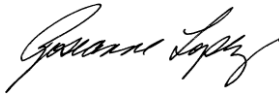
accomplishment of Goal IA and B. 100% of the payout is based on Goal IA and B. There are no State assessment results for 2014-2015 which would have been used to award Goal II.

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 Goal I A and B, 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 2014-2015 Fiscal Year.

INITIATED BY:



Roseanne Lopez, Ed.D., Chief Academic Officer Elementary Education

Date: September 30, 2015



Todd Jaeger, Associate to the Superintendent



Patrick Nelson, Superintendent