



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

DATE OF MEETING: **October 4, 2016**

TITLE: **Approval of Proposition 301 Teacher Performance Pay Awards and Administrative Performance Pay Awards for 2015-2016 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.

One 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 2015-2016 is a payment of \$600.00. The total amount of 301 funds allocated annually to this element naturally varies with the number of new participants each year.

This year for the first time, 33% of the total payout of 301 dollars must 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 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 2015-2016 is \$881.00, for the Effective label the award is \$729.90, the Developing label award is \$748.85, 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 and a site selected achievement goals (Goal IA, IB and Goal II). Goal IA accounts for 30%, and Goal IB accounts for 30% of the performance pay middle and high school participants. For elementary schools, Goal IA accounts for 30% of the award, Goal IB, Part 1 accounts for 20% of the award, and Goal IB, Part 2 accounts for 10% of the award. Goal II accounts for 40% of the award. This year the full pay out amounts per middle school and high school participant for Goal IA is \$524.40 and Goal IB is \$524.40. The full pay out per elementary school participant for Goal IA is \$524.40, Goal IB, Part 1 is \$349.60 and Goal IB, Part 2 is \$174.80.

This year AzMERIT results were used to determine the results for Goal II. The full payout for Goal II for both elementary and secondary schools this year is \$699.20.

This item will authorize payment of the performance pay awards to eligible staff for the 2015-2016 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 maximum pay out for full accomplishment of both goals, and the highest teacher classification label, for 2015-2016 eligible certified staff is \$2,629.00. This amount is up \$129.00 from the 2015 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 \$1,000.00 per participant mirroring the 301 plans at the school sites. This year, the total award possible

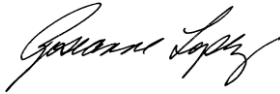
will be \$600.00. The administrator plan is similar to the 301 Plan for teachers. Principals and Assistant Principals and Instructional Support Assistants will receive up to \$600.00 for accomplishment of Goal IA and B. 100% of the payout is based on Goal IA and B.

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.

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 2015-2016 Fiscal Year.

INITIATED BY:



Roseanne Lopez, Ed.D., Chief Academic Officer Elementary Education Date: September 30, 2016



Patrick Nelson, Superintendent