



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

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**DATE OF MEETING:**        December 8, 2015

**TITLE:**                **Approval of Proposition 301 Teacher Performance Pay Plan:**

- a. Review of Revised Proposition 301 Teacher Performance Pay Plan Draft;**
- b. PUBLIC HEARING Regarding Adoption of Proposition 301 Teacher Performance Pay Plan and Approval or Waiver of Modifications to Existing Plan, Pursuant to A.R.S. § 15-977; Approval of Proposition 301 Teacher Performance Pay Plan**

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**BACKGROUND:**

Forty percent of the revenue which the District receives from Proposition 301 and derived from statewide sales tax revenue provides funding for a performance based incentive pay program for teachers, as defined under the law. The performance pay program is established through a written plan which must be approved by the Governing Board under Arizona law. The relevant state law, A.R.S. §15-977, now describes multiple components that are “required” to be included in the written performance pay plan. Those plan component requirements were added into law relatively recently, and the law permits local governing board discretion to vary from and modify the enumerated components. *See*, A.R.S. §15-977(E).

The Amphitheater Governing Board, on many occasions now, has previously approved the District’s 301 performance pay plan, as it has been updated from time to time. In more recent approvals, the Board has modified the components “required” by the statute.

Beginning in school year 2014-2015, one of the required plan components was the use of individual teacher performance to determine thirty-three per cent (33%) of the annual performance pay payout. *See*, A.R.S. §15-977(C)(2). The measure of individual teacher performance to be used is the teacher's performance classification determined by the District’s teacher evaluation system, pursuant to A.R.S. §15-203(A)(38). Again, deviation from or waiver of this component was permitted by law.

For the last fiscal year (2014-2015), the Performance Pay Plan Oversight Committee recommended that the inclusion of individual teacher performance classifications as prescribed in A.R.S. §15-977(C)(2) be postponed. The committee’s rationale was that, while significant progress had been made on the development of the new teacher performance evaluation system (ATPES) to include overall weighted average student outcome measures (OWA), the process had only been in effect for a relatively brief period of time and required further study.

This year, the Oversight Committee has recommended the inclusion of performance classifications, but with limited compensation disparities between the performance classification levels. The Committee proposes that teachers classified as highly effective receive 100% of the performance dependent compensation element; teachers classified as effective would receive 95%; and teachers classified as developing would receive 85%. The Administration concurs with the Committee’s recommendation.

This more limited “spread” of compensation reflects continuing uncertainty as to the reliability of and flux in student achievement data measurement in the State of Arizona (a quantitative measure of course) and its impact upon the qualitative evaluation of teacher performance.

A copy of the proposed *revised* 301 Plan is attached to this Board item. Areas of the plan where substantive revisions have been made by the Oversight Committee are in red font. Data tables have been updated as appropriate as well but are not shown in red font.

**PROCEDURAL GUIDANCE:** Even though the Board has previously approved the performance pay plan, the Board must do so again with respect to this revision through a public hearing process, to be effective for the current fiscal year, and thereafter.

Following recognition by the Board President, the Administration will review a summary of the Performance Pay Plan and the proposed revisions, as well as other pertinent background.

Following the staff presentation, it will be necessary for the President of the Board to declare a public hearing “open”. During the hearing, members of the public shall be invited to address the board on matters of concern relating to the Performance Pay Plan, the requirements of the law, and staff or oversight committee recommendations.

Following public comment, the Board may take action as it determines. A recommendation follows below.

Following Board action, the President then declares the public hearing closed. (*Unlike other statutes requiring board action on a matter following a public hearing, this law requires that the board action occur at a public hearing*).

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**RECOMMENDATION:**

The Administration recommends that the Governing Board, after convening a public hearing, approve the attached 301 Teacher Performance Pay Plan.

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**INITIATED BY:**



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Todd A. Jaeger, Associate to the Superintendent

Date: December 2, 2015



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Patrick Nelson, Superintendent