



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

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**DATE OF MEETING:**        **December 9, 2014**

**TITLE:**            **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. This program is conducted pursuant to a written plan approved by the Governing Board. State law (A.R.S. §15-977) sets forth specific components “required” for inclusion in a 301 performance pay plan, but then allows for local governing board variance and modification of those components.

One component that is to be included in performance pay plans beginning this school year, is use of individual teacher performance as measured by the teacher's performance classification pursuant to A.R.S. §15-203(A)(38). Beginning in school year 2014-2015, individual teacher performance is to be used to determine thirty-three per cent of performance pay. *See*, A.R.S. §15-977(C)(2). Again, deviation from or waiver of this component is permitted by law as well. *See*, A.R.S. §15-977(E).

The Performance Pay Plan Oversight Committee has met to review the new requirement of the law and make recommendations to the Board regarding modification of the existing 301 Teacher Performance Pay Plan. The committee recommends that any inclusion of individual teacher performance in the plan as prescribed in A.R.S. §15-977(C)(2) be postponed. The committee’s rationale is that, while significant progress has been made on the development of the new teacher performance evaluation system (ATPES) to include overall weighted average student outcome measures (OWA), the process has only been in effect for a little over a year and requires further study before so significant an aspect of teacher compensation should become dependent upon it and its validity. Moreover, more study must be given to the potential impact of evaluation procedures that allow for appeal from any evaluation outcome affecting compensation.

A copy of the proposed 301 Plan is attached to this Board item.

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

Following recognition by the Board President, Administration will review a summary of the legislative history requiring the Board’s consideration of this item. Administration will also provide a summary of the alignment of the existing Performance Pay Plan with the requirements of the law and the recommendations for modification or waiver.

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.

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, and authorizing waiver of the required plan component contained in A.R.S. 15-977(C)(2).

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**INITIATED BY:**



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Todd A. Jaeger, Associate to the Superintendent

Date: December 2, 2014



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Patrick Nelson, Superintendent