



Catalina Foothills Unified School District #16
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BOARD AGENDA ITEM

ITEM NO: 6.1

BOARD MEETING DATE: Tuesday, June 9, 2026

UNFINISHED BUSINESS: Approval of Revisions to Catalina Foothills School District (CFSD) Performance Award Plan (second reading)

SUBMITTED BY: Mindy Westover, Associate Superintendent

PRESENTED BY: Mindy Westover, Associate Superintendent

Following the first reading and based on feedback received, the attendance eligibility requirements have been revised and are presented for second reading and approval. The remaining recommended revisions are unchanged from the first reading.

The first recommended change relates to attendance eligibility requirements. The proposed revision aligns full performance award eligibility with the 10 leave days provided annually to employees. Employees who miss 10 or fewer workdays during the school year would remain eligible for the full performance award. Employees who miss more than 10 workdays would receive a prorated award based on days worked. Employees who miss more than 70 workdays during the school year would not be eligible for any portion of the performance award. The 70-day threshold reflects the 60 workdays available through Family and Medical Leave Act (FMLA) protections in addition to the 10 annual leave days provided to employees.

The second recommended change relates to the Professional Learning requirement associated with Collaborative Inquiry Teams (CIT). Currently, staff members must participate in a CIT and attend at least 12 meetings during the school year to be eligible for the performance award. The proposed revision requires each CIT to establish a goal aligned to improving student academic outcomes. These goals should be academically focused, rigorous, specific, measurable, and include numerical indicators of success. Counselors may choose to focus on attendance-related goals due to the nature of their roles. This change is intended to ensure that CIT participation results not only in collaboration, but also in focused and measurable improvement efforts.

The final recommended change relates to the individual teacher performance component. Currently, teachers must receive a rating of effective or highly effective on the Teacher Assessment Program (TAP) evaluation to qualify for 100% of the award. The recommendation is to differentiate expectations for probationary teachers during their first three years of employment. Under this proposal, probationary teachers who receive a developing rating would remain eligible for 100% of the performance award. The district recognizes that probationary teachers are still developing their instructional practices and adjusting to the district's rigorous expectations for teaching and learning. This adjustment is intended to provide new teachers with the time and support necessary for professional growth during the early stages of their careers. Teachers beyond their third year of employment would continue to be expected to perform at the effective or highly effective level to receive the full award.

The performance award amount is determined annually by the State's allocation to the district through the Classroom Site Fund. For the 2026–2027 school year, the funding amount is projected to increase to \$883 per weighted student count.

RECOMMENDED MOTION: I move that the governing board approve the revisions to the CFSD Performance Award Plan, as presented.