



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

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**DATE OF MEETING:**      **October 7, 2014**

**TITLE:**            **Approval of Proposition 301 Teacher Performance Pay Awards and  
Administrative Performance Pay Awards for 2013-2014 Fiscal Year**

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**BACKGROUND:**

Forty percent of the revenue which the District receives from Proposition 301 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 types of performance pay.

The first type 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 part of the plan varies with the number of new participants each year.

The second performance pay type is an annual award given to eligible employees assigned to a school that reaches its student engagement and site selected achievement goal (Goal I). After first-time participation awards are allocated and funded, the Goal I A and I B award accounts for 60% of the performance pay fund expenditures. This year the full payout per person for Goal I A is \$762 and for Goal I B is \$762.

The third performance pay type is an annual award given when schools reach their student achievement goal as measured by standardized testing (Goal II). The Goal II award accounts for 40% of the performance pay fund expenditures after first-time participation awards are allocated and funded. This year the full payout per person for Goal II is \$1,016.

This Agenda Item, once approved, will authorize payment of the performance pay awards to eligible staff for the 2013-2014 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 each school. The maximum payout for full accomplishment of both goals for eligible certified staff is \$2,540.

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 \$1,000 per participant mirroring the 301 plans at the schools. This year, the total award possible will be \$600. The administrator plan is similar to the 301 Plan for teachers. Sixty Percent of the payout is based on Goal I, and 40% of the payout is based on Goal II. Principals and Assistant Principals will receive up to \$360 for accomplishment of Goal I and an additional award of up to \$240 is available for Goal II.

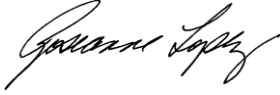
The attached spreadsheets list payout totals by school and individual calculations for both eligible certified teaching staff and administrators based upon the accomplishment of Goal I and the school’s pro-rata achievement of Goal II, adjusted for full-time equivalency.

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**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 2013-2014 Fiscal Year.

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**INITIATED BY:**



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Roseanne Lopez, Ed.D., Chief Academic Officer Elementary Education      Date: September 29, 2014



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Todd Jaeger, Associate to the Superintendent



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Patrick Nelson, Superintendent