



MEETING OF: May 9, 2017

TITLE: Performance Based Compensation Plan (Prop. 301) for School Year 2017-2018

ITEM #: 15

Information:

Study: X

Action:

PURPOSE:

To provide a timeline and gather feedback from the Tucson Unified Governing Board on the 2017-2018 301 Performance Based Plan.

DESCRIPTION AND JUSTIFICATION:

The TEA/TUSD Joint 301 Committee has meet to develop the 2017-2018 301 Pay for Performance Plan. State statute requires the pay for performance portion of the 301 plan be linked to teacher evaluations beginning SY 2014-2015.

The Joint Committee reviewed comments and suggestions that were gathered through the 2016-2017 amendment processes. Language from the amendment processes and clarifying language is incorporated into the 2017-2018 301 Plan.

The Committee incorporated the language from the 2016-2017 Second Amendment into the 2017-2018 301 Plan. This addresses any carry-forward funds above 5% of the 2017-2018 301 Revenues received from the State. The language ensures the 2017-2018 funds are expended through the implementation of the 2017-2018 301 Plan Year. The Joint Committee also clarified language pertaining to the 90 student contact day requirement. The language allows persons who take a Leave of Absence the opportunity to complete the 90 student contact days if they have completed the required number of PLC hours prior to the verification date.

The formula to determine the 1.0 FTE 301 Allocation is included in the 2017-2018 301 Plan. Eligibility criteria was furthered clarified reflecting salary schedules TDR-A and TDR-B as well as the Memorandum of Agreement (MOA) between TUSD and TEA addressing persons moved to TDR-B, which will be "grandfathered" for the 2017-2018 301 Plan Year and future plans in accordance with the language of the MOA. Exhibits A-E provide guidance and resources for the 2017-2018 301 Plan Year.

Exhibit A – Opt Out Form

Exhibit B – PLC

Exhibit C – 301 Appeal Form

Exhibit D – Memorandum of Agreement between TUSD and TEA

Exhibit E - Governing Board Policy GCO

Mr. Richard Foster, Senior Director of Curriculum Deployment, will present and be available for questions.

BOARD POLICY CONSIDERATIONS:

LEGAL CONSIDERATIONS:

For all Intergovernmental Agreements (IGAs), Initiator of Agenda Item provides the name of the agency responsible for recording the Agreement after approval:

For amendments to current IGAs, Initiator provides original IGA recording number:

Legal Advisor Signature (if applicable)

BUDGET CONSIDERATIONS:

_____ District Budget
_____ State/Federal Funds
_____ Other
Budget Cost Budget Code









Budget Certification (for use by Office of Financial Services only):

Date _____
I certify that funds for this expenditure in the amount of \$ are available and may be:
 Authorized from current year budget
 Authorized with School Board approval
Code: Fund:

INITIATOR(S):

Richard Foster, Senior Director Curriculum Deployment	5/4/2017
Name	Date

DOCUMENTS ATTACHED/ ON FILE IN BOARD OFFICE:

ATTACHMENTS:
Click to download
 301 Plan 17-18 05-02-17 Clean Draft
 301 Plan 17-18 05-02-17 Red-Lined
 301 Committee 2017-2018 Presentation
 301 Exhibit A Opt Out
 301 Exhibit B PLC
 301 Exhibit C Appeal
 301 Exhibit D MOA-TEA Consensus
 301 Exhibit E GB Policy GCO