

301 PAY FOR PERFORMANCE PLAN 2018-2019

A decorative graphic consisting of several parallel white lines of varying thicknesses, slanted diagonally from the bottom-left towards the top-right, located in the lower right quadrant of the slide.

301 Committee 2018-2019

Tim Batten, High School Teacher

Margaret Chaney, High School teacher

Dan Ireland, High School Teacher

Elizabeth Houston-Judd, Elementary Teacher

Frank Armenta, High School Principal

Lori Conner, Elementary School Principal

Chandra Thomas, K-8 School Principal

Richard Sanchez, Middle School Principal

Jason Freed, TEA President

Maricela Meza, Facilitator


Advisors to 301 Committee 2018-2019

Robert Ross, Legal Advisor
Renee Weatherless, Financial Advisor
Demetrius Lee-Internal Auditor



Recent Plan Designs

2011-2012	EEI Focus
2012-2013	PLC Collaboration & Student Achievement
2013-2014	Continuation of 2012-13
2014-2015	Addition of Teacher Evaluation Classification
2015-2016	Continuation of 2014-15 Plan
2016-2017	Continuation of 2015-16 Plan
2017-2018	Modification of the 2016-17 Plan
2018-2019	Modification of the 2017-18 Plan



ESTIMATED 301 REVENUE FOR 2018-2019

Estimated 2018-2019 301 Revenue from State (based on student count of 53,836)	\$22,772,770.00
Fund 11 (20%) embedded in TDR-A Supplemental Base	\$4,554,554.00
Fund 13 (40%) embedded in TDR-A Supplemental Menu	\$9,109,108.00
Fund 12 (40%) Pay for Performance Plan	\$9,109,108.00

ESTIMATED per FTE Allocation for 2018-2019 Fund 12: Pay for Performance

Fund 12	\$9,109,108.00
Minus 20% Benefits (divide total by 1.20)	\$1,573,108.00
Working balance	\$7,867,713.00
Minus #NBCT x \$3000	\$210,000.00
Minus Site Council Facilitators 89 x \$700	\$62,300.00
Balance	\$7,595,413.00
Minus 2.8% Contingency	\$252,913.00
# 301 eligible FTE's for 2018-19	2,750
ESTIMATED Amount per 301 eligible 1.0 FTE	\$2,670.00
Two-third Amount of the Eligible 1.0 FTE (1 st payment)	\$1,780.00
One-third Amount of the Eligible 1.0 FTE (2 nd Payment)	\$890.00

► Include figures for Fund 12 (page 4):

Fund 12: Pay for Performance Plan

FY18 Projected Ending Balance 3/31/18	\$332,148
F19 Projected Fund 12 Allocation (-2.2% decline)	\$9,109,108
Minus 20% Benefits (divide total by 1.20)	\$1,573,108
Working balance	\$7,867,713
Minus #NBCT x \$3000	\$210,000
Minus Site Council Facilitators 89 x \$700	\$62,300
Balance	\$7,595,413
Minus 2.8% Contingency	\$252,913
Balance	\$7,342,500
# 301 eligible FTE 2750	
Amount per eligible 301 1.0 FTE	\$2,670
Two-third Amount of the Eligible 1.0 FTE (1 st payment)	\$1,780
One-third Amount of the Eligible 1.0 FTE (2 nd Payment)	\$890

REVISIONS MADE TO 2018-2019 PLAN

- ▶ Update to eligibility section II (page 5)
 - ▶ Per internal audit recommendations of January 11, 2018, District will discontinue “grandfathered” employees participation in the Fund 12 301 Pay for Performance Plan.
 - ▶ Denotes only employees on TDR A salary schedule and Master Teachers are eligible for plan participation (excludes child find staff).
- ▶ National Board Certification (page 6)
 - ▶ Updates language to align with eligibility requirements (*must be assigned to TDR A certified salary schedule*).
- ▶ Update to payout timelines (page 8)
 - ▶ Payment for Teacher Evaluation portion will be made in June of 2019. Previous plan year provided for payment in October of following school year.

REVISIONS MADE TO 2018-2019 PLAN

- ▶ PLC verification due date March 13th (page 8)
 - ▶ *The minimum number of PLC hours will have to be completed by March 7, 2019.*
 - ▶ PLC minimum of (7) hours.
- ▶ Teacher evaluation scores aligned to GB Policy GCO approved August 9, 2016 (page 9)
 - ▶ Ineffective (46 points or fewer)
 - ▶ Developing (47 – 60 points)
 - ▶ Effective (61-78 points)
 - ▶ Highly Effective (79-100 points)

KEY POINTS OF 2017-2018 PLAN

- ▶ Exhibit A Opt Out Form
- ▶ Exhibit B PLC Framework
- ▶ Exhibit C Individual Appeal Form (1st pymt)
- ▶ Exhibit D Memorandum of Agreement between TUSD
and TEA
- ▶ Exhibit E Governing Board Policy GCO:
Evaluation of Certificated Staff Members

REFERENCES AND RESOURCES

FEEDBACK/RATIFICATION TIMELINE

- ▶ **Friday, May 11, 2018** Grandfathered employees emailed a letter regarding changes to the 2018-19 SY 301 Plan. Employees also invited to attend a forum to hear those changes.
- ▶ **Monday, May 14, 2018** Forum led by Dr. Trujillo to provide grandfathered employees information on changes for the 2018-19 SY Plan and answer questions re: changes.
- ▶ **Wed/Thurs May 16-17, 2018** Plan emailed to Teachers requesting comments/questions via Survey Monkey link.
- ▶ **Friday, May 18-25, 2018** Plan emailed to Teachers for voting via Survey Monkey link. Message also included FAQ's addressing comments/questions from the feedback email on May 16-17.

- ▶ Valued TUSD Teachers,

“We have gathered your questions and feedback from the 301 survey and compiled the FAQs below based on those inquiries. Additionally, the **voting is now open for the 2018-19 SY 301 Pay for Performance Plan** (attached). Please click on the Survey Monkey link to vote on the plan. The voting will be open through May 25th at 5pm. Please contact our office should you have any questions.

<https://www.surveymonkey.com/r/MXZYT7C>”

- ▶ **Monday, May 21, 2018-** Email reminder to Teachers to vote on the Plan.
- ▶ **Tuesday, May 22, 2018-** Governing Board Feedback (study).
- ▶ **Tuesday, May 22, 2018-** Email reminder to Teachers to vote on the Plan.
- ▶ **Wednesday, May 23, 2018-** Email reminder to Teachers to vote on the Plan.
- ▶ **Thursday, May 24, 2018-** Email reminder to Teachers to vote on the Plan.

RATIFICATION TIMELINE

May 17-18, 2018 301 committee reviewed comments/feedback

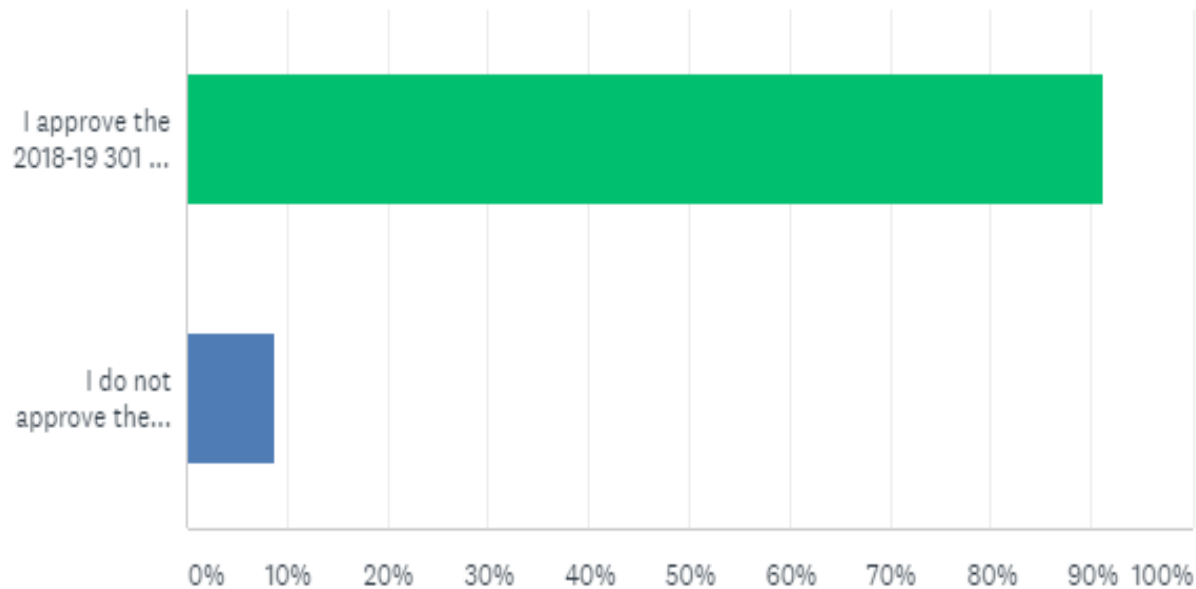
May 18-25, 2018 Ratification window (ratification must be achieved prior to teachers' last contract day: May 25, 2018).

June 12, 2018 TUSD Governing Board (Action Item)



Please vote to approve or not approve the 2018-19 301 Pay for Performance Plan

Answered: 2,158 Skipped: -1



ANSWER CHOICES	RESPONSES
▼ I approve the 2018-19 301 Pay for Performance Plan	91.29% 1,970
▼ I do not approve the 2018-19 Pay for Performance Plan	8.71% 188
TOTAL	2,158

RATIFICATION

► May 18-25, 2018 via Survey Monkey

Eligible employees	2628
Votes needed for ratification (70%)	1840
Yes Vote	1,970
No Vote	188
No Response	470

Approval of the 2018-19SY 301 Pay for Performance Plan based on an affirmative vote of at least 70% of the teachers eligible to participate in the plan.

Percentage (Yes Vote/Eligible) 1,970/2628	72.9%
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