

301 Pay For Performance Plan 2017-2018

301 Committee 2017-2018

301 Committee Members

Tim Batten, High School Teacher

Victoria Bodanyi, High School teacher

Margaret Chaney, High School Teacher

Katherine Eddleman, K8 Teacher

Russell Doty, High School Principal

Deborah Garcia, Middle School Principal

Marisa Salcido, Elementary School Principal

Sean Wilken, Elementary School Principal

Jason Freed, TEA President

Richard Foster, Facilitator

Advisors to 301 Committee 2017-2018

Michelle Tong, Legal Advisor
Karla Soto, Financial Advisor

Recent Plan Designs

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

2017-2018 301 Plan

- 2 / 3 Professional Learning
Community Team Time
(same as previous plan)
- 1 / 3 Teacher Evaluation Classification
includes Student Achievement
Component
- Appeal process refers to Teacher
Evaluation Appeals process

Revisions Made to 2017-2018 Plan

- Labeled the three 301 Funds (page 4)
 - Fund 11 (20%) embedded in TDR-A Supplemental Base
 - Fund 13 (40%) embedded in TDR-A Supplemental Menu
 - Fund 12 (40%) Pay for Performance Plan

Revisions Made to 2017-2018 Plan

- Includes formula to determine the per FTE Allocation for Fund 12: Pay for Performance (page 4)

Estimated 2017-2018 301 Revenue from the STATE	\$XXXXXXXX
Fund 11 (20%) embedded in TDR-A Supplemental Base	\$XXXXXXXX
Fund 13 (40%) embedded in TDR-A Supplemental Menu	\$XXXXXXXX
Fund 12 (40%) Pay for Performance Plan	\$XXXXXXXX

Formula to determine the ESTIMATED per FTE Allocation for Fund 12: Pay for Performance (page 4)

Fund 12	\$XXXXXXXX
Minus 20% Benefits (divide total by 1.20)	\$XXXXXXXX
Working balance	\$XXXXXXXX
Minus #NBCT x \$3000	\$XXXXXXXX
Balance	\$XXXXXXXX
Minus Site Council Facilitators 89 x \$700	\$XXXXXXXX
Balance	\$XXXXXXXX
Divided by # 301 eligible FTE (for 2017-18 use 2650 FTE)	\$XXXXXXXX
ESTIMATED Amount per 301 eligible 1.0 FTE	\$XXXXXXXX
Two-third Amount of the Eligible 1.0 FTE (1 st payment)	\$XXXXXXXX
One-third Amount of the Eligible 1.0 FTE (2 nd Payment)	\$XXXXXXXX

ESTIMATED 301 Revenue for 2017-2018

Estimated 2017-2018 301 Revenue from the STATE	\$20,500,000.00
Fund 11 (20%) embedded in TDR-A Supplemental Base	\$4,100,000.00
Fund 13 (40%) embedded in TDR-A Supplemental Menu	\$8,200,000.00
Fund 12 (40%) Pay for Performance Plan	\$8,200,000.00

ESTIMATED per FTE Allocation for 2017-2018 Fund 12: Pay for Performance

Fund 12	\$8,200,000.00
Minus 20% Benefits (divide total by 1.20)	\$1,366,666.67
Working balance	\$6,833,333.33
Minus #NBCT x \$3000	\$240,000.00
Balance	\$6,593,333.33
Minus Site Council Facilitators 89 x \$700	\$62,300.00
Balance	\$6,531,033.33
Divided by # 301 eligible FTE (for 2017-18 use 2650 FTE)	\$2,464.54
ESTIMATED Amount per 301 eligible 1.0 FTE	\$2,460.00
Two-third Amount of the Eligible 1.0 FTE (1 st payment)	\$1,640.00
One-third Amount of the Eligible 1.0 FTE (2 nd Payment)	\$820.00

Revisions Made to 2017-2018 Plan

- Includes 2016-2017 Second Amendment language (page 5):
 - *If any funds remain in Fund 12 of the Classroom Site Fund after the Pay for Performance Stipends identified in Article IV are fully paid, TUSD may retain up to five percent (5%) of the state's pay for performance allocation to TUSD for the 2017-2018 budget year to address potential 301 claims/appeals for SY 2017-2018 and distribute monies left from that five percent through the 2017-2018 301 Plan. Any money remaining from the 2017-2018 Fund 12 in excess of that five percent (5%) shall be distributed no later than the end of December 2018, on a pro rata basis, using each participant's 2017-2018 teacher evaluation classification.*

Revisions Made to 2017-2018 Plan

- Clarified Eligibility Language (page 5)
 - 301 Eligible person must be paid on salary schedule TDR-A
 - Staff members “grandfathered” to participate in the Fund 12 301 Pay for Performance Plan pursuant to paragraph 9 of the Memorandum of Agreement between TUSD and TEA approved by the Governing Board on December 13, 2016
- Leave of Absence (LOA)
 - 90 student contact days (page 6)
 - Opportunity to obtain 90 student contact days if PLC hours are met prior to the PLC verification date (page 8)

Revisions Made to 2017-2018 Plan

- Extended PLC verification date from February 22nd to March 8th (page 8)
 - *The minimum number of PLC hours will have to be completed by March 8, 2018.*
- Included 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)

References and Resources

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

Feedback/Ratification Timeline

May 9, 2017 Governing Board Feedback
(Study Item) – Postponed

May 10-15, 2017 Feedback Window
(online)

Feedback / Ratification Timeline

May 10: Parentlink sent to eligible employees:

- Dear Prop 301 Eligible Employees: A draft plan for Proposition 301 Pay for Performance Plan the 2017-2018 school year is available for review. Eligible employees will have the opportunity to comment on the proposed plan via a survey link scheduled to go out by email later today. Once a final version of the plan is written, you will receive another survey link that will enable you to cast your vote. That link is scheduled to go out during the week of May 15, 2017. The 2017-2018 plan was created by a Prop 301 joint committee made up of teachers, principals, the TEA president and a district facilitator. Please find links to the draft plan, a PowerPoint created to explain the plan to the Governing Board on May 9, 2017, and five exhibits that accompany the plan here.

Wednesday, May 10th- Plan emailed to teachers seeking commentary/questions via survey monkey

May 11: Parentlink sent to eligible employees (clarification on link)

- Dear Prop 301 Eligible Employees: It appears that some emails sent yesterday were missing the hyperlink to the draft plan for the Proposition 301 Pay for Performance Plan for the 2017-2018 school year. Here is the link: <http://www.tusd1.org/contents/distinfo/prop301/Plan17-18.asp>. Thank you, and I apologize for any inconvenience.

Feedback / Ratification Timeline

May 12: Parentlink on 301 Pay for Performance Forum

- Hello 301 Eligible Employees: By now you should have received a link to a survey to share your questions and comments on the draft proposal for the 301 Pay for Performance plan for 2017-2018. We are collecting those comments and questions as they come in, and we appreciate those who have offered their thoughts. We have also scheduled a forum for questions and feedback about the proposed plan. It is scheduled from 4 p.m. to 5 p.m. on Tuesday, May 16, at the Duffy Community Center, Multipurpose Room, 5145 E. 5th St. If you can't be there but would like to watch the session, you can find it on www.tusd1.org and on www.facebook.com/tucsonunified. Find the draft 2017-2018 plan and accompanying documents [here](#). Direct link: <http://tusd1.org/contents/distinfo/prop301/Plan17-18.asp>

Friday, May 12th- 301 Plan posted on Internet and Intranet

Monday, May 15th-Facebook Reminder regarding Forum

Monday, May 15th- Posted in newsletter

Tuesday, May 16th-Facebook Reminder regarding Forum

Tuesday, May 16th- 301 Forum at Duffy, Facebook Live for comments/questions during, on loop on facebook page

Feedback/Ratification Timeline

May 18: Parentlink on 301 Pay for Performance Voting

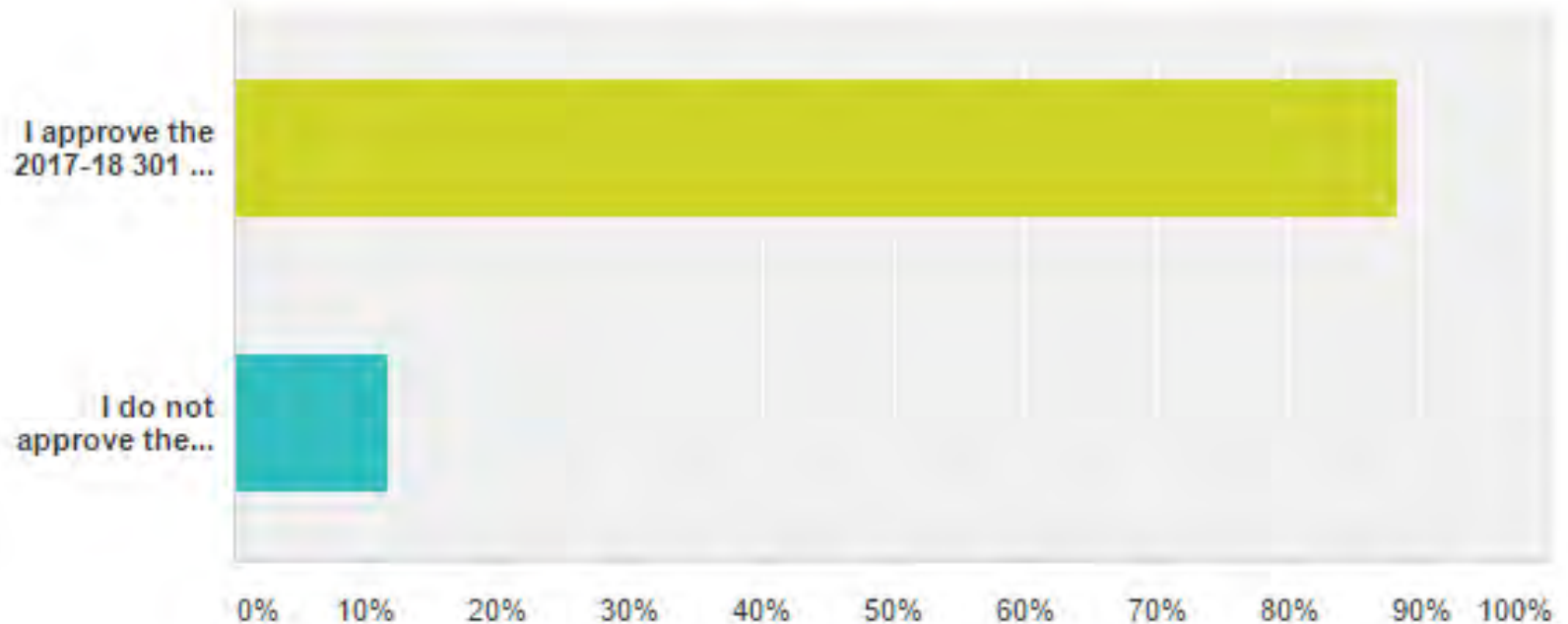
- The ratification window for the 2017-2018 301 Pay for Performance Plan will open tomorrow, May 19, and will close at midnight on Friday, May 26. In order to pass, 70 percent of all 301-eligible employees must approve the plan. You will receive a Survey Monkey email that will allow you to cast your vote. The plan will go before the board June 13. To review the proposed plan, please go to <http://www.tusd1.org/contents/distinfo/prop301/Plan17-18.asp>
- FACEOOK LIVE RECORDING is currently posted on Facebook Live and has had 420 views so far. There have been 58 views on Livestream.

Ratification Timeline

- | | |
|-----------------|---|
| May 17, 2017 | Joint committee reviewed comments/feedback |
| May 18-26, 2017 | Ratification window (ratification must be achieved prior to teachers' last contact day: May 26, 2017) |
| June 13, 2017 | TUSD Governing Board (Action Item) |

Please vote to approve or not approve the 2017-18 301 Pay for Performance Plan

Answered: 2,326 Skipped: 0



Answer Choices	Responses	
I approve the 2017-18 301 Pay for Performance Plan	88.31%	2,054
I do not approve the 2017-18 Pay for Performance Plan	11.69%	272
Total		2,326

Ratification

- May 18-26, 2017 via Survey Monkey

Eligible employees	2814
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Votes needed for ratification (70%)	1970
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Yes Vote	2054
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No Vote	272
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No Response	488
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Approval of the performance based compensation system based on an affirmative vote of at least seventy per cent of the teachers eligible to participate in the performance based compensation system.

Percentage	72.9%
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(Yes Vote / Eligible)

2054/2814