

301 Pay For Performance Plan

2016-2017

Governing Board Meeting June 14, 2016

301 Committee 2015-2016

301 Committee Members

Jason Freed, TEA President

August Merz, Middle School Teacher

Margaret Chaney, High School Teacher

Dan Ireland, Middle School Teacher

Tim Batten, High School Teacher

Tamara Christopherson, Elementary Principal

Dr. Daniel Schulter, Middle School Principal

Roberto Estrella, High Schools

Richard Foster, Facilitator

Renee Weatherless, Finance

Irma Woodward, Recording Secretary

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>2016-17</i>	<i>Continuation of 2015-16 Plan</i>

2016-2017 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 2016-17 Plan

- Added Clarification for PLC Work and Exhibits for Assistance in Planning
- Distribution of Pay For Performance requires 33% based on Teacher Evaluation Classifications
- Increases the number of PLCs from 5 to 10 and increases 301 compensation from \$1500 to \$3000

Ratification Timeline

May 2016 Teacher Review and Input

May 2016 Ratification

May 24, 2016 TUSD Governing Board
Study Item

June 14, 2016 TUSD Governing Board
Action Item

Ratification

Eligible employees	2444
Yes Vote	1983
No Vote	84

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	81.1%
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(Yes Vote / Eligible)

1983 / 2444