



Apache Elementary School District #42

Classroom Site Fund

2018/2019 Performance Based Compensation Plan

“Proposition 301”

The Apache Elementary School District anticipates increases under the provisions of Proposition 301. These funds from Proposition 301 will be divided into three categories. These categories will be separate from the current teacher certified salary schedule. The Proposition 301 program for the Apache Elementary School District addresses the three categories in the following narrative.

Section A (011) 20% of the C.S.F.

20% for teacher base salary increases and employee benefits.

- The 20% of the classroom site fund monies that will be used for this category shall be allocated from the monies received by Apache Elementary School in the classroom site funds. This 20% includes the employee benefits needed for these monies.
- The 301 certified, full time teacher pay will not become part of the district teacher contract but will be additional monies paid to the full-time, certified teachers.
- Contracted teachers who terminate employment prior to the end of their contract will not receive any portion of the 301 monies. In the event that a contract teacher terminates their contract prior to the end of the year and they have received 301 monies, those 301 monies already paid will be deducted from the employees final pay check and returned to the fund.

Timeline for Distribution of Funds:

Upon Governing Board approval of the Proposition 301 Plan, monies deposited into this C.S.F., allocated for this purpose, shall be distributed to eligible staff the first payday in December with the net balance to be subsequently released upon the receipt of funds.

Section B (012)

Part 1: Student Academic Growth: 67% (of the 40%) allocated for Performance Pay Measures of Progress:

Student Academic Growth:

- Each eligible 301 teacher shall provide measures of progress toward the academic standards by administering timely valid assessments. Compliance shall be the submission of a valid assessment instrument reports (pre/post test) that show individual student growth.

Other Measures of Academic Progress

- Students’ progress will be fully communicated to the students and their parents or guardians in a clear, concise and accurate manner at least six (6) times a year, using either Progress Reports, Formative/Summative Assessments, and/or Report Cards.



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Timeline for Distribution of Funds:

Monies deposited into this C.S.F., allocated for this purpose, shall be distributed to eligible staff in June with the net balance to be subsequently released upon the receipts of funds.

Section B (012)

Part 2: Teacher Evaluation: 33% (of the 40%) allocated for Performance Pay

Teacher Performance on Evaluation

(Beginning in school year 2014-15, HB 2823 required that an individual teacher’s performance on the evaluation be a portion of the performance pay system required by Proposition 301. Individual performance on the evaluation will account for not less than 33% of the performance pay distribution.)

Teacher Performance on Evaluation:

- A teacher shall receive either: Developing, Effective, or a Highly Effective rating to be eligible to receive performance pay based on evaluation. A teacher’s summative rating shall be based on District Governing Board walk-throughs/observations and a formal observation.

When a full-time, certified teacher has been denied performance based compensation, the teacher will be so informed of the reasons for not receiving such compensation in writing from the District Governing Board, either hand delivered or by certified mail.

Note: A teacher who disagrees with the written reasons for not receiving performance based compensation may make a written appeal no later than ten (10) days after receiving such reasons. This appeal will be made to the District Governing Board. The decision of the Governing Board is final.

Timeline for Distribution of Funds:

Monies deposited into this C.S.F., allocated for this purpose, shall be distributed to eligible staff in June with the net balance to be subsequently released upon the receipts of funds.

Section C (013)

Specific Classroom Based Programs: 40% of the C.S.F.

For certified staff members to qualify for funding in this category, they have agreed to do three of following extra duties

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| <ul style="list-style-type: none"> • Attend Professional Development Training (Internet or in Person) • Distribute a monthly school newsletter • Plan & host open house with parent/community involvement • Encourage a safe, positive classroom/school environment • Invite guest speakers to talk to students on their area of expertise |
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During the first two weeks of June, all approved classroom based programs will be tabulated and the amount of pay will be determined for each full-time, certified teacher.

Timeline for Distribution of Funds:

Monies deposited into this C.S.F., allocated for this purpose, shall be distributed to eligible staff in June with the net balance to be subsequently released upon the receipts of funds.

Payment Timeline:

Payment to eligible teachers who are retiring shall be made as part of the last regular contracted paycheck to qualify for inclusion in figuring retirement benefits in the Arizona State Retirement System. Notification of 301 payment amount shall be made or confirmed by District Business Manager to eligible members qualifying for full payment by the last working day of the school year. Members receiving partial or not payment amount shall be notified individually by District Business Manager.

Note: A teacher who disagrees with the written reasons for not receiving performance based compensation may make a written appeal no later than ten (10) days after receiving such reasons. This appeal will be made to the District Governing Board. The decision of the Governing Board is final.



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The development of the Classroom Site Fund Pay for Performance Compensation Plan will be presented to the Governing Board on October 10, 2018.

The Classroom Site Fund monies will be paid as scheduled contingent upon Apache Elementary School receiving such monies from the State of Arizona in a timely manner.

Approved by Apache Elementary School Board

School Board President Signature

School Board Member Signature

School Board Member Signature



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Teacher Name _____

I have received and reviewed all documentation relating to the above-mentioned CSF allocations and hereby give approval for these funds to be paid to above-mentioned teacher.

School Board President Signature

Date