301 FAQs

Q. What is Prop. 301?
A. In 2000, Arizona approved Proposition 301, which created a funding stream using sales tax to increase teacher salaries and to give teachers an opportunity to earn performance pay. Each year, a committee of teachers and administrators develop a performance pay plan that outlines eligibility and criteria for payment. The plan is subject to ratification of at least 70% of the eligible plan participants and the approval of the Governing Board. Proposition 301 expires in 2021.

Q. What are the eligibility requirements for 2017-2018 301 Pay for Performance Plan?
A. Refer to pages five (5) and six (6) of the 2017-2018 301 Pay for Performance Plan.

Q. How much money will I receive for the 2017-18 301 Plan year?
A. The total possible payment amount is $2,460. Funds are made in two payments: The first payment is up to $1,640 based on your FTE allocation. The second payment will be paid June 29, 2018 and based on your evaluation classification.*

<table>
<thead>
<tr>
<th>Classification</th>
<th>Cut Scores</th>
<th>*Amount for 2017-2018 301 Pay for Performance Plan (pro-rated per FTE.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>79 – 100</td>
<td>$820</td>
</tr>
<tr>
<td>Effective</td>
<td>61 – 78</td>
<td>$615</td>
</tr>
<tr>
<td>Developing</td>
<td>47 – 60</td>
<td>$410</td>
</tr>
<tr>
<td>Ineffective</td>
<td>46 or fewer points</td>
<td>$0</td>
</tr>
</tbody>
</table>

Q. When will I receive the first payment for the 2017-2018 301 Plan Year?
A. The initial payment is scheduled for May 4, 2018 paycheck.

Q. How can I see how much my take-home pay will be on my May 4, 2018 paycheck?
A. Log on to the iVisions Web Portal and click “Employee Resources” and “Compensation” to view your paycheck for the Pay Period. At the bottom of the screen is a link to a “paycheck calculator.” Add your payout amount to your gross pay and hit “calculate” at the bottom. That will give you an estimate of your May 4, 2018, paycheck amount. This tool is available anytime throughout the year.

Q. Can I adjust my payroll elections?
A. Changes to payroll elections can be made at any time. Look for “Tax Withholding Forms” under Employee Resources in the iVisions Web Portal. Changes made between April 15 and April 28 will be reflected on the May 4, 2018, paycheck. Tucson Unified School District #1 does not give legal or tax advice so you should consult with your tax advisor to review your particular circumstances. Tucson Unified School District #1 does not assume responsibility or liability for decisions based on use of the withholding forms process, as numerous factors can affect the actual outcome.

Q. I think there is a discrepancy in my eligibility, what do I do?
A. Submit 301 Exhibit C – Individual Appeal Form located on the Intranet by end of day Monday, April 16, 2018 to ER@tusd1.org. Please note that the filing of an appeal will delay payment beyond the designated date of May 4, 2018.