2019-2020 SY 301 Pay for Performance Plan
Frequently Asked Questions (FAQs)

Q. How much money will I receive for the 2019-2020 301 Plan year?
A. The total possible payment amount is **$2,580**. Funds are split in two payments: The first payment is **$1,720** prorated based on your FTE allocation. The second payment will be up to **$860** based on evaluation classification and prorated per FTE allocation.

Q. What are the Teacher evaluation scores for the 2019-2020 301 Plan year and possible payments for each?
A.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Cut Scores</th>
<th>*Amount per 2019-2020 301 Pay for Performance Plan (*The amount is pro-rated per FTE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>79-100</td>
<td>$860</td>
</tr>
<tr>
<td>Effective</td>
<td>61-78</td>
<td>$645</td>
</tr>
<tr>
<td>Developing</td>
<td>47-60</td>
<td>$430</td>
</tr>
<tr>
<td>Ineffective</td>
<td>46 or fewer points</td>
<td>$0</td>
</tr>
</tbody>
</table>

Q. When can I expect the money for the 2019-2020 school year?
A. The first payment is scheduled to be paid on **May 8, 2020** and the second payment is scheduled to be paid on **June 19, 2020**. An email will be sent to all eligible employees no later than **April 15, 2020** setting forth the exact dates.

Q. Who is eligible for 301 Pay for Performance monies?
A. Certified Employees who are placed on TDR-A salary schedule in the 2019-2020 TUSD/TEA Consensus Agreement, Master Teachers, Counselors (with valid teaching certificate), and Head Athletic Trainers (with valid teaching certificate). Child Find staff are excluded.

Q. I know I am eligible, but what do I need to do to ensure I receive the money? Any changes?
A. As in previous years, if eligible, the first payment is based on completion of (7) hours of PLC work. Employees are responsible for signing in to each PLC attended. The second payment is based on evaluation scores. Employees need to review their evaluations and ensure they are completed and signed off on to avoid payment delays. Updates made to the 301 Plan for the 2019-20 school year are solely based on dates and amounts.

Q. In 2017-18 SY, “grandfathered employees” were eligible to receive 301 monies. Why are they not included in this year’s plan? What about people new to TDR-B?
A. In January, 2018, the TUSD Internal Auditor conducted an analysis of the 301 Plan. Based on the Audit, TUSD was advised to discontinue the “Grandfather List”. Based on legal advice, there does not appear to be an avenue to utilize these funds for individuals who are not on the TDR-A salary schedule or who are not coded as instruction. With that, 301 monies cannot be used to pay National Board stipends for individuals not on TDR-A.

Q. Is there anything that can be done to have this money be tax-free or not subject to ASRS?
A. Unfortunately, no. However, you can adjust your tax withholding prior to disbursement. Look for “Tax Withholding Forms” under Employee Resources in the iVisions Web Portal. 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. For additional questions, please contact the Payroll department at Payroll@tusd1.org.

Q. Can the money be disbursed in one lump sum? Can the money be spread out throughout the year?
A. The deadline for PLC work (March 6) comes approximately two months ahead of the evaluation deadline (May 15). Thus, we choose not to hold the first payment as we are able to distribute it prior to the close of the school year. Additionally, we cannot forward monies until the PLC verification and the evaluation process is completed.

Q. How much is being retained for appeals?
A. 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 $200,000 to address appeals. Any money remaining from the 2019-2020 fund in excess of that $200,000 shall be distributed no later than December, 2020. See 301 Plan (page 5) for more detail.

Q. I have questions about evaluation components (Bench Marks, Growth Scores, Student Input, Danielson, DIBELS, etc). Who do I contact?
A. Dr. Halley Freitas (Halley.Freitas@tusd1.org) or Michael Moeykens (Michael.Moeykens@tusd1.org). For your convenience, the Teacher Evaluation Model and Teacher Evaluation Process is posted on the 301 intranet and internet pages.

Q. I am concerned my evaluation score is incorrect?
A. For questions related to Evaluation appeals, please contact Employee Relations (ER@tusd1.org).

Q. I did not receive the first 301 payment. How do I file an appeal?
A. To appeal the first payment-complete Exhibit C “Individual Appeals Form” and include evidence of completion of required PLC work by Wednesday, April 15, 2020 to Employee Relations.

Q. Is this a governor’s pay increase?
A. No. 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 reviews the 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. Who is on the 301 Committee?
A. Per the TEA Consensus Agreement, the committee is appointed by TEA and TUSD. Currently, the committee is made up of four principals and four educators. The President of TEA and the Director of Employee Relations facilitate the committee.

Q. I have questions regarding the competitive process for 301-eligible positions. Who can I contact?
A. Please contact Human Resources (HRDocs@tusd1.org).

Q. I have questions about the 2019-2020 301 Plan. Where can I get information?
A. Please refer to the 301 page on the Intranet, TUSD webpage or contact Employee Relations at ER@tusd1.org.