301 PAY FOR PERFORMANCE PLAN
2019-2020
301 Committee
2019-2020

Tim Batten, High School Teacher
Margaret Chaney, High School teacher
Elizabeth Houston-Judd, Elementary Teacher
Sarah Smith, High School Teacher
Seth Aleshire, Middle School Principal
Frank Armenta, High School Principal
Lori Conner, Elementary School Principal
Chandra Thomas, K-8 School Principal
Jason Freed, TEA President
Maricela Meza, Facilitator
Advisors to 301 Committee
2019-2020

Robert Ross, Legal Counsel
Renee Weatherless, Executive Director of Finance
Janet Rico Uhrig, Executive Director of Human Resources
Recent Plan Designs

2011-2012  EEI Focus
2012-2013  PLC Collaboration & Student Achievement
2013-2014  Continuation of 2012-13
2014-2015  Addition of Teacher Evaluation Classification
2015-2016  Continuation of 2014-15 Plan
2016-2017  Continuation of 2015-16 Plan
2017-2018  Modification of the 2016-17 Plan
2018-2019  Modification of the 2017-18 Plan
2019-2020  Modification of the 2018-19 Plan
## ESTIMATED 301 REVENUE FOR 2019-2020

<table>
<thead>
<tr>
<th>Estimated 2019-2020 301 Revenue from State (based on student count of 52,138)</th>
<th>$22,627,765</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fund 11 (20%) embedded in TDR-A Supplemental Base</td>
<td>$4,525,553</td>
</tr>
<tr>
<td>Fund 13 (40%) embedded in TDR-A Supplemental Menu</td>
<td>$9,051,106</td>
</tr>
<tr>
<td>Fund 12 (40%) Pay for Performance Plan</td>
<td>$9,051,106</td>
</tr>
</tbody>
</table>
## ESTIMATED per FTE Allocation for 2019-2020  
### Fund 12: Pay for Performance

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fund 12</td>
<td>$9,051,106</td>
</tr>
<tr>
<td>Minus 20% Benefits (divide total by 1.20)</td>
<td>$1,550,184</td>
</tr>
<tr>
<td>Working balance</td>
<td>$7,750,922</td>
</tr>
<tr>
<td>Minus #NBCT x $3000</td>
<td>$210,000</td>
</tr>
<tr>
<td>Minus Site Council Facilitators 89 x $700</td>
<td>$62,300</td>
</tr>
<tr>
<td>Balance</td>
<td>$7,478,622</td>
</tr>
<tr>
<td>Minus Contingency</td>
<td>$200,000</td>
</tr>
<tr>
<td># 301 eligible FTE’s for 2019-20</td>
<td>2,810</td>
</tr>
<tr>
<td><strong>ESTIMATED Amount per 301 eligible 1.0 FTE</strong></td>
<td><strong>$2,580</strong></td>
</tr>
<tr>
<td>Two-third Amount of the Eligible 1.0 FTE (1\textsuperscript{st} payment)</td>
<td><strong>$1,720</strong></td>
</tr>
<tr>
<td>One-third Amount of the Eligible 1.0 FTE (2\textsuperscript{nd} Payment)</td>
<td><strong>$860</strong></td>
</tr>
</tbody>
</table>
**UPDATED FIGURES FOR FUND 12 IN 2019-2020**

- **Fund 12: Pay for Performance Plan** (page 4 of Plan):

  - FY19 Projected Ending Balance 3/31/19: $250,000
  - F20 Projected Fund 12 Allocation (-2.8% decline): $9,051,106
  - Minus 20% Benefits (divide total by 1.20): $1,550,184
  - Working balance: $7,750,922
  - Minus #NBCT x $3000: $210,000
  - Minus Site Council Facilitators 89 x $700: $62,300
  - Balance: $7,478,622
  - Minus Contingency: $200,000
  - Balance: $7,278,622
  - # 301 eligible FTE: 2810
  - Amount per eligible 301 1.0 FTE: $2,580
  - Two-third Amount of the Eligible 1.0 FTE (1st payment): $1,720
  - One-third Amount of the Eligible 1.0 FTE (2nd Payment): $860
KEY POINTS FOR 2019-2020 PLAN

- Contingency total updated (page 4)
  - In 2016-2017 SY, there was no stipulation for carryover cap.
  - In 2017-2018 SY, total was 5%.
  - In 2018-2019 SY, total was 3%.
  - In 2019-2020 SY, total has been updated to a flat dollar amount of $200,000.

- Eligibility section update (page 5)
  - Counselors and Head Athletic Trainers are eligible to participate per approval by Governing Board at October 18, 2018 board meeting.
  - Must hold a valid teaching certificate.

- PLC verification due date March 11th (page 7)
  - The minimum number of PLC hours will remain at a minimum of (7) hours.
  - PLCs must be completed by March 6, 2020.

- Teacher evaluation scores and payout amounts (page 8)
  - Ineffective (46 points or fewer) $0
  - Developing (47 – 60 points) $430
  - Effective (61-78 points) $645
  - Highly Effective (79-100 points) $860
REFERENCES AND RESOURCES

- Exhibit A  Opt Out Form
- Exhibit B  PLC Framework
- Exhibit C  Individual Appeal Form (1st pymt)
- Exhibit E  Governing Board Policy GCO:
  Evaluation of Certificated Staff Members
- Exhibit F  Individual Appeals Form (Evaluations)
RATIFICATION TIMELINE

March 8, 2019  301 Committee meeting to review 301 plan updates for 2019-2020 SY.

March 29, 2019  301 Committee meeting to continue discussion on 301 Plan updates for 2019-2020 SY.

April 22, 2019  301 Committee approves 2019-2020 draft of 301 Plan.

April 30, 2019  Governing Board Feedback (study item).
Friday, May 3, 2019  301 Survey sent (via Survey Monkey generated email) to Teachers/eligible staff to review the proposed 2019-2020 301 Plan/Summary of Changes and vote on the Plan.

Survey Monkey generated email reminders to Teachers/eligible staff to vote on the Plan on following May dates:
  *May 5, 8, 10, 12, 13, 14, 15, 20, 23

May 24, 2019 Survey closed.

May 28, 2019 TUSD Governing Board (Action Item).
SURVEY MONKEY RESULTS

Please vote to approve or not approve the proposed 2019-20 301 Pay for Performance Plan

Answered: 2,137   Skipped: 1

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>I approve the 2019-20 301 Pay for Performance Plan</td>
<td>94.06%</td>
</tr>
<tr>
<td>I do not approve the 2019-20 Pay for Performance Plan</td>
<td>5.94%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>2,137</td>
</tr>
</tbody>
</table>
RATIFICATION

- May 3-24, 2019 via Survey Monkey

Eligible employees 2,701
Votes needed for ratification (70%) 1,891

Yes Vote 2,010
No Vote 127
No Response 564

Approval of the 2019-20SY 301 Pay for Performance Plan based on an affirmative vote of at least 70% of the teachers eligible to participate in the plan.

Percentage 74%
(Yes Vote/Eligible) 2010/2701