

301 Pay For Performance Plan 2017-2018

301 Committee 2017-2018

301 Committee Members

Tim Batten, High School Teacher

Victoria Bodanyi, High School teacher

Margaret Chaney, High School Teacher

Katherine Eddleman, K8 Teacher

Russell Doty, High School Principal

Deborah Garcia, Middle School Principal

Marisa Salcido, Elementary School Principal

Sean Wilken, Elementary School Principal

Jason Freed, TEA President

Richard Foster, Facilitator

Advisors to 301 Committee 2017-2018

Michelle Tong, Legal Advisor
Karla Soto, Financial Advisor

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>2016-2017</i>	<i>Continuation of 2015-16 Plan</i>
<i>2017-2018</i>	<i>Modification of the 2016-17 Plan</i>

2017-2018 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 2017-2018 Plan

- Labelled the three 301 Funds (page 4)
 - Fund 11 (20%) embedded in TDR-A Supplemental Base
 - Fund 13 (40%) embedded in TDR-A Supplemental Menu
 - Fund 2 (40%) Pay for Performance Plan

Revisions Made to 2017-2018 Plan

- Includes formula to determine the per FTE Allocation for Fund 12: Pay for Performance (page 4)

Estimated 2017-2018 301 Revenue from the STATE	\$XXXXXXXX
Fund 11 (20%) embedded in TDR-A Supplemental Base	\$XXXXXXXX
Fund 13 (40%) embedded in TDR-A Supplemental Menu	\$XXXXXXXX
Fund 2 (40%) Pay for Performance Plan	\$XXXXXXXX

Formula to determine the ESTIMATED per FTE Allocation for Fund 12: Pay for Performance (page 4)

Fund 12	\$XXXXXXXX
Minus 20% Benefits (divide total by 1.20)	\$XXXXXXXX
Working balance	\$XXXXXXXX
Minus #NBCT x \$3000	\$XXXXXXXX
Balance	\$XXXXXXXX
Minus Site Council Facilitators 89 x \$700	\$XXXXXXXX
Balance	\$XXXXXXXX
Divided by # 301 eligible FTE (for 2017-18 use 2650 FTE)	\$XXXXXXXX
ESTIMATED Amount per 301 eligible 1.0 FTE	\$XXXXXXXX
Two-third Amount of the Eligible 1.0 FTE (1 st payment)	\$XXXXXXXX
One-third Amount of the Eligible 1.0 FTE (2 nd Payment)	\$XXXXXXXX

ESTIMATED 301 Revenue for 2017-2018

Estimated 2017-2018 301 Revenue from the STATE	\$20,500,000.00
Fund 11 (20%) embedded in TDR-A Supplemental Base	\$4,100,000.00
Fund 13 (40%) embedded in TDR-A Supplemental Menu	\$8,200,000.00
Fund 2 (40%) Pay for Performance Plan	\$8,200,000.00

ESTIMATED per FTE Allocation for 2017-2018 Fund 12: Pay for Performance

Fund 12	\$8,200,000.00
Minus 20% Benefits (divide total by 1.20)	\$1,366,666.67
Working balance	\$6,833,333.33
Minus #NBCT x \$3000	\$240,000.00
Balance	\$6,593,333.33
Minus Site Council Facilitators 89 x \$700	\$62,300.00
Balance	\$6,531,033.33
Divided by # 301 eligible FTE (for 2017-18 use 2650 FTE)	\$2,464.54
ESTIMATED Amount per 301 eligible 1.0 FTE	\$2,460.00
Two-third Amount of the Eligible 1.0 FTE (1 st payment)	\$1,640.00
One-third Amount of the Eligible 1.0 FTE (2 nd Payment)	\$820.00

Revisions Made to 2017-2018 Plan

- Includes 2016-2017 Second Amendment language (page 5):
 - *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 five percent (5%) of the state's pay for performance allocation to TUSD for the 2017-2018 budget year to address potential 301 claims/appeals for SY 2017-2018 and distribute monies left from that five percent through the 2017-2018 301 Plan. Any money remaining from the 2017-2018 Fund 12 in excess of that five percent (5%) shall be distributed no later than the end of December 2018, on a pro rata basis, using each participant's 2017-2018 teacher evaluation classification.*

Revisions Made to 2017-2018 Plan

- Clarified Eligibility Language (page 5)
 - 301 Eligible person must be paid on salary schedule TDR-A
 - Staff members “grandfathered” to participate in the Fund 12 301 Pay for Performance Plan pursuant to paragraph 9 of the Memorandum of Agreement between TUSD and TEA approved by the Governing Board on December 13, 2016
- Leave of Absence (LOA)
 - 90 student contact days (page 6)
 - Opportunity to obtain 90 student contact days if PLC hours are met prior to the PLC verification date (page 8)

Revisions Made to 2017-2018 Plan

- Extended PLC verification date from February 22nd to March 8th (page 8)
 - *The minimum number of PLC hours will have to be completed by March 8, 2018.*
- Included teacher evaluation scores aligned to GB Policy GCO approved August 9, 2016 (page 9)
 - Ineffective (46 points or fewer)
 - Developing (47 – 60 points)
 - Effective (61-78 points)
 - Highly Effective (79-100 points)

References and Resources

- Exhibit A Opt Out Form
- Exhibit B PLC Framework
- Exhibit C Individual Appeal Form
- Exhibit D Memorandum of Agreement between TUSD and TEA
- Exhibit E Governing Board Policy GCO: Evaluation of Certificated Staff Members

Ratification Timeline

- | | |
|-----------------|--|
| May 9, 2017 | Governing Board Feedback
(Study Item) |
| May 15-21, 2017 | Ratification window
(ratification must be achieved
prior to teachers' last contact day: May
26, 2017) |
| June 13, 2017 | TUSD Governing Board
(Action Item) |