



2nd Amendment to 2016- 2017 301 Plan

TUSD/TEA JOINT 301 COMMITTEE

FEBRUARY 2017

Why a 2nd Amendment

- ▶ At the December 13, 2016 Governing Board Meeting, we asked the Governing Board to approve the 1st Amendment and give us direction to spend down the fund for this plan year.
- ▶ The 2nd amendment addresses the Governing Board's Direction

The essence of the 2nd Amendment

- ▶ The 2nd Amendment states,

“TUSD may retain up to five percent (5%) of the state’s pay for performance allocation to TUSD for the 2016-2017 budget year to address potential 301 claims/appeals for SY 2016-2017 and distribute monies left from that five percent through the 2017-2018 301 Plan.”

- ▶ The 5% retention is needed to address any/all necessary claims as well as paying for evaluation score improvements through the Appeals process.

Claims and Appeals

- ▶ Claim – After 301 payments have been made an individual who believes they should have received payment, but did not, might file a claim. The claim would be investigated and either the claim will be substantiated and payment would need to be made OR the claim will be denied based on the criteria set forth in the 2016-2017 301 Pay for Performance Plan.
- ▶ Appeal – any teacher may appeal the Danielson portion of his/her evaluation. The appeal review will determine if any changes to the Danielson portion are warranted. Said changes may effect the final classification / score of a teacher's evaluation. If it affects the final score/classification payment would be made to reflect the change. If the appeal does not impact the final score/classification then no payment will be made.

Ratification Timeline

- ▶ By February 9, 2017 - Communicate Second Amendment to current 301 eligible employees,
- ▶ February 13-18, 2017 – Ratification of second amendment via Survey Monkey. Current 301 eligible employees will receive a Survey Monkey invite by noon on Monday, February 13, 2017.
- ▶ March 7, 2017 – Ratification results of the second amendment will be presented to the Governing Board. If 70% of all current 301 eligible employees is achieved in favor of the second amendment, we will ask the Governing Board to approve the second amendment.

Second Amendment Payout Schedule

- ▶ 30 days after the second payment for 2016-2017 301 Pay for Performance has been completed – any funds over the 5% stated in the second amendment, will be distributed by February 2018. The distribution will be tied to a teacher's final classification for his/her valuation.



THANK YOU FOR YOUR TIME

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