

GLOBE UNIFIED SCHOOL DISTRICT #1
Implementation Plan for Classroom Site Fund
2020-2021 School Year



I. IMPLEMENTATION PLAN

Proposed Budget for the Classroom Site Fund: Total Classroom Site Fund Projected –

- A.** Fund 11 - Twenty percent of the total Classroom Site Fund will fund Teacher Base Pay compensation on the salary schedule per Arizona Revised Statute 15-977.

Proposition 301 Base Salary Monies - If the amount of Proposition 301 monies actually received by the District is less than required to fulfill the District's Propositions 301 funded obligations, then that portion of Teacher's Base Salary attributable to Proposition 301 monies may be reduced on a pro-rated basis with all other employees receiving Proposition 301 monies as part of their Base Salary in an amount equal to the proposition 301 monies not received.

- B.** Fund 12 - Forty percent of the total Classroom Site Fund will fund the Performance Based Plan as outlined in item II.

- A teacher is any person who is performing the duties of a teacher, who holds a certificate, and performs all expected duties in a formal educational setting, working directly with students. This includes interventionists, counselors, or librarians who meet the above stated criteria and are engaged in student instruction at least 50% of the student day, not including their prep period.
- The definition of a teacher does not apply to someone on the administrative pay scale.
- The definition of a teacher will include a Substitute that works at least 75 days in the same assignment performing the expected duties of a teacher and meets all other requirements of a teacher will be eligible for 301 monies.
- A teacher must be engaged in student instruction at least 50% of the student day, not including their prep period.
- A teacher that is working less than a full year, but will otherwise qualify for 301 monies will receive a prorated portion of the 301 monies.

Major components include (see Pay for Performance Plan details below – fund 012)

- Consensus Agreement
- Professional Goals
- Parent/Student Survey
 - A. Principals will distribute and collect a Parent/Student survey after the first nine weeks and again the week after spring break. The school site council will conduct an item analysis of the results and make suggestions to the school improvement team at their site. By January 15th and May 15th, each school will present to the board how they have used the information for improvement of their school site.
- Teacher performance on the Governing Board adopted evaluation tool
- Teacher on-going professional development

- C.** Fund 13 - Forty percent of the total Classroom Site Fund will fund menu item number 2, teacher compensation on the salary schedule per Arizona Revised Statute 15-977, as allocated on the annual Teacher Contract. The remainder of the funds shall be allocated for menu items as decided by the committee and to be dispersed in equal amounts per site. Menu items per ARS 15-977, Section H are:

1. Class-size reduction
2. Teacher compensation increases
3. AIMS Intervention Programs
4. Teacher development
5. Drop Out Prevention

II. PAY FOR PERFORMANCE PLAN DETAILS (FUND 12)

Menu Items

Pay for Performance Bonus money will be distributed at a rate of 50% to teachers based on successful completion of Menu Items as specified in Section D. All evidence of completion must be submitted to the District Classroom Site Fund Oversight Committee member at their individual site for review no later than April 30th of each year. Completion of Menu Items will be evaluated by the 301 committee. Decisions made by the committee cannot be overridden by the administration. The annual calendar year to collect documentation of menu items will be from May 1st of each year to close of April 30th of the next school year. Accumulated funds will be disbursed within two weeks of receipt of the final current fiscal year Classroom Site Fund payment. Beginning in August of 2013, and in each subsequent year, the Classroom Site Fund Oversight Committee will meet with District administration for a payment status update by the 15th of August. Classroom Site Fund funds received from the State of Arizona to be disbursed to all eligible teachers, who were employed the previous fiscal year, including those who retired or who are no longer teaching in the district. Any Classroom Site Fund money received for the 2020-2021 but not paid to employees (such as for lack of completion of above items, interest earned) shall be dispersed according to the plan. No funds will be held in reserve. Payment of Performance Pay shall be contingent on receipt by the Governing Board of Proposition 301 monies used to fund Performance Pay payments. Any teacher may appeal if s/he feels that the requirements have been met but did not receive the Pay for Performance Bonus. The individual teacher would submit the appeal in writing following the process outlined in the staff grievance policy GBK for Levels I and II.

A. Evaluations

Pay for Performance Bonus money will be distributed at a rate of 50% for any teacher receiving a “developing” (or higher) evaluation. Accumulated funds will be disbursed within two weeks of receipt of the final current fiscal year Classroom Site fund payment. Beginning in August of 2013 and in each subsequent year the Classroom Site Fund Oversight Committee will meet with District administration for a payment status update by the 15th of August. Classroom Site Fund funds received from the State of Arizona to be disbursed to all eligible teachers, including those who retired or who are no longer teaching in the district. Any teacher may appeal if s/he feels that the requirements have been met but did not receive the Pay for Performance Bonus. The individual teacher would submit the appeal in writing following the process outlined in the staff grievance policy GBK for Levels I and II.

Satisfactory Evaluation Requirement: A teacher who receives an “ineffective” evaluation will still be eligible for payment in section II A Menu Items (upon successful completion of two menu items specified in section E. Teachers who did not complete the school year, received a “developing” (or higher) evaluation—or completed the ninety day improvement period—and left in good standing with the district may request to receive the Pay for Performance Bonus at a prorated rate (percentage of academic year number of days worked/number of days in work year).

B. Double Selection Menu Items

Teacher will select two items from the double menu items list.

Teacher Name _____ School _____

Double selection menu items – Choose two items for completion of requirement.

1. Serve on 1 or more district or site committee as an uncompensated member. This includes Board meetings if attending at least 75% of them. (75% attendance is required per sign in sheets at board meetings.)

Evidence – Meeting agenda, sign in sheet or notes from meetings.

2. Develop curriculum, revise curriculum, or upload 3 resources on Beyond Textbooks based using current District format.

Evidence – Hard copy of curriculum, screen shot of Wiki with teacher name.

3. Submit 1 lesson illustrating implementation of professional development.

Evidence – Copies of lesson plans and certificate from PD.

4. Serve as a presenter at an educational event, professional conference, or professional development opportunity.

Evidence – Copy of the Conference program /agenda

5. Publish (author) one curriculum-based public relations newspaper article, classroom newsletter, website entry, and/or other publication per trimester.

Evidence – Copy of article, website screenshot, or newsletter.

6. 70% of students will show growth as measured by **site based assessments. (These can be paper/pencil or software programs)**

Evidence – District-adopted software assessments (Galileo, pre and post-tests, benchmarks, **Reflex Math, Star Math, Star Reading, Renaissance, Sopris West, A+**, etc. in one period/subject).

7. 70% or more of students will show growth using curriculum-based assessments in one subject/period.

Evidence – Copies of the pre and post-test scores from benchmarks, units, chapters, SPED IEP Goals, Common Formative Assessments, Harcourt Reading, Schoology, Renaissance, Sopris West, etc.

8. 70% of students will increase word fluency at appropriate grade level for one class as measured by /Marzano/Dolch.

Evidence – **STAR reading** scores, Marzano or Dolch progress monitoring, Dolch, Fry's or Guided Reading sight words, pre- and post-tests, and benchmarks.

9. Show growth of one grade level using Daily Math Skills.

Evidence – DMS tracking sheets.

10. Make 50 parent contacts during the 2020-2021 school year to inform/discuss student academic/behavioral progress (positive and negative) or class-related curriculum and activities. **(Contacts must be regarding a specific student)**

Evidence – log of phone contacts, notes, parent/teacher conference sign-in sheets, newsletters, e-mails, signed progress reports, Class Dogo, Remind App.

11. Volunteer at school-related events that are beneficial to students for a minimum of 12 hours (excluding compensated time and positions i.e. sponsors and coaches). Examples: Book Fairs, Science Fair, school performances, float building, weekend field trips, spelling bee, school dances, Parent activities.

Evidence – Completed volunteer form from 301 Plan (available on district server).

12. Tutor/mentor students in an uncompensated capacity for a total of 12 clock hours.

Evidence – Sign in/time logs (log available on district server or use similar/easy-to-follow log).

13. Mentor co-workers in an uncompensated capacity for a minimum of 12 clock hours.

Evidence – Mentor log signed by both parties (available on district server).

14. Complete 12 hours of Professional Development directly related to your current teaching assignment (as determined by the Site 301 Committee) and non-paid by district. **Friday Professional Development days are paid by the district and do not count for this requirement.** Teachers who choose to use college credit for Professional Development hours cannot use these same hours toward movement on the pay scale. Examples of Professional development that could be used include: Webinars, Safe Schools, Online Professional Development with a certificate,

Evidence – Must have certificate from event.

C. Disbursement of Funds

Any Classroom Site Fund money received for the 2020-2021 but not paid to employees (such as for lack of completion of above items, interest earned) shall be dispersed according to the plan. No funds will be held in reserve. Payment of Performance Pay shall be contingent on receipt by the Governing Board of Proposition 301 monies used to fund Performance Pay payments.

III. APPEAL PROCESS

Any teacher may appeal if s/he feels that the requirements have been met but did not receive the Pay for Performance Bonus. The individual teacher will submit the appeal in writing following the process outlined:

1. The first appeal, in writing, will be submitted directly to the Site 301 Committee.
2. If the appeal is denied, the individual may then appeal, in writing, to the District 301 Committee.
3. If the appeal is denied, the individual may appeal, in writing, to the Principal.
4. If the appeal is denied, the individual may then appeal, in writing, to the Superintendent.

The timelines for the above steps will be as follows:

- 301 paperwork must be completed and turned in by May 1 to the Site 301 Committee.
- The first appeal must be submitted in writing within 5 working days to the Site Committee.
- The second appeal must be submitted in writing within 5 working days to the District 301 Committee.
- The third appeal must be submitted in writing within 5 working days to the principal.
- The fourth appeal must be submitted in writing within 5 working days to the Superintendent.

****District Committee must be consulted prior to overturning any appeals****

All appeal decisions will be provided in writing to the person appealing the decision within 5 working days

IV. ANNUAL PLAN EVALUATION

In the fall of each year, the district oversight/301 committee will use the Arizona Performance Based Compensation Task Force Rubric, as well as staff feedback and data to evaluate the effectiveness of the plan and make any necessary modifications. The plan must be approved by 70% or more of the teachers annually.

V. DISTRICT CLASSROOM SITE FUND OVERSIGHT COMMITTEE

Each District Classroom Site Fund Oversight Committee member will receive an annual stipend in the amount of \$250.00. The stipend will be paid out at the end of the year based on 75% participation in the Oversight Committee meetings and school site 301 activities. The committee will consist of 2 compensated teacher members from each school site for a total of 6 district teacher representatives. Each committee member will rotate off every 2 years with a maximum of 4 years per term. There will also be at least 2 district representatives. The district representatives will be working in an uncompensated capacity. Reference job description for 301 Pay for Performance Oversight Committee Governing Board adopted March 8, 2004.