



Sedona Oak Creek JUSD #9

Performance Pay Plan (301) 2019

Sedona-Oak Creek JUSD 's allocation of Classroom Site Fund monies is calculated using our total weighted student count multiplied by the per-pupil amount. The per-pupil amount is established by the ADE each year.

Compensation Schedules: Based upon processing timelines of the final payroll for each fiscal year, teachers will be compensated not later than July 31 of each succeeding school year for the successful completion of Fund 012 Teacher Effectiveness/Evaluation.

Special Payment considerations:

- Teachers who job share will split (at 50% each) the school goal portion of the 301 Performance Pay Plan, provided achievement is successful.
- Teachers who work one day more than one half (1/2) of the school year shall share in the 301 Performance Pay Plan if they have been approved for a Leave of Absence. The payment shall be prorated based on the number of contract days worked.
- Teachers who resign their contract before the end of the academic school year will *not* share in the 301 Performance Pay Plan.

Fund 011:

20% of total Classroom Site Fund monies are to be used for teacher salary and employment related expenses. SOCUSD #9 budgets the entire fund for teacher compensation. Each teacher (FTE) receives approximately \$1,250 from this fund.

Fund 013:

40% of total Classroom Site Fund monies are to be used for any of the following maintenance and operation purposes; class size reduction, AzMerit intervention, dropout prevention, teacher compensation increases, teacher development, and teacher liability insurance premiums.

- SOCUSD #9 budgets the entire fund for teacher compensation. Each teacher (FTE) receives approximately \$2,500 from this fund.

Fund 012: Performance-Pay Compensation:

40% of the total Classroom Site Fund monies are to be used for *Performance-Pay Compensation* increases and employment related expenses. Teachers can receive proceeds from Fund 012 at the end of the school year according to points on the *Teacher Effectiveness Evaluation*. Estimated at \$2,500.

- Teachers in the Highly Effective and Effective range will earn 100% of Fund 012 Performance Pay Compensation.
- Teachers in the Developing range will earn 50% of Fund 012.
- Teachers in the Ineffective range will *not* earn any Performance Pay Compensation.

\$6,250 is estimated to be spent from Prop. 301 per each Certified Teacher in 2018-2019.