



Sedona–Oak Creek JUSD #9 Performance Pay Plan (301) FY 2023

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 June 30th of each school year for the successful completion of the 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.

Teacher Compensation: Each teacher (FTE) receives approximately \$5,750 from this fund. Paid in two equal installments (December/May).

Performance-Pay Compensation:

Monies are to be used for *Performance-Pay Compensation* increases and employment related expenses. Teachers can receive proceeds at the end of the school year according to points on the *Teacher Effectiveness Evaluation*. Estimated at \$3,500.

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

\$9,250 is estimated to be spent from Prop. 301 per each Certified Teacher in 2022-2023.