

**Tucson Unified School District  
Implementation Plan for Classroom Site Fund  
2011-2012 School Year**

**I. IMPLEMENTATION PLAN**

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

- A. Twenty percent of the total classroom site fund will fund teacher base compensation on the salary schedule per Arizona Revised Statute 15.977.
- B. Forty percent of the total classroom site fund will fund menu items according to the following:
  1. In addition to the current funding on the salary schedule, 20% of additional money received in **2011-2012** over the amount received in **2010-2011** will be allocated for increasing the salary schedule.
  2. ~~Eighty percent of the additional money described in section B.1. will be designated by the TUSD Governing Board and administration for class size reduction.~~
- C. Forty percent of the total classroom site fund will fund the Performance Based Plan.

Major components include (see Pay for Performance Plan details):

- Consensus Agreement
  - ✓ \$700 for Wednesday staff development - on salary schedule and in bi-weekly paycheck. **(WILL BE PAID FROM THE MENU FUND)**
  - ✓ No less than \$650/individual if school achieves its site goal(s) paid in a lump sum in December.\* **THE INDIVIDUAL MEETS PERFORMANCE GOALS FOR 2011-2012.**
- A \$3,000 stipend for each National Board Certified (NBPTS) teacher is paid in a lump sum at the end of the school year.
- A ~~\$650~~ **\$700** stipend for one elected school council facilitator at each site is paid in a lump sum at the end of the school year. *(See plan for detailed explanation.)*

~~\* Any remaining classroom site fund money will be used to increase the \$650 site goal stipend.~~

- D. **IN ACCORDANCE WITH ARTICLE 30-8E, "ALL PROPOSITION 301/CLASSROOM SITE FUND INCREASES ANTICIPATED BY THIS PROVISION ARE CONTIGENT UPON RECEIPT OF FUNDING OR LEGISLATIVE AUTHORIZATION TO SPEND. ANY INCREASE REALIZED DURING THE TERM OF THIS AGREEMENT MAY BE DECREASED FOR SUBSEQUENT YEARS IF THE LEVEL OF FUNDING RECEIVED BY THE DISTRICT OR IF EXPENDITURES AUTHORIZED BY THE LEGISLATURE FOR THESE COMPONENTS OF PROPOSITION 301/CLASSROOM SITE FUND ARE NOT MAINTAINED OR ARE DECREASED, OR IF THE MBU DOES NOT QUALIFY OR SUCCESSFULLY PARTICIPATE IN A PLAN IMPLEMENTING THE COMPONENT."**

**II. PAY FOR PERFORMANCE PLAN DETAILS**

A. School Council Facilitators

1. Each school will be allocated one school council facilitator position.
  - The Facilitator shall be elected by the school council from among its membership by the end of the first quarter.
  - The Facilitator shall:
    - ✓ Preside at school council meetings and activities;
    - ✓ Be the spokesperson of the school council at all appropriate functions;
    - ✓ Develop school council meeting agendas in collaboration with the principal;
    - ✓ Be responsible for the maintenance of school council records (e.g. agendas, minutes, school policy decisions);
    - ✓ Work with the Principal in facilitating Wednesday staff development sessions, coordinating school committees, implementing ~~site plan~~ **PERFORMANCE GOALS**, analyzing data, and monitoring student achievement results.
2. Compensation
  - Certified: ~~\$650~~ **\$700** stipend. This stipend is in addition to the one of no less than ~~\$650~~ earned for being a member of the faculty.
  - Classified: Earn ~~hourly~~ professional development ~~credit~~ **HOURS** based upon official documentation, such as a log of time spent in fulfilling the facilitator job description stated in #1 above.

B. National Board Certification

Any employee who earns a certificate from the National Board for Professional Teaching Standards (NBPTS) shall receive a \$3,000 stipend each year for the life of the certificate. Service in the TUSD/TEA National Board Certification Mentor/Facilitator Program, per Article 29 of the Consensus Agreement, also may result in an extra duty stipend.

C. Wednesday **SITE** Staff Development Assurances

1. Seven hundred dollars for acknowledgement of professional work during Wednesday **SITE** staff development sessions will be paid out of the Menu Fund. *There is a potential of no less than \$650 for COMPLETION OF PERFORMANCE GOALS FOR 2011-2012, WHICH MAY BE THE PROFESSIONAL SUBJECT MATTER DURING THE WEDNESDAY SITE STAFF DEVELOPMENT SESSIONS.* ~~participation in activities leading to attainment of site goals. A minimum of \$650 will be paid subsequent to the attainment of site goals.~~
2. Activities will keep within 7.5-hour workday. See Articles 9 and 19 of the current Consensus Agreement for clarification.
3. The purpose of Wednesday **SITE** staff development includes designing, developing and achieving site goals **AND/OR SUPPORTING PERFORMANCE GOALS**.
4. School staff, with the assistance and approval of the school council, will develop the structure and Plan for **site** Staff Development Wednesdays focused on the School Accountability Plan/Arizona School Improvement Plan and ~~site goals~~ **SITE AND/OR PERFORMANCE GOALS**. Wednesday **SITE** staff development sessions shall be

used for ~~developing the site plan goals~~, planning and implementing curriculum and instructional programs to meet goals/objectives of School Accountability Plan/Arizona School Improvement Plan, reviewing student work and progress, and evaluating results. TUSD may provide direction to underperforming and failing schools to focus staff development on the mandates from AZ Learns.

5. On Wednesdays prior to a Thursday holiday, early release of students will occur. Teachers will be permitted to leave at the same time as the students unless state testing mandates a full day. No staff development sessions will be scheduled.

### **III- DEVELOPMENT AND IMPLEMENTATION OF ~~SITE~~ PERFORMANCE BASED GOALS:**

1. The school council, in collaboration with the principal, faculty/staff, develops and approves a School Accountability Plan/Arizona School Improvement Plan which **INCLUDES THE YEAR-LONG PD CALENDAR.** ~~and the site plan goals~~
2. **PERFORMANCE BASED GOALS WILL BE EARNED IN THREE PARTS:**
  1. **DEMONSTRATED MASTERY OF CONTENT IN COURSE A.**
  2. **DEMONSTRATED MASTERY OF CONTENT IN COURSE B.**
  3. **IMPLEMENTATION OF CONTENT IN TEACHING.**

**PERFORMANCE BASED GOALS WILL BE FULLY EARNED ONCE THE OBJECTIVES FROM TWO FOUNDATIONAL SIX HOUR COURSES (COURSE A AND COURSE B) ARE MET AND THE CONTENT OF THOSE COURSES ARE EVIDENCED IN THE FACULTY MEMBER'S TEACHING AS DEMONSTRATED ON A FOUR POINT RUBRIC (APPENDIX A). (NOTE: COURSEWORK OBJECTIVES/CONTENT MASTERY WILL BE MET/COMPLETED DURING THE EACH OF THE SIX HOUR COURSE OFFERINGS.)**

**THESE COURSES (A AND B) WILL BE OFFERED BEGINNING IN JULY 2011 THROUGH DECEMBER 2011. KNOWN DATES AT THIS TIME INCLUDE JULY 25, 2011(COURSE A), JULY 26, 2011 (COURSE B), AUGUST 8, 2011 ( COURSE A), AND AUGUST 9, 2011 (COURSE B).**

**SUCCESSFUL COMPLETION OF THE FOUNDATIONAL COURSE WORK IN COURSE A IS REQUIRED IN ORDER FOR AN EMPLOYEE TO BE ELIGIBLE FOR FOUNDATIONAL COURSEWORK IN COURSE B. OBJECTIVES IN COURSE A AND COURSE B MUST BE MET IN ORDER FOR THE FACULTY MEMBER TO QUALIFY FOR THE IMPLEMENTATION PORTION OF THE PAY FOR PERFORMANCE STIPEND.**

#### **IMPLEMENTATION**

**FOLLOWING THE COURSE OBJECTIVE MASTERY, IMPLEMENTATION WILL BE EXPECTED DURING THE SCHOOL YEAR 2011-2012. IMPLEMENTATION WILL BE ASSESSED (BY DIRECT OBSERVATION AND/OR LESSON PLANS) DURING THE FIRST SEMESTER USING A/MINIMAL IMPLEMENTATION, PARTIAL IMPLEMENTATION, SUBSTANTIAL IMPLEMENTATION AND FULL IMPLEMENTATION.**

BY JANUARY 13, 2012 THOSE FACULTY MEMBERS FOR WHOM PRINCIPALS HAVE NOT GATHERED EVIDENCE OF IMPLEMENTATION SHALL RECEIVE NOTICE TO MEET WITH HIS/HER PRINCIPAL TO DEVELOP A PLAN THAT SHALL PROVIDE ADEQUATE EVIDENCE OF IMPLEMENTATION AND ASSESSMENT. BY FEBRUARY 28<sup>TH</sup>, ANY FACULTY MEMBER WHO HAS NOT DEMONSTRATED IMPLEMENTATION SHALL BE NOTIFIED IN WRITING BY THE PRINCIPAL. BY MARCH 15 ANY APPEAL MUST BE SUBMITTED IN WRITING TO THE OFFICE OF THE ASSISTANT SUPERINTENDENT AND MUST UTILIZE THE 301 APPEALS FORM (APPENDIX B).

2. ~~Two options for school goals are available. Goal(s) must be:~~
- ~~● Approved by 80% of the faculty~~
  - ~~● Allow for an opt-out option to any teacher who voted against the plan. Teachers who opt-out WILL NOT receive 301 performance pay.~~

~~**Option A:** Schools will develop and submit two goals only. Both of the goals must focus on reading, writing, or math and be measured by a state or district recognized assessment instrument as listed below. The goals must be part of the School Accountability Plan/Arizona School Improvement Plan. Each goal must contain the following information:~~

- ~~● Clear description of the students measured;~~
- ~~● Statement of the instrument by which students are measured;~~
- ~~● Clear statement of the performance outcome upon which the students will be measured (for at least one of the goals, measured students must improve at least five (5%) percent or make adequate yearly progress); and~~
- ~~● Clear statement of benchmark data (where the student performance was at the beginning of the school year) and where the students should be at the end of the school year.~~

~~For certified faculty members to earn the site stipend of not less than \$650, the school must attain at least one of the two goals:~~

~~Site plan goals must:~~

- ~~● Be based upon analysis of data and must prioritize areas in which the school has the greatest need for improvement;~~
- ~~● Be reasonable, yet challenging~~
- ~~● Measure student growth;~~
- ~~● Be in the context of a comprehensive 3-5 year school improvement plan;~~
- ~~● Clearly identify the group(s) of students to be measured;~~
- ~~● Include baseline data of where students began and how much progress they will make by the end of the school year;~~
- ~~● Be consistent with federal laws, state statutes, and TUSD student achievement goals;~~
- ~~● Identify the data source and/or measurement that will be used for assessing improvement which include, *but are not limited to:*~~
  - ~~✓ Improvement on state or district recognized assessment instruments (e.g. AIMS/DPA, DIBELS, AZELLA, STANFORD 10);~~

- ✓ Improved reclassification rates as for ELL students;
- ✓ IEP goals.

~~Option B: Schools will develop and submit one goal. That goal must focus on a school-wide plan to design/plan, train, and implement research-based improvements and/or changes in the school which are proven to contribute to increased student achievement.~~

~~Each goal must contain the following information:~~

- ~~● Clear description of the research used to develop your goal~~
  - ~~● Clear outline of strategies to be used to achieve your goal (planning, training, implementation)~~
  - ~~● Clear description of how the success of the implementation will be measured including the instruments by which all aspects of the plan will be measured and the performance outcome expected.~~
3. ~~The school shall employ the Wednesday site staff development time to have the faculty/staff assist in the **development and completion of the training and implementation goals** of the site plan goal(s) and to implement and document progress toward the stated goals. **Activities may include, but are not limited to:**~~
- ~~● **Team building and collaboration**~~
  - ~~● **Curriculum development**~~
  - ~~● **Data analysis and monitoring of student achievement results**~~

~~Option A: Wednesday staff development activities include, but are not limited to, team building, collaboration, curriculum development, data analysis, and monitoring student achievement results with a focus on enhancing classroom curriculum and instruction for meeting site goal(s).~~

~~Option B: Wednesday staff development activities include, but are not limited to, those necessary to the planning, training, and implementation of the school wide plan, which may include research, collaborative planning and or design, curriculum development, data analysis, and monitoring of student achievement as a result of the plan.~~

4. ~~The school council shall be informed of the model and periodically updated on the instructional model implementation.~~
3. ~~collaboration with faculty/staff and principal, shall approve the Wednesday Staff Development activities that are related to the School Accountability Plan/Arizona School Improvement Plan and **shall certify that all faculty members have submitted a plan for implementing the district-wide training**.301 goal(s). TUSD may provide direction to schools in school improvement to focus staff development on the mandates from AZ Learns and No Child Left Behind (NCLB).~~

**III. DISTRICT PROCESS TO REVIEW GOALS  
PERFORMANCE BASED GOALS  
IMPLEMENTATION ASSESSMENT**

A. DURING COURSE A AND COURSE B, EACH FACULTY MEMBER WILL BE

**GIVEN THE OPPORTUNITY TO DEMONSTRATE MASTERY OF THE INSTRUCTIONAL MODEL CONTENT. AT THE COMPLETION OF THE WORK PERFORMED DURING EACH SIX HOUR COURSE (A& B), THE INSTRUCTOR WILL PROVIDE A CONTENT MASTERY CERTIFICATE TO EACH SUCCESSFUL PARTICIPATING FACULTY MEMBER.**

**EACH FACULTY MEMBER, THEREFORE, HAS THE OPPORTUNITY TO EARN A PERFORMANCE CERTIFICATE FOR COURSE A AND A PERFORMANCE CERTIFICATE IN COURSE B. IT IS AN EXPECTATION THAT THE INSTRUCTIONAL MODEL COMPONENTS REVIEWED/LEARNED/PRACTICED AND MASTERED IN EACH COURSE WILL BE IMPLEMENTED IN EACH FACULTY MEMBER'S TEACHING DURING SY 2011-2012.**

~~Once the school council approves certifies the training and implementation Classroom Site Fund Plan goals, as evidenced by the signatures of its members, the Principal shall submit this information it to the Assistant Superintendent or designee no later than the end of first quarter. This shall include a brief narrative describing opportunities provided for each faculty member to be involved in designing and implementing individual implementation goals. The Assistant Superintendent shall respond in writing to the Principal and school council by November 1st. The Assistant Superintendent shall review the site plan goals to ensure that they are consistent with state law, follow the guidelines stated in #2 above and are reasonably related to the Wednesday staff development plan. The Assistant Superintendent also ensures that the school council complies with the TUSD/TEA Shared Decision Making policy and standards.~~

- B. EVIDENCE OF PLAN IMPLEMENTATION CAN BEGIN AS EARLY AS THE FIRST DAY OF SCHOOL IN AUGUST 2011 AND MAY CONTINUE THROUGH THE SPRING OF THE SECOND SEMESTER OF 2012. EVIDENCE OF PLAN IMPLEMENTATION, FOR THE PURPOSE THE SCHOOL YEAR 2011-2012, REQUIRES EITHER A RATING OF PARTIAL IMPLEMENTATION, SUBSTANTIAL IMPLEMENTATION, OR FULL IMPLEMENTATION. (SEE APPENDIX A) THIS RUBRIC RATING FORM WILL NEED TO BE SIGNED BY THE ADMINISTRATOR AND A COPY GIVEN TO THE TEACHER BY FRIDAY, JANUARY 13<sup>TH</sup>, 2012.**

~~If the site plan training and implementation goals are consistent with state law and the guidelines stated in #2 and #3 above, the Assistant Superintendent shall notify the principal and the chair/facilitator of the school council by November 1st. The school council will then document progress in implementing the plan goals and record benchmark progress toward meeting them. the goals. Final results will be submitted to the Assistant Superintendent no later than November 1st of the following school year.~~

- C. IF THE RUBRIC INDICATES "MINIMAL/NO" EVIDENCE OF INSTRUCTIONAL MODEL IMPLEMENTATION, THE TEACHER WILL NEED TO MAKE AN APPOINTMENT WITH THE PRINCIPAL TO CREATE A PLAN FOR DEMONSTRATING IMPLEMENTATION FOR THE PURPOSE OF GATHERING EVIDENCE. "PARTIAL" AND "SUBSTANTIAL" IMPLEMENTATION RATINGS ARE NOT APPEALABLE. HENCE, THE FACULTY MEMBER WILL HAVE THE PERIOD OF TIME BETWEEN JANUARY 16, 2012 AND MARCH 1, 2012, TO DEMONSTRATE GREATER THAN NO/MINIMAL IMPLEMENTATION OF THE INSTRUCTIONAL MODEL.**

~~If the Assistant Superintendent believes site plan goals are in violation of state law or do not follow the guidelines stated in #2 and #3 above, has questions about the process by which~~

~~the school adopted the site plan goals, or has recommendations to make the goals reasonable and/or challenging, he/she will consult with the principal and the school council by November 1st. The Assistant Superintendent will offer suggestions for bringing the plan goals into compliance that will be presented to the principal and school council. The school council then will adopt and sign new site plan goals, and the principal will submit it to the Assistant Superintendent for review by November 15<sup>th</sup>.~~

- D. **BY MARCH 2, 2011, THE PRINCIPAL WILL ISSUE A SIGNED SECOND RUBRIC RATING ON THE RUBRIC FORM TO THE TEACHER WHO HAS NOT HAD A RUBRIC RATING OF PARTIAL, SUBSTANTIAL OR FULL IMPLEMENTATION.**

**E. ONLY AFTER A SECOND RUBRIC WITH A RATING LESS THAN 2 ON THE RUBRIC MAY A FACULTY MEMBER FILE A WRITTEN APPEAL. (SEE APPENDIX B.)**

#### IV. **SCHOOL REVIEW OF GOALS**

- A. ~~In August of the new school year, when documented results of student performance are available to schools, each school shall have the opportunity to review **certify completion by each faculty member of the district-wide training goal and the implementation by each faculty member of such training** its goals. If the school does not meet at least one of its two goals, and the school council determines that there is an extenuating circumstance related to not meeting the goals, it may provide data and rationale to the Assistant Superintendent. The school council's determination of extenuating circumstances, data and rationale shall be considered its application for appeal of a denial of performance pay. **If a faculty member believes he/she has satisfactorily completed training and implementation goals and has been wrongfully denied all or part of the stipend, that individual may submit an appeal to the Assistant Superintendent. The appeal may include any information that would substantiate completion of the faculty member's obligations.**~~

#### IV. **APPEAL PROCESS**

V.

- A. **THE FACULTY MEMBER CAN SELECT ONE OF TWO PATHWAYS FOR THE APPEAL. THE FACULTY MEMBER CAN HAVE:**

1. The Assistant Superintendent review the information for completeness, accuracy and **FAIRNESS, THEN MAKE A FINAL DETERMINATION, OR**
2. **THE ASSISTANT SUPERINTENDENT REVIEW THE INFORMATION FOR COMPLETENESS, ACCURACY, AND FAIRNESS,** then submit the appeal to the Joint 301 Committee\* for a recommendation to approve or deny, **AND SUBSEQUENTLY THE ASSISTANT SUPERINTENDENT MAKES THE FINAL DETERMINATION.**

\*This meeting may include all Assistant Superintendents and other individuals who may facilitate the review of the appeals. The appeal shall be in writing as stated in Section III above. This will be the exclusive format for the appeal ~~unless a written request to the Assistant Superintendent for a hearing before the 301 Committee has been filed.~~—To assure uniformity and fairness, the committee **AND THE ASSISTANT SUPERINTENDENT** shall consider appeals according to specific criteria.

3. **IF THE COMMITTEE IS INVOLVED IN THE APPEAL,** The committee shall then submit its recommendations in writing with a brief explanation of the basis for the recommendation to the Assistant Superintendent. After review of the

recommendations, the Assistant Superintendent shall notify the ~~principal~~ **FACULTY MEMBER AND THE PRINCIPAL** of the decision on the appeal.

- B. This criteria **WITH WHICH APPEALS ARE EVALUATED** may include any of the following:
1. Evidence of ~~significant progress toward~~ having **COMPLETED COURSE CONTENT MASTERY AND AT LEAST PARTIAL IMPLEMENTATION OF THE INSTRUCTIONAL MODEL.**
  2. Explanation of unforeseeable circumstances that had a direct impact on the **FACULTY MEMBER'S** ~~site's~~ ability to meet a goal, with a description of **THAT PERSON'S EFFORTS TO AT LEAST PARTIALLY MEET THE OBLIGATION;** ~~the response to such circumstances;~~
  3. ~~Review of data closely related to the goals that show significant overall progress in that academic area.~~
  4. The Assistant Superintendent shall have the discretion in his or her professional judgment, to approve or deny appeals. The decision of the Assistant Superintendent shall be final.
  5. This appeal process shall be the sole remedy for any controversy or claim arising out of, or related to denial of performance pay, and the parties expressly waive their rights to file lawsuits against one another in any civil court for such dispute.
- C. Committee members eligible for this stipend shall recuse themselves from consideration of an appeal that involves **THEMSELVES OR A FACULTY COLLEAGUE AT** their own site. **RECUSAL SHALL BE REQUIRED IN ANY OTHER SITUATION WHEN RECUSAL IS NORMALLY REQUIRED IN ORDER TO AVOID A CONFLICT OF INTEREST.**

V.  
VI.

#### **PAYMENT OF 301 GOALS STIPEND**

- A. If the ~~school~~ **FACULTY MEMBER** meets **HIS/HER** ~~their~~ **COURSE CONTENT OBJECTIVES AND IMPLEMENTATION REQUIREMENTS** goal(s) for the school year, no less than \$650 of the Classroom Site Fund monies will be awarded to **that each** ~~employee assigned to the site~~ **WHO IS PAID ON A TEACHER CONTRACT.** **To be eligible for this stipend, an employee:**

**\*MUST BE PAID ON A TEACHER CONTRACT. CONTRACT TIME WILL INCLUDE ANY TIME DURING WHICH A TEACHER PERFORMED HIS/HER DUTIES PURSUANT TO A LETTER OF INTENT TO HIRE IF THAT TEACHER INTO A POSITION ELIGIBLE FOR PAY FOR PERFORMANCE.**

- In addition, an employee in a position paid on the Certified Salary Schedule on a non-teacher contract may document that he/she performs instruction to students for at least 50% of the total instructional time and the principal may certify that the employee is therefore eligible for the stipend.
- Employees who are on a retiree contract working in the same assignment for at least one semester are also eligible.
- To be eligible for the stipend, the ~~Site-Goals stipend,~~ the employee must be paid on a teacher contract per the TUSD-TEA Consensus Agreement Salary Schedule for at

least one full semester or a minimum of ½ the teacher contract days of the school year.

- **ADDITIONALLY, TEACHERS HIRED UNDER A LETTER OF INTENT AND SUBSEQUENTLY HIRED UNDER A REGULAR CONTRACT FOR A POSITION ELIGIBLE FOR THE PAY FOR PERFORMANCE STIPEND WILL BE ELIGIBLE FOR THE PAYMENT.**
- the amount of the stipend paid to an employee will be determined by ~~THEIR~~ **HIS/HER** contract terms as follows:

<b>COMPLETED DATE</b>	<b>COURSE</b>	<b>ANTICIPATED PAYOUT AMOUNT</b>
<b>SEMESTER I, 2011</b>	<b>FOUNDATION A (6 HRS) OBJECTIVES MET</b>	<b>\$150 *</b>
<b>SEMESTER I, 2011</b>	<b>FOUNDATION B (6 HRS) OBJECTIVES MET</b>	<b>\$150**</b>
	<b>IMPLEMENTATION</b>	<b>\$500***</b>
<b>TOTAL</b>		<b>\$800</b>

**ALL DOLLARS ARE APPROXIMATE.**

**\*A TEACHER MUST SUCCESSFULLY MEET THE OBJECTIVES IN FOUNDATION COURSE A TO QUALIFY FOR THE PAY FOR PERFORMANCE STIPEND ASSOCIATED WITH COURSE A.**

**\*\*A TEACHER MUST SUCCESSFULLY MEET THE OBJECTIVES IN COURSES A & B IN ORDER TO BE ELIGIBLE FOR THE PAY FOR PERFORMANCE STIPEND ASSOCIATED WITH COURSE B.**

**\*\*\*IN ORDER TO BE ELIGIBLE FOR THE PAY FOR PERFORMANCE STIPEND ASSOCIATED WITH IMPLEMENTATION, A TEACHER MUST HAVE SUCCESSFULLY MET THE OBJECTIVES IN COURSE A, COURSE B, AND HAVE NO LESS THAN A RATING OF A ONE ON THE IMPLEMENTATION RUBRIC (SEE APPENDIX A.)**

0.75-1.0 OR GREATER	100%
0.50-0.74	75%
0.25-0.49	50%
0.24 OR LESS	25%

- B. **(MOVE TO I-C) Itinerant teachers must select a school for purposes of staff development and attend the Wednesday in-services at that site. ~~Itinerant teachers shall be eligible for a prorated stipend reflecting the number of schools to which they are assigned that meet the Site Goals. (Example: An itinerant teacher with five schools, four of which meet their goals, shall receive a payment of 4/5 of the amount of the stipend.)~~ ITINERANT TEACHERS WILL WORK WITH THEIR ASSIGNED EVALUATOR TO CREATE A PLAN TO DEMONSTRATE IMPLEMENTATION, THIS PLAN WILL FOLLOW ALL AFOREMENTIONED TIMELINES.**

- €D. Payment will be made as quickly as possible, but not later than **THE LAST PAY PERIOD**

- . **IN MAY, UNLESS AN APPEAL REMAINS PENDING AS OF MAY 1<sup>ST</sup>. IN THAT CASE PAYMENT WILL BE MADE ON THE FIRST PAY PERIOD OF THE FOLLOWING SCHOOL YEAR.** ~~December 15th of the following school year. This provision includes all employees who separate from the district by June 30<sup>th</sup>.~~
- E. **ANY CLASSROOM SITE FUND MONEY RECEIVED FOR THE YEAR 2011-2012 BUT NOT PAID TO EMPLOYEES (SUCH AS FOR LACK OF IMPLEMENTATION OF THE INSTRUCTIONAL MODEL), SHALL BE HELD IN THE PAY FOR PERFORMANCE FUND FOR THE 2012-2013 SCHOOL YEAR.**

Revised 04/08/09

Revised 04/14/09

Revised 04/24/09