

**OSBORN SCHOOL DISTRICT NO. 8**  
**GOVERNING BOARD SPECIAL MEETING**  
**December 22, 2022**

**Special Meeting – 5:00 P.M.**  
**CONSISTENT WITH THE REQUIREMENT OF A.R.S. §38-431.02, NOTICE OF THIS**  
**MEETING HAS BEEN POSTED. LOCATION OF THE MEETING IS:**

The Governing Board finds that it is in the best interests of the District and its community to conduct its public meeting through technological access. Members of the public may attend by calling the following number (US)+1 857-217-4727 PIN: 296 806 564# or viewing in a Google Meets Meeting ID [meet.google.com/vry-rzxd-vdr](https://meet.google.com/vry-rzxd-vdr) if you have an Osborn Google account, or emailing [lnye@osbornsd.org](mailto:lnye@osbornsd.org) by noon on Thursday, December 22.

**AGENDA**

Agendas are available at least 24 hours prior to each meeting in the District Office at 1226 E. Osborn Road, Monday through Friday between the hours of 7:30 a.m. and 4:30 p.m. One or more Board members may attend telephonically. Board members attending telephonically will be announced at the meeting. The board may vote to recess into an executive session for the purpose of obtaining legal advice from the board's attorney on any matter listed on the agenda pursuant to ARS 38-431.03(A)(3). Accommodations for individuals with disabilities, including alternative format materials, sign language interpretation, and assistive listening devices are available upon 72 hours' advance notice through the Office of the Superintendent 602-707-2002. To the extent possible, additional reasonable accommodations will be made available within the time constraints of the request.

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- I. **Call to Order**
  - II. **Action Items**
    - A. Approval of the Prop 301 Performance Based Compensation Plan for 2022/23
  - III. **Adjournment**

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**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – II-A**

**Agenda Item**

**Approval of the Prop 301 Performance Based Compensation Plan for 2022/23**

For Board:     Action                       Discussion                       Information

The Governing Board must approve this plan by December 31st each year.

This plan satisfies the requirements of ARS §15-977 for performance pay. For 2022-23 we will be supporting the TAP payout at 100%, utilizing Prop 301 to support the entire program.

In accordance with ARS §15-977.C, a school district governing board shall vote on a performance based compensation system that can include the following elements:

- School district performance and school performance
- Individual teacher performance as measured by the teacher’s performance classification pursuant to section ARS §15-203.A ¶ 38. The individual teacher performance component shall account for 33% of the 40% (fund 012) allocation for teacher compensation based on performance and employment related expenses.
- Measures of academic progress toward the academic standards adopted by the state board of education
- Other measures of academic progress
- Dropout or graduation rates
- Attendance rates
- Ratings of school quality by parents
- Ratings of school quality by students
- The input of teachers and administrators
- Approval of the performance based compensation system based on an affirmative vote of at least 70% of the teachers eligible to participate in the performance based compensation system
- An appeals process for teachers who have been denied performance based compensation
- Regular evaluation for effectiveness, which shall comply by fiscal year 2021 with ARS §15-203.A ¶ 38
- A performance based compensation system shall include teacher professional development programs that are aligned with the elements of the performance based compensation system.

In accordance with ARS §15-977.E, a school district governing board may modify the elements contained in subsection C of this section and consider additional elements when adopting a performance based compensation system. A school district governing board shall adopt any modifications or additional elements and specify the criteria used at a public hearing.

The Prop 301 Committee met on two occasions in December to determine the 2022-23 plan. The time in between the two December meetings included time for committee members to share the plan and gather feedback from colleagues. The attached plan modifies several of the elements listed above and represents the 2022-23 recommended Performance Pay plan.

**Legal**

ARS §15-977.C, E and ARS §15-203.A ¶38

**Financial**

Prop 301 will be used to fund this plan.

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**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve the FY23 Performance Pay Plan as presented along with the modifications listed above as allowed in ARS §15-977.E.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**Proposition 301**

This document outlines the board-approved district plan for Prop 301, which was created with input from the 2022-2023 Prop 301-Teacher Evaluation Committee.

Framework for Decisions

- Maximum payout of **\$2400**, distributed into two sides
  - Observation Scores (\$1200)
  - Professional Responsibilities (\$1200)
- Goal of maximizing how much is received
- Goal of working together to increase student achievement
  - Developing a plan in alignment with Osborn Core Values

<b>Side of Payout: Observation Score</b>		Full payout of \$800
Teachers work to earn the full payout for performance, as determined by observation score, earning a fixed amount. Teachers will be awarded based upon the <u>higher/est of their 2 or 3 observations</u> .		
<b>Observation Score (Avg)</b>	<b>Percentage Earned of \$___</b>	<b>Equivalent Amount</b>
Teachers will receive a full payout with an average score at or above proficiency on the NIET Teaching and Learning Rubric. 3.0, 3.5, 4.0, 4.5 & 5.0	100%	\$800

<b>Side of Payout: Professional Responsibilities</b>	
Maximum of \$1600, divided into two components	
\$800 for participation in Wednesday Professional Development (Attendance)  Teachers must attend <b>85%</b> of Wednesday cluster meetings in order to receive the full \$800. Exceptions to this requirement may be made in extenuating circumstances (e.g staff member is in quarantine).	\$800 for successful completion of and progress toward goals in Individual Growth Plan (IGP)  In April 2023, principals will sign off on teacher IGPs.