DVUSD District Committees

COMMITTEE NAME: Certified Performance Pay Committee

CHAIRPERSON: Scott Smith, Director of Data Analysis and Accountability

CHARGE OF THE COMMITTEE

The primary charge of the Performance Pay Committee is to develop and manage a plan for certified performance pay. "Develop" includes: Understanding of relevant State law regarding performance pay, soliciting and understanding Governing Board direction, constructing and documenting a plan that precisely articulates how performance pay is earned and calculated, and obtaining Board approval. "Manage" includes: Development and execution of a communication plan regarding performance pay, ensuring all data necessary to calculate pay is available to be collected, communicating results of performance pay calculations, appointing a sub-committee to hear appeals, and ensuring final payment to teachers.

MEMBERSHIP REQUIREMENTS: (including duration and tentative meeting schedule)

Members include facilitators from Data Analysis and HR, school administrators representing different school types (HS, K-8, and K-6), teachers representing different school types, and parents. Members serve indefinitely as determined by each member's ability to continue on the committee. Members may be replaced if meeting attendance and participation are significantly low. In general, there are 3-4 weekly meetings early in the second semester of the school year. Additional meetings may be scheduled if needed.

MEMBERSHIP: (*Stakeholder groups: Employees, students, Governing Board members, community members, business partners, and post-secondary)

No.	Name	Position	*Stakeholder Group
1	Scott Smith	Facilitator, DAA	Facilitator
2	Kristi Bushnell	Facilitator, HR	Facilitator
3	Lynn Miller	Administrator, HS	Administration
4	Jessica Brunk	Administrator, K-6, K-8	Administration
5	Janet Gilbert	Administrator, K-6	Administration
6	Sharon Wieser	Administrator, K-12	Administration
7	Candice Perez	Teacher, HS	Certified
8	Sue Piotrowski	Teacher, K-6, K-8	Certified
9	Melanie Begnoche	Teacher, K-6	Certified
10	Alison Keene	Teacher	Certified
11	Ben Parsons	Parent	Parent
12	Beth Bock	Parent	Parent
13	Brandon Willard	Parent	Parent

Chairperson Committee Introduction Letter

Committee Volunteer Application