Deer Valley Unified School District No. 97

COMMITTEE / WORK TEAM PROFILE

Complete this form to request any District Committee or Work Team.
Submit to Cabinet-level Supervisor or Superintendent.

September 9, 2026	2026-27	District Committee
Date	**School Year**	**District Committee** or **District Work Team**

COMMITTEE / WORK TEAM NAME: Certified Performance Pay Committee

COMMITTEE / WORK TEAM CHAIRPERSON: Scott Smith

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.

COMMITTEE / WORK TEAM DURATION: On-going

school year, on-going, etc.

TENTATIVE MEETING SCHEDULE: In general, there are 2-4 weekly meetings early in the second semester. Additional meetings may be scheduled if needed.

weekly, monthly, quarterly, etc.

MEMBERSHIP NEEDS / REQUIREMENTS & COMPOSITION:

Facilitator, Data Analysis and Accountability	Teacher, K-8
Facilitator, Human Resources	Teacher, K-6
Administrator, K-8	Teacher, HS
Administrator, K-6	Teacher, K-12
Administrator, HS	Parent
Administrator, K-12	Parent
	Parent

MEMBERSHIP RECRUITMENT:

☒ **Volunteers recruited from website and/or**

☒ **Portal Volunteers solicited**

MEMBERSHIP SELECTION & CRITERIA TO BE USED:

Applicants are reviewed when a vacancy exists for any role. Applicants are reviewed on a first-come first-serve basis. The existing committee reviews applications and agrees to selection by consensus. The superintendent will decide on final approval of each applicant.

FISCAL IMPACT & FUNDING SOURCE: N/A

Cabinet Use Only:

☐ Approved for Committee / Work Team Creation and Membership Recruitment

☐ Request Denied