

## CAVIT Performance Plan for 301 Funding

In 2000, the Arizona voters approved Proposition 301, which enacted legislation that raised teacher compensation in the following allocated areas:

- 20% of Fund 011 to across-the-board base pay increases for teachers.
- 40% of Fund 012 for performance-based pay increases for teachers.
- 40% of Fund 013 for site-chosen classroom initiatives, limited to class size reduction, teacher compensation increases, intervention programs, professional development, dropout prevention programs, teacher liability insurance, or a combination of these projects.

Staff whose position requires daily direct student contact are eligible for 301 funds. In order to utilize 301 funding, a performance plan must be developed and approved by the Governing Board. A committee comprised of Mike Glover, Superintendent, teachers, and counselor have met and developed CAVIT's 301 Plan for the 2023-2024 school year.

### Outcomes

- Reward teachers for outstanding student performance, based on measurable student achievement
- Enhanced collegiality
- Encourage positive school and community relations

### Fund 011: 20% Base Pay Increases

100% of the funds collected and allocated to this fund will be used for the supplementation of teacher salaries. All funds under this fund will be placed in the budget line item for teacher salaries.

### Fund 012: 40% Performance Base Pay

#### Performance Goal #1 – Academic Gain on CTE Assessments

**Performance goal #1A** – Academic Gain on ADE CTE Assessment - (\$1,800 per second year teacher) is earned when the following criteria result is achieved:

- 90% of the program completers testing meet or exceed the state's pass score on the ADE CTE program assessment administered in April, 2024.

If 90% of the program completers testing in a program do not meet and/or exceed the state's pass score on the ADE CTE assessment, that individual teacher will not meet the performance goal and no money will be awarded.

**Performance Goal #1B** – Academic Achievement on Arizona and national industry licensure examinations – an award is earned when the following criteria results are achieved:

- 20+ test takers achieve industry certification by June 30, 2024 – Award \$2,000
- 16-19 test takers achieve industry certification by June 30, 2024 – Award \$1,800
- 13-15 test takers achieve industry certification by June 30, 2024 – Award \$1,500
- 10-12 test takers achieve industry certification by June 30, 2024 – Award \$1,000
- 6-9 test takers achieve industry certification by June 30, 2024 – Award \$600
- 3-5 test takers achieve industry certification by June 30, 2024 – Award \$400
- 1-2 test takers achieve industry certification by June 30, 2024 – Award \$200

Testing results must be submitted to the Superintendent by June 30, 2024 in order to determine performance on Goal #1B. If an individual teacher does not have any students earn industry licensure/certification; that program teacher will not meet the performance goal and no money will be awarded. A teacher is eligible to one award under Performance Goal #1B. Approved state/national industry examinations include: Certified SolidWorks Associate, Direct Care Worker, Coronal Polishing Certification, Dental X-Ray Certification, Licensed Hairstyling, Security Guard Certification, Article 9 Certification, Certified Pharmacy Technician, Certified Clinical Medical Assistant, UAS Pilot License, SACA 1 & 2, Wildland Firefighter, Fire Fighter I/II, Massage Therapy Licensure, Registered Medical Assistant, Certified Phlebotomy Technician, and Approved Veterinary Assistant Certification. The following certifications do not meet the requirements for a Goal #1B award: OSHA, CPR/First Aid, and Pet Tech CPR/First Aid.

**Performance Goal #2 – Quality Program Accountability System**

Performance Goal #2 – Quality Program Accountability System Excellent Level – a maximum award of \$1,000 is earned when the following criteria results are achieved:

- A teacher attains every standard on the CAVIT Quality Program Excellent Level rubric (attached to this plan) as evidenced by the submitted portfolio due by June 30, 2024.

Any teacher not meeting every standard on the Quality Program Excellent Level rubric will not earn the \$1,000 award.

**Performance Goal #3 – CTSO Student Achievement**

Performance Goal #3 – Regional, State, or National CTSO Student Achievement – a maximum award of \$1,500 is earned when the following criteria results are achieved:

- For teacher: A HOSA or SkillsUSA student or team places 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> in an in-person regional and/or state competition and/or 1<sup>st</sup>-10<sup>th</sup> place in a national event; a \$250 award per team or individual student will be provided to the teacher that trained the student or team.
- For counselor: A CAVIT project earns the National Technical Honor Society (NTHS) Silver Star national award; a \$500 award will be provided to the counselor that oversaw the project.

There is a \$1,500 cap as to the number of wins earned. A leadership team or entry comprised of students taught by two or more teachers will have the award split equally between participating teachers.

**Performance Goal #4 – Teacher Evaluation Total Performance Achievement**

Performance Goal #4 – Teacher Evaluation Total Performance Achievement – a maximum award of \$1,250 is earned when the following criteria results are achieved:

- A teacher attains Highly Effective total performance level on the CAVIT 2023-2024 Teacher Evaluation Instrument will receive a \$1,250 award.
- A teacher attains Effective total performance level (in their first two years of teaching at CAVIT) on the CAVIT 2023-2024 Teacher Evaluation Instrument will receive a \$750 award.
- A teacher attains Effective total performance level (with three or more years of teaching experience at CAVIT) on the CAVIT 2023-2024 Teacher Evaluation Instrument will receive a \$200 award.
- A teacher attains Developing or Ineffective total performance level on the CAVIT 2023-2024 Teacher Evaluation Instrument will not receive any compensation award.

**Performance Goal #5 – Dual Enrollment Coordination Stipend**

Performance Goal #5 – Dual Enrollment Coordination Stipend – a \$600 award is earned when the following criteria results are achieved:

- Attend CAC or PCC adjunct faculty meetings
- Take weekly attendance and input grades in CAC or PCC's Blackboard system
- Confirm 45-Day Enrollment Reports

Only teachers approved for CAC or PCC Dual Enrollment, offering one or more classes in 2023-2024, and completing all requirements by CAC or PCC's deadline will earn the \$600 award.

**Fund 013: 40% Menu Items****Performance Goal #6 – Teacher Attendance**

Performance Goal #6 – Improved Teacher Attendance – a \$2,000 award per semester (for a yearly maximum of \$4,000) is earned when the following criteria result is achieved:

- If a teacher uses less than 18 hours (for 1.0 FTE teachers) or 14 hours (for .75 FTE teachers) of personal or sick leave each semester, a \$2,000 award will be paid each semester.

Fall semester leave cannot be averaged or applied to meet the spring semester leave requirement. Preapproved leaves by the superintendent relating to school-sponsored business, military, bereavement, and jury duty are exempt. Payment for fall semester Goal #6 achievement will be awarded by January 31, 2024.

**Performance Goal #7 – Teacher Internship Program**

Performance Goal #7 – Teacher Internship Program – a maximum award of \$1,200 (\$600 stipend for 40-hour internship or \$1,200 stipend for 80-hour internship) is earned when the following criteria is achieved:

- If a teacher successfully completes all paperwork and internship hours; a \$600 minimum stipend (40-hour experience) or \$1,200 maximum stipend (80-hour experience) will be awarded.

All completed paperwork is due to the Superintendent within (4) weeks after completing the experience. Payment for fall semester Goal #7 achievement will be awarded by January 31, 2024. Payment for spring semester Goal #7 achievement will be awarded by June 30, 2024. Staff completing a FY23 internship are ineligible to participate in a FY24 internship funded under Performance Goal #7.

**Additional Approved Fund 13 Menu Items:**

- Extra-duty curriculum writing or program development activity.
- Funding to attend professional development workshops and conferences including registration, travel and per diem meal costs.

**301 Performance Plan Operational Program Information*****Program Elements:***

- Final determination on attaining each performance award shall rest with the superintendent. If a teacher wishes to appeal the superintendent's decision, the appeal shall be heard and ruled upon following the appeal process outlined below.

***Program Timeline:***

- By June 30, 2024-Deadline for submitting industry assessment results to the Superintendent.

***Participants:*****Summary of eligibility criteria:**

- Must have been employed in the CAVIT School District as a teacher for the entire 2023-2024 school year.
- A teacher will be ineligible to receive any performance goal funding contained in Fund 12 and/or 13 if the teacher is unable to complete the school year due to any circumstances.
- May not have received a rating of ineffective on any standard on the final 2023-2024 teacher evaluation instrument.
- Teachers not fulfilling their contract obligations will be ineligible for Fund 12 and Fund 13 funds.

***Appeal Process:******Types of Appeals:***

- Disagreement regarding participant eligibility
- Disagreement regarding achievement of indicators of success

***Appeals Committee:***

1. A subcommittee with 3 members will be identified. This committee will include the Superintendent, 1 teacher, and 1 board member.
2. The committee's decisions are final.

***Appeals Process:***

1. Teacher sends letter to the Superintendent requesting a review of concern. The letter should contain the nature of concern and supporting documentation as appropriate.
2. Superintendent acknowledges receipt of request for appeal within 10 working days.
3. Superintendent sets meeting of the Appeals Committee within 10 working days and notifies teacher in writing of the date, time and place of the meeting. The purpose of the meeting is for the Superintendent to conduct a hearing "on the record". The "record" is the letter of concern and any attached documents. It is the teacher's responsibility to notify the Superintendent of a desire to attend the hearing and/or summarize his/her position to the Appeals Committee.
4. Teacher will be informed of the decision of the Appeals Committee within 10 working days of the Appeals Committee meeting.