

Pay for Performance Plan

Under the performance pay plan, the levels in the grandfathered schedule are \$1000. In order to fund the performance pay plan the district must be able to fund the salary schedule. Funds will be allocated as follows:

HE = Highly Effective

E = Effective

NI=Needs Improvement

Grandfathered Schedule

Performance Plan

$$HE = E + (\$333-\$1000)$$



HE, E and NI = \$1000 Level Increase as indicated \longleftrightarrow E=\$1000(50%-75% of HE)
Percent to be negotiated.

By May 1, any teacher on the grandfathered schedule who would like to participate in Performance Pay must sign an agreement letter. By doing this, they relinquish their Professional Services or Continuing Contract. Once they move to the Performance Pay Schedule, they must stay on that schedule and will now be placed on annual contract status.

Performance pay would be allocated based upon the most current evaluation data shipped to the state.

If unable to fund the salary schedule, a COLA (Cost of Living Adjustment) will be negotiated.