



# 2021-22 Performance-Based Pay Program

## Individual Performance Pay for Certified Staff

Funding for Individual Performance Pay is provided from the District's Proposition 301 Performance Pay allocation. Compensation under this category for all certified staff is based on satisfactory performance.

- Certified employees are evaluated by a qualified evaluator (building level principal, assistant principal, Teacher-on-Assignment, or District-level administrator).
- Employees may expect consistent administration of the evaluation process at all sites.
- Any employee whose evaluation is not completed according to District policy and procedure cannot be denied salary advancement without review by the Superintendent.
- Certified employees have a right to review an unsatisfactory rating with the Superintendent.
- Teachers must receive a satisfactory performance evaluation to be eligible for Proposition 301 Individual Performance Pay, which will be \$2,000 in 2021-22.

- Certified employees under contract who are eligible for Individual Performance Pay and who are employed at the beginning of the contract year will receive \$2,000.
- Certified employees who are eligible for Individual Performance Pay and who are employed after the beginning of the contract year and on or before February 1 will receive a prorated share of the \$2,000 bonus based on the percentage of the total contract days worked.
- An employee who has engaged in unprofessional conduct for which disciplinary action is administered prior to April 15 is ineligible for Proposition 301 Performance Pay.
- An employee who is absent for more than 60 instructional days as of April 1 is ineligible for Proposition 301 performance pay.
- Individuals that leave employment with the District prior to the end of the contract year are ineligible to receive Individual Performance Pay.
- A certified teacher who retires mid-year, then immediately returns to work as a post-retirement ESI employee, is eligible for Proposition 301 Individual Performance Pay, provided the individual is a District employee at least through the final day of school prior to winter break. The same individual would not be eligible for Proposition 301 Performance Pay the following year. If the certified employee retired before the final day of school prior to winter break, they would not be eligible for Proposition 301 Performance Pay in the current year but would be eligible for the same the following year.

### **Unsatisfactory Performance Rating**

- A teacher's classroom performance is not satisfactory if the teacher receives a rating of Falls Below Expectations in one or more of the descriptor statements on the Teacher Evaluation Instrument – Track A.
- Teachers that have received ratings of Falls Below Expectations must overcome the identified deficiencies prior to the issuance of individual performance pay.
- If the teacher still falls below expectations after notice and the opportunity to overcome deficiencies, then the teacher will be ineligible for Proposition 301 Individual Performance Pay.
- A teacher will receive written notice of ineligibility prior to the issuance of Proposition 301 Individual Performance Pay.
- A teacher who is ineligible for Proposition 301 Individual Performance Pay is also ineligible for a salary increase and Proposition 301 base pay in the ensuing year.