General Information

What is Proposition 301?

In the fall of 2000, an initiative was passed by the residents of Arizona creating a funding stream for public education from sales tax. Since sales tax fluctuates, the monies available to school districts will fluctuate annually. The intent of the majority of the Proposition 301 K-12 funding is to 1) increase teachers’ salaries, 2) increase accountability among public educational institutions and 3) reward highly performing teachers.

How is the money broken down?

Monies from Prop 301 are earmarked for spending in various areas of education. The majority of the funding for K-12 districts falls into one of three categories, each with specific criteria.

- Base Salary – 20% of total received by school district
- Performance Pay – 40% of total received by school district
- Site Fund – 40% of total received by school district

Who is eligible to receive the Prop 301 money?

Employees who:

1. Qualify as a teacher within the Kyrene School District under Prop 301 Legislation. That is an individual who is compensated on the teacher’s salary schedule and holds a position that requires teacher certification from the Arizona Department of Education and who teaches students at least 50% of the contract day.
2. Must have been employed in the Kyrene School District as a teacher during the prior school year∗.
3. Current employee**of the Kyrene School District during the current school year.
4. May not have a rating of ineffective within the prior school year.

* Or eligible based on alternative plan requirements for newly hired teachers or teachers returning from approved leave.
**Employees’ stipend amounts will be prorated according to their FTE for the current school year as well as the percent of time of employment within that year.

Pay for Performance

What do I have to do to qualify for the performance pay?

Eligible employees receive performance pay when requirements of the plan are met at the required performance levels. This includes academic achievement, attendance rates, parent and student quality ratings and professional development.

When will the performance pay stipend be paid?

Payout for the performance pay will occur in two parts. The first payment will occur in December and would reflect the level of achievement toward district letter grade from the prior school year as well as the individual teacher evaluation performance rating. A second payment based on District Assessments, Student Attendance Rate, Student and Parent Survey and Professional Development results will occur in May/June to reflect the total payment of 100% for a full time teacher who has been employed all year.

Will the performance pay criteria stay the same in coming years?

The program will be assessed annually and may be modified based upon the data gathered by the 301 Committee.

What if I leave in the middle of the year? Can I get paid my performance pay upon separation?

Teachers who terminate prior to the last day of their contract will not be eligible for performance pay.
Kyrene School District
Proposition 301 Teacher Pay for Performance Plan
Frequently Asked Questions

What if I start after the beginning of the school year?

Teachers who are employed after December 15th will not be eligible for the Pay for Performance stipend.

What if I am part-time?

Teachers who are less than fulltime will receive a pro-rata amount of the stipend.

What if I work at multiple schools?

Itinerant teachers will earn the rating of their designated home school.

What if I am on an approved leave of absence?

You must work the equivalent of one semester (95 days or more) to be eligible for a stipend.

Does an employee have the option to waive out of the Pay for Performance plan?

Yes. This must be completed by September 1.

Will my individual evaluation be considered when determining compensation?

Performance pay will be based upon completion of necessary requirements and school success in meeting established goals. Additionally, the performance compensation is based on a teacher achieving a rating of effective or highly effective on the Kyrene Evaluation instrument. Statute requires 33% of the PFP to be based on individual teacher performance.

What happens to monies not expended in a given year?

Any monies remaining in the Pay for Performance fund will roll over to the following year’s Pay for Performance budget.

Professional Development for 301 Requirements

What kind of professional development meets the requirements?

- Professional development must be related to job assignment and occur outside contract hours. The teacher should receive no other compensation for professional development applied to 301 requirements. Meetings, clubs and the like are not considered professional development for 301 requirements.

- Classes taken through the district (available in Truenorthlogic or Schoolnet) and which occur out of contract time will meet the requirement.

- Classes taken outside the district will need to be submitted to the Professional Growth Committee for approval with regard to 301 requirements. (See directions online on the 301 webpage.)

When must professional development be completed?

- For the 14-15 School Year, all courses should be taken between May 23, 2014 and March 31, 2015.

- For the 15-16 School Year and beyond, all courses April 1 through March 31 each year will be eligible if they meet the requirements stated above.