

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES OF SCHOOL DISTRICT NO. 371J, PAYETTE AND WASHINGTON COUNTIES, IDAHO, SEPTEMBER 26, 2013 AT 8:30 A.M., IN THE PAYETTE SCHOOL DISTRICT OFFICE.

<p>Differentiated Pay Plans</p>	<p>Chairman Gary La Mue called the meeting to order in the Payette School District Office at 8:30 A.M. with Board members Jessica Lowry, Mona Points and Adam Rynearson present.</p> <p>Superintendent Pauline King explained the process for devising the differentiated pay plans. The plans were required by the legislators to be “bottom up” meaning designed by the individuals benefiting from the plans. Teachers in each school met with building principals to design the plans. Those plans are being presented today for Board approval which is required prior to submission to the state.</p> <p>Chairman La Mue asked each of the principals to present their differentiated pay plans.</p> <p>Principal Kipp McKenzie presented Payette Primary School’s plan which is tied to their school improvement plan and based on Idaho Reading Indicator (IRI) scores. The state requires fall and spring testing of all K-3 students. Payette Primary also completes a winter test as a bench mark for improvement. The differentiated pay plan is based on growth in each grade level and is not individual teacher based. IRI has three scoring levels:</p> <ul style="list-style-type: none">1 – reading at below grade level2 – near grade level3 – at or above grade level <p>School and state growth statistics were reviewed for the past three years as a basis for realistic but challenging growth. The fall IRI testing has been completed. Based on historical growth and current information the following bench marks were determined:</p> <ul style="list-style-type: none">Kindergarten – currently at 42% proficient. Goal is to increase by 20% which would exceed the state target of 60%First grade – increase 10%, state goal is 70% proficientSecond grade – increase 10%, state goal is 75% proficientThird grade – increase 5%, state goal is 85% proficient <p>The cumulative effect of the increasing goal would put third grade scores above the state goal.</p> <p>Ms. Lowry asked if the teachers were excited about the plan. Principal McKenzie stated that the teachers feel the goals are attainable.</p> <p>Mr. Rynearson asked for the amount of a share. Clerk Barbara Choate explained that differentiated pay was a specific line item on the state education budget. Share</p>
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amounts will be determined by dividing the total number of statewide units into the budgeted amount and distributed to individual districts by multiplying that amount times the number of units in the district.

Principal MaryBeth Bennett presented Westside Elementary School's plan which builds on and continues the growth goals of the primary school. The 4th grade currently averages reading 108 words per minute (wpm) and the national average is 109 wpm. The 5th grade currently averages 86 wpm and the national average is 122 wpm. Westside's plan is to increase by a specific number of words per minute and is based on total grade performance and not individual teacher.

Principal Rick Hale presented McCain Middle School's plan which is grouped by departments and not grade level. The middle school plan is based on end of course assessment test scores. The tests we are currently using were based on tests used by the Boise School District and originally designed to meet the state standards. Mr. Hale has revised the tests this year to include written essay style questions and not just multiple choice. This testing design is more in line with the new Idaho Standards and the Smarter Balanced Assessments that will replace ISAT tests.

Principal Mark Heleker presented the Payette High School's plan which is also grouped by department and based on end of course assessment scores. Principal Heleker has worked with the Boise School District high school principals and has modified the tests to include more reading and writing enhancements.

Superintendent King thanked all of the principals for their hard work and partnership with teachers in developing these plans. Superintendent King informed the board that all school plans included compensation to all staff including teaching assistants and other classified staff members. It takes everyone to properly educate our students.

Motion was made by Jessica Lowry and seconded by Mona Points to approve the differentiated pay plans as presented. Motion carried unanimously.


Board Tour of Schools

A board tour of all school buildings will begin at this time. No business will be conducted on the tour.

The meeting adjourned at 9:03 A.M.



Attest



Approved

Local Measures for Differentiated Pay Plan-Payette Primary School 2013-2014 School Year

Describe Group of Certificated, Building-based Employees

Kindergarten Reading Teachers

Local Measure IRI

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
% increase of students scoring proficient (Score of 3) from fall 2013 to spring 2014.	1. 20% increase	1
	2. 16%	0.8
	3. 12%	0.6
	4. 8%	0.4
	5. 4%	0.2

Describe Group of Certificated, Building-based Employees

First Grade Reading Teachers

Local Measure IRI

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
% increase of students scoring proficient (Score of 3) from fall 2013 to spring 2014.	1. 10%	1
	2. 8%	0.8
	3. 6%	0.6
	4. 4%	0.4
	5. 2%	0.2

Describe Group of Certificated, Building-based Employees

Second Grade Reading Teachers

Local Measure IRI

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
% increase of students scoring proficient (Score of 3) from fall 2013 to spring 2014.	1. 10%	1
	2. 8%	0.8
	3. 6%	0.6
	4. 4%	0.4
	5. 2%	0.2

Describe Group of Certificated, Building-based Employees

Third Grade Reading Teachers

Local Measure IRI

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
% increase of students scoring proficient (Score of 3) from fall 2013 to spring 2014.	1. 5%	1
	2. 4%	0.8
	3. 3%	0.6
	4. 2%	0.4
	5. 1%	0.2

Other's Receiving % of Shares

% shares will be awarded by grades served at PPS out of total grades served in the district.

Administration PPS	2.0 share	(Average of K-3 shares)
Title I Certified	1.0 share	
Title 1 Classified	.5 share	
District Title 1 Admin	.38 share	
Sped Certified	1.0 share	
Sped Classified	.5 share	
PEC Certified	0.38 share	
PEC Classified	0.19 share	
.66 Counselor, Certified	.66 share	
.5 PE, Certified	.5 share	
.5 Music, Certified	.5 share	
.5 Librarian, classified	.25 share	
Nurse	.38 share	

Westside Elementary School- Differential Pay Plan

2013-2014

Describe Group of Certificated, Building-based Employees

Fourth Grade Teachers

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
Words per minute- grade level Fall 2013-Spring 2014	1. Increase average by 15 WPM	1
	2. Increase average by 13 WPM	0.8
	3. Increase average by 11 WPM	0.6
	4. Increase average by 9 WPM	0.4
	5. Increase average by 7 WPM	0.2

Describe Group of Certificated, Building-based Employees

Fifth Grade Teachers

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
Words per minute -grade level Fall 2013-Spring 2014	1. Increase average by 15 WPM	1
	2. Increase average by 13 WPM	0.8
	3. Increase average by 11 WPM	0.6
	4. Increase average by 9 WPM	0.4
	5. Increase average by 7 WPM	0.2
	6.	

Describe Group of Certificated, Building-based Employees

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
1.	1.	
	2.	
	3.	
	4.	
	5.	
	6.	

Differential Pay

Group

Language Arts 6, 7, 8/ special education/ ELL

Measure	Benchmark/ Goal	Local Share Award
E.O.C Test	1. 80% of students score at least 60%	.5/ semester
	2. 70% of students score at least 60%	.4/ semester
	3. 60% of students score at least 60%	.3/ semester
	4. 50% of students score at least 60%	.2/ semester
	5. 40% of students score at least 60%	.1/ semester

Group

Math 6, 7, 8, / special education Benchmark/ Goal Local Share Award

E.O.C Test	1. 80% of students score at least 60%	.5/ semester
	2. 70% of students score at least 60%	.4/ semester
	3. 60% of students score at least 60%	.3/ semester
	4. 50% of students score at least 60%	.2/ semester
	5. 40% of students score at least 60%	.1/ semester

Group

Science 6, 7, 8, / special education Benchmark/ Goal Local Share Award

E.O.C Test	1. 80% of students score at least 60%	.5/ semester
	2. 70% of students score at least 60%	.4/ semester
	3. 60% of students score at least 60%	.3/ semester

- | | |
|---------------------------------------|--------------|
| 4. 50% of students score at least 60% | .2/ semester |
| 5. 40% of students score at least 60% | .1/ semester |

Group

Social Studies 6, 7, 8, / special education	Benchmark/ Goal	Local Share Award
E.O.C Test	1. 80% of students score at least 60%	.5/ semester
	2. 70% of students score at least 60%	.4/ semester
	3. 60% of students score at least 60%	.3/ semester
	4. 50% of students score at least 60%	.2/ semester
	5. 40% of students score at least 60%	.1/ semester

Group

Electives p.e., band, art, technology, Spanish	Benchmark/ Goal	Local Share Award
E.O.C Test	1. 80% of students score at least 60%	.5/ semester
	2. 70% of students score at least 60%	.4/ semester
	3. 60% of students score at least 60%	.3/ semester
	4. 50% of students score at least 60%	.2/ semester
	5. 40% of students score at least 60%	.1/ semester

Group

Schoolwide, Counselor, Federal programs, Administration, Aides	Benchmark/ Goal	Local Share Award
E.O.C Test	1. 80% of students score at least 60%	.5/ semester
	2. 70% of students score at least 60%	.4/ semester

3. 60% of students score at least 60% .3/ semester
4. 50% of students score at least 60% .2/ semester
5. 40% of students score at least 60% .1/ semester

Local Pay for Performance Plan for Student Achievement Awards

Describe Group of Certificated, Building-based Employees

Business Department

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
End of Course Assessment	75% of students passing at 75% or better	1.0
	70% of students passing at 70% or better	.8
	65% of students passing at 65% or better	.6
	60% of students passing at 60% or better	.4
	55% of students scoring 55% or better	.2

Describe Group of Certificated, Building-based Employees

Language Arts Department

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
End of Course Assessment	75% of students passing at 75% or better	1.0
	70% of students passing at 70% or better	.8
	65% of students passing at 65% or better	.6
	60% of students passing at 60% or better	.4
	55% of students scoring 55% or better	.2

Local Pay for Performance Plan for Student Achievement Awards

Describe Group of Certificated, Building-based Employees
Social Studies Department

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
End of Course Assessment	75% of students passing at 75% or better	1.0
	70% of students passing at 70% or better	.8
	65% of students passing at 65% or better	.6
	60% of students passing at 60% or better	.4
	55% of students scoring 55% or better	.2

Describe Group of Certificated, Building-based Employees
Teachers of Electives

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
End of Course Assessment	75% of students passing at 75% or better	1.0
	70% of students passing at 70% or better	.8
	65% of students passing at 65% or better	.6
	60% of students passing at 60% or better	.4
	55% of students scoring 55% or better	.2

Describe Group of Certificated, Building-based Employees