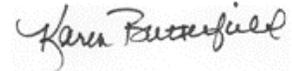


**ASSOCIATE SUPERINTENDENT APPROVAL**



**STATE BOARD MEETING DATE** April 22, 2013

**SUBJECT:** Consideration For Approval of the Optional Performance Incentive Program and Budget For Fiscal Year 2013–2014, Relating to A.R.S. § 15-919, for Joseph City Unified School District and Sedona-Oak Creek Joint Unified School District.

**SUBMITTED BY:** Todd Petersen, Deputy Associate Superintendent, Educator Excellence Section

**MANAGEMENT TEAM REVIEW:** April 4, 2013

**BACKGROUND INFORMATION:**

According to ARS § 15-919--Optional Performance Incentive Program—"A school district governing board may apply to the superintendent of public instruction for approval to budget for an optional performance incentive program. Applications for initial program approval or reapproval shall be submitted annually by March 15 to the superintendent of public instruction. The superintendent of public instruction shall review the applications and make recommendations to the state board by May 15. Applications for new programs may be requested only if advanced appropriations have been made to cover the cost of the first year of implementation for new districts for that year. . . . An Optional Performance Incentive Program is an alternative to the career ladder program established by ARS § 15-919. These programs must be based on principles of effective organizations, teamwork, parental and pupil involvement and support of teachers; use measures of quality including parental satisfaction or rating of educational quality, teacher job satisfaction or rating of support and pupil satisfaction with the quality of education being received; and use a performance-based compensation system. . . . To receive approval to budget for an optional performance incentives program, a school district's optional performance incentives program or the district's plan for the implementation of its program shall meet at least the following requirements: 1) The program shall be based on principles of effective organizations, teamwork, parental and pupil involvement and support of teachers, and 2) The program shall contain documented evidence of support by school district employees."

Two (2) districts are applying -- Joseph City Unified School District and Sedona-Oak Creek Joint Unified School District. These districts are applying for consideration to calculate a budget capacity of 2% of their base level for the OPIP.

The Superintendent of Public Instruction has reviewed both the program applications and proposed 2013-2014 budgets for Joseph City Unified School District and Sedona-Oak Creek Joint Unified School District and found them to be in compliance with the requirements established in ARS § 15-919. Therefore, the Superintendent recommends approval of the Optional Performance Incentive Program for both districts.

**BOARD ACTION REQUESTED: [ ] INFORMATION [X] ACTION/DESCRIBED BELOW**

That the Board accepts the recommendation of the Superintendent of Public Instruction for the continuation of the OPIP for the Joseph City Unified School District and the Sedona-Oak Creek Joint Unified School District for the fiscal year 2013-2014, and allow them to calculate a budget capacity of 2%. Funding for each districts' program will be limited to local revenues.

**ATTACHMENTS: YES [ ] NO [X]**