

Flagstaff Unified School District No.1
301 Performance Compensation
Special Performance Pay Plan (SPPP)
Activities Log Sheet
2016-2017

The Special Performance Pay Plan (SPPP) includes *two* distinct payouts. The first payout (December of current school year) reflects the positions evaluation data from the previous school year, typically found in the TPEC system. The second payout (June of current school year) reflects a log of professional responsibilities accounted for during the current school year.

The following positions are eligible for this pay plan: Counselors, Nurses, & Librarians.

SPPP Payout #1

A. Annual Performance Evaluation

(based on previous year's principal evaluation score and must be
"Innovating" or "Integrating" in the TPEC Tool) ***Payout amount of \$800***

SPPP Payout #2

A. 10 hours of professional activities

Payout amount of \$200

Professional Responsibility Activities Guide:

Professional responsibility activity payments are designed to encourage and recognize staff for performing district and student related functions. A minimum of ten (10) approved hours must be accumulated during the school year for payment eligibility. Documentation must be provided by the staff member to his/her site administrator to validate each activity before the published submittal deadline. If an activity is compensated via other means: certified hourly instructional rate, stipend, professional growth credit, etc., it is not eligible for consideration. A sample list, (not exhaustive) of possible professional activities follows:

- Committee membership and work – school, district, or state
- Accreditation Team Activity
- National Board Certification
- Presenter or facilitator for district staff development
- Participation beyond the 24 hours (for pay) professional development, district sponsored
- Club sponsorship
- District wide content area specialists/ department meetings
- Parental engagement – home/school activities, parent nights, home visits
- Tutoring students or test preparation
- Student focused meetings – 504, IEP, SST, IDM
- Teacher mentor
- **Other activities mutually agreed to in advance by teacher and site administrator**

