

Sunsets 7/1/2016

53A-17a-163 Performance-based Compensation Pilot Program.

- (1) The Performance-based Compensation Pilot Program is created to pilot the development and implementation of performance-based compensation plans for elementary school classroom-related staff.
- (2) From money appropriated by the Legislature for the Performance-based Compensation Pilot Program, the State Board of Education shall award grants to school districts and charter schools to develop and implement performance-based compensation plans for elementary school classroom-related staff.
- (3) The State Board of Education shall:
 - (a) solicit proposals from school districts and charter schools for the use of grant money to develop and implement performance-based compensation plans for elementary school classroom-related staff; and
 - (b) award grants on a competitive basis.
- (4) To receive a grant, a school district or charter school shall submit a proposal to the State Board of Education to develop and implement a performance-based compensation plan over a two-year period as follows:
 - (a) In the first year, the school district or charter school shall develop, administer, and evaluate performance measures.
 - (b) In the second year, the school district or charter school shall administer performance measures and compensate classroom-related staff based on performance.
 - (c) A performance-based compensation plan shall provide that:
 - (i) student learning gains shall account for 40% of the maximum amount of performance-based compensation that may be awarded to an employee;
 - (ii) an employee's instructional quality or performance as measured by classroom observations or other instruments shall account for 40% of the maximum amount of performance-based compensation that may be awarded to an employee; and
 - (iii) the remaining 20% of the maximum amount that may be awarded to an employee shall include a measure of parent, student, or community satisfaction.
 - (d) A proposal shall include a budget and specify the amount of grant money requested.
 - (e) A school district's proposal may apply to one or more elementary schools within the district.