

*Deer Valley Unified School District No. 97*  
**COMMITTEE / WORK TEAM PROFILE**

Complete this form to request any District Committee or Work Team.  
 Submit to Cabinet-level Supervisor or Superintendent.

|                 |             |  |
|-----------------|-------------|--|
| August 29, 2022 | 2022-23     | District Committee                       |
| Date            | School Year | District Committee or District Work Team |

**COMMITTEE / WORK TEAM NAME:** Certified Performance Pay Committee

**COMMITTEE / WORK TEAM CHAIRPERSON:** Scott Smith

**CHARGE OF THE COMMITTEE:**

The primary charge of the Performance Pay Committee is to develop and manage a plan for certified performance pay. "Develop" includes: Understanding of relevant State law regarding performance pay, soliciting and understanding Governing Board direction, constructing and documenting a plan that precisely articulates how performance pay is earned and calculated, and obtaining Board approval. "Manage" includes: Development and execution of a communication plan regarding performance pay, ensuring all data necessary to calculate pay is available to be collected, communicating results of performance pay calculations, appointing a sub-committee to hear appeals, and ensuring final payment to teachers.

**COMMITTEE / WORK TEAM DURATION:** On-going  
 school year, on-going, etc.

**TENTATIVE MEETING SCHEDULE:** In general, there are 3-6 weekly meetings early in the second semester. Additional meetings may be scheduled if needed.  
 weekly, monthly, quarterly, etc.

**MEMBERSHIP NEEDS / REQUIREMENTS & COMPOSITION:**

|   |               |
|---|---------------|
| Facilitator, Data Analysis and Accountability | Teacher, K-8  |
| Facilitator, Human Resources                  | Teacher, K-6  |
| Administrator, K-8                            | Teacher, HS   |
| Administrator, K-6                            | Teacher, K-12 |
| Administrator, HS                             | Parent        |
| Administrator, K-12                           | Parent        |
|   | Parent        |

**MEMBERSHIP RECRUITMENT:**

- Volunteers recruited from website and/or
- Portal Volunteers solicited

**MEMBERSHIP SELECTION & CRITERIA TO BE USED:**

Applicants are reviewed when a vacancy exists for any role. Applicants are reviewed on a first-come first-serve basis. The existing committee reviews applications and agrees to selection by consensus. The superintendent will decide on final approval of each applicant.

**FISCAL IMPACT & FUNDING SOURCE:** N/A

Cabinet Use Only:

- Approved for Committee / Work Team Creation and Membership Recruitment
- Request Denied