

ALAMEDA UNIFIED SCHOOL DISTRICT  
BOARD AGENDA ITEM

EXHIBIT  
F-3

**Meeting Date:** October 25, 2011

**Item Title:** Discussion of the Superintendent's Performance Pay Plan Goals for the 2012/13 School Year

**Item Type:** Action

**BACKGROUND:** The Board implemented a performance pay plan for the Superintendent. The plan shall provide for an annual one-time payment based on achievement of some or all of the established goals, up to \$15,000.

Per the Superintendent's contract, *there shall be three or four annual goals, all related to the District's Master Plan. Each year, the Superintendent and Board shall agree upon the number and content of the goals. Each goal shall represent an equal portion of the full \$15,000 payment.* These goals are being discussed and approved as part of this item.

At a public Board meeting in June of each year of the term of the Superintendent's contract, the Board and the Superintendent shall *report the results of her performance plan goals for the next school year. The Board shall discuss the report and authorize payment to the Superintendent of a proportionate amount of \$15,000 for each goal that was achieved for the then current school year.*

Next steps: In June 2013, the Board will be asked to authorize payment for any or all of the successfully completed goals.

Proposed goals for 2012-2013

Superintendent will:

- Increase attendance by increasing percentage of students with 96% attendance by 3 percentage points as measured in June 2013 based on 180 days of attendance (not including ASTI, Island, or charters and based on June 2012 180-day attendance calculations).
- Increase District-wide API by 9 points or more over the 2012 base District-wide API.
- Increase total percentage of students enrolled in at least one AP course by 2 percentage points as measured in September 2012 enrollment.

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*(cont'd)*

The Board requested two years of attendance data for AUSD. Enclosed is the attendance data requested for 2008-09, 2009-10, and 2010-11 as examples.

The approximate fiscal benefit of moving students (who are currently not attending at least 96% of the time) is \$7,714 per additional day of attendance.

**FISCAL ANALYSIS:** \$15,000 budgeted in 2012-2013 multi-year budget.  
Approved by passage of Superintendent's contract on August 23, 2011.

- General Fund  
 Categorical Funds  
 Parcel Tax Funds  
\_\_\_\_\_ [Savings] [Cost]  
\_\_\_\_\_ Department Budget

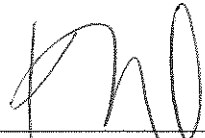
**RECOMMENDATION:** Discuss as submitted.

**AUSD Guiding Principle:**

- #1 – All students have the ability to achieve academic and personal success  
#4 Parental involvement and community engagement are integral to student success  
#5 Accountability, transparency, and trust are necessary at all levels of the organization

**Submitted by:**  Kirsten Vital, Superintendent

**Approved for Submission to Board of Education**

  
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Kirsten Vital, Superintendent