



LENAWEE INTERMEDIATE SCHOOL DISTRICT

LVTEA TEACHER PERFORMANCE-BASED COMPENSATION SYSTEM

PURPOSE

Section 1250 of the Revised School Code requires the Lenawee Intermediate School District (LISD) to implement and maintain a method of compensation for its teachers that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation. This teacher Performance-based compensation system is designed to satisfy that statutory requirement and reward teachers for their performance.

In accordance with Section 1250 of the Revised School Code, the assessment of job performance is based upon an evaluation system that evaluates a teacher's performance at least in part based upon data on student growth as measured by assessments and other objective criteria. Categories utilized to evaluate performance may also include, but not be limited to, demonstrated pedagogical skills, management of the classroom, professional development, community involvement, attendance, continuing education and achievement of other goals that may be assigned. In accordance with Section 1249 of the Revised School Code, data on student growth demonstrating the teacher's impact on student growth will be a significant factor of the annual performance evaluation rating of the teacher.

The teacher's performance will be rated at least annually utilizing one of the following four overall ratings: ineffective, minimally effective, effective and highly effective. The level of annual Performance-based compensation will be based, in part, upon the individual teacher's demonstrated continuous effective or highly effective performance.

QUALIFICATION

All employees paid under this Teacher Performance-based Compensation System are eligible for accrued Performance-based compensation and additional Performance-based compensation, provided they meet the minimum qualifications. Eligibility may change to comply with changes to State of Michigan or other applicable law and interpretations of law, including interpretations by the Attorney General. In order to qualify for additional Performance-based compensation the following year, and to qualify to continue to receive all of the accrued Performance-based compensation paid in the past, the teacher must receive an overall rating of effective or highly effective in his/her annual performance evaluation and must have completed his/her duties and

responsibilities. LISD shall determine how accrued Performance-based compensation will be adjusted in the event of a less than effective annual performance evaluation and/or failure to complete duties and responsibilities. Any teacher with three or more components rated as ineffective anywhere in the annual performance evaluation, regardless of whether the overall rating is effective or highly effective, will not be eligible for additional Performance-based compensation the following year.

A qualifying employee who resigns during the school year will receive a pro-rated Base salary in accordance with the Master Agreement and will be eligible to receive pro-rated Performance-based compensation which has been awarded for performance in previous years.

A qualifying employee who does not complete the school year will not be eligible to receive Performance-based pay as follows:

- A qualifying employee who takes an unauthorized leave of absence during the school year will not be eligible to receive additional Performance-based compensation the following year.
- A qualifying employee who takes an approved leave of absence for more than 50% of the school year shall not receive additional Performance-based compensation the following year.

Performance-based compensation will be pro-rated for employees as follows:

- A qualifying employee who takes an approved leave of absence for more than 50% of the work year will be eligible to receive all Performance-based compensation awarded for performance in previous years for any paid portion of the leave, but will receive pro-rated Performance-based compensation awarded for performance in previous years based on any unpaid portion of the leave.
- A qualifying employee who takes an approved leave of absence for less than 50% of the school year will receive pro-rated accrued Performance-based compensation for that school year based on any unpaid portion of the leave, and will only be eligible for pro-rated additional Performance-based compensation the following school year based on days actually worked in the current work year.
- A qualifying employee who takes an approved leave of absence during the school year which is not fully paid will receive pro-rated accrued Performance-based compensation for that school year for the paid portion of the leave, and will only be eligible for pro-rated additional Performance-based compensation the following school year based on days actually worked in the current work year. The pro-ration calculation will be in accordance with pro-ration of the Base salary for unpaid leaves of absence.

MEASUREMENT BASIS OF CRITERIA AND ACCUMULATION

To qualify for Performance-based compensation Units, the teacher must successfully meet the Performance-based Compensation Criteria listed below as determined by the LISD which may

include, but not be limited to, consideration of documentation included with the individual teacher's annual performance evaluation. Performance-based compensation Units may accumulate as long as the teacher demonstrates continuous effective performance as evidenced by his/her annual performance rating of effective or highly effective. After a second consecutive overall annual performance evaluation rating of ineffective, reduction of Performance-based compensation Units (i.e., a reduction of accrued Performance-based Compensation) may result. Reduction of accrued Performance-based compensation units will be equal to the most recent Performance-based Units awarded.

PERFORMANCE-BASED COMPENSATION CRITERIA

Teachers may be awarded up to three Units of Performance-based compensation for the next school year based upon consideration of at least the criteria established below. Any combination of One (1), Two (2), or Three (3) Unit Criteria as listed below may be achieved toward a maximum of three Units of Performance-based compensation to be paid the next school year. Other criteria for awarding Performance-based compensation may be established subject to approval by the Superintendent of Schools. Continuing education Criteria may also be achieved by other equivalent achievements as determined by the LISD. This could include other continuing education events that are awarded State Continuing Education Clock Hours (SCECH) directly related to the current employment assignment of the LISD teacher.

PERFORMANCE-BASED COMPENSATION UNITS

Each Unit of Performance-based compensation is currently established at \$650.00 to be paid in the 2019-2020 year, and future years, resulting from performance or award for performance in the 2018-2019 and/or earlier work years, and is subject to change by approval of the Board of Education. Unless changed by the Board of Education, the Performance-based compensation units will remain the same and continue to be paid per the criteria in this document for each subsequent year.

One (1) Unit Criteria:

- a. Student growth - Every student the teacher is responsible for showed annual growth and the teacher is rated at least Effective on the annual performance evaluation (Teacher's total overall rating for Objective Data Measurement Categories).
- b. Annual performance evaluation - Effective or Highly Effective rating
- c. Continuing education - BA/BS plus 12 applicable credit hours achieved
- d. Continuing education - MA plus 12 applicable credit hours achieved

Two (2) Unit increase Criteria:

- a. Student growth - Every student the teacher is responsible for showed annual growth and the teacher is rated at least Effective on annual performance evaluation (Teacher's total overall rating for Objective Data Measurement Categories) for three or four consecutive years.
- b. Annual performance evaluation - Highly Effective rating for three or four consecutive years.
- c. Continuing education - BA/BS plus 24 applicable credit hours achieved
- d. Continuing education - MA plus 24 applicable credit hours achieved

Three (3) Unit increase Criteria:

- a. Student growth - Every student the teacher is responsible for showed annual growth and the teacher is rated Highly Effective on annual performance evaluation (Teacher’s total overall rating for Objective Data Measurement Categories) for five or more consecutive years.
- b. Annual performance evaluation - Highly Effective rating five or more consecutive years
- c. Continuing education - BA/BS plus 36 applicable credit hours achieved
- d. Continuing education - MA plus 36 applicable credit hours achieved

TOTAL COMPENSATION CAP

The total compensation for a teacher shall be based upon the following schedule and, except as noted in this section, shall not exceed the following caps:

	Cap Beginning <u>2017-2018</u>	Cap Beginning <u>2018-2019</u>	Cap Beginning <u>2020-2021</u>
BA/BS + up to 11 applicable credit hours	\$64,600	\$66,550	\$68,500
BA/BS +12-23 applicable credit hours	\$65,900	\$67,850	\$69,800
BA/BS +24-35 applicable credit hours	\$67,850	\$69,800	\$71,750
BA/BS +36 or more applicable credit hours	\$71,750	\$73,700	\$75,650
Masters + up to 11 applicable credit hours	\$71,750	\$73,700	\$75,650
Masters + 12-23 applicable credit hours	\$73,700	\$75,650	\$77,600
Masters + 24-35 applicable credit hours	\$75,650	\$77,600	\$79,550
Masters + 36 or more applicable credit hours	\$76,950	\$78,900	\$80,850

A teacher with total compensation at one of the caps who receives an overall performance rating of effective or highly effective shall be eligible for additional Performance-based compensation the following school year. However, that additional Performance-based compensation shall not be accumulated and become accrued Performance-based compensation.

NEW HIRE TEACHER

If recommended by the Staff Resources Department and approved the Superintendent of Schools, LISD may award Performance-based compensation units to a newly hired teacher based upon his/her demonstrated performance achievement with another employer and/or past educational achievements. LISD may defer awarding Performance-based compensation units to a newly hired teacher until the teacher has been employed for at least one year and has achieved an effective or highly effective overall rating in an annual performance evaluation. Consideration for the number of units awarded for Performance-based compensation upon hire may include, but not be limited to, the newly hired teacher's demonstrated achievement on the listed Performance-based compensation components as a non-LISD teacher.

APPEAL PROCESS

Teachers should first contact and meet with the Principal if there is a concern regarding their accomplishments of any of the components of the Teacher Performance-based Compensation

System. If, after meeting with the Principal, the concern still exists, the following people should be contacted in the order listed below. Advancement to next level person is only necessary if teacher remains unsatisfied.

1. Executive Director of Staff Resources
2. Assistant Superintendent

DEFINITIONS

Performance-based Compensation: Accrued Performance-based Compensation and Additional Performance-based Compensation.

Additional Performance-based Compensation: Performance-based Compensation awarded and paid upon return to a similar assignment in an ensuing work year.

Accrued Performance-based Compensation: Performance-based Compensation which has been awarded, paid and accumulated.

Applicable Credit Hours: Continuing education credit hours achieved from an accredited college or university that are related to improvement of the teacher in the assigned teaching position as determined by Administration. All qualifying credit hours must be approved in advance and must be successfully achieved in order to be eligible for additional Performance-based compensation.

Total Compensation: The gross income for the teacher (includes the teacher's Base salary, the Performance-based compensation Units/ Performance-based Compensation awarded and paid to the teacher, and other forms of compensation except (a) separate pay received under additional performance contracts and (b) extra duty pay being received by the teacher for work that exceeds pay for the standard working days defined in the collective bargaining Agreement.

Ineffective: Not producing the expected results. Generally not capable of performing satisfactorily as evidenced in the annual performance evaluation and other documentation.

Minimally Effective: Minimally produces the expected results. Shows signs of being capable of performing satisfactorily as evidenced in the annual performance evaluation and other documentation, but is not consistently performing in a manner that produces expected results.

Effective: Produces the expected results. Is not only capable of producing the expected results, but performs satisfactorily as evidenced in the annual performance evaluation and other documentation. In addition, consistently performs in a manner that produces expected results.

Highly Effective: Produces consistently above and beyond the expected results. Consistently exceeds performance expectations as evidenced in the annual performance evaluation and other documentation. Consistently performs in a manner that exceeds both the Supervisors directives and written expectations for the position.