

Macomb County
Additional Compensation Parameters to Comply with the
Michigan Teacher Tenure Act
and
Section 1250 of the Revised School Code

As part of the recent legislation, the state mandated that local districts 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. Job performance is assessed by a rigorous, transparent and fair evaluation system that is based in part upon student growth data as measured by assessments and other objective criteria. In Macomb County, school administrators and teachers formed a work group to develop a compensation model to provide guidance to the local districts and their bargaining units.

1. The Macomb County work group's focus is on additional compensation and not on base compensation.
2. Additional compensation should not impact the step schedule nor should it reduce teacher workdays.
3. Additional compensation shall include, as a significant factor, consideration of job performance and job accomplishments.
4. The assessment of job performance shall incorporate a rigorous, transparent, and fair evaluation system that evaluates a teacher's performance based in part upon student growth data as measured by assessment listed on the Macomb County Growth Measurements Dashboards. See Attachment A.
5. The assessment of job accomplishment shall include at least two (2) of the local district/building school improvement goals as approved by the Michigan Department of Education (MDE).
6. Group-wide additional compensation, if used, should be based upon student growth as defined by the Macomb County Growth Measurements Dashboards and MDE approved school improvement goals. Group-wide additional compensation shall not be subject to the grievance process, but may be subject to a labor/management conference.
7. If individual additional compensation is used, it should be based in part on the job performance/job accomplishments rating equivalent to the MDE label of "highly effective" consistent with the local evaluation instrument.
8. Consistent with Teachers' Tenure Act, additional compensation should not alter the salary Schedule, should be an off-schedule payment and should not exceed 1.5% of a teacher's locally bargained salary schedule.
9. The amount of additional compensation shall be determined locally with consideration of available District financial resources.