

**Niles Community Schools**  
**Merit PAY MODEL**  
**2018 - 2019 School Year**



**MCL 380.1250 Compensation including job performance and accomplishments as factors; effect if collective bargaining agreement. Sec. 1250 (1)**

*A school district, public school academy, or intermediate school district shall implement and maintain a method of compensation for its teachers and school administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation. The assessment of job performance shall incorporate a rigorous, transparent, and fair evaluation system that evaluates a teacher's or school administrator's performance at least in part based upon data on student growth as measured by assessments and other objective criteria.*

This merit pay plan incorporates several professional behaviors that research has found to have a positive impact on student achievement. This merit pay plan is based on a point system for each of these behaviors. The amount designated to the entire Education Association bargaining unit for merit pay for the 18-19 school year is **\$TBD** and is considered an incentive based pay rather than part of the salary schedule. The amount for any individual is limited to \$2,000. The payment will be part of the first paycheck in August.

At the end of the current school year, the amount of merit pay will be divided by total number of points earned by all staff in the bargaining unit during the year to establish the dollar value for each point earned. The per-point dollar value will then be multiplied by the number of points each teacher earned to arrive at the staff member's merit pay for the year.

Teachers are **not** eligible for merit pay if the association member's evaluation indicates "ineffective" in any domain. (This is based on the NCS current evaluation rubric and will be changed when NCS has adopted any new evaluation rubric.)

The collection of points is done by the individual and then confirmed with a signature by the principal on the last page of this form. This form is due to the principal during the annual check out done by the teacher in June. Any misrepresentation by the individual will result in no signature which will invalidate all the merit points for that school year. Appeals may go to the superintendent.

**PROFESSIONAL STANDARDS**

**A. Professional Staff Attendance**

A qualified substitute cannot replace the positive impact the classroom teacher has on instruction. To that end, merit points are awarded for employee attendance to create an atmosphere and culture where perfect attendance (employee is not absent any work days) or outstanding attendance is acknowledged. Absences that are related to school duties are not counted as an absence in this point system.

<b>Days Absent</b>	<b>Points</b>
0-4	50
5-8	25

A maximum of 50 points is available in the Professional Staff Attendance category.

**B. Voluntary Professional Development**

There are several unpaid voluntary opportunities for summer professional development supported by the school district. These PD opportunities demonstrate continuous growth, improvement, and effectiveness. As such, merit points will be awarded for certified staff participating in NCS unpaid summer voluntary professional development activities. To be eligible for points under this provision, a certified staff member must have attended a full event of the NCS voluntary PD. Points for summer PD can be earned from the end of the school year (June 2017) to the first day back in September. Any questions should be directed to the Director of Curriculum.

Domain	Points	Maximum
Points per Day of Voluntary Summer PD	20 each day	100
School Year Voluntary PD	10 each day	50
Facilitation of in district PD	30 each day	150

A maximum of 300 points is possible in the Voluntary PD category.

**C. Professional Staff Performance Evaluation**

Effective instruction promotes student achievement. To that end, merit points are awarded to certified staff based on the individual's annual year end performance evaluations. The criteria for evaluation is in the process of change due to state mandates. For the 17-18 school year we will still use the four levels of rating as in the past.

Evaluation (points/rating)	Effective	Highly Effective
Overall Rating	150	300

A maximum of 300 points is possible in the Professional Staff Performance category.

**D. Above and Beyond**

Educators who go above and beyond the expected professional instructional responsibilities, based on confirmation from the principal, are awarded merit points as follows. Examples may include but are not be limited to special projects, extra unpaid duties, number of students receiving state or national recognition, etc.

Beyond the School Day	Points
	20
	20
	20
	20
	20

A maximum of 100 points is possible in the Above and Beyond category.

**E. Participation in a Niles Learning Community (NLC)**

Professional learning communities acquire high levels of knowledge and experience due to the increasing interactions with colleagues within and across the system. This interaction enhances opportunities for learning beyond traditional boundaries and encourages learning as a social system. Through our NLC we identify and assess current programs and practices to increase student achievement and identify the measurable outcomes that we expect to see as a result. The goal of our work is to use data-informed approaches to make decisions about instructional programs. We also develop shared practice and implement strategies that show evidence that professional communities are working to improve learning experiences and outcomes for adults and students. (A binder of agendas, attendance and artifacts must be maintained and available upon request.)

Domain	Coach	Participant
Participation in a school NLC	100	50
Participation in a district NLC	100	50

A maximum of 150 points is possible in the NLC category.

F. **District Growth Model**

Student academic growth is an important focus for our district. Student academic growth can be measured by several different factors and NWEA MAP/SAT achievement is one tool that can be used effectively for this measurement. We have a responsibility for our students K to Grade 12 thus district growth is also important to us. (K, 2, 3 will be measured Fall to Spring) (NS will use GSRP, Strategies Gold, and Brigrance Growth)

District Student Growth	Points
Spring to Spring MAP-Student Growth of 3 Percent and Above-One Subject Area	25
Spring to Spring MAP-Student Growth of 3 Percent and Above-Two Subject Areas	50
Fall to Spring SAT SAT 8/9, PSAT, SAT Student Growth of 3 Percent and Above-One Subject Area	25
Fall to Spring SAT 8/9, PSAT, SAT Student Growth of 3 Percent and Above-Two Subject Areas	50

A maximum of 50 points is possible in the District Growth Model category.

G. **Parent or Student Survey**

G1. Student Survey

The use of student surveys can sometimes be the impetus for change in the classroom. For merit pay purposes, the use of a student survey to garner instructional feedback consists of administering a student survey and then documenting through a brief description *any instructional* changes made or will make as a result of the survey. (Evidence = survey instrument and brief description. **Results of the survey are only to be used by the individual teacher** and are *not required* to be share with the administrator.)

G2. Parent Survey

Similar to the student surveys, parent insight can sometimes be the impetus for positive changes we make in the classroom. For merit pay purposes, the use of a parent survey to gardner feedback will require the administration of a parent survey and then documenting through a brief description any changes made as a result of the survey. (Evidence = survey instrument and brief description. **Results of the survey are only to be used by the individual teacher** and are *not required* to be share with the administrator.)

Parent and/or Student Survey	Points
G1. Student Survey	25
G2. Parent Survey	25
Total Points	50

A maximum of 50 points is possible in the Survey category.

**Teacher Printed Name:** \_\_\_\_\_

**Building:** \_\_\_\_\_

**SUMMARY OF MERIT SYSTEM POINTS**

	<b>PROFESSIONAL STANDARDS</b>	<b>MAXIMUM POINTS</b>	<b>MY MERIT POINTS</b>
A	Professional Staff Attendance	50	
B	Voluntary Professional Development	300	
C	Professional Staff Performance Evaluation	300	
D	Above and Beyond	100	
E	Participation in a NLC	150	
F	District Growth Model	50	
G	Student or Parent Survey	50	
	<b>Total Points Possible</b>	<b>1000</b>	



**Principal Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Teacher Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_