

## SECTION XVII -- TEACHER EVALUATION -

The work performance of all teachers shall be evaluated in writing and shall be in conformance with the teacher tenure policy as established for the school district by the Board according to the State Tenure Act and the provisions of this Agreement.

**Teachers shall be evaluated one (1) time during each school year utilizing the approved evaluation instrument** incorporated herein by reference.

- A. If a teacher was scheduled for an evaluation during the school year and does not receive the written evaluation by April 1, the teacher shall be considered as having performed his/her duties in a satisfactory manner.
- B. The Board of Education and the Association agree to review this section periodically upon request of the Board of Education or the Association.
- C. It is understood that the appraisal or evaluation and the judgment of the evaluator in making the evaluation are not subject to the grievance procedure contained in Section XIX of this Agreement. However, any teacher's response attached to a written evaluation may be admitted during any contractual, administrative, or judicial proceedings.
- D. In the event that teacher is experiencing difficulty in the performance of his/her teaching duties, the Association President will be informed of the situation. The Association will have the opportunity to provide input into the creation of an affirmative Improvement Program.

## Compensation Schedule

### 2008-2012 salary schedule

step	BA	MA	Spec	PhD
1	38241	41250	43623	46304
1.5	41856	48441	51227	54374
2	42850	49826	52686	55930
2.5	43898	51294	54246	57578
3	44947	52759	55798	59220
3.5	46048	54312	57436	60967
4	47148	55860	59077	62713
4.5	48301	57513	60824	64566
5	49448	59155	62568	66418
5.5	50663	60903	64419	68381
6	51869	62645	66259	70349
6.5	53144	64494	68216	72428
7	54417	66340	70172	74609
7.5	55752	68273	72239	76716
8	57084	72235	76200	80922
8.5	58540			
9	61521			

All bargaining unit employees on the payroll on December 1, 2010 will receive a salary adjustment of one-half (1/2) of one (1%) percent, which amount shall be paid in a lump sum, on the last payroll in December, and not added to the salary schedule. In addition, **all employees who receive a satisfactory performance evaluation shall be paid an additional lump sum salary adjustment of one-half (1/2) of one (1%) percent**, on the last payroll in May, 2011, and not added to the salary schedule.

All bargaining unit employees on the payroll on December 1, 2011 who receive a satisfactory performance evaluation shall be paid an additional lump sum salary adjustment of one-half (1/2) of one (1%) percent, on the last payroll in May, 2012. The salary schedule shall be increased by one-half (1/2) of one (1%) percent at the end of the school year.

The parties also understand that while the school is subject to MCLA 380.1280C(8), and the transformational intervention model is being implemented:

(a) That any contractual or other seniority system that would otherwise be applicable shall not apply at the public school for the sole purpose of teacher assignment. This subdivision does not allow unilateral changes in pay scales or benefits.

(b) That any contractual or other work rules that are impediments to implementing the redesign plan shall not apply at the public school. Examples would be: extended learning time in core subjects, minutes in the student day, or days in the student year. This subdivision does not allow unilateral changes in pay scales or benefits. Compensation for any change in working conditions would have to be bargained.