

[Performance-Based Compensation for Teachers and Administrators](#)

Only as required by Section 1250(1) of the Michigan Revised School Code, the 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.” MCL 380.1250(1)

Further, as required by Section 1250, “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.”

Section 15(3)(o) of the Michigan Public Employment Relations Act states that “decisions about the development, content, standards, procedures, adoption and implementation of the method of compensation required under Section 1250, decisions about how an employee performance evaluation system is used to determine performance-based compensation under Section 1250, and decisions concerning the performance-based compensation of an individual employee, or the impact of those decisions on an individual employee or the bargaining unit, are within the sole authority of the public school employer to decide and shall not be the subject of any terms and conditions within a collective bargaining agreement between the District and a collective bargaining representative of such teachers.” MCL 423.215(o).

With the exception of the performance-based compensation for the Superintendent, the Board of Education delegates to the Superintendent or designee(s), the responsibility for taking appropriate action, including developing administrative guidelines as needed, to implement and maintain a method of compensation that includes job performance and job accomplishments as a significant factor in accordance with Section 1250.

The discontinuance or reduction of performance-based compensation paid pursuant to Section 1250 is not a demotion under the Michigan Teachers’ Tenure Act. MCL 38.74.

References: MCL 380.1250, effective July 19, 2011; MCL 423.215(o), effective July 19, 2011; MCL 38.74, effective July 19, 2011

*September 16, 2013*