

NEW BUFFALO AREA SCHOOLS - MERIT PAY PLAN

The Board of Education of New Buffalo Area Schools is dedicated to developing a culture of learning and respect. The Board would like to encourage all teachers to participate in creating this climate. In that regard, the Board is offering a merit pay incentive.

The merit pay plan is based on a point system. The amount designated to the entire New Buffalo 5-C Education Association bargaining unit for merit pay is \$25,000 per year. This payment is not part of the salary schedule. At the end of each school year, the \$25,000 will be divided by total number of points earned by all teachers in the bargaining unit during the year to establish the dollar value for each point earned. The number of points each teacher earned to arrive at their merit pay for the year, will then multiply the per-point dollar value. There is no limit on the number of points a staff member can accumulate.

Teachers who have an ineffective evaluation are not eligible for merit pay, off schedule payments or contractual step increases. Merit will be paid in the last pay of the contractual year.

Teacher Attendance: The Board of Education established that employee attendance impacts student achievement. Personal days, sick leave, and administrative directed absences are not considered an absence from school.

Days	Pts.
0	20
1	18
2	16
3	14
4	12
5	10
6	8

Webpage Information: To enhance communication with parents and the community, the Board will recognize teachers who create, maintain, and update a webpage.

Create a Site	3 Points
Fall Update	3 Points
Winter Update	3 Points
Spring Update	3 Points

Building Performance: To reward staff for working towards a common goal, all staff will be given 10 points for the following:

- Building earns Annual Yearly Progress
- High School ACT composite is maintained or increases
- Middle School Explore composite is maintained or increases
- Elementary reading DIBELS score is maintained or increases (shows a year's growth for a year of instruction)

Teacher Evaluation: Teacher will be rewarded for positive teacher evaluations. Ineffective teacher evaluations will exclude the employee from any merit pay.

Highly Effective Rating: 30 Points

Very Effective Rating: 20 Points

Effective Rating: 10 points

In order to encourage continuous improvement: Summer or non-contractual time professional development will be given 5 points per day for programs attended.

Public Relations and Representation: Any of the following will be eligible for two (2) points per event of merit pay.

- Participation in volunteer community service outside the school day
- Publishing an article promoting NBAS or education in local news media
- Presentations to community groups outside the school day
- Receipt of awards for school related activities
- Creation of new innovations

The superintendent, for merit determination, will consider other activities as well.

Communication with Parents and Students: Any teacher conducting an anonymous 360 degree survey in their class and sharing the results with their administrator, will receive five (5) points per trimester. (Elementary specialist, and all 6-12 teachers, must determine the group with their administrator.)

Example: 1,250 points earned
divided into \$25,000 = \$20 per point