

## **Guiding Principles for Further Investigation of a Differentiated Compensation System**

- 1) It is important that the parties quickly identify and agree to a common language and reach a common understanding of the key elements of Differentiated Compensation.
- 2) The ultimate goal of any Differentiated Compensation plan must be improved teaching and learning which leads to positive student outcomes designed with valid, reliable measures. These outcomes may include, but are not limited to:
  - a. Student achievement
  - b. Attendance
  - c. Decreased drop-out rate
  - d. Graduation rate
  - e. Closing the gap between specific groups
- 3) The plan must be accessible to all interested educators. It must be implemented in a fair and equitable manner. The parties reject any plan that does not fairly protect the rights of employees.
- 4) If the plan is to be implemented properly there needs to be sufficient financial resources. Inherent in this belief are several key understandings.
  - a. New dollars are required – this cannot be a reshuffling of existing funds.
  - b. Although funding sources may include private foundations, sustainable funding must be derived from additional public funds.
  - c. No educator is to lose money under such a plan.
  - d. The parties reject the notion of merit pay that has educators competing for compensation.
- 5) For any plan to be successful there needs to be broad-based support. Several key components to this include:
  - a. Support and commitment from both the district and the union
  - b. Community buy-in that recognizes this initiative as a major commitment to the well-being of the children of this community
  - c. Plan must be accountable to the local community and transparent to both the local community as well as the broader education community
  - d. Must be aligned with MPS priorities and initiatives and must be seen as supportive of the local economy
- 6) Any plan must recognize acquisition of knowledge and skills and must provide broadened opportunities for professional growth and teacher leadership. Such a plan must respect and protect academic freedom and professional autonomy in order to recruit and retain qualified, caring and competent educators.
- 7) Hard work and strong commitment to a Differentiated Compensation plan will hopefully result in improved student outcomes. Such improvement will most likely be incremental and mixed throughout the district. Objectives and rewards under such a plan should be incremental as well.
- 8) Such a plan must be bargained between the district and the union and ultimately included in the collective bargaining agreement.