

EAST PROVIDENCE SCHOOL DEPARTMENT
EAST PROVIDENCE, RHODE ISLAND 02915

East Providence School Committee

Proposal

for

East Providence Education Association

New

Pay for Performance Clause

Step One: During the 120 day period following the effective date of this section, with opportunity for input from the EPEA, principals, central administrators, parents, the Rhode Island Department of Education (RIDE), and other educational experts, the Superintendent shall review performance appraisal systems, procedures, forms, performance measurements, and objective outputs from school departments and other educational institutions throughout the United States. With continued opportunity for input from the stakeholders listed in this paragraph, the Superintendent shall use the results of this review to design a performance appraisal system that will effectively gage successful teacher performance and that will comport with teacher evaluation requirements being drafted by RIDE.

Step Two: During the 60-day period next following the Superintendent shall test the new performance appraisal system to measure its utility, efficacy, fairness, and likelihood it will result in measurable outputs that will indicate teaching success. At the conclusion of this period, the Superintendent will recommend an evaluation system to the School Committee for its vote as a part of the Pay-for-Performance program.

Step Three: Following this vote, the new performance appraisal system shall become effective district-wide. All teachers' performance shall be appraised by their principals with review and approval by the Superintendent or his/her designee. Based on the results of the appraisals, teachers shall be placed into four categories: Pre-Basic Teacher (automatic for non tenured teachers), Basic Teacher, Pre-Master Teacher, and Master Teacher.

Step Four: Effective July 1, 2011, the "Pay for Performance" teacher pay schedule shall become effective. Any intervening period between initial appraisals and the effective date of the new pay schedule will be used by the administration for continuing evaluation, and, if necessary, recommendation to the School Committee for modification of the Pay for Performance system. EPEA will be invited to provide input during any such evaluative process.

Step Five: Administration of Pay for Performance system:

- Tenured teachers who are deemed to be performing at the Pre-Basic level at the conclusion of Step Three shall be placed on a one school year *Employee Improvement Plan*. Mentoring, professional development and other support will be provided to the teacher during the improvement plan year. At the conclusion of the year, should the teacher be unable to demonstrate he/she is performing at the Basic level or higher, he/she shall be recommended to the School Committee for employment termination in accordance with applicable RI General Laws.
- All teachers will be evaluated during each of the first three years, and, except as set forth below, in each year thereafter.
- At the conclusion of the second full year and at the end of every year thereafter, teachers who were previously at any *Pay for Performance* pay schedule may, depending on his/her evaluation that year, be moved to a different pay schedule – in either direction. Teachers moved to a higher performance level shall be paid at the higher schedule's pay level. Teachers moved to a lower performance level shall be paid at the lower schedule's pay level. Teachers achieving the Master level will normally be subject to reevaluation only every three years. Teachers achieving Pre-Master status will normally be evaluated only every two years.
- Tenured teachers moved into the Pre-Basic pay schedule shall be placed on an *Employee Improvement Plan* the same as described above under the same improvement or termination criteria.

**Pay for Performance
Teacher Pay Schedule**

<u>Step</u>	<u>Pre-Basic</u>	<u>Basic</u>	<u>Pre-Master</u>	<u>Master</u>
1	\$35,877			
2	\$39,176			
3	\$42,475			
4	\$42,772	\$45,772	\$50,350	
5	\$46,071	\$49,071	\$53,978	
6	\$49,369	\$52,369	\$57,606	\$63,367
7	\$52,668	\$56,418	\$62,060	\$68,266
8	\$55,965	\$59,715	\$65,686	\$72,255
9	\$59,264	\$63,014	\$69,315	\$76,247
10	\$62,562	\$66,562	\$73,218	\$80,540