



Clare Public Schools

201 E. State St.

Clare, MI 48617

989.386.9945

www.clare.k12.mi.us

Name: _____

School Year: _____

Direct Supervisor(s): _____

TOTAL Calculations

<u>Factors</u>	<u>Points Possible</u>	<u>Points Earned</u>
Evaluation	15	
Self-Directed Prof. Learning	15	
Contributions	20	
Attendance	20	
Personal/Comp Day Use	5	
Building Student Growth Goal	25	
TOTAL (must exceed 75 to qualify for Merit Pay)	100	

Merit Pay

Allotted money for 2019-2020: **\$17,000, not to be exceeded.** No individual cap on earnings for 19-20. Minimum of 75 points required to qualify. Not more than 100 points counted per individual.

\$16,000 divided by all qualifying certified staff points = point value

Point value multiplied by each qualifying individual's points (certified staff) = **Merit Pay**

Merit Pay **IS reportable income** per ORS website.

Merit Pay is not tied to salary or salary schedule in any form.

Not eligible if:

Ineffective or Minimally Effective rating

IDP for corrective purpose or instructional deficiency

(probationary teachers are required to have an IDP, not automatically corrective)

Written discipline incurred (verbal confirmed in writing does not apply)

More than 10 days of absence (deductible -- FMLA, death in family or district directed excluded)

Completed less than 30 hours of district provided professional development

Evaluation (max = 15)

Highly Effective (15)	Effective (8)
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Self-directed Professional Learning (max 15)

PD/workshop/Book Study/etc. - as approved by building administrator (1 hour = 0.5 pts) College credit (3 pts. Per credit) College credit leading to additional endorsement (5 pts. Per credit)	(attach artifacts/evidence)
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Building Student Growth Goal (max 25)

Building Growth Goal met (25 pts)	Building Growth Goal 85% met (15 pts)
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Attendance (max 20) (5 additional points for attending CHS graduation, if otherwise qualify in attendance)

District directed assignments and death in family absences are excluded

0-3.5 days missed	20 pts
4-7.5 days missed	13 pts
8-10 days missed	6 pts
Attend High School Graduation with staff	5 pts

Personal and/or Comp Days NOT blocked together (max 5)

Personal/Comp days used non-consecutively and not more than 1 attached to a weekend or vacation	5 pts
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Submission of this form gives permission for the office of the Superintendent and building administrators to review attendance records and their accompanying documentation.

Contributions (max 20)

See schedule of point value

Activity/Contribution	Points

Contributions -- We recognize that those who go above and beyond typical instructional responsibilities have a positive impact on student achievement and relationships. Examples include, but are not limited to: department meetings, school improvement meetings, service leadership (unpaid positions/responsibility for leadership), event volunteers, event coordinators, presentations, publications and even educational innovations. A list of activities that are considered above and beyond is included below. **Activities may be added to the list below with prior written approval of a building administrator.** The first number in parentheses represents the activity's point value if receiving compensation, the second number represents the point value without receiving compensation:

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|--|---------------------------------|-----------------------------|
| Committee Chair (1,3) | Committee Member (1,2) | SI Committee Member (1,3) |
| Event Coordinator (1,3) | Event Volunteer (1,2) | Attend School Events (0,1) |
| Supervise School Event (1,2) | Attend Senior Honors Nt (0,2) | Organize Kdg round-up (1,3) |
| Presentation at staff meeting (0,2) | Presentation at Board mtg (0,2) | |
| Coordinate student/staff involvement in community events (1,3) | | |
| Organize/Coordinate family/curriculum nights (1,3) | | |
| Supervise a non-schedule B club/group (2,4) | | |
| Pre-approved tutoring sessions before/after school (0,2) | | |
| Chaperone <i>extended day</i> or <i>multiple day</i> field trips (0,3) | | |

A maximum of 10 points (of the 20 possible in this category) will be awarded to activity attendance when an employee's children are directly involved. This maximum may be waived at the discretion of the building administrator.