

SENATE BILL No. 778

January 25, 2018, Introduced by Senators KNEZEK, GREGORY, BIEDA, HOOD, YOUNG, HOPGOOD, ANANICH, CONYERS, HERTEL, WARREN and JOHNSON and referred to the Committee on Education.

A bill to amend 1976 PA 451, entitled
"The revised school code,"
by amending section 1250 (MCL 380.1250), as amended by 2016 PA 192.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1250. (1) Except as otherwise provided in this section, a
2 school district, public school academy, or intermediate school
3 district shall implement and maintain a method of compensation for
4 its teachers and school administrators that includes job
5 performance and job accomplishments as a significant factor in
6 determining compensation and additional compensation. The
7 assessment of job performance shall incorporate a rigorous,
8 transparent, and fair evaluation system that evaluates a teacher's
9 or school administrator's performance at least in part based upon
10 data on student growth as measured by assessments and other
11 objective criteria.

1 (2) If a collective bargaining agreement is in effect for
2 teachers or school administrators of a school district, public
3 school academy, or intermediate school district as of January 4,
4 2010, and if that collective bargaining agreement prevents
5 compliance with subsection (1), then subsection (1) does not apply
6 to that school district, public school academy, or intermediate
7 school district until after the expiration of that collective
8 bargaining agreement.

9 (3) For teachers and school administrators who are hired by a
10 community district after the accountability system under section
11 390 has been implemented, the community district shall implement
12 and maintain a method of compensation that includes job performance
13 and job accomplishments as the primary factor in determining
14 compensation and additional compensation. A teacher's or school
15 administrator's job performance shall be evaluated based on the
16 teacher's annual evaluation under section 1249 or the school
17 administrator's annual evaluation under section 1249b, as
18 applicable. **THE COMMUNITY DISTRICT SHALL ALSO CONSIDER ACHIEVEMENT**
19 **OF AN ADVANCED DEGREE AS A FACTOR IN DETERMINING COMPENSATION AND**
20 **ADDITIONAL COMPENSATION.**

21 (4) For teachers and school administrators who are hired by a
22 community district after the accountability system under section
23 390 has been implemented, the community district shall not use
24 length of service ~~or achievement of an advanced degree~~ as a factor
25 in compensation levels or adjustments in compensation. ~~except as~~
26 ~~follows:~~

27 ~~— (a) For a teacher with a secondary level teaching certificate~~

1 ~~who has a subject area endorsement and who teaches in that subject~~
2 ~~area, an advanced degree achieved in that subject area may be~~
3 ~~considered as a factor in the teacher's base compensation.~~

4 ~~—— (b) For a teacher with an elementary level teaching~~
5 ~~certificate who teaches in an elementary grade, an advanced degree~~
6 ~~in elementary education may be considered as a factor in the~~
7 ~~teacher's base compensation.~~

8 Enacting section 1. This amendatory act takes effect 90 days
9 after the date it is enacted into law.