

MEMORANDUM

TO: SERB Clearinghouse
c/o Tammy Johnson, *Research & Training Section*

FROM: Lisa M. Burlison
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DATE: June 12, 2012

SUBJECT: Addendum to Reopener Contract Data Summary Sheet for 2012-2013 Contract Year Reopener

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The Liberty-Benton Local School District Board of Education (“Board”) and the Liberty-Benton Teachers Association, OFT/AFT (“LBTA”), have reached an agreement on salary for the 2012-2013 contract year (beginning July 1, 2012) pursuant to the reopener provision contained in Article XIV, entitled “Duration,” of the existing 2010-2013 collective bargaining agreement (“Agreement”). The agreement effectively eliminates Article XI, “Salary and Reimbursements,” Section A, “Salary Schedule and Index,” as well as the corresponding Appendices A and B of the Agreement. The changes to Article XI are difficult to capture on SERB’s existing contract data summary sheet because the parties have agreed to a new merit-based compensation system. Consequently, there is no applicable “Wage Increase Across the Board” to report on, per se, on page 2 of the contract data summary sheet.

In an attempt to report the terms of the agreement that was reached between the parties with respect to salaries and new compensation system, the Board and LBTA submit this addendum.

2012-2013 Compensation: "The Bridge Year"

The newly negotiated merit-based compensation system will go into full-scale effect as of July 1, 2012 in order to directly drive teacher compensation for the 2013-2014 school year. However, for purposes of determining teacher compensation for the 2012-2013 contract year, the parties created and negotiated a hybrid compensation model. The hybrid model employs a one-year bridge document as the link between the pre-existing salary schedule index to the new merit-based model. The bridge document that will be employed is called the "2011-2012 Professional Growth Self-Assessment" ("Self-Assessment").

Bridge Document

The Self-Assessment is a two-part *reflective* instrument that each LBTA bargaining member must complete in order to be eligible for negotiated compensation for the 2012-2013 contract year.

The first part of the Self-Assessment instrument asks each LBTA bargaining unit member to reflect on professional growth during the 2011-2012 school year in at least two pre-selected categories of achievement. This could include growth in curriculum, technology, community impact, teaching style, leadership and other areas.

The second part of the Self-Assessment asks each LBTA bargaining unit member to identify at least one professional goal as having either been accomplished during the 2011-2012 school year, or as one the member plans to accomplish during the 2012-2013 school year.

Value of Compensation for 2012-2013 Contract Year

Compensation values for the 2012-2013 contract year, using the hybrid model, have been negotiated as follows:

1. All teachers who would have been **eligible** for a step or column increase in the 2012-2013 contract year under the previously existing salary schedule index will receive the actual dollar value equivalent of the step and/or column increases on base salary for the 2012-2013 school year, *so long as* they participate in the Self-Assessment platform.
2. Teachers who were **not eligible** to receive a step or column increase for the 2012-2013 contract year under the previously existing salary schedule index will receive a two percent (2%) increase in individual base compensation from the 2011-2012 contract year, *so long as* they participate in the Self-Assessment platform. This includes rehired-retired LBTA bargaining unit members.
3. Any teacher who **attains eligibility** on or before September 15, 2013 for formerly established **column movement** (only) on the previously existing salary schedule index will receive the dollar value equivalent previously attached to the column movement as an addition to individual base salary *so long as*:
 - a) the teacher was enrolled in and working towards column movement eligibility as of the start of the 2011-2012 contract year; and
 - b) the teacher fully completes all necessary coursework and related requirements and documentation for column movement no later than September 15, 2013.
4. Base salary for all supplemental contracts will be increased by one percent (1%) for 2012-2013 contract year.

2013-2014 Merit Based Compensation System - Implementation of 2012-2013 Performance Standards Pilot

2012-2013 Teacher Performance Driving Merit-Based Compensation for 2013-2014

Starting in the 2012-2013 school year, teachers will be assessed, and their future compensation in contract years 2013-2014 and beyond, will be incrementally correlated to certain weighted merit-based evaluation standards. Fifty-percent (50%) of the weighted standards will be driven by District State Report Card performance; twenty-five percent (25%) of which will be assessed through district-wide performance on the State Report Card; the remaining twenty-five percent (25%) by building-wide performance.

The remaining fifty percent (50%) of the weighted standards will be divided into three categories: Goal Setting (5%); Teacher Performance (30%) and Communication/Professionalism (15%).

The purpose of the new merit-based evaluation system is to assure that every LBTA bargaining unit member has an annual review/assessment of his/her skills, goals, and performance. The annual evaluation is not new to the District, but will be more rigorous than in past years and will also permit each teacher who is not up for contract renewal with the opportunity to more proactively participate in his/her individual evaluation process.

The instrument that was created and negotiated to assess teacher performance in this brand new context is called the "2012-2013 Performance Standards Pilot" ("Pilot"). A brief description of the Pilot is outlined below.

Goal Setting

As part of the Pilot, starting with the 2012-2013 contract year, goal setting will be required for all LBTA bargaining unit members. Goal setting in this context will include not only personal goals being set by each teacher, but also building goals and professional goals. Personal goals will be valued at two percent (2%) and will be individual and unique to each teacher, while building goals will be valued at one percent (1%) and will be established collaboratively between each building principal and his/her teaching staff. Professional goals will be valued at two percent (2%) and will be individually established, but focused on the art of teaching.

Teacher Performance

In the Pilot, teacher performance will be assessed by teacher evidence and submission and administrator review of lesson plans (valued at five percent (5%)), teacher participation in individual conferences and meetings concerning students (valued at five percent (5%)), and data analysis for instruction (valued at five percent (5%)). Teacher performance will also be assessed in the Pilot through traditional LBTA contract observation and evaluation methods (for those teachers who are up for contract renewal/non-renewal during the 2012-2013 contract year); and through the employment of the Self-Assessment instrument for all others. Whichever method is employed, the results of which will be valued at fifteen percent (15%).

Communication/ Professionalism

The final, yet perhaps most unique local component of the newly negotiated Pilot system is an assessment of individual bargaining unit member levels of communication and professionalism. This metric involves an assessment of punctuality (valued at five percent (5%)), teaching-related activities that bargaining unit members engage in outside the normal school day (valued at five percent (5%)), and teacher participation in continuing education and professional development (valued at five percent (5%)).

If you need any additional documentation in order to process the information reported herein, please let us know.