

HOUSE RESEARCH

Bill Summary

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Overview

Proposes changes to the alternative teacher professional pay program to conform with a proposal to establish a statewide teacher appraisal system. Requires all districts, intermediate districts, and charter schools to participate.

- 1** **Transitional planning year.** Strikes many of the requirements for the transitional planning year applicable to districts, intermediate districts, and school sites interested in participating in Q-Comp.
- 2** **Alternative teacher professional pay system.** Requires districts, intermediate districts, and school sites to have a pay system agreement that: reforms the "steps and lanes" salary schedule by establishing an alternative schedule that relies on methods other than seniority, embeds performance pay into that schedule, and improves beginning teachers' salaries; bases at least 50 percent, instead of 60 percent, of any compensation increase on teacher performance, uses student achievement gains as a basis for at least 25 percent of any increase and gains on other statewide and/or local assessment outcomes as a basis for another 25 percent of any increase, and bases the remaining 50 percent of the increase on teacher performance effectiveness measured under a statewide teacher appraisal system; and provides staff development activities that are aligned with student needs under the statewide teacher appraisal system. Allows teachers in a district, intermediate district, or charter school to participate in Q-Comp without any quota or other limit; strikes school sites from this list.
- 3** **Charter school application.** Strikes language requiring that a charter school application to participate in Q-Comp include a record indicating that at least 70 percent of the charter school teachers agree to implement Q-Comp unless the charter school submits another alternative professional pay system agreement before the first year of the school's operation.
- 4** **Approval process.** Strikes references to school sites in describing a standard Q-Comp application process. Clarifies that the commissioner's 30-day time line for review refers to 30 business days.
- 5** **Alternative compensation reapplication.** Requires a district, intermediate district, or charter school with an approved Q-Comp plan to submit a new application to the education commissioner by 6/1/14, that complies with a statewide teacher appraisal and evaluation structure.