

A bill for an act
relating to education; modifying alternative teacher professional pay system;
amending Minnesota Statutes 2010, section 122A.414, subdivision 2.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. Minnesota Statutes 2010, section 122A.414, subdivision 2, is amended to
read:

Subd. 2. **Alternative teacher professional pay system.** (a) To participate in this
program, a school district, intermediate school district, school site, or charter school must
have an educational improvement plan under section 122A.413 and an alternative teacher
professional pay system agreement under paragraph (b). A charter school participant also
must comply with subdivision 2a.

(b) The alternative teacher professional pay system agreement must:

(1) describe how teachers can achieve career advancement and additional
compensation;

(2) describe how the school district, intermediate school district, school site, or
charter school will provide teachers with career advancement options that allow teachers
to retain primary roles in student instruction and facilitate site-focused professional
development that helps other teachers improve their skills;

(3) reform the "steps and lanes" salary schedule, and prevent any teacher's
compensation paid before implementing the pay system from being reduced as a result of
participating in this system, ~~and~~;

(4) base at least ~~60~~ 30 percent of any compensation increase on teacher performance
using:

H.F. No. 767, as introduced - 87th Legislative Session (2011-2012) [11-1648]

(i) schoolwide student achievement gains under section 120B.35 or locally selected standardized assessment outcomes, or both; and

(ii) measures of student achievement; ~~and~~

~~(iii) (5) base at least 30 percent of any compensation increase on teacher performance~~ using an objective evaluation program that includes:

~~(A) (i)~~ individual teacher evaluations aligned with the educational improvement plan under section 122A.413 and the staff development plan under section 122A.60; and

~~(B) (ii)~~ objective evaluations using multiple criteria conducted by a locally selected and periodically trained evaluation team that understands teaching and learning;

~~(4) (6)~~ provide integrated ongoing site-based professional development activities to improve instructional skills and learning that are aligned with student needs under section 122A.413, consistent with the staff development plan under section 122A.60 and led during the school day by trained teacher leaders such as master or mentor teachers;

~~(5) (7)~~ allow any teacher in a participating school district, intermediate school district, school site, or charter school that implements an alternative pay system to participate in that system without any quota or other limit; and

~~(6) (8)~~ encourage collaboration rather than competition among teachers.

EFFECTIVE DATE. This section is effective July 1, 2011, and applies to contracts renewed or entered into on or after that date.