

Letter of Agreement - Merit Pay

between the


Beaverton Education Association (BEA)

and the

Beaverton Schools Board of Education


- A. Compliance with the Section 380.1250 of the School Code requires school boards to adopt compensation systems for teachers that include job performance and job accomplishments as a "significant factor" in determining compensation and additional compensation (merit pay).
- B. The Association and all teachers recognize the Board's intent and obligation to comply with the Section 380.1250 of the School Code.
- C. Merit Pay for Purposes of Complying with Section 380.1250 of the School Code:
1. The parties agree that Beaverton Schools will establish a Merit Pay Pool equal to \$9,000.00 to be shared evenly with all eligible certified staff qualifying for merit pay within each given school year.
(\$9,000 / Total Number of Merit Qualifying Certified Staff = Payout per Merit Qualifying Staff Member)
 2. The parties further agree that merit pay will be paid to certified teachers achieving a minimum of 80 points as verified by submission of the Beaverton Schools Merit Pay worksheet (see page 2) on or before noon on the last calendar workday of each school year.
- D. Merit payments will be made the last pay period of June following guidelines outlined in Article VII, Paragraph G of the Master Agreement.

Beaverton Schools Board of Education

Signed: 

Dated: 3-19-2021

Beaverton Education Association

Signed: 

Dated: 3-19-2021

Beaverton Schools Merit Pay Worksheet

Staff Member: _____

School Year: _____

Criteria: To qualify for a shared portion of a \$9,000.00 pot in additional compensation, certified instructional staff members must achieve a minimum of 80 points in the following areas: Evaluation, Professional Improvement, Leadership and Contributions. To qualify for Merit Pay certified instructional staff members must submit this completed worksheet with signatures to the district central office no later than noon on the last calendar workday of the school year.

(\$9,000 / Total Number of Merit Qualifying Staff = Payout per Merit Qualifying Staff Member)

Evaluation (40 points of 120 possible)

Points Achieved _____

- "Highly Effective" rating on current evaluation = 40 points
- "Effective" rating on current evaluation = 30 points
- "Minimally Effective" rating on current evaluation = 0 points
- "Ineffective" rating on current evaluation = 0 points

Professional Improvement* (40 points of 120 possible)

Points Achieved _____

- 75 or more learning hours of PD beyond DPPD = 40 points
- 50 or more learning hours of PD beyond DPPD = 30 points
- 25 or more learning hours of PD beyond DPPD = 20 points
- 5 or more learning hours of PD beyond DPPD = 10 points

**Teachers must seek prior approval from their building principal. A list of PD events, dates, and hours must be attached.*

**College Courses may contribute - each approved credit hour equals 25 hours of professional development.*

**One SCECH hour = one professional learning hour*

**Hours of professional Improvement not defined by credit hours or SCECH will be determined by building principal at time of approval.*

Leadership (20 points of 120 possible)**

Points Achieved (20pt. max) _____

- Serving as chairperson on a building, district or state-level committee = 20 points
- Serving as a member on a building, district or state-level committee = 10 points
- Perfect attendance during Early Release PLC times AND no absences other than school sponsored absences (staff are not allowed to sign out early) = 10 points
- Serving as a Lead Teacher during the school year = 5 points
- Serving as a Mentor Teacher during the school year = 5 points
- Serving as a Student Teacher advisor during the school year = 5 points

***A list of details must be attached.*

Contribution* (20 points of 120 possible)**

Points Achieved (20pt. max) _____

- Volunteering at 10 or more school activities = 20 points
- Volunteering at 7 or more school activities = 15 points
- Volunteering at 4 or more school activities = 10 points
- Volunteering at 2 or more school activities = 8 points
- Performing one Schedule B or Schedule C position = 8 points
- Attending 5 or more school activities = 5 points
- Attending 3 or more school activities = 2 points

****A list of events, dates, and hours must be submitted with this worksheet.*

Total Points Achieved _____

Teacher Signature _____

Building Administrator Signature _____

Date Received _____

Business Manager Approval (initials) _____