

Merit Pay Survey Results

By MICHAEL VAN BEEK, OCT. 15, 2012

[Public Act 205](#) of 2009, signed by former Gov. Jennifer Granholm, [states](#) that a school district “shall implement and maintain a method of compensation ... that includes job performance and job accomplishments as a significant factor when determining compensation and additional compensation” for teachers. The law only applies to new union contracts that went into effect after the law was signed on Jan. 4, 2010.

The Mackinac Center surveyed 104 union contracts ratified after this date. Of these, 81 do not appear to comply with this law and pay teachers based on the number of [years on the job](#) and [college credits](#) they’ve accumulated alone — commonly referred to as the “[single-salary schedule](#).”

School District	Merit Pay	Max Merit Award	Pay System
Algonac Community Schools	No	None	Single-salary Schedule
Allendale Public Schools	Yes	\$400	Single-salary Schedule
Alma Public Schools	No	None	Single-salary Schedule
Au Gres-Sims School District	No	None	Single-salary Schedule
Baldwin Community Schools	No	None	Single-salary Schedule
Baraga Area Schools	No	None	Single-salary Schedule
Bark River-Harris Schools	No	None	Single-salary Schedule
Bay City Public Schools	No	None	Single-salary Schedule
Beaverton Rural Schools	No	None	Single-salary Schedule
Benzie County Central Schools	No	None	Single-salary Schedule
Berkley School District	No	None	Single-salary Schedule
Birmingham School District	Yes	Unknown	Single-salary Schedule
Blissfield Community Schools	Yes	None	Board Discretion; Performance-based
Bloomingdale Public Schools	Yes	\$500	Single-salary Schedule
Brimley Area Schools	No	None	Single-salary Schedule
Burr Oak Community Schools	No	None	Single-salary Schedule
Carson City-Crystal Schools	No	None	Single-salary Schedule
Cass City Public Schools	No	None	Single-salary Schedule
Chippewa Hills School District	No	None	Single-salary Schedule
Clare Public Schools	No	None	Single-salary Schedule
Clinton Community Schools	Yes	Unknown	Single-salary Schedule
Columbia School District	Yes	\$100	Single-salary Schedule
Cooks-Big Bay de Noc Schools	No	None	Single-salary Schedule
Coopersville Area Public Schools	Yes	\$500	Single-salary Schedule
Crestwood School District	No	None	Single-salary Schedule
Davison Community Schools	Yes	\$1	Single-salary Schedule
Detour Area Schools	No	None	Single-salary Schedule
Dollar Bay-Tamarack City Schools	No	None	Single-salary Schedule
Dundee Community School	No	None	Single-salary Schedule
East Detroit Public Schools	No	None	Single-salary Schedule
Eaton Rapids Public Schools	No	None	Single-salary Schedule
Farmington Public School District	No	None	Single-salary Schedule
Farwell Area Schools	No	None	Single-salary Schedule
Flushing Community Schools	Yes	\$1,700	Single-salary Schedule
Freeland Community Schools	No	None	Single-salary Schedule
Fruitport Community Schools	No	None	Single-salary Schedule
Gladstone Area Schools	Yes	\$3	Single-salary Schedule
Grandville Public Schools	No	None	Single-salary Schedule
Grass Lake Community Schools	No	None	Single-salary Schedule
Hale Area Schools	No	None	Single-salary Schedule
Harper Creek Community Schools	Yes	\$170	Single-salary Schedule
Hastings School District	Yes	Unknown	Single-salary Schedule
Hemlock Public Schools	No	None	Single-salary Schedule
Houghton Lake Community Schools	No	None	Single-salary Schedule
Huron School District	No	None	Single-salary Schedule
Imlay City Community Schools	No	None	Single-salary Schedule
Ironwood Area Schools	No	None	Single-salary Schedule

School District	Merit Pay	Max Merit Award	Pay System
Kalamazoo Public Schools	No	None	Single-salary Schedule
Lakeview Community Schools (Montcalm)	Yes	Unknown	Single-salary Schedule
Lakeview School District (Calhoun)	No	None	Single-salary Schedule
Leland Public Schools	No	None	Single-salary Schedule
Les Cheneaux Community Schools	No	None	Single-salary Schedule
Leslie Public Schools	No	None	Single-salary Schedule
Livonia Public Schools	No	None	Single-salary Schedule
Livonia-Clarenceville School District	No	None	Single-salary Schedule
Manistique Area Schools	No	None	Single-salary Schedule
Maple City-Glen Lake Community Schools	No	None	Single-salary Schedule
Maple Valley Public Schools	No	None	Single-salary Schedule
Martin Public Schools	Yes	None	Single-salary Schedule
Marysville Public Schools	No	None	Single-salary Schedule
Mason County Central Schools	No	None	Single-salary Schedule
McBain Rural Agricultural Schools	No	None	Single-salary Schedule
Mona Shores Public Schools	No	None	Single-salary Schedule
Morley Stanwood Community Schools	No	None	Single-salary Schedule
Morrice Area Schools	No	None	Single-salary Schedule
N.I.C.E. Community School District	No	None	Single-salary Schedule
New Buffalo Area Schools	Yes	None	Single-salary Schedule
Oak Park School District	No	None	Single-salary Schedule
Oakridge Public Schools	No	None	Single-salary Schedule
Otsego Public Schools	Yes	\$50	Single-salary Schedule
Oxford Community Schools	No	None	Single-salary Schedule
Palo Community School District	No	None	Single-salary Schedule
Paw Paw Public Schools	No	None	Single-salary Schedule
Pewamo-Westphalia Community Schools	No	None	Single-salary Schedule
Pinconning Area Schools	No	None	Single-salary Schedule
Pine River Area Schools	No	None	Single-salary Schedule
Plainwell Community Schools	No	None	Single-salary Schedule
Plymouth-Canton Community Schools	No	None	Single-salary Schedule
Port Huron School District	No	None	Single-salary Schedule
Rapid River Public Schools	No	None	Single-salary Schedule
Ravenna Public Schools	No	None	Single-salary Schedule
Reese Public Schools	No	None	Single-salary Schedule
Richmond Community Schools	No	None	Single-salary Schedule
Sault Ste. Marie Area Schools	No	None	Single-salary Schedule
Shepherd Public Schools	No	None	Single-salary Schedule
South Haven Public Schools	No	None	Single-salary Schedule
Southfield Public Schools	No	None	Single-salary Schedule
Spring Lake Public Schools	No	None	Single-salary Schedule
Springport Public Schools	Yes	\$100	Single-salary Schedule
St. Clair Shores-Lake Shore Public Schools	Yes	\$822	Single-salary Schedule
Stephenson Area Schools	Yes	\$1	Single-salary Schedule
Suttons Bay Public Schools	Yes	\$1,800	Three-Tiered; Performance-based
Three Rivers Community Schools	Yes	\$100	Single-salary Schedule
Tri County Area Schools	Yes	\$1,000	Single-salary Schedule
Van Buren Public Schools	No	None	Single-salary Schedule
Vassar Public Schools	No	None	Single-salary Schedule
Vestaburg Community Schools	No	None	Single-salary Schedule
Waterford School District	No	None	Single-salary Schedule
Watervliet Public Schools	No	None	Single-salary Schedule
Waverly Community Schools	No	None	Single-salary Schedule
Wayne-Westland Community Schools	No	None	Single-salary Schedule
Westwood Community Schools	No	None	Single-salary Schedule
White Pigeon Community Schools	Yes	Unknown	Single-salary Schedule
Whittemore-Prescott Area Schools	No	None	Single-salary Schedule