

SENATE BILL NO. 359

May 25, 2023, Introduced by Senators CHANG, POLEHANKI, CAMILLERI, SANTANA, GEISS, MCMORROW, MOSS, CHERRY and CAVANAGH and referred to the Committee on Education.

A bill to amend 1976 PA 451, entitled
"The revised school code,"
by amending section 1250 (MCL 380.1250), as amended by 2018 PA 601.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1250. (1) Except as otherwise provided in this section, a
2 school district, ~~public school academy, or~~ intermediate school
3 district, **or public school academy** shall implement and maintain a
4 method of compensation for its teachers and school administrators
5 that includes job performance and job accomplishments as a
6 significant factor in determining compensation and additional

1 compensation. The assessment of job performance ~~shall~~**must**
 2 incorporate a rigorous, transparent, and fair evaluation system
 3 that evaluates a teacher's or school administrator's performance at
 4 least in part based upon data on student growth as measured by
 5 assessments and other objective criteria.

6 (2) If a collective bargaining agreement is in effect for
 7 teachers or school administrators of a school district, ~~public~~
 8 ~~school academy, or intermediate school district, or public school~~
 9 **academy** as of January 4, 2010, and if that collective bargaining
 10 agreement prevents compliance with subsection (1), then subsection
 11 (1) does not apply to that school district, ~~public school academy,~~
 12 ~~or intermediate school district, or public school academy~~ until
 13 after the expiration of that collective bargaining agreement.

14 ~~(3) For teachers and school administrators who are hired by a~~
 15 ~~community district after September 1, 2019, the community district~~
 16 ~~shall implement and maintain a method of compensation that includes~~
 17 ~~job performance and job accomplishments as the primary factor in~~
 18 ~~determining compensation and additional compensation. A teacher's~~
 19 ~~or school administrator's job performance shall be evaluated based~~
 20 ~~on the teacher's annual evaluation under section 1249 or the school~~
 21 ~~administrator's annual evaluation under section 1249b, as~~
 22 ~~applicable.~~

23 ~~(4) For teachers and school administrators who are hired by a~~
 24 ~~community district after September 1, 2019, the community district~~
 25 ~~shall not use length of service or achievement of an advanced~~
 26 ~~degree as a factor in compensation levels or adjustments in~~
 27 ~~compensation except as follows:~~

28 ~~(a) For a teacher with a secondary level teaching certificate~~
 29 ~~who has a subject area endorsement and who teaches in that subject~~

1 ~~area, an advanced degree achieved in that subject area may be~~
2 ~~considered as a factor in the teacher's base compensation.~~

3 ~~(b) For a teacher with an elementary level teaching~~
4 ~~certificate who teaches in an elementary grade, an advanced degree~~
5 ~~in elementary education may be considered as a factor in the~~
6 ~~teacher's base compensation.~~