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How Springfield's proposed merit pay plan would work

The Boston Globe

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Under the previous system, teachers received raises based on the number of years they have worked and their level of education. Under the proposed system, teachers could get raises in two ways: annual pay increases based on a principal's review of their work, and promotions that move them from one professional category to another.

Teachers could get annual pay raises of 2.5 percent to more than 5 percent depending on the school principal's review; teachers receiving poor reviews could be denied raises. Teachers could also boost their pay by earning a promotion based on a district committee's evaluation of their work.

The committee would consider the teacher's knowledge and skills, attendance, and the performance of their students on district tests or other forms of achievement.

Most of the evaluation would be based on teachers' skills, but student performance would count as 25 percent of the score for a teacher to earn a promotion.

The professional levels and their requirements:

Level 1: Provisional/Competent teacher

Annual salary: \$36,000 to \$43,800

Experience: zero to seven years

Teacher attendance: 95 percent

Student performance: At least 50 percent to 60 percent of students must be proficient on district tests

Level 2: Accomplished teacher

Annual salary: \$45,000 to \$55,700

Experience: At least five years; master's degree required

Teacher attendance: 96 percent

Student performance: 70 percent of students are proficient on district tests

Level 3: Distinguished Teacher

Annual salary: \$51,700 to \$59,900

Experience: Seven years or more, master's degree, willingness to work in a low-performing school

Teacher attendance: 97 percent

Student performance: 90 percent proficient on district tests; or more than 60 percent moving from the lowest quartile to proficient

Level 4: Expert teacher

Annual salary: \$60,400 to over \$70,000

Attendance: 97 percent

Student performance: Must show 90 percent proficient on final assessments over two years or get more than 60 percent of students moving from lowest quartile to proficient ■

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