

Richmond Community Schools

35276 Division * Richmond, Michigan 48062 * (586) 727-3565 * www.richmond.k12.mi.us

Sarah Gillies, President
Jessica Sexton, Vice President
Angela Pacitto, Secretary
Kyle Simmons, Treasurer
Kristine Furtaw, Trustee
Margaret Teltow, Trustee
Sherri Zube, Trustee

Brian J. Walmsley, Ed.S.
Superintendent

Richmond Early Childhood Learning Center
& Will L. Lee Elementary School
68399 Forest
Richmond, Michigan 48062
David Kochan, Principal

Richmond Middle School
35250 Division
Richmond, Michigan 48062
Keith Bartels, Principal

Richmond High School
35320 Division
Richmond, Michigan 48062
Andrew Kastl, Principal

MERIT PAY RESOLUTION

Richmond Community Schools, Macomb and St. Clair Counties, Michigan (the "District").

A **Regular** meeting of the Board of Education (the "Board") of the District was held in the **Media Center of Richmond High School** in the District, on the **12th** day of **August**, 2019 at **seven** o'clock in the **evening**.

The meeting was called to order by Sarah Gillies, President.

Present – Board Members: **Kristine Furtaw, Sarah Gillies, Angela Pacitto, Jessica Sexton, Kyle Simmons, Margaret Teltow, and Sherri Zube.**

Absent – Board Members: **None.**

The following preamble and resolution were offered by Board Member [**Furtaw, Gillies, Pacitto, Sexton, Simmons, Teltow, Zube**] and supported by Board Member [**Furtaw, Gillies, Pacitto, Sexton, Simmons, Teltow, Zube**]:

WHEREAS, Section 1250(1) of the Revised School Code, MCL 380.1250(1), provides that this District “shall implement and maintain a method of compensation for its teachers and school administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation”; and,

WHEREAS, Section 1250 further provides that “[t]he assessment of job performance shall incorporate a rigorous, transparent, and fair evaluation system that evaluates a teacher’s or school administrator’s performance at least in part based upon data on student growth as measured by assessments and other objective criteria”; and,

WHEREAS, Section 15(3)(o) of the Public Employment Relations Act, being MCL 423.215(3)(o); provides that merit pay is a prohibited subject of bargaining and is not subject to collective bargaining requirements; and,

WHEREAS, the Board is desirous of meeting the requirements of Section 1250 of the Revised School Code.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Board shall annually allocate funds in each contract year to be characterized as merit pay to be distributed to teachers and administrators based on their overall yearly evaluation rating in conformance with Sections 1249 and 1250 of the Revised School Code, being respectively MCL 380.1249 and MCL 380.1250.
2. This resolution shall be part of collective bargaining agreements covering employees subject to Section 1250 of the Revised School Code to the extent allowed or required by law.
3. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution, be and the same are hereby superseded by this resolution.

Ayes: Board Members: **Kristine Furtaw, Sarah Gillies, Angela Pacitto, Jessica Sexton, Kyle Simmons, Margaret Teltow, and Sherri Zube.**

Nays: Board Members: **Kristine Furtaw, Sarah Gillies, Angela Pacitto, Jessica Sexton, Kyle Simmons, Margaret Teltow, and Sherri Zube.**

Resolution declared adopted.



Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Richmond Community Schools, Macomb and St. Clair Counties, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at a **regular** meeting held on **August 12, 2019**, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (Act 267, PA 1976, as amended).