

## 2013 Teacher Contract Highlights

On April 17, 2013, Hawaii's public school teachers ratified a historic contract agreement that includes the Department of Education's new Educator Effectiveness System (EES). This system supports a comprehensive approach to professional growth from probation to support for improvement to pay increases for those teachers rates as effective or better (<http://hawaiidoe.org/personnel/educatoreffectiveness/index.htm>). At the core of the EES is a comprehensive teacher evaluation component that provides teachers with targeted feedback and an annual performance rating based 50% on teacher practice and 50% on student growth measures, as required by State Board of Education policy. In following best practice, the new teacher evaluation model incorporates multiple measures of performance for teachers.

The contract provides for several key safeguards, including the full participation of the Hawaii State Teachers Association (HSTA) in monitoring the development and implementation of the evaluation system. The four-year contract provides for yearly salary increases, connecting teacher pay to annual performance evaluations and teacher professional development. Below are a few facts about implications for teachers.

### **Q: How is "effective performance" determined?**

- Each year, teachers receive one of four performance ratings (*Highly Effective, Effective, Marginal or Unsatisfactory*) based on a new performance evaluation that draws upon multiple measures and is equally weighted between measures of teacher practice and student learning and growth.

### **Q: How is the evaluation fair and transparent?**

- No negative personnel action will occur as a result of the evaluation rating for the first year of initial statewide implementation (2013-14).
- Key safeguards are in place. All teachers will receive an orientation on the new performance evaluation prior to the start of school and the Department will certify all classroom observers.
- Beginning Spring 2015, teachers rated as *Marginal* may file an expedited appeal for review of their evaluation evidence, and teachers rated as *unsatisfactory* may continue to use the grievance process.
- HSTA and the Department agree to form a Joint Committee to review the performance evaluation and recommend any necessary adjustments to the Board of Education and State Superintendent.

### **Q: How are teachers compensated?**

- Effective July 1, 2013, prior 5% labor savings will be restored restored, while teachers alternate between annual step movements on the salary schedule and 3.2% across the board pay increases. Teachers at the top of the salary schedule will receive a \$1500 stipend in lieu of a step movement.
- To receive any pay increases (step movement, across the board increases or reclassification) beginning with increases at the beginning of the 2015-16 school year, the teacher must be rated effective or higher during the previous school year based on the new performance evaluation.
- Additional course taking that counts toward job reclassification and pay increases must be in line with the Strategic Plan's priorities.
- The State will contribute the value of 60 percent of the premium of the benchmark plan toward teachers' health insurance.
- HSTA and the State will contract a third party to conduct a benchmark study of teacher compensation to be completed in Fall 2014.

**Q: How will teachers receive supports to become more effective?**

- All teacher work days are restored to 2009 levels.
- In school year 2013-14 and 2014-15, teachers are paid for 21 additional hours of job-embedded professional development, to support of implementation of Common Core State Standards and the new performance evaluation.
- Schools are encouraged to modify instructional schedules so as to increase course offerings, maximize available instructional time for students and provide job embedded professional development.

**Q: What does this means for probationary teachers?**

- For new hires, probation is extended from two to three years. Notably, probationary teachers must be rated as Effective on the new performance evaluation for two consecutive years to receive tenure. Teachers have a maximum of five years to achieve tenure.
- Teachers who achieve tenure under the new probation policy will receive a one-time bonus of \$2500 in recognition of their professional status.

As of April 18, 2013