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TO: Board of Education
FROM: Dale Ellis
DATE: March 3, 2014
SUBJ: ACTION ITEM (25 % Process)

MCS administration submitted two possible processes to staff as it relates to the 25% selection that I am required to make at the end of the year. The results of the staff survey will be finalized Monday morning and presented to the Board for action to approve the process. Your approval will be of the process only at this time. Final approval of the top 25% of teachers will come at a later meeting.

This is an action item and will require a vote. I will also be available to answer any questions you may have.

MCS Employees Who May Be Eligible for the 25% Bonus:

As you know, we have been working with a committee consisting of SIT Chairs to gather feedback on what the “25%” selection process should look like. The SIT chairs were just messengers and we had a follow-up meeting on February 6. I must say that I received very valuable feedback regarding this process and I want to personally thank all of you for your thoughtful questions and valuable insight. There will be no way to go through this process and everyone like it. But, we want it to be one that everyone will respect and feel is fair. Based upon your feedback, we have defined two very distinct processes that we need you to vote on before we move forward. Please click on the link at the end to submit your vote.

Selection Process #1

1. We will survey eligible tenured employees to identify those volunteers that will accept the offer to relinquish tenure and accept the bonus.
2. Those who volunteer will be analyzed by school and placed in the selection pool. (It is important to note here that a school may have no volunteers and no one gets the bonus at that school. It may also be possible that a school is eligible for 5 “slots” and only 2 volunteer, meaning both volunteers at that school get the bonus and the other 3 slots move into the random selection pool. It is based solely upon the number that actually volunteer.) Failure to submit the volunteer survey will mean the person is not interested in volunteering.
3. All potential volunteers will be analyzed based upon the selection standard. The selection standard chosen is a minimum of proficiency on the latest summative evaluation.
4. Those who do not meet the proficiency standard will be removed from the selection pool.
5. The slots per school will be calculated based upon the total number of staff. If more volunteers are present than slots are available at that school, a random selection of the top 25% will be taken to choose who will receive the offer at that school. If there are not enough volunteers at a given schools for their slots, the slots will move to the random selection pool for others to “claim” through the random selection process.

47%

Selection Process #2

1. All tenured eligible employees will be identified by school.
2. All eligible employees will be analyzed based upon the selection standard. The selection standard chosen is a minimum of proficiency on the latest summative evaluation.
3. Those who do not meet the selection standard of proficiency will be removed from the selection pool.
4. The number of “slots” will be calculated by school based upon the number of staff.
5. The 25% for that school will be selected through the random selection process.
6. Those selected can choose to accept the offer or to turn it down.
7. The process ends at this point. Those who wanted the bonus got it and those who didn’t turned it down.

53%