

EDUCATION MINNESOTA ON
ALTERNATIVE TEACHER PROFESSIONAL PAY SYSTEMS

Minnesota's alternative professional pay system is not merit pay; its scope is much broader. Nor is the Alternative Teacher Professional Pay Systems legislation passed in 2005 the same as Gov. Tim Pawlenty's "Q Comp" proposal.

Education Minnesota, the union that represents public school teachers, worked hard with legislators to pass a workable law that would not be a merit pay system. The law requires local teacher compensation plans to be jointly designed by teachers and school districts; to be part of a ratified contract agreement; and to include professional development as a key component.

Under the law, performance pay must be based on three things: student test scores, other measures of student performance (such as attendance, portfolios or teacher designed assessments), and formative evaluations of each teacher. It is up to local plan designers to determine what compensation will be aligned with each component of the plan.

Teacher involvement is the key to the success of these plans. Minnesota's system allows teachers to use their professional expertise to help make educational policy decisions for their schools, colleagues and students. It offers a real opportunity to change the way teachers work and are compensated. And it gives teachers choices each step of the way – including whether to begin.