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Resolve, To Encourage Alternative Compensation Models for Teachers and School Administrators

Sec. 1 Department of Education; evaluation of alternative compensation models for educators. Resolved: That the Department of Education shall review alternative compensation models established in other states and governmental or educational entities that allow for performance-based compensation, including bonuses for teachers and school administrators and the bases upon which the alternative compensation is determined; and be it further

Sec. 2 Department of Education; application for federal funds. Resolved: That the Department of Education shall review the requirements of the federal Teacher Incentive Fund program and any other federal grant program under which funds may be used for establishing alternative compensation models for educators. The department shall prepare and submit an application for federal grant funds from the federal Teacher Incentive Fund and any other applicable federal program to develop a state-based alternative compensation grant program for school administrative units; and be it further

Sec. 3 Department of Education; alternative compensation grant program. Resolved: That the Department of Education shall establish an application process whereby school administrative units may apply to participate in the alternative compensation grant program under section 2, referred to in this section as "the grant program." Interested school administrative units must agree to abide by the requirements of the federal grant programs in order to be considered for the grant program. The department shall develop requirements for use of grant program funds, including reasonable timelines for the development and implementation of alternative compensation models and for school administrative units to report progress. To the extent that federal funding requirements allow, the grant program funds may include funding for the department to administer the grant program, to provide technical assistance to school administrative units and to pay for an independent evaluation of the alternative compensation models that are developed. School administrative units must be encouraged to experiment with any number of alternative compensation models. Any alternative compensation plans developed by a school administrative unit must be approved by the participating local bargaining units consistent with the Maine Revised Statutes, Title 26, chapter 9-A and related rules pertaining to collective bargaining for teachers employed by school administrative units; and be it further

Sec. 4 Grant program evaluation. Resolved: That the Department of Education shall submit annual reports to the joint standing committee of the Legislature having jurisdiction over education and cultural affairs by January 15, 2011 and January 15, 2012 describing the progress of the school administrative units participating in the alternative compensation grant program under section 2 and report the results of any independent analysis conducted on the effects of alternative compensation systems, including but not limited to student outcomes, teacher recruitment and retention. The department shall seek outside funding and technical support for use in the development, implementation and evaluation of any alternative compensation models developed through the alternative compensation grant program.