

**PERSONNEL**

**PERFORMANCE BASED COMPENSATION**

The board places great emphasis on employee performance and supports a system of performance based compensation.

The superintendent will implement a system of compensation that includes job performance and job accomplishments as significant factors in determining compensation and additional compensation for all teachers and administrators.

The discontinuance or reduction of merit pay pursuant to this policy and Section 1250 of the Revised School Code is not a demotion under the Michigan Teachers' Tenure Act.

Legal Reference: Michigan Compiled Laws – MCL  
380.1250; 380.1249; 423.215(3) (o)

See Also Board Policy:  
4114 Reduction and Recall of Teachers

Policy  
Adopted: 01-14-19  
Amended:  
Reviewed: