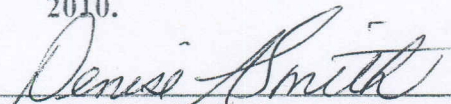


Proposal
2010-2011
Presented July 28, 2010

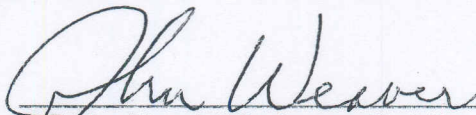
Letter of Intent

RE: Teacher Evaluation and Pay for Performance

1. The North Muskegon Education Association MEA/NEA, hereinafter referred to as "the Association", and the North Muskegon Public Schools, hereinafter referred to as "the District", hereby agree to the following regarding the Teacher Evaluation and Pay for Performance:
2. In December 2009, the Michigan State Legislature passed "reform" measures for public education in Michigan.
3. Included in those "reform measures" were mandates for a.) annual teacher evaluation based on rigorous, transparent, and fair standards, using student growth as a significant factor in the evaluation model and assessment, and b.) inclusion of "pay for performance" in teacher contracts.
4. Neither area could be completed within the timeframe of the most recent Association/District contract negotiations.
5. Therefore, the District and the Association, hereby agree to form a committee to negotiate models and language around both the teacher evaluation model and its implementation, and pay for performance.
6. The committee will be comprised of three (3) members from the Association, appointed by the Association, and three (3) members of the District, appointed by the District. Said members shall be appointed by September 7, 2010.
7. The Committee shall begin meeting regarding the above after September 7, 2010.



For the North Muskegon Education
Association (NMEA)



For the North Muskegon Public
Schools

Dated: 8-4-2010

Dated: Aug 4, 2010