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## **Prince William Education Association's Position On Alternative Compensation**

*The School Board has directed the Superintendent to “make a recommendation to the Board as soon as practical of how to best implement merit pay for teachers based upon performance with the implementation of the pay to begin not later than the beginning of the FY2011 Budget cycle.”*

### **PWEA would consider supporting an alternative compensation plan based on the following criteria:**

- A plan developed with Association collaboration, involvement, implementation and evaluation
- A plan open to all and not limited by arbitrary quotas
- A plan that is transparent and easily understood
- A plan that includes an appeal process
- A plan that recognizes training and professional support as part of its program support structure
- A plan that includes an annual assessment of the program
- A plan that results from comprehensive research and development
- A plan that includes all staff and support personnel
- A plan that is funded separately from, over and above, the current compensation system
- A plan adequately funded with a sustainable source of revenue

### **PWEA cannot support:**

- A plan based on competition, in place of collaboration, among teachers and staff
- A plan that rewards educators based solely on SOL tested subjects
- A plan based solely on test scores
- A plan based solely on evaluations
- A plan that adversely impacts the transfer process