**From:** Jeff Beal [<mailto:jeff.beal@jpsk12.org>]   
**Sent:** Tuesday, March 21, 2017 12:32 PM  
**To:** Gantert, Tom E. <[Gantert@mackinac.org](mailto:Gantert@mackinac.org)>  
**Subject:** Re: I'm Tom Gantert. I'm a reporter.

Tom,

Thank you for taking the time to reach out to me. JPS does not offer an incentive based salary schedule. The information you shared appears to be only part of the story. What you should know about Jackson Public School is that the teachers have negotiated into their contract that the two years of ineffective teaching will disqualify you from working for JPS as a teacher in accordance with our adopted Board policies. So while a teacher under the collective bargaining agreement may have received a half step raise, even with an ineffective rating, that short sighted gain will ultimately result in that teacher being removed for failure to perform. Likewise your data concerning Mr. Ulstad is also inaccurate. A deeper look at the collective bargain agreement would have led you to understand that during the 2013-2014 school year a direct stipend of $500 was paid within the salary as part of a negotiated contract where in successive years this was paid outside of the salary schedule as one time payments. Mr. Ulstad's compensation was the same for all three years as he is at the top of our salary schedule.

I have included some research into merit pay systems for you to read as they have largely been a failure across the country when implemented. They rely heavily on a broken system of standardized testing, fail to account for poverty and reward teachers in wealthy communities. In addition they build in bias and often have unintended consequences providing for the opportunity for discrimination based on gender and race depending on which students get assigned to which teachers in which buildings.

In Michigan, our merit pay system failed to provide additional resources to fund incentive programs leaving schools with very little in the way of implementing a merit based incentive program above the salary schedule in an environment when most District have had to make drastic cuts for years due to dwindling resources. In essence this was poorly conceived and poorly implemented on the states part and was exactly what it sounded like, a great sound bite without any real systemic data to back it up. I can tell you as someone who has worked in retail for nearly a decade prior to entering education, incentives for making more money in a commission based system, really only go so far and don't have the long lasting impacts on performance.

<http://www.ascd.org/publications/educational-leadership/dec10/vol68/num04/Merit-Pay-Misfires.aspx>

<http://knowledgecenter.csg.org/kc/content/capitol-research-does-merit-pay-teachers-have-merit-pros-and-cons-new-models-teacher-compensation>

<http://research.upjohn.org/cgi/viewcontent.cgi?article=1082&context=up_workingpapers>

Jeff Beal

Superintendent

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