

12-17-10

Dear Palermo Staff Members,

Thanks very much to the individuals who posed the following questions and sent them to the committee via the question boxes. I received input from the committee on the content of the answers; and then I gave the committee a draft of my answers to be certain we were all on the same page. The questions are in bold type and our thoughts and answers are in italics.

The questions and issues that have come from the question boxes have added a great deal to our learning. With that in mind, please don't be shy about asking questions of the committee members or using the question box again.

Yours,

Bill Rich

Question set #1

A. Does the committee plan on recommending "two" salary schedules?

- 1. One that rewards teachers for portfolios, conferences, and additional classes et cetera?**
- 2. One that is our current salary schedule?**

With out a choice, I think there will be a tremendous amount of resistance from teachers, especially experienced teacher, who would be forced to accept the new schedule.

We will know our recommendations following the completion of our inquiry process. Our next steps focus on developing and conducting surveys of groups in Palermo such as teachers, parents and students. At this stage, we don't really know what our report and recommendations will contain.

Our reading indicates that many districts provide a choice for teachers when a new kind of compensation system is adopted. Currently employed teachers can decide which kind of compensation system they prefer. New teachers are placed in the new compensation system when they are hired.

Question set #2

B. Is the reason for the GDI mainly about Race to the Top funds?

If so, is that the reason for the accelerated rate of the GDI meetings so we meet deadlines?

If there is no hurry, why not take more time to come up with a well thought out recommendation opposed to a rushed one?

The district has not applied for Race to the Top funds. This inquiry project is not related to Race to the Top. Learning about the most effective ways to re-design and improve important functions such as compensation and evaluation is a fundamental role of leadership. Learning and reflecting about these issues together, in an open and honest way, gives us a knowledge-based foundation that will support our success.

We are backward mapping our schedule from March 1, 2011, because the date was established during the collective bargaining process. If we have not reached a stage in which we can offer a solid report by March 1, 2011, then we will provide and update of our progress.