

E-Comp Resolution

Whereas, on February 21, 2006, the Florida Board of Education voted unanimously to approve the **E-Comp Effectiveness Compensation Plan**, which gives a small percentage of teachers bonuses based solely on their students' learning gains on the Florida Comprehensive Achievement Test (FCAT) and similar standardized tests; and

Whereas, Florida has a teacher-shortage crisis and must hire more than 30,000 teachers before the start of the new school year in August; and

Whereas, on the average, Florida teachers are paid \$6,200 less than their counterparts nationwide; and

Whereas, a nominal performance pay "incentive" is no substitute for competitive pay; and

Whereas, the Clay County Education Association recognizes the severe shortage of teachers, and supports the goal of recruiting and retaining highly qualified public school teachers to ensure that every child learns and succeeds in school; and

Whereas, the **E-Comp** "bonus" is not an adequate incentive to recruit and retain highly qualified teachers and does not advance the goal of ensuring all Florida teachers earn competitive salaries; and

Whereas, education stakeholders – including teachers, principals, school board members and researchers – agree that **E-Comp** is deeply flawed; and

Whereas, the FCAT was designed as a diagnostic tool, and is not, by itself, a valid and reliable method of measuring a student's achievement, "learning gains" or a teacher's worth; and

Whereas, **E-Comp** results in an over-reliance on standardized student achievement testing to the exclusion of other recognized indicators of student achievement and teacher excellence; and

Whereas, the Florida Department of Education (DOE) says that only 31 percent of all public school teachers teach students who take FCAT, so the state may be forced to a whole new generation of FCAT-like tests for non-FCAT subjects, including art and physical education; and

Whereas, **E-Comp** was developed without educator input and was adopted in an "administrative fiat"; and

Whereas, even those who support merit and performance pay plans have attacked **E-Comp**'s poor design and the method it uses to determine teacher performance, calling it "arbitrary" and "unfair"; and

Whereas, **E-Comp** is currently a \$55 million unfunded mandate, which DOE has asked the legislature to fund. If the legislature refuses to comply, dollars could be drained from local school district budgets; and

Whereas, **E-Comp** diverts attention, energy and resources away from proven education reforms and recruiting and retaining highly qualified teachers; now, therefore, be it

Resolved: that the Clay County Education Association urges lawmakers to reject the **E-Comp Effectiveness Compensation Plan** and adopt sound public education policies that will strengthen all Florida public schools.

Adopted: May 18, 2006

David Owens
Superintendent of Schools

Carol Vallencourt, Chairman