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FOR IMMEDIATE RELEASE



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Fact-finding report released

Jeffco Public Schools and the Jefferson County Education Association (JCEA) engaged a third-party fact-finder to help the two sides reach an agreement over teacher compensation for the 2014-15 school year. The fact-finding process involved a day-long hearing on Saturday, Aug. 16 when both sides presented their positions on compensation. At issue is whether to give salary increases to teachers who are rated partially effective based on the district's evaluation system.

While the fact-finder's [report](#) recommends that teachers rated partially effective receive a pay increase this year, the district has consistently expressed a belief that there should be an effective teacher in every classroom. The district provides professional development for those teachers who are given a rating of partially effective or ineffective. During the 2013-14 school year, only 89 Jeffco teachers out of more than 5,000 had a partially effective or ineffective evaluation rating. There is an \$18.2 million placeholder in the district's 2014-15 budget earmarked for compensation increases.

"It's critically important that we ensure every Jeffco student has an effective teacher and we want to make sure that those teachers see an increase in their paychecks as soon as possible. We also want to provide additional support to those teachers who haven't met that benchmark. We want every teacher to achieve their highest level of professionalism because our students deserve that," said Jeffco Superintendent Dan McMinimee.

The current system, by which teachers are evaluated, has been in place since 2008 and was developed in partnership with JCEA. Both the district and the teachers' association continue to improve and refine the evaluation process.

"We believe that the administrators doing the evaluating have received excellent training and are professionals who know what good teaching looks like against a rubric," said McMinimee.

The fact-finder's recommendations are non-binding and can be accepted or rejected by members of the Jefferson County Board of Education. The board has 30 school days following the release of the report to take action. The next board meeting is tonight, Thursday, Aug. 28 beginning at 5:30 p.m. in the Board Room of the Education Center in Golden.