

# Journalism Olympics



Happy finalists: Charles Ornstein (left) of Harrison High and Christopher Davis of Novi High were among 13 finalists who each received \$50 in this year's Focus: HOPE Journalism Olympics. The eighth-annual daylong event attracted 126 metropolitan area high school students, picked by their principals and journalism advisers.

# Program: Set goals to score raises

BY CASEY HANS  
STAFF WRITER

A new incentive program linking administrative pay raises to goal-setting kicks in this fall in the Farmington Public School District.

Negotiated last fall as part of a two-year pact between the Farmington Association of School Administrators and the school district, the pay-for-performance program links goals to a point system.

In what Superintendent Michael Flanagan called a "bold approach," the plan effectively treats a small portion of salary as a merit pay, or bonus.

"The most important thing is picking what people are going to accomplish," Flanagan said. "We're calling it incentive. We're willing to put our money where their mouths are."

"They will be earning what many people get automatically."

One percent of each employee's gross wages is at stake. For example, an administrator earning \$60,000 would earn a \$600 incentive if he or she successfully completes

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goals for the program.

FASA members must submit their goals by Oct. 15, then work on achieving them throughout the 1992-93 school year.

In May of 1993, a committee of three non-FASA administrators and three FASA association members will convene to review the goals and determine whether the pay was earned, said employee relations director Sue Zurvalec.

Flanagan said the agreement "shows a responsibility to the community."

"This is new territory, Flanagan said. "We're kind of exploring new ground, but we think that it's proper."

Farmington High School assistant principal Ken Dean, current FASA president, could not be

reached to comment about the plan.

The incentive plan idea was suggested by the district during contract negotiations in 1991. Administrators have four goals areas, or a combination of these, in which to concentrate. They include: professional growth worth up to 10 points; community service and community relations worth five points (up to seven points for high school assistant principals); professional service worth up to 10 points; and individual and district wellness goals worth one point.

"Many of our administrators do these already, but they will now have to document their goals and say how they're going to reach them," Zurvalec added. "Generally, our administrators understand the idea of rewarding achievement."

Administrators must design their own, personalized set of goals worth at least 10 points for the year, Zurvalec said at the end of the year, the administrators will be judged on "the quality of the proposal and the time and effort put into the plan. There will be some subjectivity," she added.

Details of the incentive plan were agreed upon in recent months by a committee of four FASA and four non-FASA members. The school board approved the plan July 13.

Administrators and the district agreed on the two-year pact in October of last year, effectively changing health insurance to save money for the district, and giving a 5.4 percent pay increase for the 1991-92 fiscal year.

Administrators' pay for the 1992-93 year is linked to whatever teachers negotiate in their current bargaining sessions, less one percent. Teachers are working under a one-year contract set to expire in August.

Administrators represent the smallest bargaining unit in the district, with only about 40 members.

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