

Mingus Union High School District #4

Merit Pay Rubric

Standard	Tier 4 3 Points	Tier 3 2 Points	Tier 2 1 Point	Tier 1 0 Points
Academic Growth	≥ 76% of MUHS and Academy students will demonstrate growth ≥ 50th percentile OR proficiency ≥ 61st percentile on NWEA Benchmark Exam	60-75% of MUHS and Academy students will demonstrate growth ≥ 50th percentile OR proficiency ≥ 61st percentile on NWEA Benchmark Exam	40-59% of MUHS and Academy students will demonstrate growth ≥ 50th percentile OR proficiency ≥ 61st percentile on NWEA Benchmark Exam	39% of MUHS and Academy students will demonstrate growth ≥ 50th percentile OR proficiency ≥ 61st percentile on NWEA Benchmark Exam
Achievement & Evaluation	Points / Rating Earned Highly Effective (certified) Exceeds Expectations (classified)	Points / Rating Earned Effective (certified) Meets Expectations (classified)	Points / Rating Earned Needs Improvement (certified) Improvement Needed (classified)	Points / Rating Earned Ineffective (certified) Unsatisfactory (classified)
Professional Engagement	Four Point Professional Engagement Activities See Appendix A for Professional Engagement Options	Three Point Professional Engagement Activities See Appendix A for Professional Engagement Options	Two Point Professional Engagement Activities See Appendix A for Professional Engagement Options	Zero Points Professional Engagement Activities See Appendix A for Professional Engagement Options

Total Points	% Of Increase Earned
7-9	100%
4-6	75%
2-3	50%
0-1	0-25%

Appendix A: Professional Engagement on Merit Pay Rubric

2026-2027 Merit Pay Rubric

All staff will earn points for Professional Engagement; these points can be cumulative. Below is a list of qualified activities; additional activities will be assessed on an individual basis. NWEA will be used to assess growth and proficiency for the Merit Pay Rubric; beginning FY2027 all courses will assign a 10% NWEA Benchmark Grade per semester.

Four Point Professional Engagement Activities

- Professional Development-Off-Site Conferences
- Club Sponsor—Meeting Club Rubric Requirements
- ATORT Performance Involvement
- Athletic Coaching
- District Focus Group/Committee Work
- Cut-away Certification and Driving
- CTSO Events/Competitions—Meeting CTSO Rubric Requirements

Three Point Professional Engagement Activities

- Professional Development On-Site
- Site-level Committee Work
- Dance and Field Trip Chaperone
- Board Presentation-Action Items
- Choir and Band Activities

Two Point Professional Engagement Activities

- OSHA classes
- Class Coverage-Volunteer
- Board Presentation- Report

One Point Professional Engagement Activities

- Lunch Duty (extra duty coverage, not normal assigned duty)
- Game Worker
- Sports & School Event Attendance
- Bus & Gate Duty
- Site and District Staff Meetings
- IEP Participation: Teaching Team (Outside of Contractual Day)
- IEP Participation: Non-Teaching Team
- ATORT Performance Attendance
- Board Meeting Attendance

Pre-approval Process for Activities/Events Not Listed

- Send an email to the Superintendent outlining the activity/event
- The Merit Pay Focus Group will convene for review
- Staff member(s) will be notified of final decision

Merit Pay Focus Group

Tara Trezise

Eric Banuelos

Pam Leathers

Katherine Forbes

Leo Hartsock

Jamie Alcala

Lynn Leonard

Dave Beery

Eunice Bailey

Azelin Zangrilli

Gretchen Wesbrock

Tari Garrison—Executive Secretary (notes/minutes)

Melody Herne—Superintendent (facilitator)