

**M-DCPS / UTD
MEMORANDUM OF UNDERSTANDING
Contract Modification/Implementation**

Race To The Top (RTTT)

Pursuant to applicable Florida Statute and the current labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties have developed a plan to support the implementation of the M-DCPS Race To The Top (RTTT) Scope of Work. Representatives from the Office of Curriculum and Instruction, the Office of Compensation Administration, the Office of Assessment, Research and Data Analysis, School Operations, the Office of Human Resources, Recruiting, Performance Management and Labor Relations and the UTD have met to formulate the plan design, to identify the capital resources and to negotiate contractual provisions relative to awarding performance pay. This Memorandum of Understanding (MOU) will address the linking of student achievement and teacher assessment to the awarding of performance pay awards.

The parties agree to the following:

I. Performance Pay Awards Plan 2010-2011

M-DCPS Performance pay awards are designed to assist in the recruitment and retention of highly qualified and highly effective personnel. These awards reinforce the goals and objectives of the Superintendent and the Board to increase student learning gains by rewarding successful academic achievement at the school site and in each classroom.

Award Avenues (see attachment)

There will be several avenues for teachers to receive additional monies based on student performance results. These award avenues will be dependent on student performance in the following areas:

- School-wide Awards - all teachers within the school will be eligible to receive a performance pay award.
- Content Areas within the School - all teachers and instructional coaches within a content area will be eligible to receive a performance pay award.
- Individual Teachers within a School - qualifying teachers within a school will be eligible to receive a performance pay award.
- Superintendent's Progressive Teacher Awards – selected teachers of Reading and Mathematics within a Region will be eligible to receive a performance pay award.

Teacher Eligibility for Award(s)

Teachers who are to be considered for performance pay awards must meet all of the qualifying criteria listed below:

- Teachers must hold a valid Florida Professional Educators Certificate, a Florida Educator's Certificate, or a Statement of Status of Eligibility to be eligible for a performance pay award.
- To be eligible for any performance pay award, teachers must work at least 99 days or a "good year" at the same school work location.

- Full-time teachers including itinerant teachers will be eligible to receive a performance pay award if the payroll location qualifies for the school-wide award.
- Eligible teacher position control location must be a school site in order to be eligible for a performance pay award.

Personnel Ineligible and Exempt from Performance Pay Awards

- Temporary Instructors/Pool Instructors
- Paraprofessionals/School Support Personnel
- Office Employees
- Hourly and Part-time Teachers
- Volunteer Teachers
- Teachers on a performance improvement plan and teachers on alternate assignment will have their eligibility for performance based pay assessed on an individual basis by a joint M-DCPS/UTD team.

Performance Pay Award Distribution

- Performance pay awards criteria contained in this MOU apply only to student performance for the 2010-2011 school year. (see attached)
- Compensation for teachers achieving performance pay award criteria will be provided as a one-time stipend for the 2010-2011 school year only.
- Teacher performance pay awards will be paid as soon as possible after the disaggregating of state and local student achievement data
- The determination and distribution of performance pay awards will not be subject to the grievance and arbitration procedures provided that determination and distribution are appropriate per this Memorandum of Understanding and the attachment.

II. Instructional Performance Evaluation and Growth System (IPEGS)

In compliance with Florida Statute 1012.34 which requires that each school district establish procedures for assessing the performance of duties and responsibilities of instructional personnel, the parties have agreed to the implementation of the IPEGS. The M-DCPS IPEGS is a research-based teacher assessment model approved by the state for use in evaluating teacher performance. IPEGS defines expectations, guides effective practices and focuses on student learning growth. (See IPEGS Procedural Handbook for the full document)

IPEGS Purposes

- Improves the quality of instruction by ensuring accountability for performance.
- Increases student learning growth.
- Provides a basis for instructional improvement.
- Promotes collaborative processes to improve instructional effectiveness.
- IPEGS identifies instructional performance standards that constitute the foundation for the instructional personnel evaluation system.

IPEGS Evaluation Criteria

- Observable and non-observable IPEGS performance standards will constitute 50% of the annual teacher evaluation for instructional personnel.
- Student performance measure will constitute the other 50% of the annual teacher evaluation for instructional personnel.

Grant fund disbursements as a result of this MOU are based solely on the approved guidelines and requirements contained in the language of Florida's federally funded Race To The Top proposal.

Representatives from M-DCPS and the UTD agree to meet annually to review and discuss the successes, opportunities for improvements, available funding, and other concerns regarding the requirements of the RTTT Grant.

DATED at Miami, Florida this 7 day of September, 2011.

**THE SCHOOL BOARD OF
MIAMI-DADE COUNTY, FLORIDA**

UNITED TEACHERS OF DADE

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Ms. Perla Tabares Hantman /Date
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Mr. Alberto M. Carvalho /Date
Superintendent of Schools

APPROVED AS TO FORM

Walter J. Harvey 9/7/11
Mr. Walter J. Harvey /Date
School Board Attorney

