

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 Compensation Administration, the Office of Assessment, Research and Data Analysis, School Operations, the Office of Human Capital Management, 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 2012-2013

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 attained in each classroom.

Award Avenues (see attachment)

There will be two 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:

- Individual Awards based on Two-year Summative Performance Evaluation Rating data
- Superintendent's Excellence in Teaching Awards to be based on three years of FCAT Reading, FCAT Math, and Algebra I student performance data.

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.

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
- Teachers with an open investigative case or being documented for performance issues (eg: attendance/insubordination, etc.) will have their eligibility for Performance Pay awards assessed by a joint M-DCPS/UTD team
- Teachers with a probable cause investigative case or confirmed Records Check
- Teachers with disciplinary action of suspension, demotion, or on alternate assignment
- Teachers not having a complete good year at one site

Performance Pay Award Distribution

- Performance pay awards criteria contained in this MOU apply only to student performance for the 2011-2012 and 2012-2013 school years. (see attached)
- Compensation for teachers achieving performance pay award criteria will be provided as a stipend for the 2012-2013 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.

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 18th day of December, 2013.