

STIPULATION OF AGREEMENT
BETWEEN
THE SCHOOL BOARD OF PINELLAS COUNTY
AND
THE PINELLAS CLASSROOM TEACHERS ASSOCIATION
(School Improvement Grant (SIG) Compensation Plan)

1. Performance Pay

a. Eligible staff

- i. Instructional staff whose unit is assigned full time to one of the SIG schools: Boca Ciega, Dixie Hollins, Gibbs and Lakewood High Schools, and Fairmount Park, Lakewood and Woodlawn Elementary Schools.
- ii. Teacher must be rated effective or highly effective on the summative evaluation.

b. Scoring Method

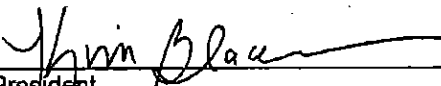
- i. Tiers will be determined per school and not consolidated .
- ii. There will be two categories for instructional staff at each school. A category for teachers evaluated using school-wide value-added data and a category for teachers evaluated using teachers' value-added data. Each category contains three tiers. Tiers will be based on teachers with individual student performance data and individuals who will use school wide student performance data.
- iii. In order to reward high performing teachers, that the tiers are distributed as follows:
 1. Tier 1-top 5% of teachers in each category
 2. Tier 2 -top 6-15% of teachers in each category
 3. Tier 3 -top 16-20% of teachers in each category

c. Allocating Funds

- i. As more teachers will be evaluated using individual teacher value-added data, the percentages in each tier for each category may be adjusted. Any change to the categories and/or tiers will be agreed upon by the District and the PCTA.
- ii. Tier allocations will be distributed solely from the School Improvement Grant but shall not exceed
 1. Tier 1-\$2,500
 2. Tier 2 -\$1,500
 3. Tier 3 -\$500

The parties have caused this Stipulation of Agreement to be executed by their undersigned officers, duly authorized, this 7th day of June, 2012.

THE PINELLAS CLASSROOM
TEACHERS ASSOCIATION

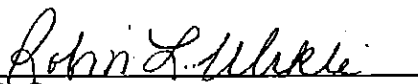


President



Executive Director

THE SCHOOL BOARD OF PINELLAS
COUNTY, FLORIDA



Chairperson



Superintendent