

STIPULATION OF AGREEMENT
BETWEEN
THE SCHOOL BOARD OF PINELLAS COUNTY
AND
THE PINELLAS CLASSROOM TEACHERS ASSOCIATION

THIS STIPULATION OF AGREEMENT is entered into by and between the School Board of Pinellas County ("Board") and the Pinellas Classroom Teachers Association ("Association").

WITNESSETH:

WHEREAS, the Board and the Association are parties to a collective bargaining agreement for the 2012-2015 school years ("Agreement"); and

WHEREAS, it is a past practice of the Board and the Association to stipulate to agreement on matters not expressly provided for in the Agreement, by means of a stipulation of agreement between the Board and the Association, the terms of which, as appropriate, are ultimately ratified by the Association bargaining unit and incorporated in the Agreement as renegotiated;

NOW, THEREFORE, the Board and the Association stipulate and agree to the following:

TEACHER INCENTIVE FUND (TIF) COMPENSATION PLAN

Eligible Personnel

- i) Instructional personnel who are members of the Pinellas Classroom Teachers Association (PCTA) bargaining unit and administrators who are assigned full time to one of the TIF schools: Azalea Middle, Bay Point Middle, John Hopkins Middle, and Pinellas Park Middle.
- ii) Must have signed the Opt-In Agreement for the fiscal year.
- iii) Must not have taken a leave of forty-five (45) or more consecutive days during the entire fiscal year.
- iv) Must have at least two (2) formal observations.
- v) Unless otherwise noted for the activity, individuals must have earned a summative annual performance rating of highly effective (HE) or effective (E) during the corresponding award distribution year to be eligible for a TIF award.
- vi) Must meet ALL of the eligibility requirements at the time of retirement or resignation to remain eligible.
- vii) Employees are eligible to receive a TIF award only if they are in "good standing" throughout the fiscal year to which the TIF award applies
 - a. "Good standing" shall mean that there is no open investigation involving a matter, which, if proven, gives rise to a recommendation for a suspension or termination of employment.
 - b. If an investigation results in a recommendation for suspension without pay or termination and the substance of the investigation involved conduct or performance which occurred during the fiscal year to which the TIF grant applied, the employee is likewise disqualified from receiving the TIF award

Incentive Pay

- i) Must be eligible according to the business rules above (I.A.1-7).
- ii) Supplements will be provided as indicated in the chart. Any change to the program categories will be agreed upon by the District and the Pinellas Classroom Teachers Association (PCTA).
- iii) Program Category, Description and Compensation: All phases must be completed to earn incentive pay.
 - (1) Lesson Study: Eligible personnel will engage in lesson study and reflection for an area of need and implement strategies to improve practice and student achievement. Participants will present their findings in an end of year report, complete a reflective journal and share their experience with the school staff. \$1,000
 - (2) Take One!™: Eligible personnel will prepare and submit one preselected video portfolio entry from the current certificate areas of National Board Certification. Candidates must meet NBPTS deadlines and complete the entire Take One!™ process. TIF will pay the application fee (\$395). There will be a maximum of 15 participants per school. \$1,000
 - (3) Eligible personnel whose summative evaluation was rated as Developing, Needs Improvement or Unsatisfactory will work collaboratively with their evaluator using their evaluation results to create a prescribed improvement plan. The participant must fulfill all of the requirements as indicated in the plan and meet effective status on their subsequent year's summative evaluation. \$200
 - (4) Mentor: Eligible personnel will work directly with persons who received a less than effective summative evaluation rating and new teachers (1-3 years of experience). Mentors will receive an additional \$50 mentees who become effective (E) teachers as determined by their summative evaluation (\$100 for HEs). They will receive 4 substitute days to assist teachers in their practice, two (2) per semester. A maximum of twelve (12) mentors with no more than three (3) mentees per campus. Chosen by the principal annually, the candidate must have completed PCS offered Mentor Strategies or Mentor Training. All activities must be documented. \$2,000
 - (5) Lesson Study Facilitator: Eligible personnel will participate in and complete a lesson study during the time of facilitation. Principals may select up to four (4) facilitators per school. Lesson Study facilitators may not serve as a Take One!™ facilitator. \$200
 - (6) Eligible personnel Take One!™ Facilitator (team selected): They will receive three (3) planned, principal approved, substitute days to assist teachers/teams with their Take One!™. Take One!™ facilitators may not serve as a lesson study facilitator. Principals may select 2 facilitators per school. \$200
 - (7) TIF Advisory Team: Each school may choose up to two (2) eligible personnel and one (1) administrator to represent their school. Advisory members must attend all monthly meetings and participate in TIF related events. The advisory team will be chosen by the Principal annually. \$1,000
 - (8) Data Champion: These individuals will attend summer training(s) facilitated by professional development and be responsible for analyzing, interpreting and communicating assessment results to the faculty. Each school may have a team of four (4) data champions: principal (or designee), assistant principal (or designee) and two (2) teachers. If the designee is a member of the Pinellas Classroom Teachers Association (PCTA) bargaining unit, they are eligible for the \$500 payment. Data Champion will be

chosen by the principal. Participants must complete all required training. (Training began summer 2012-2013). \$500

Performance Pay

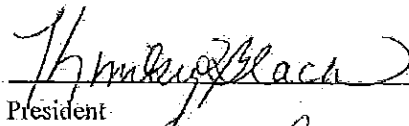
- i) Must be eligible according to the business rules above (I.A. 1-7).
- ii) Scoring Method
 - (1) As more eligible personnel are evaluated using individual value-added data, the percentages in each tier for each category may be adjusted.
 - (2) Instructional Tiered System-Top 25%
 - (a) Tiers for eligible instructional personnel will be determined per school and not consolidated based on their value-added category. Tiers for administrative personnel are determined amongst the TIF schools and consolidated based on their value-added category.
 - (i) Value-added categories are: Individual and School-wide.
 - (ii) Personnel who receive a district-wide value-added score will not be eligible
 - (iii) Each category will contain three (3) tiers
 1. Tier 1- top 10% of eligible personnel in each category
 2. Tier 2- top 11%-20% of eligible personnel in each category
 3. Tier 3- top 21%-25% of eligible personnel in each category
 - (b) If multiple individuals have the same overall rounded rating points, summative value-added scores carried to the next determining place value (up to the 20th place value) must be used to determine performance pay award recipients.
 - (3) Tier allocations will be
 - (a) Tier 1- \$5,000
 - (b) Tier 2- \$3,000
 - (c) Tier 3- \$1,000
- iii) Allocation of Funds
 - (1) As more teachers will be evaluated using individual teacher value-added data, the percentages in each tier for each category may be adjusted.
 - (2) Supplements will be provided as indicated in the chart. Any change to the program categories will be agreed upon by the District and the Pinellas Classroom Teacher Association (PCTA).
 - (3) Tier allocations will be
 - (a) Tier 1- \$5,000
 - (b) Tier 2- \$3,000
 - (c) Tier 3- \$1,000
- iv) Appeal for Performance Pay
 - (1) Individuals may only appeal the application of the business rules as related to performance pay and/or their ranking in the top 25%.
 - (2) The appeal shall be filed electronically with the Advisory Team within 5 days after being notified that all recipients have been notified.
 - (3) The Advisory Team will submit a written decision within 10 days thereafter.
 - (a) Individuals with a validated appeal will receive a TIF performance pay award payment as determined by their overall summative value-added calculation and their ranking in the top 25%.

Professional Development

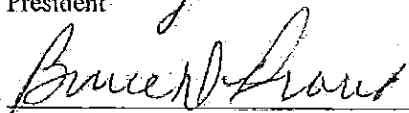
- i. Summer
 - a) Eligible personnel may participate in professional development activities in alignment with the evaluation system.
 - b) Eligible personnel who complete all requirements will earn \$20.00/hr for a maximum total of \$960
- ii. Job-Embedded
 - a) Participate in at least seven professional learning opportunities facilitated by the TIF staff developer
 - i) 30 & Outs, Learn at Lunches, Book Studies, and trainings offered before and after school
 - b) Eligible personnel who complete all requirements will earn a one-time payment of \$200 no later than July.

The parties have caused this Stipulation of Agreement to be executed by their undersigned officers, duly authorized, this 23rd day of October, 2013

THE PINELLAS CLASSROOM
TEACHERS ASSOCIATION

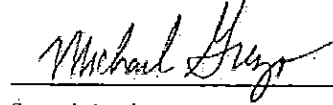


President




Executive Director

THE SCHOOL BOARD OF PINELLAS
COUNTY, FLORIDA



Superintendent



Chief Negotiator

Teacher Incentive Fund (TIF) Compensation Plan Proposal

There are two distinct categories of opportunities for additional compensation.

1. Incentive Pay

a. Eligible staff

- i. Instructional staff whose unit is assigned full time to one of the 4 TIF schools.
- ii. Teacher must be rated effective or highly effective on the summative evaluation.
- iii. Teacher must complete an application process designed by either Professional Development for the Rubric Expert or Research and Accountability for the Assessment Item Developer.

b. Two options for incentive pay (not mutually exclusive); however, there is a cap of \$2,000

i. Rubric Expert - gaining extensive knowledge of the Pinellas Professional Indicator Rubric and assisting other teachers in building their knowledge of the rubric for the purpose of incrementally improving practice. All phases must be completed to earn this incentive.

1. 30% of all eligible teachers will be chosen.
2. Attend a one week summer institute (37.5 hours).
3. Attend one 3 hour follow up training.
4. Facilitate two trainings @ 3 hours each.
5. Upon completion of all requirements, teacher will receive a supplement of \$930 (\$20/hr).

ii. Assessment Item Developer -assisting in assessment item development in conjunction with the Departments of Curriculum and Instruction and Research and Accountability for items that may be included in assessment item banks for various district assessments.

1. Number of eligible teachers chosen will depend on need (model assumes 25% of eligible teachers).
2. Attend an initial training to understand assessment item development and acquire the skills needed to assist in item development .
 - a. Training payment will be \$150.
3. Attend a 4 hour writing session to work on item development and deliver assigned items.
 - a. Payment for item delivery and a writing session will be \$100.

2. Performance Pay

a. Eligible staff

- i. Instructional staff whose unit is assigned full time to one of the 4 TIF 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 that will use school wide student performance data.

**Teacher Incentive Fund
Compensation Plan Proposal**

iii. In order to reward high performing teachers, we are recommending 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 PCTA.

ii. Tier allocations will be:

1. Tier 1-\$5,000
2. Tier 2 -\$3,000
3. Tier 3 -\$1,000

The parties have caused this Stipulation of Agreement to be executed by their undersigned officers, duly authorized, this 31st day of MAY, 2012.

THE PINELLAS CLASSROOM
TEACHERS ASSOCIATION

Marshall Glatzer
Executive Director

THE SCHOOL BOARD OF PINELLAS
COUNTY, FLORIDA

Robert L. Melle
Chairperson

John D. Stewart
Superintendent