

**STIPULATION BETWEEN
THE SCHOOL BOARD OF PINELLAS COUNTY AND
THE PINELLAS CLASSROOM TEACHERS ASSOCIATION
DIFFERENTIATED PAY/RECRUITMENT, RETENTION AND PERFORMANCE BONUSES
FOR TURNAROUND SCHOOLS
APPENDIX D**

THIS STIPULATION 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 Association are parties to a collective bargaining agreement ("CBA") executed by the parties on January 8, 2016 and January 5, 2016 respectively, effective for the time period July 1, 2015 through June 30, 2018; and

WHEREAS, Appendix D of the CBA is a Differentiated Pay plan which provides for recruitment, retention and performance bonuses for certain high needs schools and currently includes fifteen schools designated as Turnaround Schools due to the requirement by the State of Florida that the schools submit a Turnaround Plan; and

WHEREAS, three additional elementary schools (Sandy Lane, Gulfport and Lealman Avenue) now meet the criteria for a Turnaround School resulting in a total of eighteen (18) schools qualifying for recruitment and retention bonuses; and

WHEREAS, five of the Turnaround Schools-- Campbell Park, Fairmount Park, Lakewood, Maximo and Melrose Elementary Schools --(referred to as the Scale Up Schools), have unique and urgent needs which the parties agree need to be addressed differently than the other Turnaround Schools; and

WHEREAS, the parties desire to amend Appendix D to add the three new elementary schools and to remove the five Scale UP Schools so that they may be addressed under a separate differentiated pay/recruitment, retention and performance bonus plan.

NOWHEREFORE, the Board and Association stipulate and agree to the following:

1. Beginning with the 2016-2017 school year, the following thirteen (13) schools are the Turnaround Schools subject to Appendix D as amended by this Agreement:

- A. Bear Creek Elementary
- B. Belleair Elementary
- C. Dunedin Elementary
- D. Gulfport Elementary
- E. High Point Elementary
- F. Lealman Avenue Elementary
- G. Pinellas Park Elementary
- H. Ponce de Leon Elementary
- I. Sandy Lane Elementary
- J. Azalea Middle
- K. Largo Middle
- L. Pinellas Park Middle
- M. Tyrone Middle

2. The following five schools will receive recruitment and retention bonuses pursuant to a separate agreement:

- A. Campbell Park Elementary
- B. Fairmount Park Elementary
- C. Lakewood Elementary
- D. Maximo Elementary
- E. Melrose Elementary

RECRUITMENT BONUS

3. Teachers who are recruited to work at one of the thirteen (13) Turnaround Schools subject to this Agreement, whether they are recruited from existing staff at the Turnaround School, from another school within the District, or from outside the District, are eligible for a recruitment bonus of \$3,000.

4. The recruitment bonus is available to teachers only for the first year they are hired into the Turnaround School. Thereafter, a teacher who remains at the school is eligible for the retention bonus. A teacher is not eligible for both.

5. All full-time instructional staff who have completed the recruitment process and are hired to work at the school are eligible to receive the recruitment bonus. The full amount of the bonus will be paid for teachers who work the full school year and those who work less than the full school year will receive a prorated amount.

6. Any teacher in the District may apply for a vacant position at any Turnaround School at any time during the school year, notwithstanding the timeline for the voluntary or involuntary transfer process.

7. Teachers currently working outside the District who hold certifications in critical need positions and who are interested in working in one of the Turnaround Schools will continue to be recruited by the District through, among other ways, recruitment fairs, online job postings, and ongoing partnerships with teacher preparation programs.

8. Any teacher with a rating of Highly Effective, who is recruited from a Pinellas County School not in turn-around status, will have the option of returning to that school for the beginning of the next school year, provided that a position exists at the former school.

RETENTION BONUS

9. Teachers who receive a rating of Highly Effective or Effective on their evaluation and remain at the same Turnaround School for the following school year are eligible for the retention bonus. Full-time instructional staff who are retained will be eligible to receive the retention bonus. The full amount of the bonus will be paid for teachers who work the full school year and those who work less than the full school year will receive a prorated amount.

10. Retention of a teacher at the school is within the discretion of the principal. Principals will be encouraged to retain teachers who receive a rating of Highly Effective or Effective. If the principal decides that the teacher is not to be retained, the teacher may submit a written request for a meeting to the Assistant Superintendent for Human Resources who will schedule a meeting with the Area Superintendent, the teacher and his/her representative. The principal and other staff called upon by the Assistant Superintendent for Human Resources will also be present at the meeting. The principal will explain the basis upon which the decision not to retain the teacher was made.

11. Teachers in these Turnaround Schools shall have the option to opt out and can participate in the voluntary or involuntary transfer periods. If they do not find a new position, the District will place them prior to the start of the new school year.

12. This agreement does not preclude a teacher at a Turnaround School from participating in the Voluntary Transfer period established by Human Resources. However, the teacher must identify no more than two schools to which they would apply if available.

13. The amount of the retention pay is as follows:

- a. 1st year of retention (which is the year after teacher is recruited) = \$3,000
- b. 2nd year of retention = \$3,000
- c. 3rd year of retention = \$4,000
- d. 4th year of retention = \$4,000
- e. 5th year of retention = \$4,000
- f. 6th year of retention or more = \$6,000

PERFORMANCE BONUS

14. Teachers at a Turnaround School are also eligible for performance bonus for meeting at least 2 out of the 3 following school wide improvement measures:

- a. Improve by one school letter grade or maintain an A or B
- b. Increase school value-added scores on the 50-point scale by 3 points
- c. 90% of the staff participated in annual school wide professional development. Annual school wide Professional Development to be defined by the faculty and site-based administration based on the School Improvement Plan. Annual Professional Development and the exact requirement to achieve 90% to be communicated by the Principal to all staff during preplanning.

15. Teachers will be paid the following for meeting the school wide goals:

- 2 out of 3 = \$1,000
- 3 out of 3 = \$2,000

Sunset:

15. When a school exits the State Turnaround status the above provisions will continue for a minimum of two (2) additional school years.

The School Board of Pinellas County Florida

By: *WMA*

Date: 4-11-16

The Pinellas Classroom Teachers Association, Incorporated

By: *Michael Gandolfo*
Michael Gandolfo, President

Date: 4/11/16