

5-6-13
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**STIPULATION OF AGREEMENT
BETWEEN
THE SCHOOL BOARD OF PINELLAS COUNTY
AND
THE PINELLAS CLASSROOM TEACHERS ASSOCIATION
FOR HIGH QUALITY PERSONNEL TO HIGH NEED SCHOOLS – DIFFERENTIATED PAY PLAN**

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 Association are parties to a collaborative collective bargaining agreement for the 2013-2014 school year ("Agreement"), and

WHEREAS, pursuant to VI A of the Agreement and consistent with past practice of the Board and the Association, the parties may stipulate to agreement on matters not expressly provided for in the Agreement the terms of which, as appropriate, are ultimately ratified by the Board and Association bargaining unit and incorporated in the Agreement as renegotiated, and

WHEREAS, the Board and the Association desire to develop a Differentiated Pay Plan for High Quality Personnel to High Need Schools.

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

Background: Five of the district's highest need schools — Azalea Middle, Pinellas Park Middle, Fairmount Park Elementary, Maximo Elementary and Melrose Elementary — will be utilizing recruitment and retention efforts for the 2013–2014 school year. These schools completed a Turnaround Option Plan based on their prior years' performance and the number of years they have not made sufficient progress under the Differentiated Accountability Model. The Turnaround Option Plan requires a recruitment and retention plan for next school year. The district is carefully reviewing teacher performance data and evaluations from the 2011–2012 school year and is relying on that information along with other data because this year's final appraisal data will not be available until the summer or later.

Goal: To utilize a differentiated pay plan to recruit and retain effective personnel to High Need Schools in Pinellas County.

Definition of High Need Schools: A school identified by the district as one with the greatest need requiring the greatest level of resources as identified by the following characteristics:

- School grade of a D or F
- Schools with the highest level of state oversight
 - Schools for 2013–2014: Azalea Middle, Fairmount Park Elementary, Maximo Elementary, Melrose Elementary, and Pinellas Park Middle

RECRUITMENT

5-16-13
P/A
B/14

Recruitment Process for Teachers Currently at the School

- Teachers Identified by their previous year summative evaluation rating of Highly Effective or Effective who are an Integral part of the school team and are aligned to the school's mission and vision will be recruited to remain at the school.
- Teachers Identified by their previous year summative evaluation rating of Developing or Needs Improvement who are an Integral part of the school team and are aligned to the school's mission and vision, and who have shown improvement will participate in a district interview with district personnel. Members of the District Interview Committee are trained in the Haberman Protocol. The District Interview Committee will then determine if the Teachers will be recruited to remain at the school
- Teachers who do not have a previous year summative evaluation will be renewed or non-renewed based on the established protocols in place for each employee classification.

Recruitment Process for Teachers Within the District

- Teachers identified by their previous year summative evaluation rating of Highly Effective who also had greater than 65% learning gains for their students in reading and greater than 65% learning gains for their students in math will be recruited by a letter sent to them asking them to apply for vacant positions at the High Need Schools.
- All applicants who apply for vacancies at the identified High Need Schools will have to complete the existing Human Resources processes prior to being offered a position at the High Need School.

Recruitment Process for Teachers Outside the District

- Teachers who hold certifications in hard to staff positions and who are interested in working in High Need Schools will continue to be recruited in the district recruitment process. This includes recruitment at recruitment fairs, online job postings, and ongoing relationships with teacher preparation programs

Recruitment Bonus:

In the 2013-2014 school year, teachers who are recruited to work at a High Need School, whether they are recruited from existing staff at the High Need School, from another school within the district, or from outside the district, are eligible for a recruitment bonus of \$3,000.

All full-time instructional staff who have completed the recruitment process will be eligible to receive the recruitment bonus. Those who are not fully assigned to the building will receive a prorated amount. Those who are employed less than the full year will receive a prorated amount.

RETENTION

Rule: Teachers who receive a rating of Highly Effective or Effective on their 2013–2014 evaluation and remain at the same High Need School for the 2014–2015 school year are eligible for retention pay. Full-time Instructional staff who are retained will be eligible to receive the retention bonus. Those who are not fully assigned to the building will receive a prorated amount. Those who are employed less than the full year will receive a prorated amount.

Retention Pay for Teachers: Pay to encourage Teachers to remain at the identified school:

- 1 – 2 years = \$3,000
- 3 – 5 years = \$4,000
- 6 or more years = \$6,000

PERFORMANCE

Schoolwide improvement as determined by meeting 3 out of 4 measures:

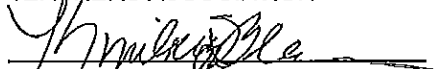
- Improve by one school letter grade or maintain an A or B
- Meets a minimal of 10 of the yearly AMO targets
- Increase school value-added scores on the 50-point scale by 3 points
- 90% of the staff participated in annual schoolwide professional development. Annual schoolwide professional development 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.

The following award supplement will be compensated for meeting the schoolwide goals.


- 3 out of 4 = \$1,000
- 4 out of 4 = \$2,000

The parties have caused this Stipulation of Agreement to be executed by their undersigned officers, duly authorized, this 6th day of May, 2013.

THE PINELLAS CLASSROOM
TEACHERS ASSOCIATION




President

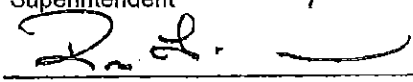


Executive Director

THE SCHOOL BOARD OF PINELLAS
COUNTY, FLORIDA



Superintendent



Assistant Superintendent,
Human Resources Services

7th Sup 4/22/13
[Signature]

**STIPULATION OF AGREEMENT
BETWEEN
THE SCHOOL BOARD OF PINELLAS COUNTY
AND
THE PINELLAS CLASSROOM TEACHERS ASSOCIATION
FOR HIGH QUALITY PERSONNEL TO TURNAROUND SCHOOLS – DIFFERENTIATED PAY PLAN**

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 Association are parties to a collaborative collective bargaining agreement for the 2014-2015 school year ("Agreement"); and

WHEREAS, pursuant to VI A of the Agreement and consistent with past practice of the Board and the Association, the parties may stipulate to agreement on matters not expressly provided for in the Agreement the terms of which, as appropriate, are ultimately ratified by the Board and Association bargaining unit and incorporated in the Agreement as renegotiated; and

WHEREAS, the Board and the Association desire to develop a Differentiated Pay Plan for High Quality Personnel at Turnaround Schools.

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

Background: Pursuant to a Stipulation of Agreement executed by the parties on May 6, 2013, five (5) of the District's highest need schools were designated by the state for inclusion in a Turnaround Option Plan for the 2013-2014 school year as described in said Agreement. Those schools included: Fairmount Park, Maximo, and Melrose elementary schools; and Azalea and Pinellas Park middle schools, (hereinafter "Phase I"). Beginning with the 2014-2015 school year, (hereinafter "Phase II"), the following schools will be added for inclusion: Bear Creek, Belleair, Campbell Park, Dunedin, High Point, Pinellas Park, and Ponce de Leon elementary schools; and Largo and Tyrone middle schools. A total of fourteen (14) schools will participate in Phase II and will be referred to as the Turnaround Schools which will utilize recruitment and retention efforts for the 2014-2015 school year. For purposes of this Agreement, the District is carefully reviewing teacher performance data and evaluations from the 2012-2013 school year and is relying on that information along with other data because this year's final appraisal data may not be available until the summer or later.

Goal: To utilize a differentiated pay plan to recruit and retain effective personnel to Turnaround Schools in Pinellas County.

Definition of High Need Schools: A school identified by the District as one with the greatest need requiring the greatest level of resources as identified by the following characteristics:

- Schools required by the State to submit a Turnaround Plan for 2014-2015 School Year
 - Schools for 2014-2015: Bear Creek, Belleair, Campbell Park, Dunedin, Fairmount Park, High Point, Maximo, Melrose, Pinellas Park, and Ponce de Leon elementary schools; and Azalea, Largo, Pinellas Park, and Tyrone middle schools.

RECRUITMENT

7th BOP 4/23/14
[Handwritten initials]

Recruitment Process for Teachers Currently at the School

- Teachers identified by their previous year summative evaluation rating of Highly Effective or Effective who are an integral part of the school team and are aligned to the school's mission and vision will be recruited to remain at the school.
- Teachers identified by their previous year summative evaluation rating of Developing or Needs Improvement who are an integral part of the school team and are aligned to the school's mission and vision, and who have shown improvement will participate in a District interview with District personnel. The District Interview Committee will determine if the teachers will be recruited to remain at the school.
- Teachers who do not have a previous year summative evaluation will be recruited or not recruited based on the established protocols above using the Administrative Review rubric.
- Any teacher recommended for renewal who is not recruited to remain at a Turnaround School, will be eligible to apply for other teaching positions throughout the District and/or will be placed in another teaching position.

Recruitment Process for Teachers Within the District

- Notwithstanding the voluntary or involuntary transfer process, any teacher in the District may apply for any vacant position at any Turnaround School at anytime during the school year.

Recruitment Process for Teachers Outside the District

- Teachers who hold certifications in critical need positions and who are interested in working in High Need Schools will continue to be recruited by the District. This includes recruitment at recruitment fairs, online job postings, and ongoing partnerships with teacher preparation programs.

Recruitment Bonus:

The recruitment bonus is available to teachers only for the first year they are hired into the Turnaround School.

Teachers who are recruited to work at a High Need School, whether they are recruited from existing staff at the High Need School, from another school within the District, or from outside the District, are eligible for a recruitment bonus of \$3,000.

All full-time instructional staff who have completed the recruitment process will be eligible to receive the recruitment bonus. Those who are not fully assigned to the building will receive a prorated amount. Those who are employed less than the full year will receive a prorated amount.

RETENTION

TD BAP 4/23/14

Rule: 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 retention pay. Full-time instructional staff who are retained will be eligible to receive the retention bonus. Those who are not fully assigned to the building will receive a prorated amount. Those who are employed less than the full year will receive a prorated amount. Retention of a teacher at the school is within the discretion of the principal which will be based on a determination that the teacher is an integral part of the school team and aligned to the school's mission and vision.

Teachers in these Turnaround Schools shall have the option to opt out and can participate in all the open transfer periods; and if they do not find a new position, then the District will place them prior to the start of the new school year.

Retention Pay for Teachers: Pay to encourage Teachers to remain at the identified school:

- 1st year of retention = \$3,000
- 2nd year of retention = \$3,000
- 3rd year of retention = \$4,000
- 4th year of retention = \$4,000
- 5th year of retention = \$4,000
- 6th year of retention or more = \$6,000

PERFORMANCE

Schoolwide improvement as determined by meeting 3 out of 4 measures:

- Improve by one school letter grade or maintain an A or B
- Meets a minimum of 10 of the yearly AMO targets
- Increase school value-added scores on the 50-point scale by 3 points
- 90% of the staff participated in annual schoolwide professional development. Annual Schoolwide 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.

Teachers will be paid the following for meeting the schoolwide goals:

- 3 out of 4 = \$1,000
- 4 out of 4 = \$2,000

Sunset:

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

The parties have caused this Stipulation of Agreement to be executed by their undersigned officers, duly authorized, this 23rd day of April, 2014.

THE PINELLAS CLASSROOM
TEACHERS ASSOCIATION

[Signature]
President

[Signature]
Executive Director

THE SCHOOL BOARD OF PINELLAS
COUNTY, FLORIDA

[Signature]
Superintendent

[Signature]
Assistant Superintendent, Human Resources

**STIPULATION OF AGREEMENT
BETWEEN
THE SCHOOL BOARD OF PINELLAS COUNTY
AND
THE PINELLAS CLASSROOM TEACHERS ASSOCIATION
FOR PROVISION OF RECRUITMENT AND RETENTION BONUS FOR TEACHERS AT LAKEWOOD
ELEMENTAY SCHOOL**

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 Association are parties to an Agreement Between The School Board of Pinellas County, Florida and The Pinellas Classroom Teachers Association, Incorporated 2012-2015 ("Agreement"); and

WHEREAS, pursuant to VI A of the Agreement and consistent with past practice of the Board and the Association, the parties may stipulate to matters not expressly provided for in the Agreement the terms of which, as appropriate, are ultimately ratified by the Board and Association and incorporated in the Agreement as renegotiated; and

WHEREAS, the Board and the Association desire to enter into an agreement pertaining to Lakewood Elementary School on the same terms and conditions of a certain agreement dated April 23, 2014, entitled Stipulation of Agreement between The School Board of Pinellas County and the Pinellas Classroom Teachers Association for High Quality Personnel to Turnaround Schools-Differentiated Pay Plan attached hereto as Exhibit A (hereinafter the "April 23, 2014, Stipulation"), and

WHEREAS, the April 23, 2014, Stipulation provides for recruitment and retention bonuses for teachers at 14 schools designated as "High Needs Schools". Lakewood Elementary School is within the geographic location and shares many of the attributes of the 14 schools identified in the April 23, 2014, Stipulation but does not meet the definition of a "High Needs School." The parties believe that it is in the best interests of the students for the same incentives to be provided to teachers at Lakewood Elementary School because it will alleviate migration of teachers from Lakewood Elementary School to the High Needs Schools where teachers are eligible for recruitment and retention bonuses.

NOW THEREFORE, the Board and the Association stipulate and agree that:

Lakewood Elementary School is hereby added as the 15th school subject to the terms and conditions set forth in the April 23, 2014, Stipulation notwithstanding the fact that it is not a High Needs School as defined therein.

The parties have caused this Stipulation of Agreement to be executed by their undersigned officers, duly authorized, this 8th day of April, 2015.

THE PINELLAS CLASSROOM
TEACHERS ASSOCIATION

M. D'Amico

President

Bruce Grand

Executive Director

THE SCHOOL BOARD OF PINELLAS
COUNTY, FLORIDA

Michael Gray

Superintendent

R. B. _____

Assistant Superintendent,
Human Resources Services