

BOARD COUNTER PROPOSAL #3
Memorandum of Understanding
Differentiated Accountability Schools Training
December 15, 2016

For the 2016-2017 school year the State has identified six (6) Pasco County schools, RBCES, PES, HES, LES, GSES and GHES, as Differentiated Accountability Schools. As part of the state-required turnaround planning process for these schools, the District provided each of these six (6) schools with grant funds to provide additional time for professional learning community, professional development, and community/parent involvement activities. The tentative schedule for the allocation of this additional time will be distributed to teachers at each school no later than the week of teacher pre-planning, and teacher attendance at these identified activities will be expected, with the following criteria:

- 1) Teachers will be paid their regular hourly rate of pay for any additional hours worked beyond the regular workday.
- 2) Required additional hours beyond the regular workday shall be limited to no more than two (2) hours one (1) hour per calendar month. Additional hours above the two (2) one (1) required hours each month shall be voluntary.
- 3) Any teacher who is unable to meet any portion of the established expectation for additional time should consult with his/her administrator to determine alternative means by which the training or planning requirement can be met.

Teachers must be in attendance at an activity to receive compensation for that activity and leave time may not be used to substitute for attendance at any scheduled additional activity.

The District will minimize disruptions to the learning environment by limiting classroom visits and/or observations by groups or outside agencies to no more than once a week. Notification of visits to classrooms by outside agencies will be provided at least 24 hours in advance.

Differentiated Pay

In addition to the differentiated pay provisions contained in Addendum A, Section 2 of the Instructional Master Contract, teachers working at the District's six (6) DA schools will receive a \$500 supplement if he/she satisfies the following criteria:

1. He/she must be employed at a qualifying school on or before October 14, 2016.
2. He/she must remain employed at a qualifying school through the end of the school year, May 31, 2017.
3. He/she must be in a paid status at a qualifying school for a minimum of ninety-nine workdays during the 2016-2017 school year.

Transfer Right

Notwithstanding any provision of state law or state board rule, teachers at schools identified as needing assistance through the District's DA action plan who are evaluated by any measure as less than "Effective" for the 2016-2017 school year, shall may be involuntarily transferred given preference over all other candidates in transferring to another position for which they are qualified in the judgment of the Superintendent.

For the Board

Date

For the Union

Date