

**STIPULATION BETWEEN  
THE SCHOOL BOARD OF PINELLAS COUNTY AND  
THE PINELLAS CLASSROOM TEACHERS ASSOCIATION  
DIFFERENTIATED PAY/RECRUITMENT, RETENTION AND PERFORMANCE BONUSES  
FOR SCALE UP SCHOOLS  
APPENDIX D-1**

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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 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 ("CBA"); 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, substantially contemporaneous with this Agreement the parties have entered into an agreement amending Appendix D to add the three new elementary schools and to remove five of the Turnaround Schools -- now designated as Scale Up Schools-- from Appendix D so that they may be addressed under this Agreement; and

WHEREAS, the Scale Up Schools, (Campbell Park, Fairmount Park, Lakewood, Maximo and Melrose Elementary Schools), have unique and urgent needs which the parties agree need to be addressed differently than the other Turnaround Schools as well as the other L300 schools addressed in Appendix E and therefore desire to also amend Appendix E to remove the Scale Up Schools from the list of schools receiving an instructional supplement thereunder and instead address such supplement under this Agreement.

WHEREAS, the Board and the Association agree that for positive change to be sustainable, all stakeholders shall have a voice in the overall process for changes in the Scale Up Schools.

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

1. Beginning with the 2016-2017 school year, the following five (5) Scale Up Schools will receive recruitment, retention and performance bonuses pursuant to this agreement:

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

2. The Scale Up Schools are hereby removed from the list of schools identified in Appendix E. Additional compensation paid to teachers on account of the supplement provided for in Appendix E will instead be incorporated into the terms of this Agreement.

### **RECRUITMENT BONUS**

3. Teachers who are recruited to work at one of the Scale Up 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 \$5,000.

4. The recruitment bonus is available to teachers only for the first year they are hired into the Scale Up 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 Scale Up 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 Scale Up 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 Scale Up 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 Scale Up 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 Scale Up 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) = \$5,000
- b. 2nd year of retention = \$5,000
- c. 3rd year of retention = \$5,000
- d. 4th year of retention = \$5,000
- e. 5th year of retention = \$5,000
- f. 6th year of retention or more = \$6,000

## PERFORMANCE BONUS

14. Teachers at a Scale Up 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

**EXTENSION OF SCHOOL DAY**

16. Pursuant to Article 27 of the CBA, the Student Instructional Day for elementary schools is 6 hours and the Teacher Contractual Day is 7.5 hours. Under Appendix E of the CBA, the parties have extended these hours to 6.5 hours and 8 hours respectively. The parties hereby agree that teachers at Scale up Schools will work a total of nine 9 hours per day to accommodate the extended Student instructional Day which will be 7.5 hours beginning with the 2016-2017 school year. Teachers will be paid their base hourly rate (exclusive of referendum) for such additional hours worked.

17. Teachers at the Scale Up Schools are not required to attend additional meetings not otherwise provided for in the CBA. The teacher is expected to maintain a log of all additional hours worked, either inside or outside the building.

18. A collaborative implementation group shall be established to review and discuss the progress of initiatives being implemented in the Scale Up Schools. A separate letter dated April 11, 2016 outlines the District's commitment to establish teams to participate in the planning process.

**SUNSET**

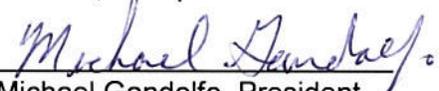
19. When a school exits the State Turn Around status the above provisions will continue for a minimum of two (2) additional school years.

The School Board of Pinellas County Florida

By: 

Date: 4-11-16

The Pinellas Classroom Teachers Association, Incorporated

By:   
Michael Gandolfo, President

Date: 4-11-16



**Vision:**  
100% Student Success

**Mission:**  
"Educate and prepare each student for college, career and life."

April 11, 2016

Michael Gandolfo, President  
Pinellas Classroom Teachers Association (PCTA)  
650 Seminole Blvd  
Largo, FL 33770

Re: Planning Sessions

Dear Mike:

This letter is intended as a commitment by the Pinellas County School District to partner with PCTA to address the special needs of our Scale Up Schools and establish teams of teachers, coaches, principals, and district staff to examine methods, strategies and best practices to achieve a successful turnaround at the five Scale Up Schools. Our focus will be on culturally responsive instruction, discipline, and community/wrap-around services.

Each principal will select a team of teachers, coaches, and the PCTA faculty representatives to attend these planning sessions. We will start with a kickoff meeting in May and anticipate this to be an ongoing process that will evolve throughout the summer. Ultimately, the methods and strategies will become part of the School Improvement Plan to be approved by the School Board.

The Pinellas County School District and PCTA will work with all stakeholders, including community members, to review and discuss the progress of the initiatives in the Scale Up schools. The District agrees to work with PCTA in identifying appropriate stakeholders to participate in the formation of a collaborative implementation group to review and discuss the progress achieved through the initiatives implemented in the five Scale Up Schools. The parties will actively encourage participation by the stakeholders.

We look forward to your assistance, cooperation, and contributions in developing and reviewing the plans for the Scale Up Schools.

William P. Corbett, Ed. D  
Deputy Superintendent

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