

USEP Counterproposal
CS&I Schools Training Memorandum of Understanding
August 1, 2022

A Comprehensive Support and Improvement (CS&I) school is any school that earns a grade of "D" or "F" or any school that has a graduation rate of sixty-seven (67) percent or less in the most recently released school grades pursuant to rule 6A-1.09981.

Florida Statute 1001.42(21) provides that school districts shall negotiate special provisions [in their] contract with the appropriate bargaining units to free schools with a school grade of "D" or "F" from contract restrictions that limit the school's ability to implement programs and strategies needed to improve student performance. The negotiations shall result in a memorandum of understanding that addresses the selection, placement, and expectations of instructional personnel and provides principals with the autonomy described in s. 1012.28(8).

Staff at CS&I schools will be provided additional professional development supports throughout the year. The first three (3) calendared planning days will be utilized for professional development, not to exceed more than three hours half of the workday.

All teachers are expected, but not required, but not required, to participate in offered professional development, as all staff members are held responsible for learning the information presented in the professional development and for student outcomes. If additional professional development is scheduled outside of the school day, staff that choose to attend will receive the staff development stipend. The awarding of professional development points will be consistent with the Staff Development Protocol Standards. Any teacher who is unable to participate in professional development beyond the regular work-day should consult with his/her administrator to determine next steps.

As required by the Florida Department of Education, for any CS&I school, the percentage of instructional personnel with a state VAM rating of Effective or Highly Effective, based upon the most recent three-year aggregated state VAM data, must be the same or greater than the district average for all schools in the district. The district will work with the state to ensure each SI school is in alignment with this expectation. Those teachers with a VAM score that is less than effective at a single D school will be placed on an Achievement Improvement Support Plan and receive coaching and support around their student data. Any school that receives two consecutive grades of D or a single grade of F may not employ any teacher identified by the Florida Department of Education as having a VAM score that is less than effective. Any additional requirements imposed on CS & I schools by the Florida Department of Education will be implemented.

Prior to the end of the school year, if school data indicates the likelihood of a consecutive D or F grade, those teachers previously identified as having a VAM score that is less than effective will be subject to involuntary transfer at the end of the school year. In the event teachers transferred under this provision receive state VAM scores at Effective or higher for the current year and the most recent year's 3-year aggregate, they shall have the right to return at any point prior to the start of the following year providing a vacancy exists in the same area of assignment from which the teacher was transferred.

Any school that receives two consecutive grades of D or a single grade of F may not employ any teacher identified by the Florida Department of Education as having a VAM score that is less than effective. Any additional requirements imposed on CS&I schools by the Florida Department of Education will be implemented.

The union retains the right to request impact bargaining on any additional requirements, not addressed by this MOU, that are imposed on CS&I schools by the Florida Department of Education.

Transfer Rights

Pursuant to 1012.34 F.S., the District will monitor summative evaluation and VAM scores of the teachers in these schools. Teachers who are not rated at Effective or higher are not eligible for continued employment at these schools and may be subject to involuntary transfer. Additionally, as defined in 1012.2315(2)(a), the District must also ensure that the percentage of temporarily certified teachers, teachers in need of improvement, or out-of-field teachers assigned to these schools, does not exceed that of the District average. Teachers falling into these categories at a CS&I school may be subject to involuntary transfer to the degree needed to bring the school into compliance with Florida law. Nothing contained in this MOU is intended to in any way limit or alter the statutory rights of the Board, Superintendent, and teachers under Florida Statutes 1012.33 and 1012.335.

_____ Date _____

_____ Date _____