



## **MEMORANDUM of UNDERSTANDING ACHIEVEMENT SCHOOLS**

Whereas, Hillsborough County Public Schools (hereinafter referred to as the “district”) and the Hillsborough Classroom Teachers Association (hereinafter referred to as the “union” or “HCTA”) are parties to collective bargaining agreements for both instructional and educational support staff; and

Whereas, the parties are committed to providing an equitable educational experience for all children in Hillsborough County Public Schools; and

Whereas, the District has identified and defined “Achievement Schools” that require additional resources to support student growth and success;

Now therefore, the parties agree as follows for the 2019-20, 2020-21 and 2021-22 school years:

### **1. Criteria and Tiering for Achievement Schools**

All Criteria and Tiering information below aligns with Hillsborough County Public Schools Policy 2800- Achievement Schools

#### **a. Criteria for Elementary and Middle Schools**

Schools that meet any or all of the following criteria will receive the strategic supports put in place for Achievement Schools.

- State Rule 6A - 1.099811: Differentiated Accountability State System of School Improvement
- A second school grade of “D” or “F”
- First year of “C” grade or better after receiving a grade of “D” or “F”

#### **b. Criteria for High Schools**

Schools that meet any or all of the following criteria will receive the strategic supports put in place for Achievement Schools.

- State Rule 6A - 1.099811: Differentiated Accountability State System of School Improvement
- A second school grade of “D” or “F”

- First year of “C” grade or better after receiving a grade of “D” or “F”
- Three consecutive grades of “C” or lower, free reduced lunch greater than 75% and a graduation rate below 85%.

c. Achievement School Tiers

Each school will be placed in Tier 1, Tier 2 or Tier 3 (most intensive) based on data. The basic factors for consideration are:

- Tier 1 - Schools with a first grade of “D” following a grade of “C.” These schools fall into the Comprehensive Support and Improvement category of Florida’s Differentiated Accountability system. Schools exiting the Differentiated Accountability system may remain in Tier 1 for two consecutive years or as designated by the Superintendent.
- Tier 2 - Schools with two consecutive grades below “C” or one school grade of “F.” These schools fall into the Comprehensive Support and Improvement category of Florida’s Differentiated Accountability system and are entering year 1 of a Turnaround Option Plan.
- Tier 3 - Schools defined by the state as persistently low-performing due to at least three consecutive school grades below “C.” These schools fall into the Comprehensive Support and Improvement category of Florida’s Differentiated Accountability system and are entering year 2 (or beyond) of a Turnaround Option Plan.

An Achievement School will continue to receive tiered support until the school shows three years of sustained success of a grade “C” or higher.

2. Instructional and Paraprofessional Unit Incentives

The parties agree that fully staffing Achievement Schools with effective and highly effective educators and student service teams are critical to supporting high student achievement outcomes. In an effort to fully staff Achievement Schools with such personnel, the parties agree as follows:

a. Identification of Achievement Schools and School Leadership

Prior to the Spring transfer period, the District will provide a list of Achievement Schools sorted by Tier for the following school year. A list of Achievement Schools for 19-20 is attached as Exhibit A. The parties recognize that the list may have *additions* after the release of school grades and any added schools will receive the same incentives described herein. However, for the three-year term of this agreement, no schools may exit the program (with the exception of Tier 1 schools as noted in policy 2800) to ensure continuity of staff.

Over the course of the agreement, the parties will track transfer and other critical data to best determine how schools will exit the program and minimize staff disruption.

Because school leadership is a critical component in attracting staff, the district will provide the name of principals at each site on the Achievement School list. The district will make its best effort to identify in advance where changes will be made and the list should reflect expected changes.

b. Salary Differential: Any eligible employee within the instructional bargaining unit (including, but not limited to classroom teachers, resource teachers, guidance counselors, coaches, psychologists and social workers) will receive a salary differential for working in an Achievement School as defined by the tier of the school:

- Tier 3: \$7,500.00
- Tier 2: \$5,000.00
- Tier 1: \$3,600.00

Any position within the paraprofessional bargaining unit (including, but not limited to Assistant Teachers, Kindergarten Aides, ESE Paras, RNs, LPNs and CNAs) will receive a salary differential for working in an Achievement School as defined by the tier of the school:

- Tier 3: \$1,250.00
- Tier 2: \$1,000.00
- Tier 1: \$750.00

c. Salary Differential at Renaissance Schools that are not Achievement Schools

At this time, there are 14 schools that receive differential pay for Renaissance Schools. The list of these Schools is attached as Exhibit B. For the 2019-20 school year, instructional staff at these sites will receive Renaissance Pay as stated in the contract. The union's agreement to phase out "Renaissance Pay" is contingent upon an alternate plan that addresses relevant support for students in high poverty and/or low performing situations. The parties agree to evaluate available funds to prioritize recruitment and retention in any remaining Renaissance schools for 2020-21. However, the intent of the parties is for the Achievement Schools Program to replace the Renaissance Schools program. This one-year program overlap will allow staff to make informed decisions regarding transfer in light of these programmatic changes.

d. National Board Certified Teachers (NBCTs)

NBCTs at any Achievement School shall receive an additional salary differential of \$4,500.00. NBCTs who meet the mentoring requirements through the Aspire program are eligible for an additional \$1000.00.

e. The district will begin paying salary differential as soon as possible following the 20-day count and upon the verification of effectiveness, working towards no later than 60 days from the beginning of school. Staff that start at an Achievement School after the beginning of the school year shall receive the pro-rata portion of all applicable differential payments.

### 3. Support to Ensure Success

#### a. Fully Staffed Student Services Team

In light of the challenging situations many students in our Achievement Schools face, the district agrees that every Achievement School will have a minimum of one (1) full-time unit in each of the following categories: Psychologist, Social Worker, Guidance Counselor, and Nurse. Additional units may be added as required by other student needs and/or district unit formulas.

#### b. Additional Support Units

Additional support units, including, but not limited to coaches and resource teachers, will be allocated based on Tier as follows:

- Tier 3: 5
- Tier 2: 4
- Tier 1: 3

A comprehensive site-based needs assessment will drive the selection of appropriate units, keeping in mind that state based differentiated accountability models must also be considered for compliance purposes.

c. The parties recognize that small class sizes are enhancements to student achievement and behavior management. As such, the district will closely monitor class sizes on a per class basis at all Achievement Schools.

### 4. Professional Autonomy

The parties recognize that professional respect and autonomy are key to attracting talented teachers and staff at Achievement Schools. Teachers will be informed of any special site-based programs requiring additional responsibilities and expectations and will be provided relevant professional development.

### 5. HOST Program

All staff working in a Tier 3 Achievement School will receive free child care at any HOST program in the District. All staff at Tier 1 and Tier 2 Achievement Schools will receive a 50% HOST discount at any district HOST site.

### 6. Flexible Spending Allocation

Flexible spending funds will be provided on an as needed basis for an amount not to exceed \$50,000. This allocation can be used to provide additional training, planning, or other needs as determined by the school based leadership team through a site needs assessment.

### 7. Technology: The district has already allocated \$5 million in referenda funding for technology upgrades at Achievement Schools.

### 8. In the event the district changes the name of the Achievement Schools program, the terms of this MOU will continue to apply.

