



## **MEMORANDUM of UNDERSTANDING TRANSFORMATION NETWORK SCHOOLS 2022-2023**

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 learners in Hillsborough County Public Schools; and

Whereas, the District has identified and defined "Transformation Network Schools" that require additional support to facilitate student growth and success;

Now therefore, the parties agree as follows for the 2022-2023 school year only:

### **1. Select Instructional and Paraprofessional Unit Incentives**

The parties agree that fully staffing Transformation Network Schools with effective and highly effective educators and paraprofessionals is critical to supporting high student achievement outcomes. In an effort to fully staff Transformation Network Schools with such personnel, the parties agree as follows:

#### **a. Identification of Transformation Network Schools**

Prior to the Spring transfer period, the District will provide a list of Transformation Network Schools. The district has currently identified "persistently low performing" schools from the state. See attached list.

**b. Additional Pay:** Any eligible employee within the instructional bargaining unit will receive additional pay for additional work expectations and requirements due to being assigned to a Transformation Network school. The first payment will occur before the winter holiday and the second payment will be made at the end of the second semester. Staff must complete the entire semester and be in an active status at time of payment.

Instructional staff must be evaluated at a minimum effective, certificated for assignment, and highly qualified. This additional payment will be at a maximum of \$5,000 or any state awarded bonus payment, whichever is greater. Eligible employees are only eligible to receive either the state or district bonus payment, not both.

For paraprofessionals a \$750.00 annual payment for highly qualified status. This will be paid at the end of the school year.

- b. Commitment to Assignment: Staff members are not eligible to transfer out of a Transformation Network School during the 2022-2023 school year. Requests for transfer will be reviewed by the Chief of Transformation, Chief of Human Capital, and HCTA President.

### 3. Professional Autonomy

The parties recognize that professional respect and autonomy are key to attracting talented teachers and staff at Transformation Network Schools. Teachers will be informed of any special site-based programs requiring additional responsibilities and expectations to include State Rule 6A – 1.099811 and will be provided relevant professional development.

State Rule 6A- 1.099811 expectations are as follows:

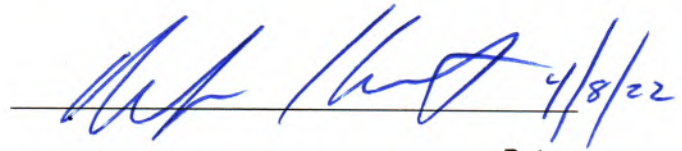
- a. Teachers shall be provided common planning time (grade level, subject) for data-based decision making, problem solving and professional learning.
- b. Teachers shall be provided coaching and development based on analysis of student data and classroom observational data.
- c. Teachers shall actively participate in progress monitoring of data weekly to inform student mastery of standards and instruction.
- d. Teachers shall implement the continuous improvement process by utilizing formative and summative assessments and collaborating in data analysis cycles every 4-6 weeks.
- e. Ensure school staff with a state VAM data are rated Highly Effective and Effective with less than effective categories not higher than the overall district average (Unsatisfactory and Needs Improvement).



Superintendent  
School District of Hillsborough County

4/8/22

Date



President  
Hillsborough Classroom Teachers Association

Date