

APPENDIX L

MEMORANDUM OF UNDERSTANDING BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY AND THE BROWARD TEACHERS UNION

The above cited parties have concluded a series of meetings to establish a career ladder program mandated by Florida Statute. Specifically, the provision shall be in place until they are changed by mutual agreement between the parties or the statutory mandate is repealed.

1. The Broward Teachers Career Ladder (TCL) program shall be in effect upon approval by the Florida Department of Education for the 2003-2004 school year or for the 2004-2005 school year if approval of a pilot program for 2003-2004 is not granted. The parties agree to the structure, provisions and levels of the TCL as stated herein. It is understood and agreed that such implementation shall be contingent upon the State providing full funding for said implementation as well as for a continuation of this plan in the future.

2. These provisions are intended to comply with the statutory requirements of the BEST Career Ladder program. Any provision that is not in compliance with the statutes or regulations governing this program shall be invalid, and the parties agree to reopen negotiations to modify this agreement to bring it into compliance.

3. The Broward TCL shall consist of four sequential career advancement levels for classroom teachers: Associate, Professional, Lead and Mentor. Classroom teachers shall be placed on an appropriate level according to the following criteria:

— Associate Teacher

- Must have applied for or hold a temporary certificate; or
- Any teacher whose most recent evaluation rating is unsatisfactory.

— Professional Teacher

- Must possess or be eligible for appropriate State of Florida or Broward professional certification

Lead Teacher

- Must possess or be eligible for appropriate State of Florida or Broward professional certification
- Must have been a “Professional Teacher” for at least one year

- ~~Must have a current satisfactory evaluation~~
- ~~Must demonstrate outstanding performance (defined as NBC or BCRP)~~

~~Mentor Teacher~~

- ~~Must possess or be eligible for appropriate State of Florida or Broward professional certification~~
- ~~Must have been a Lead Teacher for at least two years~~
- ~~Must have had a satisfactory evaluation for the previous three years~~
- ~~Must demonstrate outstanding performance (defined as NBC or BCRP)~~

4. ~~Initial Placement: Teachers employed in Broward County at the time of the initial implementation of the TCL shall be placed on the appropriate level without regard to the number of years required as a “Professional Teacher” or “Lead Teacher”. Teachers who transfer from outside of the district may use past experience and documentation from his/her referenced school district to meet the requirements for a TCL position.~~
5. ~~The initial orientation to the program will clearly communicate the qualifications, roles and responsibilities of each level. Teachers will be automatically placed on the Associate and Professional teacher levels. Teachers who qualify for Lead and Mentor levels must apply for the position. Teachers who apply for these leadership positions will need to provide evidence such as NBC/BCRP certification and performance on the IPAS. There will be an appeal process for teachers that feel that they are misplaced within the Career Ladder.~~
6. ~~Vacant Lead and Mentor teacher positions in schools will be posted along with other teacher vacancies. During the first year of implementation of the program, each school shall be eligible to have at least one Lead and one Mentor teacher and be eligible to have Lead and Mentor teacher positions for all qualified applicants. Thereafter, each school shall have no more than one (1) Lead teacher for every seven (7) Associate/Professional teachers (1:7) and one (1) Mentor teacher for every three (3) Lead teachers (1:3). Teachers who are identified as Lead or Mentors during the 2003-2004 school year shall be allowed to remain in those position in subsequent school years. Thereafter, the aforesated caps shall apply. School principals will interview and select applicants from among those who meet the qualifications for the position.~~
7. ~~The district shall develop job descriptions that provide for extended workdays for Lead and Mentor teachers. Lead teachers shall work an additional half (.5) hour per day, and Mentor teachers shall work an additional one (1) hour per day. Time beyond the normal workday shall be used for Lead teacher: duties associated with holding required two or more leadership positions at the school site, serving as a faculty for~~

~~professional development activities, and participating in direct instruction of students. Mentor teacher: serving as a regular mentor, attend Peer Review training, serving as faculty based professional development coordinator, sharing expertise with other teachers, and participating on a regular basis in the direct instruction of low performing students. Teachers may use their preparation/conference time to perform the activities of Lead and Mentor teachers.~~

~~8. Compensation: The parties agree to the attached salary schedules for each level of the Career Ladder. Salary schedules for 2003-2004 and future years shall apply to Associate and Professional teachers. Associate teachers shall be placed on the appropriate salary schedule based on verified experience. Once an individual who moved to the Associate level due to an unsatisfactory evaluation advances to the Professional Teacher level, reimbursement for steps missed on the Professional level will be provided. The salary schedule for Professional teachers shall be developed for 2003-2004 and future years based on an increase of \$200 per year at each step of the Associate schedule. Salary schedules for Lead teachers shall be developed for 2003-2004 and future years based on an increase of \$12,500 per year at each step of the Associate schedule. Salary schedules for Mentor teachers shall be developed for those years based on an increase of \$20,000 per year at each step of the Associate schedule. Lead and Mentor teachers will be placed on the appropriate salary schedule based on verified experience, and the remuneration provided in those two salary schedules is inclusive of leadership supplements, wages for additional time/responsibilities, and district incentive for NBC and BCRP. Salaries for Professional, Lead and Mentor teachers shall be paid retroactively to the 99th day of the employee's work year.~~

~~9. Funding: It is understood and agreed that the term "Full Funding" shall mean that the State provides at least \$250/FTE student in the district as money categorically earmarked for the career ladder program over and above all other funding for school operations. Therefore, it is agreed that if the State fails to provide "Full Funding", the program shall not be implemented as specific herein. Plans shall be modified, abandoned or held in abeyance until such time as the parties agree that the State is meeting its obligation to fully fund the mandated program.~~

~~The parties agree that TCL funding may be adjusted according to the level of annual funding provided by the State of Florida for both the pilot program as well as in future years. Should the State of Florida fail to provide full funding to support the TCL at its anticipated level, the parties may adjust compensation on both the Lead and Mentor salary schedules and/or reduce the number of Lead and Mentor teachers.~~

~~Should the number of positions be reduced or eliminated, the district shall follow the procedures in the Collective Bargaining Agreement for involuntary transfers.~~

- ~~10. An Associate or Professional teacher who demonstrates outstanding performance based on NBC or BCRP shall receive the applicable supplements in accordance with contract provisions. Lead and Mentor teachers shall have the supplements for NBC or BCRP incorporated into their applicable salary schedule.~~
- ~~11. Lead teachers and Mentor teachers shall be offered professional development that directly relates to the duties and responsibilities that they are expected to perform according to their job descriptions.~~