

Office of Human Resources
Marjorie H. Adler, Chief Personnel Officer

**SUBJECT: REQUEST FOR APPROVAL OF, AND AUTHORIZATION TO SUBMIT THE
 BETTER EDUCATED STUDENTS AND TEACHERS (BEST) FLORIDA
 TEACHING SALARY CAREER LADDER PLAN AND TIMELINE**

**COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL
 SERVICES**

The 2003 Florida Legislature created the Better Educated Students and Teachers (BEST) Act (Section 1012.231(3), Florida Statutes), which requires all school districts to implement a career ladder for classroom teachers beginning with the 2004-2005 school year. Miami-Dade County Public Schools (M-DCPS) in a joint effort with the United Teachers of Dade (UTD) has developed a Salary Career Ladder plan and timeline based on the intent of the law that focuses on teacher compensation and professional development principles. These five principles are:

- Multiple Career Paths
- Market Driven Compensation
- Performance-Based Accountability
- Ongoing Applied Professional Growth
- High Quality Instruction of Low Performing Students

The plan as currently proposed would not have a budgetary impact until the 2006-2007 school year. Additionally, implementation of this plan requires further negotiation with UTD and is contingent upon state categorical funding.

A copy of the BEST plan and timeline will be forwarded to the Board under separate cover, and will be placed on file in the Citizen Information Center, the Office of the Board Recording Secretary, and the School Board Members office.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. approve the proposed Better Educated Students and Teachers (BEST) Florida Teaching Salary Career Ladder plan and timeline contingent upon successful negotiation with UTD and sufficient state funding; and
2. authorize the Superintendent to submit the BEST Florida Teaching Salary Career Ladder plan to the Florida Department of Education.

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