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Human Resources, Recruiting and Performance Management

SUBJECT: REQUEST FOR APPROVAL OF THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE (UTD) TO FACILITATE THE ESTABLISHMENT AND IMPLEMENTATION OF THE TEACHER INCENTIVE FUND (TIF) PROGRAM

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

LINK TO STRATEGIC FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

In accordance with provisions of the current labor contract, Florida law, and the provisions of the United States Department of Education grant which supports projects that develop and promote Performance-Based Compensation Systems (PBCS) for teachers and other personnel in high-needs schools, Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) are in the process of completing negotiations regarding the implementation of the Teacher Incentive Fund (TIF) program. Once finalized, the MOU will be presented to the Board for review and ratification. This program links performance-based compensation, targeted professional development, and leadership opportunities for teachers to improve academic growth and proficiency in student performance as evidenced by scores of individual student assessments.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the proposed M-DCPS/UTD Memorandum of Understanding (MOU) to establish and implement the Teacher Incentive Fund (TIF) program, effective January 3, 2011, subject to final negotiations with the UTD.

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