

Rudolph F. Crew, Ed.D., Superintendent of Schools

**SUBJECT: REQUEST FOR APPROVAL OF THE SPECIAL TEACHERS ARE
 REWARDED (STAR) PERFORMANCE PAY PLAN FOR M-DCPS
 INSTRUCTIONAL PERSONNEL**

**LINK TO DISTRICT
STRATEGIC PLAN: NEGOTIATE AND DEVELOP CONTRACTS WITH EACH
 BARGAINING UNIT**

In 2006, the Florida Legislature appropriated \$147.5M to implement the performance pay requirements of Section 1012.22, Florida Statutes, through the Special Teachers Are Rewarded (STAR) proviso. This legislation establishes the requirements and guidelines each District must follow in developing a performance-based pay plan. At least the top 25% of each District's instructional personnel are eligible for the incentive bonus which is equal to 5% of the recipient's base salary. Each District will be allocated state funds to finance the performance pay plan provided it meets the proviso requirements and timelines.

By December 31, 2006, School Districts were required by the state to submit a locally developed performance pay plan according to the STAR proviso language. Further, a plan must be approved by the School Board and either approved by the United Teachers of Dade (UTD) or imposed pursuant to the provisions of Chapter 447, Florida Statutes, by March 1, 2007. Accordingly, M-DCPS has developed a performance pay plan (attached) which adheres to all applicable requirements set forth by the Florida Department of Education (FLDOE). FLDOE has notified the District that its performance pay plan is approved subject to School Board and Union approval as set forth above. All instructional personnel will automatically be included in the M-DCPS/STAR model. However, the primary indicator for determining STAR performance pay awards will be improved student achievement of learning gains, knowledge of learner standards and instructional program delivery. This plan will replace the previous performance pay plan negotiated and submitted to the FLDOE in 2002.

RECOMMENDED: That The School Board of Miami-Dade County, Florida,
 approve the proposed STAR Performance Pay Plan.

OSP:jmg

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