

Business Operations  
Ofelia San Pedro, Deputy Superintendent

**SUBJECT: PERFORMANCE PAY PLAN RECOMMENDATION**

**COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO DISTRICT**

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

The Florida Legislature recently passed Senate Bill 1226, which was signed into law on March 29, 2007 by Governor Crist. This bill created a new performance pay plan, the Merit Award Program (MAP). The new MAP plan replaces previous performance pay plans and repeals the original proviso language which created the Special Teachers Are Rewarded (STAR) plan. The MAP legislation has provided school districts with additional options for performance pay for teachers. For the 2006-2007 school year, MAP options provide that funds may be allocated among school districts for any of the following purposes:

- 1) fund the FLDOE approved STAR plan previously imposed by the School Board;
- 2) fund an amended 2002 District negotiated performance pay plan to conform to the MAP plan, subject to negotiations with the United Teachers of Dade (UTD), or fund the 2002 District negotiated performance pay plan at an amount equal to what the District disbursed under this plan in 2005-2006; or
- 3) fund a performance pay plan which meets the requirements of MAP, subject to negotiations with the UTD.

The STAR plan option has now become unduly burdensome and problematic for both the District and instructional personnel. It is therefore recommended that the decision to impose STAR made by the Board on February 21, 2007 be rescinded. Additionally, the District will develop a 2006-2007 MAP plan. The plan will be submitted to the Commissioner of Education for compliance with the law. If the MAP plan is found to be in compliance, it will be submitted to the Board for its approval. If approved by the Board, then the District will negotiate with the UTD.

In the event that after review, the 2006-2007 proposed MAP plan is determined not to be in compliance with the law, the District will negotiate an agreement with the UTD to utilize the previously approved performance pay plan from 2002. Funding for this plan is limited to an amount equal to what the District expended during the 2005-2006 school year.

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**RECOMMENDED:**

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

1. Rescind the previously imposed STAR plan;
2. Develop and submit a 2006-2007 MAP plan to the Commissioner of Education to determine compliance with the law and if the MAP plan is found to be in compliance with the law, obtain approval from the Board and negotiate with the UTD; or
3. Enter into a Memorandum of Understanding with UTD to utilize the 2002 Memorandum of Understanding for performance pay for instructional personnel for the 2006-2007 school year, if the M-DCPS 2006-2007 MAP plan is determined by the Commissioner not to comply with the law.

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