

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

This Memorandum of Understanding is made on this 18th day of April 2019, by and between The School Board of Broward County (SBBC) and the Broward Teachers Union-Education Professionals (BTU-EP).

Purpose:

The purpose of this Memorandum of Understanding is to memorialize the parties understanding of the various agreements reached regarding the Evaluation Sub-Committee.

Duration:

This memorandum shall commence effective from the date of execution for the specific time periods stated herein.

Scope:

WHEREAS the parties agree to the following **Instructional Practice Adjustments** beginning in 2018-2019:

- Instructional Practice will be worth 50% of the overall evaluation.
- Move *Applying/Accomplished* from 3.0 to 3.25.

WHEREAS the parties agree to the following **Deliberate Practice Adjustments** beginning in 2018-2019:

- Deliberate Practice will be worth 15% of the overall evaluation.

WHEREAS the parties agree to the following **Student Performance Adjustments** beginning in 2018-2019:

- For 4th-10th grade ELA, 4th-8th grade Math, and 8th-9th grade Algebra I teachers, the District will continue to use a Local Growth Model instead of the State's Value-Added Model (VAM).
- For all Local Growth Models, move to the following scale:

Percentile	Rating	Points
60 th – 99 th	<i>Highly Effective</i>	4.0
43 rd – 59 th	<i>Effective</i>	3.4
26 th – 42 nd	<i>Effective</i>	3.2
9 th – 25 th	<i>Effective</i>	3.0
4 th – 8 th	<i>Needs Improvement</i>	2.0
1 st – 3 rd	<i>Unsatisfactory</i>	1.5

- The distribution for the Comparison Models for PK, KG, 1st grade and FSAA teachers will mirror the Local Growth Model distribution.
- For teachers with multiple assessments, weight 1-Year Student Performance Ratings by number of students taking each assessment.

WHEREAS the parties agree to the following **Instructional Practice Adjustments** beginning in 2019-20:

- K-8 sites may move to the Classroom FTEM Model (5 schools) based on a review by the joint Evaluation Sub-Committee of data from the Classroom FTEM Model during the 2018-19 school year.

WHEREAS the parties agree to the following **Middle School Metric Adjustment** beginning in 2019-20:

- This will be removed.

WHEREAS the parties agree to the following **Student Performance Adjustments** beginning in 2019-20:

- Pre-Kindergarten and Adult-only Classroom teachers' student performance will be rated through a rubric, developed by the District and BTU.

Terms and Conditions:

1. This Agreement sets forth the entire agreement between the parties hereto and shall supersede any and all prior agreements or understandings between the parties; except that in the event of a conflict between this memorandum of understanding and the parties' collective bargaining agreement, the collective bargaining agreement shall control. This Agreement may be executed in counterparts, and each counterpart will have the effect of an original. Electronic and facsimile copies will be considered originals for all purposes, including enforcement. This Agreement may not be amended except by a written agreement signed by the parties.

Acknowledgment, Signatures and Dates:

2. This represents the full and complete understanding of the parties as it relates to the Evaluation Sub-Committee agreements reached. As such, these agreements do not establish a precedent beyond the time periods set forth herein.

School Board of Broward County

Date

Broward Teachers Union

Date

DWD:dd
04/18/19