

## Understanding Florida's new ESE certification requirement

During the 2013 Legislative Session, Senate Bill 1108 was passed and signed into law. It added an ESE instruction component — 20 inservice hours or 1 college credit — to the professional certification requirements without increasing the total number of hours needed for recertification.

Unfortunately, the State Board of Education (SBOE) still has not adopted the rules that will implement this law — so there is much that

**we still don't know about the specifics of this requirement.** As soon as the SBOE adopts these rules the Florida Education Association will distribute another 10 Minute Meeting and post info to [FEAweb.org](http://FEAweb.org) about the final changes.

In the meantime, FEA has put together this flowchart and Frequently Asked Questions (see other side of this handout) to help teachers understand what we *do* know about the new requirements.

## WHEN DOES YOUR PROFESSIONAL CERTIFICATE EXPIRE?

If your teaching certificate expires *on* **JUNE 30, 2014**

If your teaching certificate expires *after* **JULY 1, 2014**

Since the new law begins on July 1, 2014 you don't need to meet this new requirement to get recertified.

**BUT be sure to submit your renewal application fees & documentation *NO LATER* than June 30, 2014!**

If you miss the renewal deadline you **WILL** have to comply with the law's changes.

According to the FLDOE, teachers can only recertify within the final year of the certificate's validity. ([www.fldoe.org/edcert/renew.asp](http://www.fldoe.org/edcert/renew.asp))

**Since the new law begins on July 1, 2014 you will need the 20 inservice points or one college credit in ESE instruction to get recertified.**

However, because the SBOE has not yet adopted rules to implement this law we don't know what courses will qualify or where members can take them.

FEA will distribute any new information we get on the public hearings and/or rule-making associated with the new requirements.

**TAKE ACTION!**

- 1. KNOW & SHARE THE FACTS!** Please share this information with your colleagues and co-workers. Watch for updates at [FEAweb.org/recertification-ese](http://FEAweb.org/recertification-ese) as we get them.
- 2. MEMBERSHIP MATTERS!** Get a colleague to join your union. We have strength in numbers — at the bargaining table, in the Legislature, in the courts.

## Understanding Florida's new ESE certification requirement

During the 2013 Legislative Session, Senate Bill 1108 was passed and signed into law. It added an ESE instruction component — 20 inservice hours or 1 college credit — to the professional certification requirements without increasing the total numbers of hours needed to get recertified.

**Unfortunately, the State Board of Education (SBOE) still has not adopted the rules that will implement this law — so there is much that we still don't know about the specifics of this requirement.**

The SBOE has said they will be adopting rules in January, but they've said that before.

As soon as the SBOE adopts these rules (or schedules public hearings) the Florida Education Association will distribute another 10 Minute Meeting and post info to FEAweb.org about the final changes.

### Who has to do this?

Every teacher whose professional certificate expires after July 1, 2014 must take one college credit or 20 hours of inservice training on the teaching of disabled students.

### Isn't this requirement only for ESE teachers?

No. Beginning on July 1, 2014 and thereafter, the law requires every teacher have 1 college credit or the equivalent inservice points (20 hours) as part of their professional certificate renewal.

### What does a teacher have to do?

Check your certificate expiration date. If the certificate expires on June 30, 2014, be sure to submit your renewal application documentation and fees on time.

If the certificate expires on June 30, 2015 or later, the teacher must take 1 college credit or 20 hours of inservice training in teaching disabled students and be sure the college credit or inservice training is part of the application record sent to the FLDOE.

### What if I miss the June 30, 2014 renewal application deadline?

The law's clock begins on July 1, 2014. *If you do not send in the required renewal fees, application and credit/training records either through your district or the FLDOE online process before June 30, 2014, you will have to comply with this new requirement.*

### My certificate expires on June 30, 2015. I already have enough credits/points to renew. Can I renew early so I don't have to take the ESE course/training?

According to the FLDOE, teachers can only recertify within the final year of the certificate's validity ([www.fldoe.org/edcert/renew.asp](http://www.fldoe.org/edcert/renew.asp)). We don't know if the SBOE's rulemaking will further address the early renewal process.

FEA will post any new information on early renewal as soon as it is released.

### What courses qualify and where can I take this course or training?

No one — including school districts — knows yet. FLDOE has said they are not making any recommendations on what courses qualify until the SBOE adopts the rules to implement SB 1108. We also, therefore, don't know yet which colleges will offer this course or whether every district will provide this inservice training.

The FEA will distribute any new information on course or training availability as soon as it is released.

### Do ESE teachers have to take an additional college credit or inservice training on top of their recertification renewal requirements?

No. Teachers with ESE as one of their certification fields must have the required 6 college credits/ 120 inservice points/or a combination — half of which must be in ESE to renew their certificate. They don't have to do more. The law clearly says the requirement may not increase the total hours required for certificate renewal.

### I took an ESE course as part of my college degree program. Does it count?

No. The college credit or inservice training has to have happened within the 5 year recertification period. College courses taken before or in order to get a professional certificate cannot count for renewal.

### I have more than two certification areas so I have to renew them during two different renewal periods. Do I have to take the 1 hour college credit or 20 inservice training hours twice — once for each time I renew?

We don't know yet. The FLDOE has to adopt rules to implement this law, and the rules may address teachers with two different renewal periods.

The FEA will distribute any new information about multiple renewal periods as soon as it is released.

### I am planning on using my National Board certification to renew my Florida certificate which expires on June 30, 2015. Do I have to take the ESE course/training?

We don't know yet. The FLDOE has to adopt rules to implement this law, and the rules may address National Board Certified Teachers (NBCTs).

The FEA will distribute any new information about using National Board certification for this requirement as soon as it is released.

# PAY FOR PERFORMANCE CONCEPT PROPOSAL

*Need  
01/23/14*

In accordance with and in a concerted effort, M-DCPS has endeavored, with the districts participation in Florida's Race to the Top grant, to meet the requirements set forth in the Students Success Act (SB 736) as it relates, in particular, to the establishment of a pay for performance salary schedule for all instructional personnel as of July 1, 2014. In acknowledgement of the sustained collaborative efforts between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade, the following plan is put forth as the final step toward the convergence of the historical and new, statutorily defined compensation models.

To that effect, the 2012-2013 M-DCPS Pay for Performance Plan includes two broad avenues for teachers to receive awards based upon student performance as demonstrated through a variety of measures. Performance is measured under each avenue dependent upon (A) summative evaluation ratings over a two year window and (B) the Superintendent's Progressive Teacher Awards. Contained within each of these avenues are multiple opportunities for teachers to receive recognition.

## (A) Individual Awards based on Two-year Summative Evaluation Trend

Teachers will receive pay for performance awards if:

*98% of teachers*

Two-Year Trend	Share Weighting
2 Years Highly Effective Ratings	\$1040.00
1 Year Highly Effective, 1 Year Effective Ratings	\$1020.00
2 Year Effective Ratings	\$1000.00
1 Year Pay for Performance Data* (Effective or higher)	\$250.00
Improvement Pay for Performance**	\$200.00

*Majority  
@ 98% of teachers  
@ our blog*

### Technical Notes:

- \* 1 Year Pay for Performance Data is based on teachers who have data for only the 2012-2013 school year with a Summative Performance Evaluation rating of Effective or higher.
- \*\* Improvement Pay for Performance is for teachers moving from a Summative Performance Evaluation Rating of Developing/Needs Improvement or Unsatisfactory in 2011-2012 to Effective or Highly Effective in 2012-2013.

## (B) Superintendent's Excellence in Teaching Awards

- (B1) — The teachers among the top 700 teachers, by regional designation, with the highest student learning outcomes over three years based on state FCAT & Algebra I VAM.

	Mathematics	Reading/Language Arts	Award
<b>Gold</b>	Top 50	Top 50	\$3000.00
<b>Silver</b> <small>(Exclusive of Gold Level Awardees)</small>	Top 100	Top 100	\$2000.00
<b>Bronze</b> <small>(Exclusive of Gold &amp; Silver Level Awardees)</small>	Top 200	Top 200	\$1000.00

Office of Superintendent of Schools  
Board Meeting of January 15, 2014

January 10, 2014

Enid Weisman, Chief Human Capital Officer  
Office of Human Capital Management

**SUBJECT:** REQUEST FOR APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE (UTD) TO IMPLEMENT A PLAN TO SUPPORT THE PROPOSED RACE TO THE TOP (RTTT) SCOPE OF WORK

**COMMITTEE:** SCHOOL SUPPORT ACCOUNTABILITY

**LINK TO DISTRICT STRATEGIC PLAN:** SCHOOL/DISTRICT LEADERSHIP

In accordance with applicable Florida Statutes and current labor contract, Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) have developed a plan to support the implementation of the M-DCPS Race to the Top (RTTT) Scope of Work. Representatives from the Office of Compensation Administration, the Office of Assessment, Research, and Data Analysis, the Office of Human Capital Management, and the UTD have met to formulate the plan design, to identify the capital resources, and negotiate contractual provisions relative to awarding performance pay linked to student performance for school year 2013-2014 and teacher evaluation.

UTD bargaining unit members ratified the MOU on October 30, 2013.

A copy of the MOU between M-DCPS and UTD is attached.

This item does not appear on the published Agenda. There exists good cause to vary from the published Agenda as the agreement with M-DCPS and UTD had not been finalized prior to the publication of the Agenda.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the proposed Memorandum of Understanding (MOU) between Miami-Dade County Public Schools and the United Teachers of Dade to implement the M-DCPS Race to the Top Scope of Work.

**Good Cause**  
**D-26**

**M-DCPS/UTD**  
**MEMORANDUM OF UNDERSTANDING**  
**Contract Modification/Implementation**

**Race to the Top (RTTT)**

Pursuant to applicable Florida Statute and the current labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties have developed a plan to support the implementation of the M-DCPS Race To The Top (RTTT) Scope of Work. Representatives from the Office of Compensation Administration, the Office of Assessment, Research and Data Analysis, School Operations, the Office of Human Capital Management, Relations and the UTD have met to formulate the plan design, to identify the capital resources and to negotiate contractual provisions relative to awarding performance pay. This Memorandum of Understanding (MOU) will address the linking of student achievement and teacher assessment to the awarding of performance pay awards.

The parties agree to the following:

I. Performance Pay Awards Plan 2012-2013

M-DCPS Performance pay awards are designed to assist in the recruitment and retention of highly qualified and highly effective personnel. These awards reinforce the goals and objectives of the Superintendent and the Board to increase student learning gains by rewarding successful academic achievement attained in each classroom.

Award Avenues (see attachment)

There will be two avenues for teachers to receive additional monies based on student performance results. These award avenues will be dependent on student performance in the following areas:

- Individual Awards based on Two-year Summative Performance Evaluation Rating data
- Superintendent's Excellence in Teaching Awards to be based on three years of FCAT Reading, FCAT Math, and Algebra I student performance data.

Teacher Eligibility for Award(s)

Teachers who are to be considered for performance pay awards must meet all of the qualifying criteria listed below:

- Teachers must hold a valid Florida Professional Educators Certificate, a Florida Educator's Certificate, or a Statement of Status of Eligibility to be eligible for a performance pay award.
- To be eligible for any performance pay award, teachers must work at least 99 days or a "good year" at the same school work location.
- Full-time teachers including itinerant teachers will be eligible to receive a performance pay award.

### Personnel Ineligible and Exempt from Performance Pay Awards

- Temporary Instructors/Pool Instructors
- Paraprofessionals/School Support Personnel
- Office Employees
- Hourly and Part-time Teachers
- Volunteer Teachers
- Teachers on a performance improvement plan
- Teachers with an open investigative case or being documented for performance issues (eg: attendance/insubordination, etc.) will have their eligibility for Performance Pay awards assessed by a joint M-DCPS/UTD team
- Teachers with a probable cause investigative case or confirmed Records Check
- Teachers with disciplinary action of suspension, demotion, or on alternate assignment
- Teachers not having a complete good year at one site

### Performance Pay Award Distribution

- Performance pay awards criteria contained in this MOU apply only to student performance for the 2011-2012 and 2012-2013 school years. (see attached)
- Compensation for teachers achieving performance pay award criteria will be provided as a stipend for the 2012-2013 school year only.
- Teacher performance pay awards will be paid as soon as possible after the disaggregating of state and local student achievement data.
- The determination and distribution of performance pay awards will not be subject to the grievance and arbitration procedures provided that determination and distribution are appropriate per this Memorandum of Understanding and the attachment.

Grant fund disbursements as a result of this MOU are based solely on the approved guidelines and requirements contained in the language of Florida's federally funded Race To The Top proposal.

Representatives from M-DCPS and the UTD agree to meet annually to review and discuss the successes, opportunities for improvements, available funding, and other concerns regarding the requirements of the RTTT Grant.

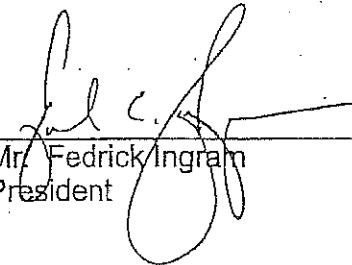
DATED at Miami, Florida this 18<sup>th</sup> day of December, 2013.

THE SCHOOL BOARD OF MIAMI-DADE  
COUNTY, FLORIDA

UNITED TEACHERS OF DADE

\_\_\_\_\_  
Ms. Perla Tabares Hantman  
Chair

Date

  
\_\_\_\_\_  
Mr. Fredrick Ingram  
President

12/4/13  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Dr. Lawrence S. Feldman  
Vice Chair

Date

\_\_\_\_\_  
Mr. Alberto M. Carvalho  
Superintendent of Schools

Date

APPROVED AS TO FORM

\_\_\_\_\_  
Mr. Walter J. Harvey  
School Board Attorney

Date

## Ana Punal

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**From:** Ana Punal  
**Sent:** Thursday, January 23, 2014 12:28 PM  
**To:** Michael Molnar  
**Subject:** FW: URGENT: ALL PRINCIPALS/APs: Race to thle Top Performance Pay Payout Date

FYI

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**From:** School Operations  
**Sent:** Wednesday, January 22, 2014 2:08 PM  
**To:** ALL PRINCIPALS  
**Subject:** URGENT: ALL PRINCIPALS/APs: Race to thle Top Performance Pay Payout Date

This email is being sent on behalf of the Office of Human Capital Management.

Briefing ID #: 15166

ALL PRINCIPALS/APs: Race to thle Top Performance Pay Payout Date  
Category: Urgent

**Audience:**

All Principals/APs, All Teachers

**Due Date:**

n/a

**Meeting Date:**

n/a



Race to the Top Performance Pay Payout Date.

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We regret to inform you that, due to time constraints of advanced payroll processing, the payout of RTTT performance pay awards could not be processed for Friday, January 24th payroll as originally planned. Teachers receiving performance pay awards will see these amounts reflected in their paychecks on Friday, February 7, 2014. We apologize for any inconvenience this may have caused.

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Contact:

Thomas Fisher ( 305-995-2566 )

Department:

Office of Human Capital Management