

LETTER OF UNDERSTANDING (LOU)
The iHEAT Initiative

This Letter of Understanding confirms the collaborative agreement between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) for the establishment of the Teacher Incentive Fund (TIF) grant-funded program entitled *Incentives for Highly Effective Administrators and Teachers – iHEAT Initiative*. The iHEAT Initiative is an initiative to place highly effective teachers in iHEAT Master Teacher positions to serve as peer observers, to provide modeling, coaching, and Professional Development (PD) for participating teachers at selected high-need schools, and to provide support and incentives for participating “Highly Effective” teachers.

Pursuant to meetings held with representatives from the Office of Intergovernmental Affairs, Grants Administration, and Community Engagement, Human Capital Management, Labor Relations, and the United Teachers of Dade (UTD), the following agreement has been reached for the implementation of the iHEAT Initiative beginning in the 2012-2013 school year.

The iHEAT Master Teachers

- Highly Effective teachers in Reading, Mathematics, and/or Science subject areas will apply and be selected for iHEAT Master Teacher positions to promote quality instruction and provide peer support and PD for the identified high-need schools participating in the iHEAT Initiative.
- When teachers are selected for iHEAT Initiative Master Teacher positions, their positions will be 12-month and grant-funded for the duration of the grant.
- The assignment of Master Teachers to participate in the iHEAT Initiative program shall be subject to annual renewal based on availability of grant funds.
- iHEAT Master Teachers will be fully released from classroom instructional responsibilities.

Teachers at iHEAT Initiative Participating Schools

- Teachers working full-time at one of the identified high-need schools participating in the iHEAT Initiative will be eligible to participate on a voluntary (opt-in) basis.
- Teachers who opt-in agree to participate in two observations each year of participation, including a peer observation by an iHEAT Master Teacher and an observation by a site administrator, in compliance with grant requirements.

Financial Incentive Options

- Teachers who opt-in and who meet the two observation requirement for participation will be eligible to earn a performance incentive stipend of up to \$2,500 for attaining an annual summative performance rating of “Highly Effective.” The actual amount of the award will be determined by the number of participating teachers who perform at the “Highly Effective” level. The “Highly Effective” performance incentives will be paid annually, for Year 2, 3, 4, and 5 of the grant. The total budget for teacher incentives is as follows: Year 2, \$464,375; Year 3, \$520,100; Year 4, \$575,825; and Year 5, \$631,550. The performance incentive payment for each teacher will be made in the year following the year in which the “Highly Effective” rating was attained, provided that the teacher has successfully completed a “good year” in which the “Highly Effective” rating was earned.

- The iHEAT Initiative Master Teachers will receive a \$5,000 grant-funded stipend in Years 2, 3, 4, and 5 of the grant, for providing site-based support, including peer observation and assistance and PD. The stipend will be paid at the end of the school year, by July 15th or as soon thereafter as possible, provided the teacher has worked a “good year.”
- Teachers at iHEAT schools must work at least a “good year” to be eligible for performance incentive payments. The incentive payments will be paid after final summative ratings are determined.
- Teachers who opt-in to the iHEAT Initiative will be eligible to earn additional incentives of \$200 per targeted full-day iHEAT Initiative PD session completed, for up to four (4) targeted sessions per year, for a total of up to \$800 per participating teacher, in Year 1 and 2 of the grant. In year 3 of the grant, participating teachers who opt-in to the iHEAT Initiative will be eligible to earn incentives of \$200 per session for completing the iHEAT Initiative targeted PD sessions for up to two (2) sessions per teacher per year, for a maximum incentive of \$400 in year 3. Incentive payments begin in the 2013-2014 school year.
- Teachers who do not opt-in to the iHEAT Initiative may attend the PD but will not receive any stipend.
- If allowed by the U.S. Department of Education (USDOE), unexpended Performance-Based Incentive funds shall rollover to the subsequent school year. If the USDOE does not allow rollover of unexpended Performance-Based Incentive funds, the parties will meet to modify the distribution methodology in order to guarantee expenditure of all available Performance-Based Incentive funds. In the final year, if allowed by the USDOE, the distribution methodology shall be modified to guarantee expenditure of all available Performance-Based Incentive funds.

Schools

- Nine participating schools have been identified for the iHEAT Initiative:
 - Lillie C. Evans K-8
 - Miami Gardens Elem.
 - North Twin Lakes Elem.
 - Arvida Middle
 - Ruben Dario Middle
 - West Miami Middle
 - Alonzo & Tracy Mourning Senior
 - Coral Gables Senior
 - South Dade Senior

Grant Terms

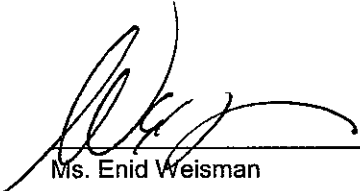
The term of the iHEAT Initiative TIF grant is for a period of five (5) years beginning with the initial grant year of 2012-2013 through the final year of 2016-2017.

- The LOU is only applicable for the duration of the TIF program and will sunset at the conclusion of the federal funding.
- The provisions of the TIF program are subject to annual review by the parties.
- UTD agrees not to file a grievance, an unfair labor practice charge, or initiate any other type of litigation as a result of the implementation of this LOU. The aforementioned shall not constitute a waiver of the

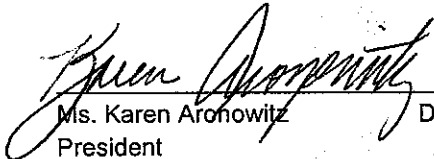
UTD's right to initiate litigation in the appropriate forum in the event that UTD alleges that a provision of this LOU is being violated.

MIAMI-DADE COUNTY PUBLIC SCHOOLS


UNITED TEACHERS OF DADE



Ms. Enid Weisman 6/4/13 Date
Chief Human Capital Officer
Office of Human Capital Management



Ms. Karen Aronowitz 3/4/13 Date
President



Mr. Jorge L. Garcia 3/4/13 Date
Administrative Director
Office of Labor Relations