

**BOARD PROPOSAL**  
**MEMORANDUM OF UNDERSTANDING**  
**July 25, 2017**

**Additional Intensive Reading Instruction Requirements in the Lowest 300 Performing Elementary Schools for ~~2014-2015~~ 2017-2018**

In July ~~2014~~ 2017, the Florida Department of Education (FDOE) identified ~~Lacoochee Elementary School (LES), Gulfside Elementary School (GSES), Pasco Elementary (PES), Fox Hollow Elementary (FHES), West Zephyrhills Elementary (WZES) and Rodney B. Cox Elementary School (RBCES)~~ as among the 300 lowest performing elementary schools in the state. For the ~~2014-2015~~ 2017-2018 school year, schools including ~~LES, GSES, PES, FHES, WZES~~ and RBCES identified as among the 300 lowest performing elementary schools in reading are required by law to provide an additional hour of instruction beyond the normal school day for each day of the ~~2014-2015~~ 2017-2018 school year for intensive reading instruction.

~~LES, GSES, PES, FHES, WZES~~ and RBCES will be required to schedule a minimum of 900 annual instructional hours for students in grades K-3 and 1,080 annual instructional hours for students in grades 4-5. ~~LES, GSES, and RBCES~~ All four schools already exceed 900 hours per year for students, and the District will be able to adjust students' daily schedule to increase the intensive reading instructional time in compliance with the law. To increase the intensive reading instructional time for grades 4-5 in compliance with the law, in addition to adjusting students' daily schedule, the District will also add fifty (50) minutes to the school day for grades 4-5 to increase the reading time. FHES will also increase the time for K-3 through the implementation of the SIG 4 grant. Accordingly, the District will need to increase the teacher work day by fifty (50) minutes per school day for approximately ~~twenty (20)~~ forty (40) teachers at ~~LES, GSES, PES, WZES~~ and RBCES. ~~LES, GSES, PES, WZES~~ and RBCES will also need support from an Information Communication Technology Literacy Coach (ICT) or Learning Design Coach (LDC) ~~instructional employee with technology support skills~~ for an additional fifty (50) minutes per school day.

The District will ask teachers at ~~LES, GSES, PES, WZES~~ and RBCES who are interested in working an additional fifty (50) minutes per school day during the ~~2014-2015~~ 2017-2018 school year to assist students in grades 4-5 to receive the required additional intensive reading instruction to notify his/her principal by August 9, ~~2014~~2017. Preference will be given to current grade 4-5 teachers at ~~LES, GSES, PES, WZES~~ and RBCES who are skilled in motivating students, classroom management, and facilitating blended instruction. The District will also seek interest from the ICTs at ~~LES, GSES, and RBCES~~ all four to determine if he/she is interested in working an additional fifty (50) minutes per school day. ~~If the ICTs assigned to these schools are not interested, the District will seek interest from an instructional employee with technology support skills.~~ Teachers who are selected to work the additional fifty (50) minutes per school day will receive \$5,140 for the ~~2014-2015~~ school year. ~~These teachers will assist with facilitating additional instruction that will be computer based (iReady) that will concentrate on reading, math, and 21<sup>st</sup> century skills for the additional fifty (50) minutes at the end of the normal school day.~~

Nothing in this MOU is meant to conflict with or restrict FHES in the implementation of the SIG 4 grant, specifically additional instruction to be provided to grades K-3 as outline in the SIG 4 MOU.

Pursuant to 1012.34 F.S., the District will monitor summative evaluation scores of the teachers in these schools. Teachers who are not rated at Effective or higher as defined by the District's approved evaluation system, are not eligible for rehire at these schools. Additionally, as defined in 1012.2315(2)(a), the District must also ensure that the percentage of temporarily certified teachers, teachers in need of improvement, or out-of-field teachers assigned to these schools does not exceed that of the District average.

KA  
For the Board

8/2/17  
Date

Valerie Smith  
For the Union

8/2/17  
Date