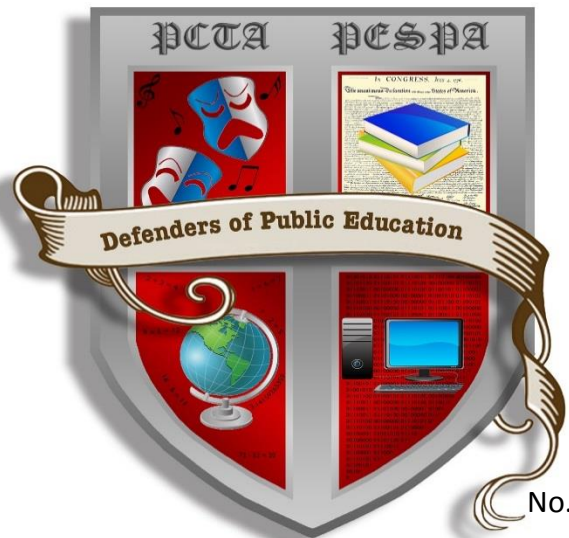


The President's

Solidarity Report



No. 71

Non-renewals, with a teacher shortage?, FEA vs DOE Settlement, Best & Brightest Update, School Scores to qualify for B&B "Retention" bonus,

NON-RENEWALS, WITH A TEACHER SHORTAGE?

We are facing an unprecedented teacher shortage. Teachers are leaving the profession every day and replacing them is going to be a challenge. In response to this dire situation, our District has allowed Principals to non-renew at least 58 teachers on annual contract and at least 35 teachers on probationary contracts will be told they will not be offered a contract for next year. These Principals, in too many cases, have abdicated their responsibilities as coach and mentor so that they can reinforce the climate of fear that exists in so many of our schools.

To be sure, some non-renewals are justified. To say that everyone is cut out to be a teacher simply devalues our profession. However, if a person goes through all the requirements to become a teacher, works hard enough to get an effective evaluation, and has made every effort to improve themselves, a non-renewal can turn them off to the teaching profession for good.

Whatever reason Pinellas County Schools has for non-renewing so many teachers in the face of this teacher shortage, falls extremely short of credibility. They drank from the chalice of Kool-Aid, filled by Tallahassee's anti Public Education agenda. Grades are their only concern and with this obsession, the well-being of educators and students falls to the wayside.

The good news is that non-renewed teachers are finding new positions in other schools every day. There are many postings and before the summer is over, there will be even more. I doubt that the District will start the school year fully staffed.

There should be no further non-renewals for annual contract teachers, so they can breathe easy, having survived another year teaching in Florida. Probationary teachers will most likely be asked to stay until the end of the school year but, they should be actively searching for another teaching position. Apparently these teachers are good enough to get their schools through testing and finals but not good enough to give another year to hone their skills as educators. “Use them and lose them” is not the kind of employer tactics that build a happy, productive, and loyal workforce.

PCTA is busy preparing appeals for non-renewals. If you feel you have been unjustly non-renewed, call the PCTA-PESPA office and ask to speak to your Membership Services Director. If you are a probationary teacher who has not been asked to return, let us know what your area of certification is and what jobs you are applying for. We will do whatever we can to help you find another position within the District.

SETTLEMENT ON FEA LAWSUIT AGAINST THE DOE

Dear Brothers and Sisters,

In 2017, the FEA sued the Florida Department of Education for its discriminatory Best and Brightest program. We did this not just because we hoped that those who had been unfairly left out of the program would see compensation, but because the program was inherently unfair. Not exhausting all of our legal options to oppose such a blatantly biased program would have been a disservice to all of our members.

In an acknowledgment that our position was correct, the FEA and the Florida Department of Education have come to a settlement agreement subject to the governor receiving and signing the budget, and the court accepting our terms. As a result of this settlement, many teachers who were unfairly excluded from Best and Brightest will be able to file a claim to receive funds they missed out on during the 2015-16 through 2018-19 school years.

As you might recall, the basis for the lawsuit was that Best and Brightest was discriminatory on race and age. The court agreed with us on the issue of race; unfortunately, they dismissed our case regarding age discrimination based upon the 11th Amendment. That the court dismissed our position regarding age brings to mind another recent lawsuit: *Cook v. Stewart*, which dealt with teacher evaluations and the Value-Added Model. In that ruling, Judge Walker upheld the legality of Florida’s evaluation system, but in doing so he wrote:

“The unfairness of the evaluation system as implemented is not lost on this court. We have a teacher evaluation system in Florida that is supposed to measure the individual effectiveness of each teacher. But as the plaintiffs have shown, the standards for evaluation differ significantly.”

This case, however, is not about the fairness of the evaluation system. The standard of review is not whether the evaluation policies are good or bad, wise or unwise; but whether the evaluation policies are rational within the meaning of the law.”

As a result of the restructuring of Best and Brightest brought about by our lawsuit, the program is now open to all K-12 instructional personnel not just teachers. While we will continue to fight for salary increases, this was a big step in the right direction. We remain opposed to bonus schemes, but we will also continue to advocate for pre-kindergarten teachers to be included in all bonus programs as long as those bonus programs exist.

The evaluation system as a whole — and Best and Brightest in particular — are powerful examples of what happens when legislators refuse to listen to professional educators when crafting laws regarding public education. They serve as a reminder that elections have consequences and of the importance of organizing and mobilizing year-round.

More information on how those impacted by this settlement can collect their money will be forthcoming. Below is a synopsis of what we currently know.

- Black and Hispanic teachers who earned highly effective ratings will be eligible to receive compensation for each of the four years the ACT/SAT requirement was in place.
- Best and Brightest has never been a fair or just way to distribute bonuses to teachers. When we entered into litigation, we knew that we couldn't make the program fair but sought to remedy the damages to as many of those excluded from the bonus as possible.
- The low representation of highly effective black and Hispanic teachers amongst Best and Brightest recipients demonstrates the statistically significant disparate impact on black and Hispanic teachers produced by the ACT/SAT requirement.

If you would like information on the changes to the Best and Brightest program moving forward and how those changes will impact your members, visit

<https://feaactioncenter.org/frontline/best-and-brightest-update/>.

Fedrick C. Ingram

President

Florida Education Association

Best and Brightest Update:

As you are probably aware, changes are coming to the Best and Brightest bonus scheme. Gone are the ACT/SAT requirements. In their place are three new bonuses: recruitment, retention, and recognition.

- **“Recruitment”** A one time bonus of **up to \$4,000**. Newly hired K-12 classroom teacher who is a “content expert” in mathematics, science, computer science, reading or civics.” Neither the term “newly-hired” nor “content expert” are defined in law,
- **“Retention”** K-12 classroom teachers who meet all of the following criteria:
 - Rated Highly Effective (**\$2,500 bonus**) or Effective (**\$1,000 bonus**)
 - Taught in the same school for two consecutive years
 - Taught in a school that “improved an average of three percentage points or more in the percentage of total possible points achieved for determining school grades over the prior three years.” [Click here](#) to see how many points your school has improved over the past three years.
- **Recognition:** K-12 instructional personnel who are rated highly effective or effective *and* are selected by their school principal. **The bonus amount is not specified.** The law does not provide criteria by which principals are to select teachers but does require school boards to adopt policies to determine the criteria. The recognition bonus would be paid out with whatever funds are remaining after the recruitment and retention bonuses have been allocated.
 - Instructional personnel are defined in state statute as K-12 personnel including: classroom teachers, student personnel services, librarian/media specialists, other instructional staff, and paraprofessionals.

While the “recognition” bonus does expand the eligible pool, it still excludes pre-kindergarten teachers and many education staff professionals. Also, the “recognition” bonus is likely to be smaller not just because of the expanded eligibility but because it is awarded with whatever funds are left over after the other bonuses have been awarded.

District Number	District Name	School Number	School Name	3 year difference	2018 % of Total Possible Points	2018 Grade	2017 % of Total Possible Points	2017 Grade	2016 % of Total Possible Points	2016 Grade
52	PINELLAS	51	ANONA ELEMENTARY SCHOOL	4	64	A	70	A	60	B
52	PINELLAS	111	AZALEA ELEMENTARY SCHOOL	-18	49	C	55	B	67	A
52	PINELLAS	121	AZALEA MIDDLE SCHOOL	7	42	C	31	F	35	D
52	PINELLAS	131	BARDMOOR ELEMENTARY SCHOOL	3	46	C	47	C	43	C
52	PINELLAS	141	LARGO MIDDLE SCHOOL	15	52	C	40	D	37	D
52	PINELLAS	151	BAUDER ELEMENTARY SCHOOL	-3	62	A	69	A	65	A
52	PINELLAS	161	BAY POINT ELEMENTARY SCHOOL	-11	35	D	52	C	46	C
52	PINELLAS	171	BAY POINT MIDDLE SCHOOL	1	49	C	49	C	48	C
52	PINELLAS	231	BAY VISTA FUNDAMENTAL ELEMENTARY SCHOOL	-2	64	A	66	A	66	A
52	PINELLAS	271	BEAR CREEK ELEMENTARY SCHOOL	1	42	C	65	A	41	C
52	PINELLAS	321	BELCHER ELEMENTARY SCHOOL	-2	48	C	58	B	50	C
52	PINELLAS	371	BELLEAIR ELEMENTARY SCHOOL	-8	47	C	42	C	55	B
52	PINELLAS	391	BLANTON ELEMENTARY SCHOOL	-3	44	C	47	C	47	C
52	PINELLAS	431	BOCA CIEGA HIGH SCHOOL	3	51	C	48	C	48	C
52	PINELLAS	441	BROOKER CREEK ELEMENTARY SCHOOL	-7	64	A	72	A	71	A
52	PINELLAS	481	CAMPBELL PARK ELEMENTARY SCHOOL	-1	30	F	43	C	31	F
52	PINELLAS	531	JOSEPH L. CARWISE MIDDLE SCHOOL	3	65	A	65	A	62	A
52	PINELLAS	711	CLEARWATER HIGH SCHOOL	10	54	B	43	C	44	C
52	PINELLAS	731	CLEARWATER FUNDAMENTAL MIDDLE SCHOOL	1	77	A	77	A	76	A
52	PINELLAS	751	COUNTRYSIDE HIGH SCHOOL	1	54	B	53	C	53	C
52	PINELLAS	811	CROSS BAYOU ELEMENTARY SCHOOL	4	48	C	53	C	44	C
52	PINELLAS	851	CURLEW CREEK ELEMENTARY SCHOOL	-7	52	C	63	A	59	B
52	PINELLAS	991	LEILA DAVIS ELEMENTARY SCHOOL	-12	52	C	64	A	64	A
52	PINELLAS	1031	DIXIE M. HOLLINS HIGH SCHOOL	9	52	C	45	C	43	C
52	PINELLAS	1071	DUNEDIN ELEMENTARY SCHOOL	-6	42	C	44	C	48	C
52	PINELLAS	1081	DUNEDIN HIGH SCHOOL	9	52	C	46	C	43	C
52	PINELLAS	1091	DUNEDIN HIGHLAND MIDDLE SCHOOL	2	52	C	49	C	50	C
52	PINELLAS	1131	EISENHOWER ELEMENTARY SCHOOL	-8	42	C	45	C	50	C
52	PINELLAS	1211	FAIRMOUNT PARK ELEMENTARY SCHOOL	-1	32	D	29	F	33	D
52	PINELLAS	1261	JOHN M. SEXTON ELEMENTARY SCHOOL	3	47	C	33	D	44	C
52	PINELLAS	1281	FITZGERALD MIDDLE SCHOOL	1	52	C	52	C	51	C
52	PINELLAS	1331	FOREST LAKES ELEMENTARY SCHOOL	2	61	B	61	B	59	B
52	PINELLAS	1341	FRONTIER ELEMENTARY SCHOOL	13	66	A	60	B	53	C
52	PINELLAS	1361	FUGUITT ELEMENTARY SCHOOL	-12	42	C	55	B	54	B
52	PINELLAS	1421	LYNCH ELEMENTARY SCHOOL	3	49	C	52	C	46	C
52	PINELLAS	1471	PERKINS ELEMENTARY SCHOOL	-8	55	B	57	B	63	A
52	PINELLAS	1481	GARRISON-JONES ELEMENTARY SCHOOL	0	53	C	57	B	53	C
52	PINELLAS	1531	GIBBS HIGH SCHOOL	9	49	C	48	C	40	D
52	PINELLAS	1691	GULFPORT MONTESSORI ELEMENTARY SCHOOL	-2	37	D	43	C	39	D
52	PINELLAS	1781	HIGHLAND LAKES ELEMENTARY SCHOOL	2	57	B	61	B	55	B
52	PINELLAS	1811	HIGH POINT ELEMENTARY SCHOOL	6	46	C	55	B	40	D
52	PINELLAS	1821	DOUGLAS L. JAMERSON JR. ELEMENTARY	-8	60	B	54	B	68	A
52	PINELLAS	1961	LAKEVIEW FUNDAMENTAL ELEMENTARY	-14	53	C	64	A	67	A
52	PINELLAS	2021	LAKEWOOD ELEMENTARY SCHOOL	-17	23	F	33	D	40	D

District Number	District Name	School Number	School Name	3 year difference	2018 % of Total Possible Points	2018 Grade	2017 % of Total Possible Points	2017 Grade	2016 % of Total Possible Points	2016 Grade
52	PINELLAS	2031	LAKWOOD HIGH SCHOOL	5	53	C	48	C	48	C
52	PINELLAS	2081	LARGO HIGH SCHOOL	8	55	B	51	C	47	C
52	PINELLAS	2141	LEALMAN AVENUE ELEMENTARY SCHOOL	-3	41	C	42	C	44	C
52	PINELLAS	2261	MADEIRA BEACH FUNDAMENTAL K-8	2	75	A	76	A	73	A
52	PINELLAS	2281	MAXIMO ELEMENTARY SCHOOL	-3	41	C	40	D	44	C
52	PINELLAS	2301	MCMULLEN-BOOTH ELEMENTARY SCHOOL	-4	43	C	52	C	47	C
52	PINELLAS	2321	MEADOWLAWN MIDDLE SCHOOL	-4	40	D	41	C	44	C
52	PINELLAS	2371	MELROSE ELEMENTARY SCHOOL	14	42	C	43	C	28	F
52	PINELLAS	2431	MILDRED HELMS ELEMENTARY SCHOOL	11	50	C	39	D	39	D
52	PINELLAS	2531	MOUNT VERNON ELEMENTARY SCHOOL	5	49	C	44	C	44	C
52	PINELLAS	2641	NORTHEAST HIGH SCHOOL	8	57	B	55	B	49	C
52	PINELLAS	2691	NORTH SHORE ELEMENTARY SCHOOL	6	56	B	42	C	50	C
52	PINELLAS	2791	NORTHWEST ELEMENTARY SCHOOL	-2	46	C	45	C	48	C
52	PINELLAS	2861	OAK GROVE MIDDLE SCHOOL	-1	47	C	46	C	48	C
52	PINELLAS	2921	OAKHURST ELEMENTARY SCHOOL	-2	57	B	61	B	59	B
52	PINELLAS	2961	OLDSMAR ELEMENTARY SCHOOL	2	64	A	58	B	62	A
52	PINELLAS	3021	ORANGE GROVE ELEMENTARY SCHOOL	2	63	A	57	B	61	B
52	PINELLAS	3031	OSCEOLA FUNDAMENTAL HIGH	8	70	A	66	A	62	A
52	PINELLAS	3041	OSCEOLA MIDDLE SCHOOL	0	55	B	53	C	55	B
52	PINELLAS	3071	OZONA ELEMENTARY SCHOOL	-1	59	B	61	B	60	B
52	PINELLAS	3131	CURTIS FUNDAMENTAL ELEMENTARY	-14	68	A	80	A	82	A
52	PINELLAS	3191	PALM HARBOR MIDDLE SCHOOL	3	62	A	59	B	59	B
52	PINELLAS	3281	PASADENA FUNDAMENTAL ELEMENTARY SCHOOL	4	68	A	70	A	64	A
52	PINELLAS	3361	PINELLAS CENTRAL ELEMENTARY SCHOOL	2	52	C	52	C	50	C
52	PINELLAS	3391	PINELLAS PARK ELEMENTARY SCHOOL	-13	36	D	47	C	49	C
52	PINELLAS	3411	PINELLAS PARK MIDDLE SCHOOL	0	46	C	49	C	46	C
52	PINELLAS	3421	PINELLAS PARK HIGH SCHOOL	3	54	B	49	C	51	C
52	PINELLAS	3431	PLUMB ELEMENTARY SCHOOL	1	52	C	55	B	51	C
52	PINELLAS	3461	PONCE DE LEON ELEMENTARY SCHOOL	-11	30	F	41	C	41	C
52	PINELLAS	3511	RIDGECREST ELEMENTARY SCHOOL	4	57	B	58	B	53	C
52	PINELLAS	3731	SAFETY HARBOR ELEMENTARY SCHOOL	4	63	A	63	A	59	B
52	PINELLAS	3741	SAFETY HARBOR MIDDLE SCHOOL	-55		I	53	C	55	B
52	PINELLAS	3751	SAWGRASS LAKE ELEMENTARY SCHOOL	7	56	B	55	B	49	C
52	PINELLAS	3761	JAMES B. SANDERLIN PK-8	-4	68	A	71	A	72	A
52	PINELLAS	3781	ST. PETERSBURG HIGH SCHOOL	7	61	B	57	B	54	B
52	PINELLAS	3851	SAN JOSE ELEMENTARY SCHOOL	1	48	C	51	C	47	C
52	PINELLAS	3871	SANDY LANE ELEMENTARY SCHOOL	-3	38	D	33	D	41	C
52	PINELLAS	3911	SEMINOLE ELEMENTARY SCHOOL	-1	48	C	48	C	49	C
52	PINELLAS	3921	SEMINOLE HIGH SCHOOL	-50		I	46	C	50	C
52	PINELLAS	3931	SEMINOLE MIDDLE SCHOOL	-50		I	51	C	50	C
52	PINELLAS	3961	SEVENTY-FOURTH ST. ELEMENTARY	-3	41	C	46	C	44	C
52	PINELLAS	4021	SHORE ACRES ELEMENTARY SCHOOL	-6	49	C	59	B	55	B
52	PINELLAS	4061	JOHN HOPKINS MIDDLE SCHOOL	-6	34	D	43	C	40	D
52	PINELLAS	4121	SKYCREST ELEMENTARY SCHOOL	-5	46	C	49	C	51	C

District Number	District Name	School Number	School Name	3 year difference	2018 % of Total Possible Points	2018 Grade	2017 % of Total Possible Points	2017 Grade	2016 % of Total Possible Points	2016 Grade
52	PINELLAS	4171	SKYVIEW ELEMENTARY SCHOOL	7	57	B	54	B	50	C
52	PINELLAS	4331	STARKEY ELEMENTARY SCHOOL	0	59	B	63	A	59	B
52	PINELLAS	4351	MARJORIE KINNAN RAWLINGS ELEM	-2	46	C	52	C	48	C
52	PINELLAS	4381	SUNSET HILLS ELEMENTARY SCHOOL	3	64	A	70	A	61	B
52	PINELLAS	4491	TARPON SPRINGS ELEMENTARY SCHOOL	-5	44	C	59	B	49	C
52	PINELLAS	4521	TARPON SPRINGS HIGH SCHOOL	3	57	B	55	B	54	B
52	PINELLAS	4561	MIDTOWN ACADEMY	#N/A	24	F	27	F	#N/A	#N/A
52	PINELLAS	4581	TARPON SPRINGS MIDDLE SCHOOL	3	55	B	54	B	52	C
52	PINELLAS	4591	NEW HEIGHTS ELEMENTARY SCHOOL	-15	34	D	44	C	49	C
52	PINELLAS	4611	TYRONE MIDDLE SCHOOL	4	46	C	45	C	42	C
52	PINELLAS	4631	THURGOOD MARSHALL FUNDAMENTAL	-5	66	A	66	A	71	A
52	PINELLAS	4661	TARPON SPRINGS FUNDAMENTAL ELE	2	81	A	82	A	79	A
52	PINELLAS	4681	PALM HARBOR UNIVERSITY HIGH	6	69	A	61	B	63	A
52	PINELLAS	4701	WALSINGHAM ELEMENTARY SCHOOL	-7	44	C	43	C	51	C
52	PINELLAS	4771	WESTGATE ELEMENTARY SCHOOL	-7	45	C	50	C	52	C
52	PINELLAS	4931	WOODLAWN ELEMENTARY SCHOOL	0	41	C	45	C	41	C
52	PINELLAS	6181	EAST LAKE HIGH SCHOOL	6	66	A	70	A	60	B
52	PINELLAS	6251	SOUTHERN OAK ELEMENTARY SCHOOL	11	62	A	50	C	51	C
52	PINELLAS	6261	CYPRESS WOODS ELEMENTARY SCHOOL	-3	71	A	74	A	74	A
52	PINELLAS	6271	SUTHERLAND ELEMENTARY SCHOOL	-1	70	A	72	A	71	A
52	PINELLAS	6281	LAKE ST. GEORGE ELEMENTARY SCHOOL	-11	53	C	63	A	64	A
52	PINELLAS	6311	GULF BEACHES ELEMENTARY MAGNET SCHOOL	-4	54	B	54	B	58	B
52	PINELLAS	6361	KINGS HIGHWAY ELEMENTARY MAGNET SCHOOL	5	49	C	42	C	44	C
52	PINELLAS	6391	EAST LAKE MIDDLE SCHOOL ACADEMY OF ENGINEERING	4	84	A	81	A	80	A
52	PINELLAS	7004	PINELLAS VIRTUAL FRANCHISE	#N/A	69	A	#N/A	#N/A	#N/A	#N/A
52	PINELLAS	7023	PINELLAS VIRTUAL K-12	-22	28	F	53	C	50	C
52	PINELLAS	7131	ACADEMIE DA VINCI CHARTER SCHOOL	7	67	A	64	A	60	B
52	PINELLAS	7151	ATHENIAN ACADEMY	1	55	B	53	C	54	B
52	PINELLAS	7171	PINELLAS PREPARATORY ACADEMY	0	68	A	71	A	68	A
52	PINELLAS	7181	PLATO ACADEMY CLEARWATER	3	73	A	64	A	70	A
52	PINELLAS	7191	ST. PETERSBURG COLLEGIATE HIGH SCHOOL	-3	86	A	83	A	89	A
52	PINELLAS	7201	ALFRED ADLER ELEMENTARY SCHOOL	-18	46	C	42	C	64	A
52	PINELLAS	7271	PINELLAS PRIMARY ACADEMY	-5	74	A	74	A	79	A
52	PINELLAS	7281	PLATO ACADEMY PALM HARBOR CHARTER SCHOOL	1	74	A	75	A	73	A
52	PINELLAS	7291	PINELLAS ACADEMY OF MATH AND SCIENCE	2	56	B	56	B	54	B
52	PINELLAS	7331	DISCOVERY ACADEMY OF SCIENCE CHARTER	13	76	A	58	B	63	A
52	PINELLAS	7381	PLATO ACADEMY LARGO CHARTER SCHOOL	-11	59	B	58	B	70	A
52	PINELLAS	7481	PLATO SEMINOLE	4	68	A	67	A	64	A
52	PINELLAS	7581	PLATO ACADEMY CHARTER SCHOOL TARPON SPRINGS	3	73	A	71	A	70	A
52	PINELLAS	7681	PLATO ACADEMY OF ST.PETERSBURG	-2	65	A	46	C	67	A
52	PINELLAS	7781	PLATO ACADEMY PINELLAS PARK CHARTER SCHOOL	#N/A	36	D		I	#N/A	#N/A