

**Tentative Agreement Between
The DeSoto County Teachers' Association and The School Board of DeSoto County
For the 2006-2007 Contract Year**

Item One: Non-Classroom Teacher Evaluation

Item Two: STAR Plan

Item #1: The compilation of a Master Contract

Management agrees to place the *Agreement Between the DeSoto County Teachers' Association and the DeSoto County School Board*, the *Teacher Evaluation Plan*, the ratified Non-Classroom Teacher Evaluations and the ratified *Special Teachers Are Rewarded (STAR) Plan* at the same location on the website.

Item #2: 2005-06 Outstanding Teachers evaluated in 2006-07

The appropriate administrators will be advised to take the following actions:

Teachers with "Outstanding" scores will meet with their administrator to discuss their Individual Professional Development Plan (IPDP). Observation(s) will be scheduled in an attempt to view implementation of the IPDP. The teacher and administrator will meet at the end of the school year to determine if goals were met and discuss the value of the professional development in-service. If available, FCAT data will also be discussed.

Item #3: Use of Technology

Management will meet, discuss, and compile a definition for "Technology" as it relates to the *Teacher Evaluation Plan* and further define the indicators listed below:

- Web-based assignments
- Class bulletin boards
- Productivity tools
- Online Services

A written document relative to these terms will be issued to the instructional staff on or before December 15, 2006. The DCTA negotiation team will have an opportunity to review the document prior to its release and to request further clarification.

Item #4: Ethics:

Management agrees with the DCTA's belief that "if there is not printed evidence in your file that shows you are unethical, then *you are ethical!*" and management has consistently verbalized that belief.

**TENTATIVE AGREEMENT WAS REACHED ON THE ABOVE ON
December 7, 2006**

DeSoto County Teachers' Association School Board of DeSoto County

Tom Morgan, President

Florence Gobble, Chief Negotiator