

MEMO

To: Principals and Teachers in Schools Eligible for the School-wide Performance Bonus Program  
From: Joel I. Klein, Chancellor; Randi Weingarten, President, UFT  
Date: November 26, 2007  
Re: Participation in School-wide Performance Bonus Program

We are writing to encourage your school to participate in the recently announced School-wide Performance Bonus Program. All eligible schools were recently sent a memo outlining the major logistical issues regarding the Program. The deadline for voting and notifying the DOE of your participation is this **Wednesday November 28<sup>th</sup>**. A number of your schools have already voted to participate.

The hallmark of this program is cooperation – between the DOE and the UFT, between principals and teachers, and, principally, among the teachers themselves. It's up to the school community whether to participate (all school UFT members are eligible to vote and at least 55% must vote to participate, along with the principal's agreement, to move forward), to elect who will serve on the Compensation Committee, and to decide how to distribute the award.

If supervisors and staff, working together, lead the school to meet its progress report target for the year, all UFT members in the school will benefit. The school will receive a cash award equal to \$3,000 for each full-time UFT member on the school's table of organization. The school's Compensation Committee will then decide, by consensus, how to distribute the funds.

At each step of the way, cooperation and consensus are required to proceed and, in the end, all will benefit from working together toward the goal of increasing student achievement. We have cooperated to design a program that we feel will benefit the constituency that matters most to all of us: the students. A number of principals and teachers have already written in to express enthusiasm about participating and to ask clarifying questions. We are gratified to see this enthusiasm for this cutting-edge program that recognizes that helping students succeed depends on a team effort.

Should you have questions or concerns, we encourage you to bring them to our attention right away and we will get you answers. We have one remaining information session to answer any questions you may have. Information about that session is below.

Once again, we believe this innovative program will prove to be a success for educators and for students and we encourage you to participate.

Sincerely,

Joel and Randi