

**APPROVE ENTERING INTO A MEMORANDUM OF UNDERSTANDING
WITH CHICAGO CHARTER SCHOOL FOUNDATION (CHICAGO INTERNATIONAL CHARTER
SCHOOL) TO PARTICIPATE IN THE REAL PROGRAM**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING DECISION:

Approve entering into a memorandum of understanding (MOU) with Chicago Charter School Foundation on behalf of Chicago International Charter School (CICS) - West Belden Campus to participate in the Recognizing Excellence in Academic Leadership (REAL) program at a cost not to exceed \$300,000.00. In November 2006, the U.S. Department of Education awarded a five-year, \$27.5 Million grant to CPS under the Teacher Incentive Fund (TIF) grant based on the REAL program grant proposal developed in collaboration with National Institute for Excellence in Teaching (NIET). The foundation for the REAL program is the NIET's Teacher Advancement Program (TAP), a whole school reform model, which is designed to increase student achievement by improving teacher quality and maximizing principal effectiveness. In May 2007, the REAL Planning/Advisory Committee selected CICS - West Belden Campus to participate as one of the 10 schools in Cohort 2 to implement the program in 2008-2009. The authority granted herein shall automatically rescind in the event the Memorandum of Understanding is not executed within 90 days of this Board Report. Information pertinent to this Memorandum of Understanding is stated below.

CHARTER SCHOOL: Chicago Charter School Foundation (School Operator)
228 South Wabash, Suite 500
Chicago, IL 60604
Contact: Dr. Elizabeth Purvis, Director
Phone: (312) 455-7894

Chicago International Charter School -
West Belden Campus
2245 N. McVicker
Chicago, IL 60639
Contact: Kristin Baldino
Phone: 773-637-9430

OVERSIGHT: Department of Human Resources
125 S. Clark Street, 2nd Floor
Chicago, IL 60603
Contact: Sylvia Flowers
Phone: (773) 553-2647

BACKGROUND: In April 2007, CICS submitted an application to the REAL program for consideration. In May 2007, the REAL Planning/Advisory Committee selected CICS - West Belden Campus to participate as one of the 10 schools in Cohort 2 to implement the program in 2008-2009.

TERM: The term of the memorandum shall commence on August 18, 2008 and shall end on June 30, 2009. By written agreement and subject to prior approval by the Board, the parties shall have the right to renew this memorandum for two (2) additional one-year periods. The cost of each renewal period shall be negotiated prior to the start of such renewal period and shall be determined by the amount awarded in the grant.

OVERVIEW OF MEMORANDUM OF UNDERSTANDING: This agreement governs the implementation of the TIF grant, known as REAL, a pilot program for performance-based compensation. CICS - West Belden Campus is one of 20 schools implementing the program in

2008-2009. This MOU outlines the responsibilities of the REAL Program Office as well as the responsibilities of the charter school with respect to participation and implementation of the program. This includes the role of the Joint Council (composed of 6 CPS employees and 6 CTU officials), the recruitment and selection of staff associated with the REAL program, the collection of data to be utilized in determining performance awards, the collection of data to be used in program evaluation, and the calculation of performance awards. CICS – West Belden Campus will select Lead & Mentor Teachers to provide model teaching, peer coaching, mentoring, team teaching and classroom observations for the rest of the teachers at the school. Teachers at the CICS-West Belden Campus will be evaluated based on student achievement data and will receive performance awards using the methodology set forth in the TIF grant. The principal and support staff at the CICS – West Belden Campus will also receive performance-based incentives as a part of the TIF grant.

COMPENSATION: Compensation to the charter school shall be paid as specified in the memorandum of understanding; total compensation for this term shall not exceed \$300,000.00.

AUTHORIZATION: Authorize the General Counsel to include other relevant terms and conditions in the written Memorandum of Understanding. Authorize the President and Secretary to execute the Memorandum of Understanding. Authorize the Chief Human Resources Officer to execute all ancillary documents required to administer or effectuate the written Memorandum of Understanding.

AFFIRMATIVE ACTION: Pursuant to the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts (M/WBE Plan), this contract is exempt from M/WBE review as the funding source for the agreement is provided through the Teacher Incentive Fund (TIF) Grant.

LCS REVIEW: Local School Council approval is not applicable to this report.

FINANCE: Charge to the Department of Human Resources: \$300,000.00 FY: 2008-2009
Budget Classification: 11010-324-57940-221245-542126
Source of Funds: Teacher Incentive Fund (TIF) Grant

GENERAL CONDITIONS:

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the Provisions of 105 ILCS 5/34-21.3, which restricts the employment of, or the letting of contracts to, former Board members during the one-year period following expiration or other termination of their terms of office.

Indebtedness – The Board's indebtedness Policy adopted June 26, 2006 (96-0626-P03), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted June 23, 2004 (04-0623-PO4), as amended from time to time shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in subsequent fiscal year budget(s).

Approved:




Barbara Eason-Watkins
Chief Education Officer *HW*

Respectfully submitted:



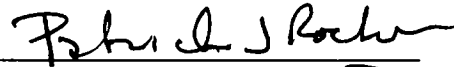
Arne Duncan
Chief Executive Officer

Within Appropriation:



Pedro Martinez
Chief Financial Officer

Approved as to Legal Form: *PK*



Patrick J. Rocks
General Counsel *3*