

Rudolph F. Crew, Ed. D., Superintendent of Schools

SUBJECT: REQUEST FOR APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) REGARDING PROVISIONS OF THE LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE (UTD) RELATED TO INTERIM TEACHERS (3100s)

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

The current labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) includes provisions related to Interim Teachers (3100s). It is agreed by the parties that in order to improve the stability of a highly qualified educational workforce, Interim Teachers (3100s) will be provided salary and benefits equivalent to those of contract teachers.

Accordingly, the attached MOU outlines an agreement between the Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) in addressing improvements to salary and benefits for Interim Teachers for the 2004-2005 school year.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the proposed M-DCPS/UTD Memorandum of Understanding (MOU) authorizing adjustments to the salary and benefits for Interim Teachers for the 2004-2005 school year.

RFC:jmg

MEMORANDUM OF UNDERSTANDING

Interim Teachers (3100s)

Pursuant to applicable Florida law, the United Teachers of Dade (UTD), the Superintendent of Schools (or designee) and the American Federation of Teachers (AFT) Administrator for the UTD have met and agreed to the following regarding Article XIX, Section 2 of the M-DCPS/UTD labor contract:

The parties have met and hereby agree to establish a plan for Interim Teachers (3100s). The following will apply to this plan:

1. Upon the first day of employment, interim teachers (3100s) will be provided with the same salary as regular contract teachers, effective for 2004-2005 school year.
2. Interim teachers (3100s) shall be entitled to insurance benefits on the first day of employment.
3. Interim teachers (3100s) may be required (rather than must be required) to be certified in the area of assignment, unless waived by the Office of Human Resources.
4. Pool temporary instructors who are employed as interim teachers shall be compensated as regular teachers upon assignment.
5. This MOU shall remain in effect for the 2004-2005 school year, subject to extending this Agreement at the Superintendent's discretion and approval of the UTD.

Dated this 18th day of August, 2004.

**THE SCHOOL BOARD OF
MIAMI-DADE COUNTY, FLORIDA**

UNITED TEACHERS OF DADE

Dr. Michael M. Krop Date
Chair

Mark Richard Date
AFT Administrator

Dr. Robert Ingram Date
Vice Chair

Dr. Rudolph F. Crew Date
Superintendent of Schools

Approved as to Form

School Board Attorney Date

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COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

Florida Statutes, Section 121.091(9) 3, allows school districts the authority to re-employ retired members as full-time instructional personnel after they have been retired for one calendar month. Florida Statutes, Section 121.091(13)(a) 2, allows individuals employed in instructional positions to participate in the Deferred Retirement Option Program (DROP) beyond sixty (60) months with the authorization of the employer.

The attached MOU outlines an agreement between the Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) in addressing issues related to the rehiring of retired classroom teachers in full-time positions and extending the DROP period for classroom teachers for the 2004-2005 school year.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the proposed M-DCPS/UTD Memorandum of Understanding (MOU) authorizing the rehiring of retired classroom teachers and extending the DROP termination date for classroom teachers until the end of the 2004-2005 school year.

RFC:jmg