

Business Operations
Ofelia San Pedro, Deputy Superintendent

**SUBJECT: REQUEST FOR APPROVAL OF MEMORANDUM OF
 UNDERSTANDING (MOU) AUTHORIZING SCHOOL IMPROVEMENT
 PLAN WAIVERS**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

In accordance with provisions of the current labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties have reviewed waiver requests submitted by schools in support of their School Improvement Plan.

Following review of these requests, the parties have further agreed to the attached MOU authorizing School Improvement Plan waivers.

RECOMMENDED: That The School Board of Miami-Dade County, Florida approve the proposed M-DCPS/UTD Memorandum of Understanding (MOU) authorizing School Improvement Plan waivers, effective July 13, 2005.

OSP:jmg

MEMORANDUM OF UNDERSTANDING
Contract Clarification/Implementation

Pursuant to Article XXVI, Section 5(D)(3) of the current labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties have agreed to the following labor contract waivers, effective July 13, 2005.

The Superintendent of Schools and the UTD support the attached School Improvement Plan waivers and agree to their implementation.

Dated this 13th day of July, 2005.

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

UNITED TEACHERS OF DADE

Mr. Frank J. Bolaños Date
Chair

Ms. Karen Aronowitz Date
President

Dr. Robert Ingram Date
Vice Chair

Dr. Rudolph F. Crew Date
Superintendent of Schools

Approved as to Form

School Board Attorney Date

2005-2006 SCHOOL IMPROVEMENT PLAN (SIP) WAIVERS

ELEMENTARY SCHOOLS

0111 – MAYA ANGELOU ELEMENTARY

Labor Contract and Alternative Supplement Model (ASM) (Waiver #511)

Modify Article X, Non-Teaching Duties/Activities, Section 1 (G), Limitations, to read as follows: "A Lead Teacher may assume administrative duties and responsibilities, as specified in Maya Angelou Elementary School Saturn proposal."

Modify Article XX, Teaching Conditions, Section 5 (B), Planning/Preparation Days, to read as follows: "In order to provide time for staff development activities, pupils shall be dismissed early one afternoon a week, using Wednesday for this purpose."

Modify Article XX, Teaching Conditions, Section 5 (E), Planning/Preparation Days, to read as follows: "Teacher planning/preparation days may be designated for in-service workshops. This time may be extended to full days if needed. The total time, however, shall not exceed two planning/preparation days per grading period."

Alternative Supplement Model

•	Grade-level/Department Chairpersons (8 @ \$500\$600)	\$4,000	<u>\$4,800</u>
	TOTAL SUPPLEMENTS	\$4,000	<u>\$4,800</u>

0451 – BOWMAN FOSTER ASHE ELEMENTARY

Labor Contract Waiver (Waiver #512)

~~Modify Article XX, Teacher Conditions, Sections 3(A), Workday, as follows: "Extend the school day one hour (from 2:00 to 3:00 p.m.) On Monday, Tuesday, Thursday, and Friday for kindergarten and first grade students in order to implement programs outlined in the school's Saturn Project Proposal."~~

~~Modify Article XX, Teaching Conditions, Sections 3(A) Workday, as follows: "The starting and dismissal time for students at Bowman Foster Ashe Elementary School will be 8:15 a.m. (15 minutes earlier than the standard elementary school starting time) and teachers will utilize this time for additional direct instruction."~~

~~Modify Article XX, Teaching Conditions, Section 5(B), Planning/Preparation Days, as follows: "In order to provide staff development activities for elementary teachers, pupils in the elementary schools shall be dismissed one hour early one afternoon a week, using Wednesday for this purpose."~~

~~Modify Appendix E, Section 9, Miscellaneous Provisions, by adding the following:~~

- ~~"Graduate Assistantship—There may be two University of Miami graduate assistants who will provide direct instruction to students. The will each receive a stipend of \$7,000 annually to be paid from the school's discretionary funds."~~

- ~~“Association Teacher—Fifth year University of Miami students selected as Associate Teachers will be employed by the school for a minimum of 12 hours per week at an hourly paraprofessional salary rate. Payments shall be limited to 25 hours per week.”~~

0521 – BROADMOOR ELEMENTARY

Alternative Supplement Model (Waiver #513)

• <u>Grade-level Chairpersons (4 @ \$940)</u>	<u>\$3,760</u>
TOTAL SUPPLEMENTS	<u>\$3,760</u>

0671 – CALUSA ELEMENTARY

Alternative Supplement Model (Waiver #514)

• Grade-level Chairpersons K-5 (6 @ \$940)		<u>\$5,640</u>
• Special Source Subject Area Chairperson (1@ \$940 \$964)	\$940	<u>\$964</u>
TOTAL SUPPLEMENTS	\$6,580	<u>\$6,604</u>

0681 – CAROL CITY ELEMENTARY

Alternative Supplement Model (Waiver #515)

• <u>Team Leaders – Pre-K-5, Special Area and Students With Disabilities (9 @ \$376)</u>		<u>\$3,384</u>
TOTAL SUPPLEMENTS		<u>\$3,384</u>

1371 – MARJORY S. DOUGLAS ELEMENTARY

Labor Contract Waiver (Waiver # 516)

~~Modify Article XX, Teaching Conditions, Section 5(B), Planning/Preparation Days, as follows: “Utilize the one hour gained on Wednesday because of the early dismissal for staff development activities for teachers rather than as the designated time outlined in this article (Preparation).” A schedule will be developed to facilitate staff development activities.~~

2501 –HOLMES ELEMENTARY

Alternative Supplement Model (Waiver # 517)

•	Grade-level/Department Chairpersons (6 @ \$940)	\$5,640	<u>\$3,760</u>
•	Music Club Sponsor <u>Intramural Sponsor</u> (1 @ \$1,800 \$1,461)	\$1,800	<u>\$1,461</u>
•	Substitute Locator (1 @ \$1,050 \$800)	\$1,050	<u>\$800</u>
•	Safety Patrol Sponsor (1 @ \$620)		\$620
•	FFEA (1 @ \$650 \$620)	\$650	<u>\$620</u>
•	Dance Club <u>Elementary Activities Sponsor</u> (1 @ \$900 \$620)	\$900	<u>\$620</u>
•	<u>Elementary Academic Activities Sponsor</u> (1 @ \$520)		<u>\$520</u>
	TOTAL SUPPLEMENTS		<u>\$8,401</u>

2521 – OLIVER HOOVER ELEMENTARY

Alternative Supplement Model (Waiver # 518)

•	Grade Level Chairpersons (6 @ \$450)	\$2,700	
•	Elementary Department Chairpersons (3 @ \$950)	\$2,850	
•	Social Studies/School-to-Work/Bilingual/Special		
•	Area Chairperson/Math Chairperson/		
	<u>Science Chairperson</u> (5 @ \$450)	\$2,250	
•	<u>Gifted Chairperson</u>	\$450	
•	<u>Department Heads</u> (5 @ \$900)		<u>\$4,500</u>
•	<u>Grade-level/Department Chairpersons</u> (9 @ \$500)		<u>\$4,500</u>
	TOTAL SUPPLEMENTS	\$8,250	<u>\$9,000</u>

2891 – WILLIAM LEHMAN ELEMENTARY

Labor Contract Waiver (Waiver # 519)

~~Modify Article X, Non-Teaching Duties/Activities, Section 1(G), Limitations, to read as follows: "A Lead Teacher may assume administrative duties and responsibilities, as specified in William Lehman Elementary School Saturn proposal."~~

Modify Article XX, Teaching Conditions, Section 5 (B), Planning/Preparation Days, to read as follows: "In order to provide time for staff development activities, pupils shall be dismissed early one afternoon a week, using Wednesday for this purpose."

Modify Article XX, Teaching Conditions, Section 5 (E), Planing/Preparation Days, to read as follows: "Teacher planning/preparation days may be designated for in-service workshops. This time may be extended to full days if needed. The total time, however, shall not exceed two planning/preparation days per grading period."

Modify Article XXVI, Professionalization of Teaching/Education, Section 29(A), Teacher Supervision

of Interns, by adding: "University interns, under the guidance of university personnel and school-site administration and/or staff, may be permitted to provide temporary class coverage for the supervising teacher. This coverage will be limited to the teacher's attendance at school-site workshops/training sessions, subject to school-site administrative approval."

Alternative Supplement Model

•	Lead Teacher		\$2,000
	TOTAL SUPPLEMENTS		\$2,000

3381 - MIAMI SPRINGS ELEMENTARY

Alternative Supplement Model (Waiver # 520)

•	Grade Level/ Department Chairpersons (8 9 @ \$500)	\$4000	<u>\$4,500</u>
	TOTAL SUPPLEMENTS	\$4000	<u>\$4,500</u>

3621 - NARANJA ELEMENTARY

Alternative Supplement Model (Waiver #521)

•	K-5 Grade Level Chairs (6@\$600)		\$3,600
•	Bilingual Chair (1@ \$600)		\$600
•	Elementary Academic Activities Sponsor (1@ \$600)		\$600
•	Safety Patrol Sponsor (1@\$600)		\$600
•	Intramural Elementary Activities Sponsor (1@ \$487 \$600)	\$487	<u>\$600</u>
•	Elementary School Activities Sponsor (1@ \$620 \$600)	\$620	<u>\$600</u>
	TOTAL SUPPLEMENTS	\$6,507	<u>\$6,600</u>

3861 – NORTH GLADE ELEMENTARY

Alternative Supplement Model (Waiver #522)

•	Grade Level/Department Chairpersons (7 8 @ \$662 <u>\$579.25</u>)		\$4,634
	TOTAL SUPPLEMENTS		\$4,634

4091 –OLYMPIA HEIGHTS ELEMENTARY

Alternative Supplement Model (Waiver #523)

- Grade Level/Department Chairpersons (9 @ \$500) \$4,500
- TOTAL SUPPLEMENTS \$4,500

4391 –IRVING AND BEATRICE PESKOE ELEMENTARY

Labor Contract and Alternative Supplement Model (Waiver #524)

Modify Article XX, Teaching Conditions, Section 11 (C,7), Teacher-Parent Communication, by adding: "Interim Progress Reports will be sent to parents/guardians no later than the end of the fifth week of the grading period."

Modify Article XX, Teaching Conditions, Section 11 (E,1), Teacher-Parent Communication, as follows: "A program will be developed and implemented, whereby, at mid-year, parents/guardians can pick up their child's report card and discuss his/her progress."

Alternative Supplement Model

- ~~Squadron Advisors K-5~~ Curriculum Leaders K-5 (6 @ \$518) \$3,108
- Document Translator (1 @ \$520) \$520
- ~~Squadron Advisors Bilingual~~ Curriculum Leader Bilingual (1 @ \$518) \$518
- ~~Squadron Advisors ESE~~ Curriculum Leader ESE & Stud. Svcs.(1 @ \$518) .. \$518
- ~~Squadron Advisors Special Areas and Media~~ Curriculum Leader Special ... \$518
Areas & Media (1 @ \$518) ...
- ~~Technology Facilitator /BACC Squadron~~ Curriculum Leader Technology \$518
(1 @ \$518).....
- TOTAL SUPPLEMENTS \$5,700

4511 - DR. GILBERT PORTER ELEMENTARY

Alternative Supplement Model (Waiver #525)

- Galaxy Non-Instructional Representative \$400
- Orchestra Sponsor (1 @ \$1,000) \$1,000
- Chorus Sponsor (1 @ \$1,000) \$1,000
- TOTAL SUPPLEMENTS \$2,000

5241 - SOUTH MIAMI ELEMENTARY

Alternative Supplement Model (Waiver #526)

• After School Spanish for Spanish Speakers (+ 2 @ \$1,863)	<u>\$3,726</u>
TOTAL SUPPLEMENTS	<u>\$3,726</u>

5491 - TREASURE ISLAND ELEMENTARY

Alternative Supplement Model (Waiver #527)

• <u>Grade Level/Department Chairpersons (10 @ \$470)</u>	<u>\$4,700</u>
TOTAL SUPPLEMENTS	<u>\$4,700</u>

5521 - TROPICAL ELEMENTARY

Labor Contract Waiver (Waiver #528)

Modify Article XX, section 7, Planning/Preparation Periods to read as follows: "In elementary schools, whenever a specialist, (i.e., music, art, P.E.) is in charge of a class, the classroom teacher shall be entitled to leave the classroom and use this time for planning. Such planning time shall be done by grade level meetings, two (2) times a week to develop common lesson plans."

5521 - TWIN LAKES ELEMENTARY

Alternative Supplement Model (Waiver #529)

• Technology Facilitator Primary (1 @ \$1,450)	\$1,450
• Technology Facilitator Intermediate (1 @ \$1,450)	\$1,450
• Subject Area Department Chairpersons (4 3 @ \$1,200 \$1,150)	\$4,800 <u>\$3,450</u>
• <u>Subject Area Department Chairpersons (1 @ \$600)</u>	<u>\$600</u>
• Safety Patrol Sponsor (1 @ \$800 \$900)	\$800 <u>\$900</u>
• Language Arts, Mathematics, Science, Curriculum Enhancement Coordinators	\$600
• Student Council/Crime Watch Sponsor	\$600
• Intramural Sponsor (1 @ \$900 \$800)	\$900 <u>\$800</u>
• <u>Grade Level/Chairpersons (8 @ \$350)</u>	<u>\$2,800</u>
TOTAL SUPPLEMENTS	<u>\$10,000</u>

5641 - VILLAGE GREEN ELEMENTARY

Alternative Supplement Model (Waiver #530)

•	<u>Grade Level/Chairpersons (1 @ \$940 \$900)</u>	\$940	\$900
	TOTAL SUPPLEMENTS		\$900

5671 - VINELAND ELEMENTARY

Alternative Supplement Model (Waiver #531)

•	<u>Grade Level/Chairpersons (6 @ \$353 \$314)</u>	\$2,118	\$1,884
•	<u>Special Area Chairperson (1 @ \$353 \$314)</u>	\$353	\$314
•	<u>Reading Leader Chairperson (1 @ \$353 \$314)</u>	\$353	\$314
•	<u>ESE Chairperson (1 @ \$314)</u>		\$314
	TOTAL SUPPLEMENTS		\$2,826

MIDDLE SCHOOLS

6031 - BROWNSVILLE MIDDLE

Labor Contract and Alternative Supplement Model Waiver (Waiver #532)

Modify Article XX, Teaching Conditions, Section 7(A), Planning/Preparation Periods, to read as follows: "As part of the work week, teachers shall have one uninterrupted planning/preparation period on alternating instructional days, equal to two instructional periods during days of double period blocks."

•	<u>Mentor Teachers (4 @ \$3,000)</u>		\$12,000
	TOTAL SUPPLEMENTS		\$12,000

6161 - LAWTON CHILES MIDDLE

Labor Contract Waiver (Waiver #533)

Modify Article XX, Teaching Conditions, Section 7(A), Planning/Preparation Periods, to read as follows: "As part of the work week, teachers shall have one uninterrupted planing/preparation period on alternate instructional days, equal to two instructional periods during days of double period blocks."

This modification has been approved by the Lawton Chiles Middle School EESAC for a period of three years which will cover school years 2005-2006, 2006-2007, and 2007-2008."

6131 - HOWARD A. DOOLIN MIDDLE

Labor Contract and Alternative Supplement Model (Waiver #534)

Modify Article X, Non-Teaching Duties/Activities, Section 1 (G), Limitations, to read as follows: "A Lead Teacher may assume administrative duties and responsibilities, as specified in Howard A. Doolin Middle School's Saturn proposal."

Modify Article XX, Teaching Conditions, Section 5 (E), Planning/Preparation Days, to read as follows: "Teacher planning/preparation days may be designated for inservice workshops. This time may not exceed half the planning day."

Modify Article XX, Teaching Conditions, Section 7, Planning/Preparation Days, to read as follows" "As part of the work week teachers shall have one uninterrupted planning/preparation period on alternating instructional days equal to two instructional periods during double period blocks.

Alternative Supplement Model

• Lead Teacher	\$2,000
 TOTAL SUPPLEMENTS	 \$2,000

6281 - THOMAS JEFFERSON MIDDLE

Labor Contract Waiver (Waiver #535)

Modify Article XX, Teaching Conditions, Section 7(A), Planning/Preparation Periods, to read as follows: "As part of the work week, teachers shall have one uninterrupted planning/preparation period on alternating instructional days, equal to two instructional periods, during days of double period blocks during the 2004-2005, 2005-2006, 2006-2007, and 2007-2008 school years."

6421 - JOSE MARTI MIDDLE

Alternative Supplement Model (Waiver #536)

• Middle School Athletic Director (1 @ \$1,100 <u>\$2,000</u>)	\$1,110	<u>\$2,000</u>
• Large Classroom Instruction (1 @ \$6,000)	\$6,000	\$6,000
• Technology Grant Writing Coordinator		\$6,000
• After School Support (4 @ \$500)		\$2,000
• Administrative Assistant Support Supplement		\$3,000
• <u>Uniform Enforcement (3 @ \$2,100)</u>		<u>\$6,300</u>
 TOTAL SUPPLEMENTS	 \$18,140	 <u>\$19,300</u>

6431 - ARTHUR & POLLY MAYS MIDDLE

Labor Contract Waiver (Waiver #537)

Modify Article XX, Teaching Conditions, Section 7 (A), Planning/Preparation Periods, to read as follows: "As part of the work week, teachers shall have one uninterrupted planning/preparation period on alternating instructional days, equal to two instructional periods during days of double period blocks for three years 2005-2006, 2006-2007, and 2007-2008. ~~for the terms of the contract three years.~~"

6821 - PARKWAY MIDDLE

Labor Contract and Alternative Supplement Model (Waiver #538)

Modify Article XX, Teaching Conditions, Section 7 (A), to read as follows: "As part of the work week, teachers shall have one uninterrupted (planning/preparation period on alternating instructional days, equal to two instructional periods during days of double period blocks."

Alternative Supplement Model

•	Activities Coordinator	\$1,000
	TOTAL SUPPLEMENT	\$1,000

SENIOR HIGH SCHOOLS

7121 - JOHN A. FERGUSON SENIOR

Labor Contract and Alternative Supplement Model (Waiver #539)

Modify Article XX, Teaching Conditions, Section 7(A), Planning/Preparation Periods, to read as follows: "As part of the work week, teachers shall have one uninterrupted planning/preparation period on alternating instructional days equal to two instructional periods during days of double period blocks."

Modify Article XX, Teaching Conditions, Section 5 (E), Planning Preparation Days to read as follows: "Teacher planning/preparation days may be designated for in-service workshops. This time may be extended to full days if needed. The total time, however, shall not exceed two planning/preparation days per grading period."

Modify Article XX, Teaching Conditions, Section 6 (A), Duty-Free Lunch, by adding: "Allow departmental lunch meetings contingent upon unanimous agreement among the members of the department. The number of meetings to be limited to a maximum of two per month."

Modify Article XX, Teaching Conditions, Section 7 (A), Planning/Preparation Periods, by adding: "As part of the work day, all secondary teachers shall have one uninterrupted planning/preparation period daily of no less than one teaching period except on the two Tuesdays a month when staff in-service will be scheduled during planning periods. These in-service meetings will be in lieu of faculty meetings before or after school."

Alternative Supplement Model

•	<u>Academy Lead Teacher/Dept. Head Various (4 6 @ \$4,000)</u>	-\$16,000	<u>\$24,000</u>
	TOTAL SUPPLEMENTS	\$16,000	<u>\$24,000</u>

7601 - WILLIAM H. TURNER TECHNICAL ARTS HIGH SCHOOL

Labor Contract Waiver and Alternative Supplement Model (Waiver #541)

Modify Article XX, teaching Conditions, section 7 (A), Planning/Preparation Periods, to read as follows: "As part of the work week at William H. Turner Technical Arts High School, teachers will have one-two hour teaching block period twice a week and one uninterrupted single teaching block once a week for planning. The time for uninterrupted planning has not been reduced.

Alternative Supplement Model

•	<u>Lead Teacher Academies</u>		<u>\$3,000</u>
•	<u>Lead Teacher School-To-Work</u>		<u>\$3,000</u>
•	<u>Lead Secretary</u>		<u>\$1,500</u>
	TOTAL SUPPLEMENTS		<u>\$7,500</u>

7791 - BOOKER T. WASHINGTON SENIOR

Labor Contract Waiver and Alternative Supplement Model (Waiver #542)

Modify Article XX, Teaching Conditions, Section 7 (A), Planning/Preparation Periods, to read as follows: "As part of the work week, teachers shall have one uninterrupted planning/preparation period on alternating instructional days, equal to two instructional periods during days of double period blocks."

Alternative Supplement Model

•	<u>Academy Leader (7-4 @ \$12,040 \$1,725)</u>	\$12,040	<u>\$6,900</u>
	TOTAL SUPPLEMENTS		<u>\$6,900</u>

ALTERNATIVE SCHOOLS

8019 - ACADEMY FOR COMMUNITY EDUCATION

Labor Contract Waiver (Waiver #543)

Article XX, Teaching Conditions, Section 7 (A) to read as follows: "As part of the work week, teachers shall have one uninterrupted planning/preparation period on alternating instructional days equal to two instructional periods during days of double period blocks.

Appendix E, Rules and regulations governing Salary Schedules, Supplements and Varsity Athletics, Section 5 Supplements for Extra Teaching Periods, to read as follows for the 2005-2006 school year: "Teachers will waive payment of an extra teaching period supplement for teaching six (out of six) periods, and instead receive a supplement for teaching seven out of eight periods."

8201 - CORPORATE ACADEMY SOUTH

Labor Contract Waiver (Waiver #544)

As part of the work week, teachers shall have one uninterrupted planning/preparation period on alternating instructional days, equal to two instructional periods during days of double period blocks.

2861 - J.R.E. LEE OPPORTUNITY

Labor Contract Waiver and Alternative Supplement Model (Waiver #545)

The majority of time during teacher planning/preparation days is to be used by the employee, who may choose from among the following activities: instructional planning, recording of grades, and reviewing student cumulative folders and/or instructional material or activities. The only exception will be the designated professional development day, during which a full day workshop may be scheduled with the input of the faculty.

Alternative Supplement Model

• Attendance Coordinator	\$1,200	\$1,200
• Parent Liaison	\$1,800	\$1,800
• Behavior Modification Coordinator	\$2,000	\$2,000
• Behavior Modification Assistant Coordinator	\$1,200	\$2,000
• <u>EESAC Support Coordinator</u>	\$600	\$600
• Grants and Special Projects Support	\$600	\$600
• <u>Webmaster</u>		<u>\$2,000</u>
• <u>ESOL/LEP Coordinator</u>		<u>\$1,000</u>
• <u>Positive Behavior Support Team Members (8 @ \$600)</u>		<u>\$4,800</u>
TOTAL SUPPLEMENTS	\$7,400	<u>\$15,200</u>

VOCATIONAL/ADULT EDUCATION CENTERS

7841 - THE ENGLISH CENTER

Labor Contract Waiver (Waiver #546)

Modify Article XX, Section 7 (A) Planning/Preparation Periods of the UTD Contract to read as follows:
~~As part of the work week, teachers shall have one uninterrupted planning/preparation period on alternating instructional days, equal to two instructional periods during days of double period blocks.~~
“As part of the work week all teachers at the English Center shall have 250 minutes of planning time per week, in lieu of one (1) uninterrupted period of 50 minutes per day.”

Modify Article X; Non-Teaching Duties/Activities, Section 1 (G), Limitations, to read as follows”
“Assume administrative duty in lieu of or absence of the principal. The opportunity to submit requests shall be made available to all teachers, with principal making the final determination on selection, number (limited to four), and assignment.”