

Business Operations  
Ofelia San Pedro, Deputy Superintendent

**SUBJECT:           REQUEST FOR APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) MODIFYING PROVISIONS OF THE LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE (UTD) RELATING TO ADDRESSING THE CRITICAL SHORTAGE OF INTERPRETERS FOR THE DEAF OR HARD-OF-HEARING**

**COMMITTEE:       SCHOOL SUPPORT ACCOUNTABILITY**

Educational Interpreters for the Deaf or Hard-of-Hearing provide sign language interpreting and transliteration services to an identified population of students who are dependent on this support to be successful in the learning environment. The specialized and highly-skilled requirements of these services have created a critical staff shortage of these professionals in the State of Florida and throughout Miami-Dade County Public Schools. This proposed MOU provides a compensation plan to address certificating and credentialing of Interpreters for the Deaf or Hard-of-Hearing to be implemented beginning the 2005-2006 school year.

In response to this critical staff shortage, the parties have agreed to the attached MOU to provide compensation incentives in the retention and the recruitment of Interpreters for the Deaf or Hard-of-Hearing. Implementation of the provisions will assist in alleviating this staff shortage and in supporting the District's efforts to employ an adequate number of Interpreters for the Deaf or Hard-of-Hearing.

**RECOMMENDED:**     That The School Board of Miami-Dade County, Florida, approve the proposed Memorandum of Understanding (MOU) modifying provisions of the M-DCPS/UTD labor contract to provide retention and recruitment compensation incentives to address the critical staff shortage of Interpreters for the Deaf or Hard-of-Hearing.

OSP:jmg

**MEMORANDUM OF UNDERSTANDING (MOU)**  
**Contract Modification/Implementation**

Pursuant to the current labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties have met to address the critical shortage of Educational Interpreters for Deaf or Hard-of-Hearing.

Accordingly, the parties have agreed to the following implementation of Article XVII, Section 2 (I)(7), (9), (10) AND (11), Article XVII, Section 3, and Appendix E, Sections 3 and 4 of the current labor contract between M-DCPS and the UTD.

There presently exists a critical staff shortage of Educational Interpreters for the Deaf or Hard-of-Hearing to provide sign language interpreting services for students in the state of Florida and the District. As a result, Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) discussed and negotiated incentives regarding recruitment and retention of Interpreters for the Deaf or Hard-of-Hearing in response to the critical staff shortage of such positions as follows:

1. Non-Certified full time qualified Interpreters for the Deaf or Hard-of-Hearing currently on Pay Grade 12 of the Paraprofessionals/Associate Educator/School Support Personnel Salary Schedule shall advance to Pay Grade 14 and remain on their existing step.
2. Full time qualified Interpreters for the Deaf or Hard-of-Hearing with Quality Assurance (QA) I certification shall receive a pro-rated annual supplement of \$2,000.
3. Full time qualified Interpreters for the Deaf or Hard-of-Hearing with QA II certification shall receive a pro-rated annual supplement of \$3,000.
4. Full time qualified Interpreters for the Deaf or Hard-of-Hearing with QA III certification shall receive a pro-rated annual supplement of \$4,000.
5. Full time qualified Interpreters for the Deaf or Hard-of-Hearing with Registry of Interpreters for the Deaf (RID) certification shall receive a pro-rated annual supplement of \$5,000.
6. Full time qualified Interpreters for the Deaf or Hard-of-Hearing shall be entitled to only one of the annual categorical supplements as listed in this memorandum. These supplements shall replace provision in Article XVII, Section 2(i)(10).
7. Current full time qualified Interpreters for the Deaf or Hard-of-Hearing possessing a Bachelor's degree or higher with a major or minor in sign language interpreting or related educational field and with at least a QA III certification shall be classified as Educational Interpreters for the Deaf or Hard-of-Hearing and shall be compensated on the AO/CO Salary Schedule with placement on the step that provides an increase of no less than \$2,000. Newly-hired Interpreters in this category shall be placed on Step 1 of the AO/CO Salary Schedule.

