

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

**SUBJECT: RECEIVE INFORMATIONAL REPORT ON THE START OF
NEGOTIATIONS OF A NEW MULTI-YEAR CONTRACT WITH
UNITED TEACHERS OF DADE**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

The Miami-Dade County Public Schools (District) and United Teachers of Dade (UTD) are launching discussions on a new multi-year contract on February 17, 2006. This year, the process will be distinctly different. Both UTD and the District have committed to engage in collaborative bargaining.

We have committed to look at bargaining issues through the lens of what is educationally best for our students. Both UTD and the District are entering talks guided by common interests – to improve student achievement, to improve teacher quality and to improve teacher pay. These common interests enable us to create a genuine collaboration and build an atmosphere of trust between equal partners. Focusing on professional issues related to improving the quality of teaching and learning is good for the District, good for the Union, and good for all communities in Miami-Dade County.

To begin collaborative bargaining, both parties will soon identify shared interests and work to find a solution to implement those interests. The bargaining groups for both the district and the Union will be assigned to sub-committees that will work on a number of interests. The district's initial interests, organized by four major sub-committees (in parentheses below), are as follows:

- Develop a high-quality faculty that demonstrates elements of accomplished instructional practices (Professional Development and Evaluation)
- Compensate a high-quality faculty competitively with a simplified salary schedule and offer opportunities for additional compensation (Staff Compensation and Benefits)
- Expand the pool of high-quality and experienced teachers who are skilled in diverse roles to support classroom learning and offer opportunities for career advancement (Professional Development and Evaluation)
- Build a highly-skilled cadre of new and early career teachers who are thriving practitioners committed to working at M-DCPS (Professional Development and Evaluation)
- Utilize research-based core curricula and instructional strategies that maximize the use of instructional time to improve student achievement
- Augment curricula to ensure the quality and quantity of educational opportunities which demand greater effort and pose intellectual challenges for students (Student Achievement)

- Redesign secondary school education by the continued development of achievement standards based on international benchmarks to enable students to succeed in the global market (Student Achievement)
- Establish and maintain a stable work environment that leads to increased student achievement (Student Achievement)
- Implement a system that supports quality teaching and evaluation (Professional Development and Evaluation)
- Build and sustain a growing number of parents whose commitment is evident in measurable involvement at school sites and The Parent Academy (Parent Engagement)
- Engage in decision-making based on improving education and improve transparency to parents and the public (Parent Engagement)

The composition of the district bargaining team members and their sub-committee assignment is listed on Attachment A.

This opening platform is not intended to take a position; to the contrary, it is intended to surface the ideas and concepts that will serve as a starting point of discussion in negotiations. To date, our interactions with all the M-DCPS bargaining units have been collegial and guided by our mutual interest to see students succeed. As we move into our next round of negotiations, we commit to strengthening these relationships by listening, being respectful and trustworthy, and demonstrating transparency in all our actions. It is our goal to finish negotiations by the end of this school year.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, receive informational report on the start of negotiations of a new contract with United Teachers of Dade.

M-DCPS Bargaining Team

Professional Development and Evaluation	Staff Compensation and Benefits	Student Achievement	Parent Engagement
Ms. Ava G. Byrne, Chair Deputy Superintendent Professional Development	Ms. Ofelia San Pedro, Chair Deputy Superintendent Business Operations	Ms. Antoinette Dunbar, Chair Deputy Superintendent Curriculum, Instruction, and School Improvement	Mr. Alberto M. Carvalho, Chair Associate Superintendent Office of Intergovernmental Affairs, Grants Administration and Community Services
Dr. Kriner Cash Chief of Accountability and Systemwide Performance	Mr. Martin A. Berkowitz Chief Financial Officer	Dr. Lourdes Rovira Associate Superintendent Curriculum and Instruction	Dr. Kamela K. Patton Assistant Superintendent School Operations
Ms. Mariaelena Vidal Human Resource Officer	Ms. Carolyn Spaht Chief of Staff	Ms. Milagros Fornell Assistant Superintendent Secondary Curriculum and Instruction	Dr. Linda D. Brown District Director Community Services
Ms. Enid Weisman Regional Superintendent Regional Center II	Mr. Scott B. Clark Risk and Benefits Officer Office of Risk and Benefits Management	Ms. Gisela Feild Administrative Director Assessment and Data Analysis	Dr. Steve Gallon, III Administrative Director School Operations/Alternative Education
Ms. Stacey D. Bobo Assistant Superintendent Curriculum and Instruction	Dr. Essie S. Pace Regional Superintendent Regional Center IV	Ms. Neyda Navarro Regional Superintendent Regional Center VI	Mrs. Janet Hupp Regional Superintendent Regional Center V
Mr. Jeffrey Hernandez Principal Lakeview Elementary	Mr. Eugene Butler Principal Parkway Middle	Dr. Donald A. Hoecherl Principal John A. Ferguson Senior High	Mr. Michael J. Charlot Principal Opa-Locka Elementary