

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

**SUBJECT: REPORT ON UNITED TEACHERS OF DADE (UTD)
 NEGOTIATIONS**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

Beginning in February 2006, M-DCPS and UTD began comprehensive labor negotiations. The joint teams met for 21 formal bargaining sessions. The teams proffered many separate proposals -- UTD presented 33 proposals and M-DCPS presented 44 proposals. The proposals focused on four major areas: parent engagement, professional development, student achievement and staff compensation/benefits.

The teams successfully completed negotiations on November 15, 2006 after three non-stop days of bargaining. The Tentative Agreement consisted of 46 proposals which will amend, modify or add to the 2006-2009 successor contract. The District is extremely proud of this landmark agreement that provides a three year wage agreement, additional economic improvements, and most significantly, educational enhancements that will directly impact student achievement.

UTD will be presenting the Tentative Agreement to the Council of Union Stewards on Thursday, November 16, 2006, and ratification will be completed by Thursday, November 30, 2006. The Tentative Agreement will be presented to the Board at its December 13, 2006 School Board meeting if UTD unit members ratify the agreement prior to said date.

THREE-YEAR SALARY AGREEMENTS

- **Teachers**

- Year One, 2006-2007 - - Effective July 1, 2006 or the start of the school year, the starting salary is increased to \$36,250; portions of the salary schedule are improved; eligible employees advance a step; and the top step is improved by \$2,000. Effective January 12, 2007, the starting salary is increased to \$37,000; portions of the salary schedule are improved; and the top step is increased by another \$1,000;

Replacement
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- Year Two, 2007-2008 - - Effective July 1, 2007 or the start of the school year, the starting salary is increased to \$38,000; portions of the salary schedule are improved; two steps on the schedule are eliminated; eligible employees advance a step; the top two steps are improved by \$2,000; and
- Year Three, 2008-2009 - - Effective July 1, 2008 or the start of the school year, eligible employees advance a step; the top step is improved by \$1,000; one additional step is eliminated; and an alternate schedule will be implemented based on additional funding over the previous year's budget. This alternate salary schedule, which is dependent upon legislative funding, was also negotiated for the third year. This schedule offers a starting salary of \$40,000 and additional salary schedule improvements, which will go into effect for the full year if adequate funding is provided over the previous year's budget. If adequate funding is not provided for the entire year, the implementation date for this salary schedule shall be proportionate to the actual funding received divided by the target funding. If no additional funding is provided over the previous year's budget, the alternate salary schedule will go into effect no later than the last day of the 2008-2009 school year.

- **Paraprofessionals/Associate Educators/School Support Personnel**

- Year One, 2006-2007 - - Effective July 1, 2006 or the start of the school year, portions of the salary schedule are improved, a step is eliminated, employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month). Effective January 12, 2007, a new pay grade (10) is added and pay grade 15 is improved primarily for the benefit of upgrading paraprofessionals;
- Year Two, 2007-2008 - - Effective July 1, 2007 or the start of the school year, portions of the salary schedule are improved; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month); and
- Year Three, 2008-2009 - - Effective July 1, 2008 or the start of the school year, portions of the salary schedule are improved; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month).

- **Office Employees**

- Year One, 2006-2007 - - Effective July 1, 2006 or the start of the school year, portions of the salary schedule are improved, a step is eliminated for all pay grades, two new pay grades are added at the top of the salary schedule; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month);

- Year Two, 2007-2008 - - Effective July 1, 2007 or the start of the school year, portions of the salary schedule are improved; pay grade 15 is eliminated; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month); and
- Year Three, 2008-2009 - - Effective July 1, 2008 or the start of the school year, portions of the salary schedule are improved; pay grade 16 is eliminated; employees advance a step; the top step is increased by \$1,000 (10-month) and \$1,200 (12-month).

ADDITIONAL EDUCATIONAL AND OTHER CONTRACT PROPOSALS

The agreement further provides:

- Additional opportunities for parents and teachers to conference during one early release day in the afternoon during the Fall, and one evening in the Spring.
- Implementation of the Secondary School Reform Initiative (SSRI) in 11 high schools during 2006-2007, which allows for additional high schools to be part of SSRI in year two, 2007-2008, by way of faculty voting, and specifies that all high schools will participate when 80% of all high schools elect to implement the SSRI.
- Implementation of a new pilot evaluation system, Instructional Performance Evaluation and Growth System (IPEGS), at 32 schools during 2006-2007, adding more schools to the pilot during 2007-2008, followed by an assessment by the Joint Evaluation Committee, which will make recommendations for amending and/or modifying IPEGS before full implementation.
- Expansion of professional development for teachers by increasing the number of planning and preparation days for this purpose from one to two effective in the 2007-2008 school year and identifying one early Wednesday dismissal per month for professional development in elementary schools;
- Stabilization of the school faculty during the school year by:
 - permitting transfers only after the end of the school year, but allowing teachers to apply for transfers during the school year and be selected for open positions that will be held for them for the next school year;
 - stipulating that personal leave requests must be submitted at least 30 days prior to the start of the subsequent school year; and
 - specifying that personal leaves must start before the first optional reporting date for instructional personnel.

ADDITIONAL ECONOMIC PROVISIONS

The agreement further provides:

- Effective 2007-2008 school year, increases in credential pay for teachers to \$3,100 for a Masters degree, to \$5,150 for a Specialist degree, and to \$7,200 for a Doctorate.
- Effective 2007-2008 school year, increases in salary supplements, pay for temporary instructors and part time hourly teachers by 3%.
- A health insurance package for 2007 that offers the current POS, three HMO plans, a Child-Only option, and a \$100-a-month Opt-Out Plan.

A collaborative approach was used to reach this Tentative Agreement; it results in positive outcomes for all stakeholders. The full implementation of this agreement will make improvements that will create a nurturing environment for learning and growing in our school community.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, receive this report on UTD Negotiations.

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