

Deputy Superintendent of Schools  
Henry C. Fraind

**SUBJECT:      REQUEST FOR APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) MODIFYING PROVISIONS OF THE LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (MDCPS) AND THE UNITED TEACHERS OF DADE (UTD) RELATING TO IMPLEMENTATION OF THE FLORIDA COMPREHENSIVE ASSESSMENT (FCAT) ENHANCEMENT INITIATIVE**

**STRATEGIC PLANNING GOAL: VIII - PROFESSIONAL STAFF AND PRACTICES**

The current labor contract between Miami-Dade County Public Schools (MDCPS) and the United Teachers of Dade (UTD) include provisions pertaining to teaching conditions, paraprofessional duties and responsibilities and salary for instructional personnel and paraprofessionals.

The Florida Comprehensive Assessment Test (FCAT) Enhancement Initiative in Miami-Dade County Public Schools (MDCPS) is created to promote and support student achievement. The FCAT Enhancement Initiative is a multi-faceted approach designed to coordinate and redirect resources to create a comprehensive system at school sites that targets the improvement of student achievement. The negotiated changes to provisions of the MDCPS/UTD labor contract provide the flexibility necessary to implement the instructional and programmatic components of the FCAT Enhancement Initiative.

Accordingly, the parties have agreed to the attached MOU to implement the Florida Comprehensive Assessment Test (FCAT) Enhancement Initiative created to improve student achievement.

**RECOMMENDATION:**           That The School Board of Dade County, Florida approve the proposed Memorandum of Understanding (MOU) modifying provisions of the MDCPS/UTD labor contract to facilitate the implementation of the Florida Comprehensive Assessment Test (FCAT) Enhancement Initiative.

GAW:jmg

**MEMORANDUM OF UNDERSTANDING**  
**Contract Clarification/Implementation**

Pursuant to Article XXVI, Section 44(D), of the labor contract between Miami-Dade County Public Schools and the United Teachers of Dade (UTD), the Superintendent of Schools (or designee) and the UTD Executive Vice-President (or designee) have met to discuss the impact of establishing and implementing a Florida Comprehensive Assessment Test (FCAT) Enhancement Initiative.

- For the purpose of implementing the FCAT Enhancement Initiative, the parties have agreed to modifications of the following articles and appendix for 1999-2000 school year -- (Articles XVII and XX and Appendix E):
  - A. The FCAT Enhancement Initiative will utilize the Title VI Grant designed to enhance the instructional program of 24 Level I elementary schools. The Grant will fund 210 new teachers for this purpose. New teachers hired under this Grant will be required to work three days (with pay) in addition to the five days required under the New Teacher Orientation Days Program.
  - B. Selected veteran teachers at participating Level I elementary schools will be paired with each newly-hired teacher. Veteran teachers will be required to work two additional days (i.e., August 24 and 25) with pay during the 1999 New Teacher Orientation Period.
  - C. Veteran teachers assigned to work the additional days will be provided two temporary duty days. Such teachers will be credited for having worked during authorized "opt" days and may use such days in lieu of any two days available to "opt".
- The Title VI Grant will also provide for the hiring of 13 Educational Specialists. The Educational Specialists shall be jointly selected by the parties from among the District's veteran teachers and will be appointed on an annual basis. Participating Educational Specialists' positions will be staffed with 3100's (permanent substitute), ensuring their return to the same position at the end of the school year.
- Teachers hired to work part-time in this program shall be paid in accordance with the (AU) Salary Schedule.
- Paraprofessional duties and responsibilities may be redirected and work hour schedules adjusted only in order to support this FCAT Enhancement Initiative. Employees affected by redirection and work schedule adjustments shall be notified prior to implementation.

Dated this 14th day of July, 1999.

**MIAMI-DADE COUNTY PUBLIC SCHOOLS**

**UNITED TEACHERS OF DADE**

---

**Solomon C. Stinson**  
Chair

---

**Pat L. Tornillo, Jr.**  
Executive Vice President

**APPROVED AS TO FORM**

---

**Roger C. Cuevas**  
Superintendent of Schools

---

**School Board Attorney**