

August 27, 2003

Office of Human Resources
Marjorie H. Adler, Chief Personnel Officer

SUBJECT: REQUEST FOR APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) AUTHORIZING SCHOOL PERFORMANCE EXCELLENCE PLAN WAIVERS

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

In accordance with provisions of the current labor contract between Miami-Dade County Public Schools (MDCPS) and the United Teachers of Dade (UTD), a technical subcommittee of the Professionalization of Teaching Task Force (POTTF) Planning/Oversight Subcommittee has reviewed waiver requests submitted by schools in support of their School Performance Excellence Plan.

Following review of these requests by the POTTF Planning/Oversight Subcommittee, the requested waivers were recommended by the co-chairpersons of the full POTTF, the Superintendent of Schools, and the UTD President. Accordingly, the parties have agreed to the attached MOU authorizing School Performance Excellence Plan waivers.

RECOMMENDED: That The School Board of Miami-Dade County, Florida approve the proposed M-DCPS/UTD Memorandum of Understanding (MOU) authorizing School Performance Excellence Plan waivers, effective September 10, 2003.

MHA:jmg

2003-2004 SCHOOL PERFORMANCE EXCELLENCE PLAN

ELEMENTARY SCHOOL

4651 -- ETHEL F. BECKFORD/RICHMOND

Alternative Supplement Model (Waiver #466)

Club/Activities Sponsors (9 @ \$600)	\$5,400
Bus Supervisor	\$ 700
School Safety Patrol/Intramural Sponsor	\$1,300
Intramural Sponsor (part-time)	\$ 700
Before/After School Intramural Sponsor	\$1,400
TOTAL SUPPLEMENTS:	\$9,500

0401 - VAN E. BLANTON

Alternative Supplement Model (Waiver #467)

Grade Level Chairpersons, Grades K-5 (6 @ \$900)	\$5,400
Special Area Department Chairperson	\$ 900
Bilingual/Special Educator Chairperson	\$ 900
TOTAL SUPPLEMENTS:	\$7,200

0721 - GEORGE WASHINGTON CARVER

Alternative Supplement Model (Waiver #446)

Grade Level Chairpersons (6 @ \$500 <u>975</u>)	\$3,000	<u>\$5,850</u>
TOTAL SUPPLEMENTS:	\$3,000	<u>\$5,850</u>

1081 - CORAL TERRACE

Alternative Supplement Model (Waiver #468)

Department Chairpersons (9 <u>8</u> @ \$500)	\$4,000
TOTAL SUPPLEMENTS:	\$4,000

2003-2004 SCHOOL PERFORMANCE EXCELLENCE PLAN

1161 – CRESTVIEW

Alternative Supplement Model (Waiver #469)

Department Chairpersons (6 @ \$627)		\$3,762
TOTAL SUPPLEMENTS:		\$3,762

2151 – JACK D. GORDON

Modify Article X, Non-Teaching Duties/Activities, Section 1(G), Limitations, as follows: "The Lead Teacher may assume administrative responsibilities. In the absence of the principal and with the support and supervision of the Region Director, the Lead Teacher will serve as the principal's designee." {1999-2000}

Alternative Supplement Model (Waiver #447)

Lead Teachers (2 @ \$4,000 2,000)	\$8,000	<u>\$4,000</u>
Support Technology, Grades 2-5/ Special Areas/ Primary Learning Center (8 @ \$200 5 @ \$400)		\$2,000
Youth Crime Watch Facilitator	\$ 200	\$ 200
TOTAL SUPPLEMENTS:	\$10,200	<u>\$4,200</u>

2321 – GULFSTREAM

Alternative Supplement Model (Waiver #448)

Grade Level Chairs (5 6 @ \$400)	\$2,000	<u>\$2,400</u>
TOTAL SUPPLEMENTS:	\$2,000	<u>\$2,400</u>

2401 – HIBISCUS

Alternative Supplement Model (Waiver #449)

Grade Level Lead Teacher (6 7 @ \$940 584)	\$5,640	<u>\$4,088</u>
TOTAL SUPPLEMENTS:	\$5,640	<u>\$4,088</u>

2003-2004 SCHOOL PERFORMANCE EXCELLENCE PLAN

2521 – OLIVER HOOVER

Alternative Supplement Model (Waiver #450)

Grade Level Chairpersons (6 @ \$450)	\$2,700	\$2,700
Elementary Department Chairpersons (3 @ \$950)	\$2,850	\$2,850
Social Studies/School-to-Work/Bilingual/Special Area Chairperson/Math Chairperson/Science Chairperson (5 @ \$450)	\$2,250	\$2,250
<u>Gifted Chairperson</u>		\$ 450
TOTAL SUPPLEMENTS:	\$ 7,800	<u>\$8,250</u>

3581 – MYRTLE GROVE

Alternative Supplement Model (Waiver # 470)

Intramural Sponsor (2 @ \$1,500)	\$1,500	\$3,000
Intramural Aide	\$1,143	
Safety Patrol Sponsor		\$500
Activities Sponsor	\$500	
Grade Level Chairs (7 @ \$250)		\$1,750
Department Chairs (6 @ \$700)		\$4,200
TOTAL SUPPLEMENTS:	\$9,593	<u>\$9,450</u>

3621 – NARANJA

Alternative Supplement Model (Waiver 451)

K-5 Grade Level Chairs (6 @ \$600)	\$3,600	\$3,600
Bilingual Chair	\$ 600	\$ 600
Technology Facilitator & Special Area Chair (2 @ \$600)	\$1,200	
Elementary Academic Activities Sponsor	\$ 610	\$ 600
Safety Patrol Sponsor	\$ 620	\$ 600
<u>Intramural Elementary Activities Sponsor</u>		\$ 487
<u>Elementary School Activities Sponsor</u>		\$ 620
TOTAL SUPPLEMENTS:	\$6,630	<u>\$6,507</u>

2003-2004 SCHOOL PERFORMANCE EXCELLENCE PLAN

3861 – NORTH GLADE

Alternative Supplement Model (Waiver #452)

<u>Grade Level Chairpersons 7 @ \$ 662</u>		\$4,634
TOTAL SUPPLEMENTS		<u>\$4,634</u>

0831 – CLAUDE PEPPER

Alternative Supplement Model (Waiver #453)

Club Sponsors (3 @ \$300)	\$ 900	\$ 900
Club Sponsor (\$600)	\$ 600	\$ 600
Grade Chairpersons (6 7 @ \$450 <u>725</u>)	\$2,700	<u>\$5,075</u>
Subject Area Chairs (11 <u>7</u> @ \$600)	\$6,600	<u>\$4,200</u>
Standing Committee Chairperson (1 @ \$300 <u>325</u>)	\$ 300	<u>\$ 325</u>
TOTAL SUPPLEMENTS:	\$11,100	\$11,100

4511 – DR. GILBERT L. PORTER

Alternative Supplement Model (Waiver #454)

Galaxy Non-Instructional Representative	\$ 400	\$ 400
Curriculum Resource Specialists (1 @ \$1,000)	\$1,000	\$1,000
Technology Sponsors (3 @ \$1,000)	\$3,000	\$3,000
Student Council Advisor(s)	\$ 600	\$ 600
Safety Facilitators (1 @ \$750)	\$ 750	
Reading Leader (2 <u>1</u> @ \$600 <u>\$1,000</u>)	\$1,200	\$1,000
<u>Orchestra Sponsor</u>		<u>\$1,000</u>
TOTAL SUPPLEMENTS:	\$6,950	<u>\$7,000</u>

5421 – SUNSET PARK

Modify Article XX, Section 5(B) to read as follows: Utilize the one hour gained on Wednesdays because of early dismissal for staff development activities for teachers rather than the designated time for preparation. A schedule will be developed to facilitate staff development activities. (Waiver #461)

5671 – VINELAND

Alternative Supplement Model (Waiver #455)

Grade Level Chairpersons (6 @ \$403 353)	\$2,418	<u>\$2,118</u>
Special Area Chairperson	\$ 403	<u>\$ 353</u>
<u>Reading Leader</u>		<u>\$ 353</u>
TOTAL SUPPLEMENTS:	\$2,821	<u>\$2,824</u>

5981 – DR. EDWARD L. WHIGHAM

~~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 Dr. Edward L. Whigham Elementary School proposal."~~

Alternative Supplement Model (Waiver #471)

Lead Teacher Supplement	\$2,000	
TOTAL SUPPLEMENTS:	\$2,000	

MIDDLE SCHOOL

6041 – PAUL W. BELL

~~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 Paul W. Bell Middle School's Saturn proposal."~~

Modify Article XX, Teaching Conditions, Section 7, Planning/Preparation Days, to read as follows: "Due to block scheduling, planning and preparation time will not necessarily occur daily, however, teachers will be afforded the equivalent planning time."

Alternative Supplement Model (Waiver #456)

Lead Teacher	\$3,000	
TOTAL SUPPLEMENTS:	\$3,000	

2003-2004 SCHOOL PERFORMANCE EXCELLENCE PLAN

6361 – JOSE DE DIEGO

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." (Waiver #462)

6281 – THOMAS JEFFERSON

Alternative Supplement Model (Waiver #472)

Technology/Grant Coordinator	\$2,000
TOTAL SUPPLEMENTS	<u>\$2,000</u>

SENIOR HIGH SCHOOL

7121 -- JOHN A. FERGUSON

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." (Waiver #463)

7111 – HIALEAH

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 (Waiver #457)

Academy Leaders (5 @ 1,270)	\$6,350	<u>7,620</u>
Academy Dean (4 @ 1,270)		5,080
TOTAL SUPPLEMENTS:	\$11,430	<u>\$12,700</u>

2003-2004 SCHOOL PERFORMANCE EXCELLENCE PLAN

7731 – MIAMI SOUTHRIDGE

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

Alternative Supplement Model (Waiver # 473)

Dean of Students	\$3,000	
TOTAL SUPPLEMENTS	\$3000	

7781 – FELIX VARELA

Alternative Supplement Model (Waiver # 458)

Academy Lead Teachers (3 2 @ \$4,000)	\$12,000	\$8,000
Network Administrator	\$ 4,000	\$4,000
Safety Coordinator	\$ 2,000	\$2,000
TOTAL SUPPLEMENTS:	\$18,000	\$14,000

ADULT/EDUCATION CENTERS

7801 – GEORGE T. BAKER AVIATION

Alternative Supplement Model (Waiver #460)

Computer Specialist (2 @ \$1,500)		\$3,000
Aircraft Maintenance Manager		\$1,800
Attendance Clerk		\$1,500
Facilitators (7 4 @ \$600) [Sheet-Metal, Composite/Paint, Electronic Technology, Aerospace Technology, Safety/Hazmat, Web Site, Graphics Arts	\$4,200	<u>\$2,400</u>
Facilitators [Evening Program/Adult Basic Skills Student Services, Marketing (3 @ \$1,500)	\$4,500	\$4,500
<u>Tool Manager</u>		<u>\$1,000</u>
Computer Teacher/Trainer (2 1 @ \$1,000)	\$1,000	
<u>Parts Manager</u>		<u>\$1,000</u>
TOTAL SUPPLEMENTS:	\$16,000	<u>\$15,200</u>

2003-2004 SCHOOL PERFORMANCE EXCELLENCE PLAN

7272 – MIAMI CORAL PARK ADULT

Alternative Supplement Model (Waiver #465)

Off-Campus Second Testing Coordinator	\$2,300
TOTAL SUPPLEMENTS	\$2,300

7254 – MIAMI DOUGLAS MACARTHUR NORTH

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." **(Waiver #459)**

8911 -- ROBERT MORGAN

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." **(Waiver #464)**