

Financial Services  
Richard H. Hinds, Chief Financial Officer

**SUBJECT:           REQUEST FOR APPROVAL OF THE MEMORANDUM OF  
UNDERSTANDING   (MOU)   AUTHORIZING   SCHOOL  
IMPROVEMENT PLAN WAIVERS AND SECONDARY SCHOOL  
REFORM INITIATIVE WAIVERS**

**COMMITTEE:       SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO DISTRICT  
STRATEGIC PLAN:   NEGOTIATE AND DEVELOP CONTRACTS WITH EACH  
BARGAINING UNIT**

In accordance with provisions of the current labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties have reviewed the 2009-2010 waiver requests submitted by schools in support of their School Improvement Plans and the Secondary School Reform Initiatives.

Following review of these requests, the parties have further agreed to the attached Memorandum of Understanding authorizing School Improvement Plan waivers and Secondary School Reform Initiative waivers.

**RECOMMENDED:**   That The School Board of Miami-Dade County, Florida, approve the proposed M-DCPS/UTD Memorandum of Understanding authorizing School Improvement Plan waivers and Secondary School Reform Initiative waivers, effective July 15, 2009.

RHH:jmg



**MIAMI-DADE COUNTY PUBLIC SCHOOLS  
2009-2010 SCHOOL IMPROVEMENT PLAN (SIP) WAIVERS**

**ELEMENTARY SCHOOLS**

**0521 – BROADMOOR ELEMENTARY SCHOOL**

**Alternative Supplement Model**

• Grade Level Chairs (4 <del>7</del> @ \$940 <del>\$508.00</del> ) .....	\$3,760	<u>\$3,556</u>
TOTAL SUPPLEMENTS .....	\$3,760	<u>\$3,556</u>

**0831 – CLAUDE PEPPER ELEMENTARY**

**Alternative Supplement Model**

• Leadership Team Chairperson (1 @ \$500 <del>\$250</del> ) .....	\$500	<u>\$250</u>
• SIP Team Leader (1 @ \$500 <del>\$250</del> ) .....	\$500	<u>\$250</u>
• <u>Safety Patrol ( 1 @ \$700)</u> .....		<u>\$700</u>
• <u>Elementary School Sponsor (1 @ \$300)</u> .....		<u>\$300</u>
• <u>Elementary Academic Activities (2 @ \$300)</u> .....		<u>\$600</u>
• <u>Department/Grade Level Chair (10 @ \$500)</u> .....		<u>\$5,000</u>
TOTAL SUPPLEMENTS .....	\$1,000	<u>\$7,100</u>

**1811 – DANTE FASCELL ELEMENTARY**

**Labor Contract Waiver**

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 Dante B. Fascell Elementary School Saturn proposal."

Modify Article XX, Teaching Conditions, Section 5 (B), Planning/Preparation Days, to read as follows: "In order to provide time for professional development activities, pupils shall be dismissed early every Wednesday. Twice a month this day will be used for inservice training."

Modify Article XXI, Employees Rights and Due Process, Section 2 (c) Family Relationships to read as follows: "Employees who wish to enroll their children at the same worksite where they are employed shall not be prohibited from doing so regardless of the school's permanent and/or temporary capacity."

Modify Appendix E, Section 6 (G, 2a) Supplements for Extra Duties/Responsibilities, Regular Supplements, to read as follows: "One department/subject area/grade level chairperson shall

be provided for each 10 teacher units allocated per school (including art, music, physical education, and exceptional student Education units). Every elementary school shall have a minimum of three department chairpersons. All supplements generated by the above formula shall be used for professional development activities to include, but not be limited to conferences, registration fees, substitutes, and/or consultants."

**Alternative Supplement Model**

• Lead Teacher Supplement .....	\$2,000
<b>TOTAL SUPPLEMENTS .....</b>	<b>\$2,000</b>

**1921 - FLAMINGO ELEMENTARY**

**Alternative Supplement Model**

• Grade Level Chairpersons (8 @ \$900) .....	\$7,200	
• Detention Hall Supervisor (1 @ \$400) .....	\$400	
• Morning Intramural (2 @ \$1,790 <u>\$1,300</u> ) .....	\$3,580	<u>\$2,600</u>
• Web Master (1 @ \$1,600 <u>\$1,000</u> ) .....	\$1,600	<u>\$1,000</u>
• Detention Hall (1 @ \$800 <u>\$750</u> ) .....	\$800	<u>\$750</u>
<b>TOTAL SUPPLEMENTS .....</b>	<b>\$13,580</b>	<b><u>\$11,550</u></b>

**2151 – JACK D. GORDON ELEMENTARY**

**Alternative Supplement Model**

• Lead Teachers (1 @ \$4,000) .....	\$4,000	
• Technology Support (4 <u>5</u> @ \$500 <u>\$1,000</u> ) .....	\$2,000	<u>\$5,000</u>
• Elementary Department/Subject/ Grade Level Chairs (7 @ \$1,185 <u>\$1,150</u> ) .....	\$8,295	<u>\$8,050</u>
<b>TOTAL SUPPLEMENTS .....</b>	<b>\$14,295</b>	<b><u>\$13,050</u></b>

**2521 – OLIVER HOOVER ELEMENTARY**

**Alternative Supplement Model**

• Department Chairs - Reading, Math, Science, Technology (5 <u>4</u> @ \$950 <u>\$800</u> ) .....	\$4,750	<u>\$3,200</u>
• Department Chairs - SPED, Gifted, Bilingual (3 @ \$600) .....		<u>\$1,800</u>
• Grade-level/Department Chairpersons PK-5 (9 <u>5</u> @ \$450 <u>\$580</u> ) .....	\$4,050	<u>\$2,900</u>
<b>TOTAL SUPPLEMENTS .....</b>	<b>\$8,800</b>	<b><u>\$7,900</u></b>

**2641 - KENDALE ELEMENTARY**

**Alternative Supplement Model**

• Department/Subject/Grade Level Chairpersons (6 <del>5</del> @ <del>\$985.83</del> \$900) .....	\$5,915	<u>\$4,500</u>
• <u>Elementary School Activities Sponsor (1 @ \$900)</u> .....		<u>\$900</u>
TOTAL SUPPLEMENTS .....	\$5,915	<u>\$5,400</u>

**2651 - KENDALE LAKES ELEMENTARY**

**Labor Contract Waiver**

Modify Article XXVI, Section 32, to read as follows: "Teacher may be required to administer monthly assessments as a strategy in the 2009-2010 School Improvement Plan. These monthly assessments will not be listed on the District's testing calendar."

**3431 - PHYLLIS MILLER ELEMENTARY**

**Labor Contract Waiver**

~~Modify Article X, Non-Teaching Duties/Activities, Section 1 (G), Limitations, to read as follows: "A Lead Teacher(s) may assume administrative duties and responsibilities, as specified in the Phyllis Miller Elementary Saturn School proposal."~~

Modify Article XX, Teaching Conditions, Section 5 (B), Planning/Preparation Days, to read as follows: "In order to provide time for staff development activities, pupils shall be dismissed one hour early one afternoon a week, using Wednesday for this purpose."

Modify Article XX, Teaching Conditions, Section 5 (E), Planning/Preparation Days, to read as follows: "Teacher planning/preparation days may be designated for in-service workshops. This time may be extended to full days, as needed. The total time, however, shall not exceed two teacher planning/preparation days per grading period."

**Alternative Supplement Model**

• <del>Before School Care</del> .....	<del>\$500</del>	
• <del>After School Care</del> .....	<del>\$500</del>	
• Lead Teachers ( <del>2</del> 1 @ \$3,000) .....	\$6,000	<u>\$3,000</u>
TOTAL SUPPLEMENTS .....	<del>\$7,000</del>	<u>\$3,000</u>

**3581 - MYRTLE GROVE ELEMENTARY**

**Alternative Supplement Model**

• Grade Level Chairpersons (7 @ \$400) .....	\$2,800
TOTAL SUPPLEMENTS .....	\$2,800

**3941 - NORTH MIAMI ELEMENTARY**

**Labor Contract Waiver**

Modify Article XX, Section 5(B), Planning/Preparation Days, to read as follows: "Two early Wednesday dismissals a month may be used for collaborative planning or professional development activities for teachers. A schedule will be developed to facilitate collaborative planning for the school year."

**3981 - NORTH TWIN LAKES ELEMENTARY**

**Alternative Supplement Model**

• Safety Patrol Sponsor .....	\$770
• Student Council Sponsor .....	\$350
• Youth Fair Sponsor .....	\$350
• Newspaper Sponsor .....	\$300
• Youth Crime Watch Sponsor .....	\$300
• Intramural Sponsors (3 @ \$590) .....	\$1,770
TOTAL SUPPLEMENTS .....	\$3,840

**4121 - DR. ROBERT B. INGRAM/OPA-LOCKA ELEMENTARY**

**Alternative Supplement Model**

• Grade Level Chairperson, Grades K- 6 5 (7 6 @ \$600 \$675) .....	\$4,200	\$4,050
• SPED Special Area Grade Level Chairperson (1 @ \$600 \$675) .....	\$600	\$675
• Bilingual Department Grade Level Chairperson (1 @ \$600 \$675) .....	\$600	\$675
TOTAL SUPPLEMENTS .....		\$5,400

**4511 - DR. GILBERT PORTER ELEMENTARY**

**Alternative Supplement Model**

• Chorus Sponsor (1 @ \$1,000) .....	\$1,000	
• Student Council Sponsor (1 @ \$800) .....	\$800	
• Safety Facilitators (7 @ \$800 <del>\$850</del> ) .....	\$5,600	\$5,950
• <u>Grade Level Chair (1 @ \$1,185) .....</u>		<u>\$1,185</u>
 TOTAL SUPPLEMENTS .....	 \$7,400	 <u>\$7,135</u>

**5061 – DR. CARLOS J. FINLAY ELEMENTARY**

**Alternative Supplement Model**

• Grade Level Chairpersons K-5 (6 @ \$600) .....		\$3,600
• FEA Sponsor (1 @ \$600) .....		\$600
• Safety Patrol Sponsor (1 @ \$600) .....		\$600
• Elementary Department Chairperson (1 @ \$980) .....		\$980
• Intramurals (3 hours 45 minutes) (1 @ \$1,365) .....		\$1,365
• Elementary Activities Sponsor (4 <del>2</del> @ \$660) .....	\$660	<u>\$1,320</u>
 TOTAL SUPPLEMENTS .....	 \$7,805	 <u>\$8,465</u>

**5421 – SUNSET PARK ELEMENTARY**

**Labor Contract Waiver**

~~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:~~

**5991 – CHARLES D. WYCHE ELEMENTARY**

**Labor Contract and Alternative Supplement Model Waiver**

~~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 the Charles D. Wyche, Jr. Elementary School proposal."~~

**Alternative Supplement Model**

← Lead Teacher Supplement .....		\$2,000
 TOTAL SUPPLEMENTS .....		 \$2,000

## **K-8 CENTERS**

### **0231 - AVENTURA WATERWAYS K-8 CENTER**

#### **Labor Contract Waiver**

Modify Article XX, Section 7(A), Teacher Conditions - 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."

### **0761 - FIENBERG-FISHER K-8 CENTER**

#### **Labor Contract Waiver**

Modify Article XX, Section 3(A), Teacher Conditions - Workday, to read as follows: "The work day shall include a maximum of six out of seven periods for secondary schools teachers."

Modify Article XX, Section 7(A), Teaching Conditions - Planning/Preparation Periods to read as follows: "As part of the work week, teachers shall have uninterrupted planning/preparation time equivalent to one period each day which may not occur daily."

Modify Appendix E, Section 5 - Rules and Regulations Governing Salary Schedules, Supplements, and Varsity Athletics - Supplements for Extra Teaching Periods, to read as follows: "Teachers will waive payment of an extra teaching supplement for teaching six out of seven periods and instead receive a supplement for teaching seven out of seven periods."

### **2911 - LINDA LENTIN K-8 CENTER**

#### **Labor Contract Waiver**

Modify Article XX, Section 5(B), Teacher Conditions - Planning/Preparation Days, to read as follows: "Two early Wednesday dismissals a month may be used for collaborative planning/professional development activities for teachers. Master plan points will not be required."



**3621 - COCONUT PALM K-8 ACADEMY**

**Alternative Supplement Model**

• <u>Safety Facilitator (2 @ \$1,500)</u> .....	<u>\$3,000</u>
• <u>Cafeteria Support - Supervision (2 @ \$2,250)</u> .....	<u>\$4,500</u>
TOTAL SUPPLEMENTS .....	<u>\$7,500</u>

**MIDDLE SCHOOLS**

**6052 - ZELDA GLAZER MIDDLE**

**Labor Contract Waiver**

Modify Article XX, Section 7(A), Teacher Conditions - 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**

- Uniform Enforcement (2 @ \$2,100) . . . . . \$4,200

**6171 - HENRY H. FILER MIDDLE**

**Labor Contract Waiver**

Modify Article XX, Section 4, Teacher Conditions - Faculty Meetings, to read as follows: "Teachers are required to extend the workday for the purpose of attending faculty meetings. Such meetings shall be of no more than one hour in duration and shall begin at 8:00 a.m. and end no later than 8:50 a.m."

**6281 - THOMAS JEFFERSON**

**Labor Contract Waiver**

Modify Article XX, Section 7(A), Teacher Conditions - 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."

**6411 - HORACE MANN MIDDLE**

**Labor Contract Waiver**

Modify Article XX, Section 7(A), Teacher Conditions - 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."

**6481 – MIAMI EDISON MIDDLE**

**Labor Contract Waiver**

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**

• <u>Grade Book Manager (1@ \$1,000)</u> .....	<u>\$1,000</u>
• <u>Web Master (1 @ \$1,600)</u> .....	<u>\$1,600</u>
TOTAL SUPPLEMENTS .....	<u>\$2,600</u>

**6521 – MIAMI SPRINGS MIDDLE SCHOOL**

**Labor Contract Waiver**

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."~~

**6611 - COUNTRY CLUB MIDDLE SCHOOL**

**Labor Contract Waiver**

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**

• Uniform Enforcement (2 @ \$2,100) .....	\$4,200
• Data Manager (1 @ \$3,500) .....	\$3,500
• <u>Academic Team Leaders and Facilitators (6 @ \$1,500)</u> .....	<u>\$9,000</u>
• <u>Middle School Activities Director (1 @ \$1,500)</u> .....	<u>\$1,500</u>
• <u>Middle School Athletic Director (1 @ \$1,500)</u> .....	<u>\$1,500</u>
TOTAL SUPPLEMENTS .....	<del>\$7,700</del> <u>\$19,700</u>

## 6721 – PARKWAY MIDDLE

### Labor Contract Waiver

~~Modify Article XX, Teaching Conditions, Section 7 (A), 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."~~

**SENIOR HIGH SCHOOLS**

**7048 - ALONZO and TRACY MOURNING SENIOR HIGH BISCAYNE BAY CAMPUS**

**Labor Contract Waiver**

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."

**7055 - YOUNG WOMEN'S PREPARATORY ACADEMY**

**Labor Contract Waiver**

Modify Article XX, Teaching Conditions, Section 7(A), Planning/Preparation Periods, to read as follows: "As part of the work week, teachers shall have uninterrupted planning/preparation time equivalent to one period each day which may not occur daily."

**7081 – DESIGN AND ARCHITECTURE SENIOR**

**Labor Contract Waiver**

Modify Article XX, Teaching Conditions, Section 3, Workday, and Section 7, Planning/Preparation Periods, by adding: "Some teachers will deviate from the normal working and planning hours that are stipulated in the M-DCPS/UTD Labor Contract. Some teachers will teach in configurations and plan as described in the school's Saturn proposal. Teachers will not be expected to teach more than 25 periods per week."

Modify Article XX, Teaching Conditions, Section 7 (AC), Planning/Preparation Periods, to read as follows: "Lunch/Extended Planning/Preparation Periods will be used for faculty meetings, staff development, and/or departmental meetings a maximum of four times a month."

Modify Appendix E, Section 6, Supplements for Extra Duties/Responsibilities, by adding: "An amount of \$1,000 shall be budgeted from discretionary funds to add to the district established Magnet Lead Teacher supplement of \$2,000 to fulfill additional duties specified in the Design and Architecture Senior High School Plan."

**Alternative Supplement Model**

• Magnet Lead Teacher .....	\$1,000
• Secretary .....	\$1,500
• Lead Teacher, Academics .....	\$3,000
• Lead Teacher, School-to-Work .....	\$3,000
 TOTAL SUPPLEMENTS .....	 \$8,500

**7191 - HIALEAH GARDENS SENIOR**

**Labor Contract Waiver**

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."

**7271 – MIAMI CORAL PARK SENIOR HIGH SCHOOL**

**Labor Contract Waiver**

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 planning/preparation period, equal to two single-block instructional periods, on alternating double-block instructional days"

Modify Article XX, Section 7 ( C) to read as follows: " At the discretion of the principal, and in lieu of general faculty meetings, teacher planning period meetings will be held as needed. In the event that faculty members are unavailable for faculty planning meetings the principal will host after school meetings."

**Alternative Supplement Model**

• Department Co-Chairperson (4 @ \$2,163 <del>\$1,081.50</del> ) . . . . .	\$8,652	<u>\$6,489</u>
TOTAL SUPPLEMENTS . . . . .	\$8,652	<u>\$6,489</u>

**7511 – MIAMI SPRINGS SENIOR**

**Labor Contract Waiver**

~~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."~~

**7531 - MIAMI SUNSET SENIOR**

• <u>Teacher Trainer of Technology (4 @ \$1,000)</u> . . . . .		<u>\$4,000</u>
• <u>Administrative Detention - Saturday (2 @ \$2,000)</u> . . . . .		<u>\$4,000</u>
TOTAL SUPPLEMENTS . . . . .		<u>\$8,000</u>

**7701 – SOUTH DADE SENIOR**

**Labor Contract Waiver**

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.”

**7721 - SOUTH MIAMI SENIOR**

**Labor Contract Waiver**

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.”

**7731 - MIAMI SOUTHRIDGE SENIOR**

**Alternative Supplement Model**

• <u>Academy Leader Performing Arts (7 @ \$2,026)</u> .....	<u>\$14,182</u>
• <u>Lead Secretary (1 @ \$2,026)</u> .....	<u>\$2,026</u>
TOTAL SUPPLEMENTS .....	<u>\$16,208</u>

**7781 – FELIX VARELA SENIOR**

**Alternative Supplement Model**

• <del>Academy Lead Teachers (2 @ \$4,000)</del> .....	<del>\$8,000</del>
• <del>Network Administrator</del> .....	<del>\$4,000</del>
• <del>Safety Coordinator</del> .....	<del>\$2,000</del>
TOTAL SUPPLEMENTS .....	<del>\$14,000</del>

**VOCATIONAL CENTERS / ADULT EDUCATION**

**7801 - GEORGE T. BAKER AVIATION SCHOOL**

**Alternative Supplement Model**

• Computer Specialist (2 1 @ \$1,500 ea.)	.....	<del>\$3,000</del>	<u>\$1,500</u>
• Aircraft Manager (1 @ \$1,800)	.....		<u>\$1,800</u>
• Attendance Clerk (1 @ \$1,500)	.....		<u>\$1,500</u>
• Facilitators (4 3 @ \$600)	.....	<del>\$600</del>	<u>\$1,800</u>
• Marketing Facilitator (1 @ \$1,500)	.....		<u>\$1,500</u>
• Evening Facilitator (1 @ \$1,500)	.....		<u>\$1,500</u>
• Parts Manager (1 @ \$1,000)	.....		<u>\$1,000</u>
• Curriculum Facilitator (1 @ \$1,500)	.....		<u>\$1,500</u>
• <u>Software Specialist (1 @ \$1,500)</u>	.....		<u>\$1,500</u>
TOTAL SUPPLEMENTS	.....	<del>\$12,400</del>	<u>\$13,600</u>

**7841 - THE ENGLISH CENTER**

**Labor Contract Waiver**

Modify Article X, Section 1(G), Non-Teaching Activities - Limitations, to read as follows: "Assume responsibility duty in lieu of or absence of the principal. The opportunity to submit request shall be made available to all teachers, with principals making the final determination on selection, number (limited to four plus an alternate to these four), and assignments."



## ALTERNATIVE SCHOOLS

### 7631 – YMAACD @ MACARTHUR SOUTH

#### Labor Contract Waiver

~~“Modify Article XVIII, Section 1 (B,C), Work Schedule to read as follows: “Combine two 15-minute breaks with 30-minute duty-free lunch period to provide clerical employees longer lunch period.”~~

#### Alternative Supplement Model

• <u>Grade Book Manager (1 @ \$3,000)</u> .....	<u>\$3,000</u>
• <u>School Website Manager (1 @ \$2,500)</u> .....	<u>\$2,500</u>
• <u>Positive Behavior Support (PBS) Chairperson (1 @ \$1,500)</u> .....	<u>\$1,500</u>
• <u>PBS Reward Activity Organizer I (1 @ \$2,000)</u> .....	<u>\$2,000</u>
• <u>PBS Reward Activity Organizer II (1 @ \$2,000)</u> .....	<u>\$2,000</u>
• <u>PBS Data Collection (1 @ \$2,000)</u> .....	<u>\$2,000</u>
• <u>Community Outreach Organizer (1 @ \$2,000)</u> .....	<u>\$2,000</u>
• <u>Lunch Room Support I (1 @ \$2,250)</u> .....	<u>\$2,250</u>
• <u>Lunch Room Support II (1 @ \$2,250)</u> .....	<u>\$2,250</u>
• <u>Safety Facilitator (2 @ \$1,250)</u> .....	<u>\$2,500</u>
 TOTAL SUPPLEMENTS .....	 <u>\$22,000</u>

## **NON-DISTRICT FUNDED SCHOOL REFORM MODEL**

### **2009-2010 SCHOOL IMPROVEMENT PLAN (SIP) MIDDLE SCHOOLS AND SENIOR HIGH SCHOOLS WAIVERS TO LABOR CONTRACT PROVISIONS**

**3191 - ADA MERRITT K-8 CENTER**

**6001 - HERBERT AMMONS MIDDLE SCHOOL**

**6771 - JORGE MAS CANOSA MIDDLE SCHOOL**

**7033 - LAW ENFORCEMENT OFFICERS MEMORIAL SENIOR HIGH SCHOOL**

**7056 - YOUNG MEN'S PREPARATORY ACADEMY**

**8181 - RUTH OWENS KRUSE EDUCATIONAL CENTER**

#### **1. FACULTY IMPLEMENTATION**

Provisions of this initiative regarding School Reform Models shall only become effective upon an affirmative vote of 66% or more of the teachers present and voting, at each of the schools considering program implementation during the 2009-2010 school year. The vote must be conducted by secret ballots during a faculty meeting which must be noticed to the faculty at least five working days prior to taking the vote. The UTD Building Steward shall count the ballots and report the results to the faculty during this scheduled faculty meeting. (UTD Contract Article XXVI, Section 7.)

#### **2. CLASS SIZE/STUDENT LOAD**

Unless the principal stipulates for good cause in writing, and it is agreed to by the Union and the District representatives for the School Reform Model, the average student load at secondary schools will not increase over the average student load in 2008-2009 core courses or the average student load in 2008-2009 for non-core courses.

#### **3. COMPENSATION**

Those teachers who instruct six classes of the eight-class block will receive no additional compensation. If a teacher instructs seven classes out of eight, he/she will receive one extra teaching period supplement. If a teacher instructs eight out of eight classes, then he/she will receive two extra period teaching supplements. **Any related compensation must be funded through school site allocations with Regional Center approval. No supplemental funding from the District will be provided to support reform initiatives.**

**4. WORK DAY**

Senior High Schools and Middle Schools considering use of the reform model shall work the regular work day hours as described on page 137, Section (A), of the M-DCPS/UTD contract.

**5. WAIVER PERIOD**

This waiver establishes the Senior High School and Middle School reform framework which will be valid for the 2009-2010 school year.

**6. INSTRUCTIONAL DAY**

The instructional day at reform model sites may utilize a schedule which consists of eight classes over two days. If an eight period scheduled is utilized, teachers will be required to teach six of eight classes and two of the eight classes will be for planning. In special cases where a schedule for a specific teacher does not permit a daily planning period, the teacher will be provided with planning equal in minutes to daily planning periods.

**7. PLANNING TIME**

Uninterrupted preparation/planning time is not to be used for faculty meetings or other such required meetings, except in cases of emergency or by mutual agreement of the faculty and the principal. However, schedules will allow for common planning times so that teachers will have opportunities to plan together.

**8. TRANSFERS**

Teachers assigned to Middle School and Senior High Reform Model sites will be granted the opportunity to voluntarily apply to transfer out of the reform location per Article XII, Section 7 of the Miami-Dade County Public Schools (M-DCPS)/United Teachers of Dade (UTD) Contract.

**9. NEW SCHOOLS**

Any school which will open at the start in the 2009-2010 school year must conduct a vote on use of the faculty July 15, 2009. In order for a vote to be valid a majority of the staff must be hired and present at the meeting when the vote is taken.

**2009-2010**  
**MIAMI-DADE COUNTY PUBLIC SCHOOLS**  
**SECONDARY SCHOOL REFORM INITIATIVE LABOR CONTRACT PROVISIONS**

<b>7049</b>	<b>Westland Hialeah Senior High</b>
<b>7071</b>	<b>Coral Gables Senior High</b>
<b>7111</b>	<b>Hialeah Senior High</b>
<b>7121</b>	<b>John A. Ferguson Senior High</b>
<b>7131</b>	<b>Hialeah-Miami Lakes Senior High</b>
<b>7151</b>	<b>Homestead Senior High</b>
<b>7201</b>	<b>Miami Beach Senior High</b>
<b>7231</b>	<b>Miami Carol City Senior High</b>
<b>7241</b>	<b>Ronald W. Reagan/Doral Senior High</b>
<b>7251</b>	<b>Miami Central Senior High</b>
<b>7301</b>	<b>Miami Edison Senior High</b>
<b>7341</b>	<b>Miami Jackson Senior High</b>
<b>7381</b>	<b>Miami Norland Senior High</b>
<b>7411</b>	<b>Miami Northwestern Senior High</b>
<b>7461</b>	<b>Miami Senior High</b>
<b>7541</b>	<b>North Miami Beach Senior High</b>
<b>7591</b>	<b>North Miami Senior High</b>
<b>7731</b>	<b>Miami Southridge Senior High</b>
<b>7791</b>	<b>Booker T. Washington Senior High</b>

**1. FACULTY IMPLEMENTATION**

Provisions of this initiative regarding Secondary School Reform shall only become effective upon an affirmative vote of 66% or more of the teachers present and voting, at each of the schools considering program implementation during the 2009-2010 school year. The vote must be conducted by secret ballots during a faculty meeting which must be noticed to the faculty at least five working days prior to taking the vote. The UTD Building Steward shall count the ballots and report the results to the faculty during this scheduled faculty meeting (M-DCPS/UTD Contract - Article XXVI, Section 7).

**2. CLASS SIZE/STUDENT LOAD**

Unless the principal stipulates for good cause in writing, and it is agreed to by the Union and the District representatives for the Secondary School Reform Initiative, the average student load at secondary schools will not increase over the average student load in 2008-2009 core courses or the average student load 2008-2009 for non-core courses.

**3. COMPENSATION**

Those teachers who instruct six classes of the eight-class block will receive no additional compensation. If a teacher instructs seven classes out of eight, he/she will receive one extra teaching period supplement. If a teacher instructs eight out of eight classes, then he/she will receive two extra period teaching supplements.

**4. WORK DAY**

Schools considering use of SSRI model shall be on a regular work day as described on page 137, Section 3(A), of the M-DCPS/UTD Contract.

**5. WAIVER PERIOD**

The waiver establishes the Secondary School Reform framework which will be valid for the 2009-2010 school year.

**6. INSTRUCTIONAL DAY**

The instructional day at Secondary School Reform Initiative sites will utilize a schedule which consists of eight classes over two days. Teachers will be required to teach six of eight classes and two of the eight classes will be for planning. In special cases where a schedule for a specific teacher does not permit a daily planning period, the teacher will be provided with planning equal in minutes to daily planning periods.

**7. PLANNING TIME**

Uninterrupted preparation/planning time is not to be used for faculty meetings or other such required meetings, except in cases of emergency or by mutual agreement of the faculty and the principal. However, schedules will allow for common planning times so that teachers will have opportunities to plan together.

**8. TRANSFERS**

Teachers assigned to Secondary School Reform sites will be granted the opportunity to voluntarily apply to transfer out of the Secondary School Reform location per Article XII, Section 7 of the M-DCPS/UTD Contract.

**2009-2010**  
**MIAMI-DADE COUNTY PUBLIC SCHOOLS**  
**SECONDARY SCHOOL REFORM INITIATIVE: ALTERNATIVE SCHOOLS**

<b>8119</b>	<b>500 Role Model Academy for Excellence</b>
<b>8019</b>	<b>Academy for Community Education</b>
<b>8121</b>	<b>COPE Center - North</b>
<b>8131</b>	<b>COPE Center / Dorothy M. Wallace</b>
<b>8161</b>	<b>Corporate Academy - North</b>
<b>8201</b>	<b>Corporate Academy - South</b>
<b>8101</b>	<b>YWAACD @ Jan Mann Opportunity School</b>
<b>2861</b>	<b>YWAACD @ J.R.E. Lee Opportunity School</b>
<b>7254</b>	<b>YMAACD @ Douglas MacArthur - North</b>
<b>7631</b>	<b>YMAACD @ Douglas MacArthur - South</b>
<b>8171</b>	<b>School for Applied Technology</b>

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