

Financial Services
Richard H. Hinds, Chief Financial Officer

SUBJECT: REQUEST FOR APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE (UTD) TO IMPLEMENT A PLAN TO SUPPORT AND FACILITATE THE RECRUITMENT AND RETENTION OF A HIGHLY QUALIFIED INSTRUCTIONAL STAFF AT THE MIAMI EDISON EDU-PLEX (MEE)

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

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

In accordance with Florida law and provisions of the 2009-2010 Strategies and Support for Differentiated Accountability, a plan has been developed to recruit and retain a highly qualified staff at the Miami Edison Edu-Plex (MEE) during the 2009-2010 school year. This plan will link compensation at the MEE to employee recruitment efforts, staff retention and student achievement as evidenced by the assignment of highly qualified teachers throughout the school. Aimed at providing much needed support to Miami Edison, the plan includes some of the following additional components: School Improvement Planning; Professional Development; and Curriculum Alignment and Pacing.

Accordingly, the parties have agreed to the attached MOU to implement the Miami Edison Edu-Plex (MEE) plan, which will provide each eligible employee with a recruitment and retention supplement and an end-of-the year performance stipend if the school achieves Exit Intervene Status.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the attached Memorandum of Understanding (MOU) between Miami-Dade County Public Schools and the United Teachers of Dade to implement the Miami Edison Edu-Plex (MEE) plan for the 2009-2010 school year.

RHH:md

MEMORANDUM OF UNDERSTANDING

Contract Modification/Implementation

Pursuant to Florida law and the provisions of the 2009-2010 Strategies and Support for Differentiated Accountability, Miami-Dade County Public Schools (M-DCPS), in collaboration with the United Teachers of Dade (UTD), has developed a plan to support and facilitate the recruitment and retention of teachers at the Edison Edu-Plex (EE). This plan will link compensation at the EE to employee recruitment efforts, staff retention and student achievement as evidenced by the assignment of highly qualified teachers throughout the school.

This plan will address the following:

1. Educator Eligibility and Quality for Recruitment and Retention

- Teachers assigned to the EE in 2009-2010 must be highly qualified and certified in-field.
- All teachers, (including hourly and part-time teachers who have assigned courses and issue grades) must hold a valid Florida Professional Educators Certificate, a Florida Educator's Certificate, or a Statement of Status of Eligibility.
- Teachers will be selected by interview to enter into employment at the EE.

2. School Improvement Planning

- School staff and administration at the EE in conjunction with District-based personnel will develop and implement a plan for school improvement to address involvement of all teachers in achieving student learning gains across the curriculum.
- The School Improvement Plan will be reviewed and monitored for implementation by the administration and instructional staff.
- Periodic reviews of student performance data in reading, mathematics, and science will be conducted by the Provost and the School Leadership team in conjunction with the Office of the Superintendent to document student learning gains.
- Teachers, in all subject areas, will support the achievement of the goals and objectives outlined in the EE School Improvement Plan. Relevant professional development will be provided.

3. Professional Development

- Teachers assigned to the EE must participate in and implement school-wide professional development activities to meet the needs of targeted subgroups in need of improvement as well as students in advanced placement courses. As part of the professional learning community, teachers will collaborate in identifying professional development topics to be addressed.
- Planning time may be designated in the master schedule for professional development no more than one planning period per week.

- Collaborative planning time may be provided as reflected in the master schedule or provided with compensation when offered after school no more than the equivalent of one planning period per week.
- Upon completion of required professional development in data analysis, K-12 Literacy/Reading infusion, core content areas instruction, teachers may select from a menu of professional development opportunities offered either during planning time, after school or on Saturday.
- With a minimum of five days prior notice, required professional development may be offered beyond the work day one time per month up to three hour sessions and teachers will be paid on the AT salary schedule. Teachers will receive Master Plan Points.
- Required professional development may be used in developing the teacher's individual professional development plans.
- Teachers subject to the above provisions shall not be subject to the additional professional development requirements in the Differentiated Accountability (D.A.) Letter of Understanding (LOU).

4. Curriculum Alignment and Pacing

- School-site developed focus calendars which are aligned to Next Generation Standards will be utilized and developed collaboratively with the implementing teachers.
- District developed pacing guides aligned to the Core Program will be used to guide instruction.
- Evidenced based curricular materials with rigorous coursework will be implemented in all subject areas with fidelity.

5. Supplemental Compensation Plan for Recruitment and Retention

- A recruitment and retention supplement will be provided on a prorated basis throughout the 2009-2010 school year to full-time teachers assigned to EE as an incentive.
- The supplement equal to \$5,000 will be provided to all eligible teachers.
- This supplement is not applicable to hourly and part-time teachers.

6. End of Year Performance Pay Stipend

- A performance pay stipend will be provided to all eligible teachers if the school achieves Exit Intervene Status by the end of the 2009-2010 school year (improves the school's letter grade to a "C" or better and improves AYP performance from "No" to "Yes" for at least one subgroup in reading and one subgroup in mathematics).
- A performance pay stipend equal to \$5,000 will be provided to eligible teachers including hourly and part-time teachers within six weeks of the school receiving the letter grade.
- Full-time teachers must be present and in an active status at least 99 days during the 2009-2010 school year at EE to be eligible to receive the performance pay stipend.
- Hourly and part-time teachers must be present at least 340 hours in the 2009-2010 school year to be eligible for the performance pay stipend which will be pro-rated based on the instructional hours assigned to work.

7. Personnel Ineligible and Exempted from Supplemental or Performance Pay EE

- Teachers on a Performance Improvement Plan (Performance Pay)
- Temporary Instructors
- Itinerant Teachers
- Pool Instructors
- Paraprofessionals/School Support Personnel
- Office Employees
- Employees on Alternative Assignment will have their eligibility for performance pay determined on a case by case basis.

8. All Differentiated Accountability provisions shall apply to the Edison Edu-Plex with the exception of those specified in this MOU.

9. This plan will be subject to annual review and renewal based on student performance data and available district funds each fiscal year.

10. This MOU will expire on June 30, 2010.

DATED at Miami, Florida this ____ day of _____, 2009.

**THE SCHOOL BOARD OF MIAMI-DADE
COUNTY, FLORIDA**

UNITED TEACHERS OF DADE

Dr. Solomon C. Stinson Date
Chair

Ms. Karen Aronowitz Date
President

Dr. Marta Pérez Date
Vice Chair

Mr. Alberto M. Carvalho Date
Superintendent of Schools

APPROVED AS TO FORM

School Board Attorney