

ARTICLE XXVIII - SCHOOL IMPROVEMENT ZONE

Section 1. Preamble

The School Improvement Zone (SIZ) is a differentiated approach to public education that promotes high achievement while eliminating low student performance. A structured curriculum, innovative instructional strategies and intervention initiatives are essential to accomplish this goal. To effectively implement the curriculum and instructional strategies, an extended day and an extended school year are necessary. Additionally, a rigorous agenda of professional development for teachers is required; this will compliment the instructional strategies and curriculum. The Board and the UTD have agreed to the following Contract provisions which apply specifically to members of the bargaining unit assigned to the SIZ. All other written provisions of the Contract not in conflict with this Article shall remain in full force and effect.

Beginning in the 2004-2005 school year, the School Improvement Zone will consist of 39 schools. Once a school has been designated as a SIZ school, it will remain a SIZ school for a minimum of 36 months. Any school that receives the grade of "F" will automatically be eligible to be added, by the Board, to the SIZ. The parties must agree to add any other schools.

Section 2. Work Year

During the 2004-2005 partial implementation year, the work year will be extended by five days, for student instruction, as agreed to by the parties.

Beginning in the 2005-2006 school year, the work year at SIZ schools will be extended to include 10 additional days for all employees assigned to SIZ schools as agreed to by the parties. Seven of these days will be for student instruction and three will be used for professional development. Beginning with the calendar for the 2006-2007 school year and each year thereafter, the SIZ calendar shall be developed by the M-DCPS/UTD Joint Calendar Committee.

Section 3. Work Day

The work day for teachers at SIZ sites shall be eight hours and five minutes at the elementary level and eight hours and 20 minutes at the secondary level. Teachers will be obligated to these additional work hours.

For secondary school teachers, the work day shall include six teaching periods, one planning period and one academic improvement period. For elementary school teachers, the work day shall be as described in this contract with the addition of one academic improvement period.

The duty-free lunch period shall consist of at least 45 minutes for all teachers.

All SIZ elementary schools will begin at 8:30 a.m. for students. K-1st grade students will be dismissed at 3:00 p.m. and 2nd-5th grade students will be dismissed at 4:00 p.m. However, on Wednesdays all students will be dismissed at 3:00 p.m. This time will be used by teachers for collaborative planning.

All SIZ secondary school students will be released one hour early on Wednesdays. This time will be used by teachers for collaborative planning.

In all SIZ schools, the principal or designee may use one Wednesday per month as one of the two authorized monthly faculty meetings.

Employees on the AS Salary Schedule shall not be required to work the extended day except in an emergency where they will be compensated at the minimum rate on the AT Salary Schedule.

Section 4. Academic Freedom

Instruction at SIZ schools shall focus on K-12 literacy in all content areas. Additionally, instruction in literacy, writing, mathematics, and science shall be research-driven. Instruction in literacy, writing, mathematics, and science shall be implemented with specific curricula, specific teaching strategies, and specific methodologies utilizing uniform textbooks and materials for identified students. All Academic Freedom provisions not specifically modified by the SIZ agreement shall be governed by Article XXII, Section 2 of the M-DCPS/UTD contract.

Section 5. Transfers

- A. All teachers currently assigned to SIZ sites will be granted the opportunity to voluntarily apply to transfer out of the SIZ location. SIZ transfer applications must be submitted by December 1, 2004. All transfer requests submitted by December 1, 2004 will be approved. Teachers for whom vacancies and replacements are found will report to their new work locations on January 14, 2005. All teachers for whom vacancies or replacements are not found will be transferred after the end of the school year. All teachers transferring from a SIZ school will be placed in open positions for which they are certified prior to any other transfers being processed, surplus personnel being placed or new teachers being hired. M-DCPS and UTD will jointly develop a placement procedure that integrates teacher choice and seniority for interview and placement purposes.
- B. Teachers who choose to remain at SIZ sites for the remainder of the 2004-05 school year will be afforded a second opportunity to transfer at the end of the 2004-05 school year. SIZ transfer applications must be submitted by May 2, 2005. All teachers transferring from a SIZ school will be placed in open positions for which they are certified prior to any other transfers being processed, surplus personnel being placed, or new teachers being hired. M-DCPS and UTD will jointly develop a placement procedure that integrates teacher choice and seniority for interview and placement purposes.
- C. Applications to transfer into an open unencumbered position at a SIZ site must be submitted by December 1, 2004. All transfer requests submitted by December 1, 2004 will be approved. Transfers will occur effective January 14, 2005. Teachers who have transferred into SIZ sites will be given until May 2, 2005 of the school year to declare their intent to request transfer back to their previous work locations or ACCESS Centers. Teachers requesting transfer will be given preference to return to their

previous work location, if available, or the corresponding ACCESS Center at the end of the 2004-2005 school year. All teachers transferring from SIZ schools will be placed in open positions for which they are certified prior to any other transfers being approved, surplus personnel being placed, or new teachers being hired. M-DCPS and UTD will jointly develop a placement procedure that incorporates teacher choice and seniority for interview and placement purposes.

- D. Beginning with the 2005-2006 school year, teachers assigned to the SIZ will be required to remain in assigned positions and locations for the entire school year. These teachers may request transfers by submitting applications to the school site administrator by the first work day in May. Applications for transfer must be submitted to school site administrators by the first work day in May. Such transfers may only occur after the last day of the school year for teachers at SIZ sites and will be effective prior to the first day of the subsequent school year.
- E. Article XII, Section 7(A) will be waived for transfers involving SIZ schools for teachers hired prior to January 14, 2005. Teachers newly-hired on or after January 14, 2005 are governed by Article XII, Section 7(A) and will not be eligible for transfer for three years.
- F. The District will provide all teacher applicants seeking employment a copy of the revised working conditions for SIZ sites.
- G. All other transfer procedures will be consistent with the transfer policies in the M-DCPS/UTD contract.

Section 6. Planning for Teaching and Learning

- 1. Long-range plans for each subject/grade level will be made available for all teachers. Based on these long-range plans, teachers will develop daily lesson plans that reflect the individual academic needs of their students.
- 2. Daily lesson plans shall include objectives and/or goals; learning activities based on specific student profile data; and assessment(s) of student learning.
- 3. In order to ensure collaborative planning at all levels for those teachers who are on the same team, grade level, and/or department, the Wednesday early release has been designated for collaborative planning.

In order to facilitate block scheduling, secondary teachers will have a total of 10 planning and preparation periods bi-weekly which may not be daily.

Section 7. Professional Development

It is the intention and assumption of this initiative to enhance and build the capacity of teachers by:

- 1. working as a whole school - a team of professionals focused on a common goal;

2. reducing teacher isolation; and
3. developing and extending effective literacy tools in working with children who are low readers.

Professional Development is the umbrella under which all inservice activities occur. It is a collaborative effort and responsibility of every person who affects student learning and the learning environment.

Each SIZ school will elect a School-based Professional Development Team that will coordinate the opportunities that will be available to teachers at that school. During the 2004-2005 school year, each teacher will be required to participate in 28 hours of professional development activities that will take place outside of the regularly scheduled school hours. These professional development activities must be related to analysis of student data, student achievement, attendance, learning modalities, all other related data and research based literacy strategies for engaging all students. The School-based Professional Development Team will develop a customized professional development plan for the educational staff based on available data that has an impact on student learning for implementation in the 2005-2006 school year. The Deputy Superintendent for the SIZ and a representative from UTD will jointly review and approve, annually, the plans for implementation purposes.

Beginning with the 2005-2006 school year, each teacher will be required to participate in 56 hours annually of professional development, which will take place outside of the regular scheduled school hours, based on individual teacher needs as it relates to the analysis of student data. The School-based Professional Development plan will be completed by May 1st of each year for implementation in the subsequent school year.

Upon successful completion of the 56 hours at the end of each school year, each teacher will receive a Certificate of Completion that they may use for recertification and/or as three credits towards their next level of credential pay. This will not preclude the necessity to complete the requirements of a Masters Degree, Specialist Degree or Doctoral Degree.

Section 8. Sick Leave Accrual

Effective the 2005-2006 school year, full time 10-month personnel assigned to SIZ sites and who work the SIZ calendar shall be entitled to the accrual of one extra day of sick leave, for a maximum of 11 days.

Section 9. Professional Development Days

Effective the 2005-2006 school year, the Board agrees to authorize for each year of the contract the establishment of and the use within each year of the contract a pool of 200 contract implementation/professional development days of temporary duty assignment with pay to be utilized by employees selected by the Union for matters relating to increasing competencies necessary to the effective and orderly implementation of the School Improvement Zone. Use of these days shall not be approved unless there is three days advance notice, in writing, to the supervising administrator, with a copy to the Human Resources Officer. Use of these days for full-time release administrator, with a copy to the Human Resources Officer. Use of these days for full-time release of unit members shall not be approved unless there is a 20-calendar day advance notice, in writing, to the supervising administrator, with a copy to the Human Resources Officer. Exceptions to this Provision must be approved by the Deputy Superintendent, Business Operations.

AO/CO SALARY SCHEDULE*

SCHOOL IMPROVEMENT ZONE
(Effective July 25, 2005)

Step	10-Month Bachelor's	10-Month Master's	10-Month Specialist	10-Month Doctorate
1	41,040	44,640	47,040	49,440
2	41,245	44,845	47,245	49,645
3	41,451	45,051	47,451	49,851
4	41,659	45,259	47,659	50,059
5	41,867	45,467	47,867	50,267
6	42,076	45,676	48,076	50,476
7	42,287	45,887	48,287	50,687
8	42,498	46,098	48,498	50,898
9	42,840	46,440	48,840	51,240
10	44,160	47,760	50,160	52,560
11	45,120	48,720	51,120	53,520
12	46,200	49,800	52,200	54,600
13	49,380	52,980	55,380	57,780
14	53,220	56,820	59,220	61,620
15	56,100	59,700	62,100	64,500
16	58,500	62,100	64,500	66,900
17	60,060	63,660	66,060	68,460
18	62,220	65,820	68,220	70,620
19	63,420	67,020	69,420	71,820
20	65,220	68,820	71,220	73,620
21	67,620	71,220	73,620	76,020
22	74,670	78,270	80,670	83,070

*Pursuant to F.S. 1012.22(1)(c)(4), instructional personnel who demonstrate outstanding performance, as measured under s. 1012.34, shall earn a 5-percent supplement in addition to their individual salary, which shall be implemented pursuant to the existing Memorandum of Understanding between the parties.