

MEMORANDUM

March 17, 2008

TO: All School Principals
All School UTD Building Stewards

FROM: Diana T. Urbizu, Assistant Superintendent, Office of Labor Relations
Co-Chairperson, Professionalization of Teaching Task Force

Karen Aronowitz, President, United Teachers of Dade
Co-Chairperson, Professionalization of Teaching Task Force

SUBJECT: 2008-2009 SCHOOL IMPROVEMENT PLAN (SIP) WAIVERS

Educational Excellence School Advisory Councils (EESAC) have been established at each school and are charged with the responsibility of assisting in the preparation and evaluation of School Improvement Plans (SIP). One of the key components of a high quality education system is increasing local flexibility. Schools may request waivers to labor contract provisions, State Statutes and/or State Board Rules provided that the waivers support one or more objectives and/or strategies of the SIP.

Waivers submitted shall be reviewed by the appropriate District office based on their content and by a joint Miami-Dade County Public Schools (M-DCPS)/United Teachers of Dade (UTD) subcommittee of the Professionalization of Teaching Task Force and must be included as part of the SIP. Subsequent to this review, all SIP waivers shall be presented to the School Board for approval as a part of the SIP review process. Waivers must be submitted and approved by the School Board before the beginning of the school year.

If any middle school wishes to adopt a re-design plan, they must complete the Middle School Reform Model (MSRM) waiver form attached, set aside the budget necessary to fund the re-design plan, and have the approval of the Regional Center. A copy of the Middle School Reform Model guidelines is provided for your use in this packet. Please note that Middle Schools electing the MSRM must obtain an affirmative faculty vote of at least 66% to implement such a model. (Please see MSRM Implementation Guidelines on pages 9-10 voting procedures).

Accordingly, **all schools must complete the attached "2008-2009 School Improvement Plan (SIP) Waivers to Labor Contract Provisions" form *whether your school is requesting a waiver or not*, and submit the form (with appropriate attachments) to this office.**

A form to process unique supplements under the Alternative Supplement Model Waiver (ASM) is included for your use. **You *MUST* complete the ASM form on an annual basis (2008-2009), even if you are *NOT* making changes to existing Alternate Supplement Waivers.** Please be advised that pursuant to Appendix E, Section 7 of the M-DCPS/UTD contract, various supplemented activities are excluded from the ASM process.

COMPLETED FORMS ARE DUE ON OR BEFORE **APRIL 18, 2008** AND MUST BE SUBMITTED TO:

**MAIL CODE: 9999, SBAB SUITE 552
ATTN.: MS. DIANA T. URBIZU, ASSISTANT SUPERINTENDENT
OFFICE OF LABOR RELATIONS**

If you have any questions regarding School Improvement Plan (SIP) waivers, please review the UTD Labor Contract, Article XXVI, Section 5(D), p. 179. In addition, you may contact the following persons:

Information on Waiver Process and Labor Contract Waivers:

< **Dr. Linette M. Coleman**, District Director, Office of Labor Relations, at (305) 995-1590

Or

< **Mr. Joe Minor**, UTD Union Representative, at (305) 854-0220

Information on Waivers to State Statutes and/or State Board Rules:

< **Dr. Felicia Gil**, Administrative Director, Accountability and Systemwide Performance, at (305) 995-1745

Diana T. Urbizu

Karen Aronowitz

DTU/KA:
Attachments

cc: Superintendent's Cabinet
Dr. Felicia Gil
Regional Center Superintendents

*****NOTICE CHANGE IN WAIVER PROCEDURES PAGE 4, #3 REQUIRES VOTING BY SECRET BALLOTS.**