

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.

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

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 academic improvement period supports both remedial and enrichment activities and is to be assigned to all personnel holding an instructional certificate. The academic improvement period has smaller classes and utilizes instructional strategies that are different than those used in the regular class. The academic improvement period shall not be used for credit recovery and is not a continuation of regular classes. Teachers will not be formally observed during this period, nor is a formal traditional lesson plan required.

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

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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. 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.
- B. 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.
- C. The District will provide all teacher applicants seeking employment a copy of the revised working conditions for SIZ sites.
- D. 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.

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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 September 30th of each year for implementation.

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 re-certification 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.

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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 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.

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**A0/C0
Salary Schedule**

**SCHOOL IMPROVEMENT ZONE
(2006-2007*)**

Step	10-Month Bachelor's	10-Month Master's	10-Month Specialist	10-Month Doctorate
1	43,500	47,100	49,500	51,900
2	43,718	47,318	49,718	52,118
3	43,936	47,536	49,936	52,336
4	44,156	47,756	50,156	52,556
5	44,376	47,976	50,376	52,776
6	44,822	48,422	50,822	53,222
7	45,046	48,646	51,046	53,446
8	45,270	48,870	51,270	53,670
9	45,497	49,097	51,497	53,897
10	45,725	49,325	51,725	54,125
11	45,953	49,553	51,953	54,353
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	77,070	80,670	83,070	85,470

*The effective date for 10-month Zone employees shall be the beginning of their calendar.

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A0/C0 Salary Schedule

**SCHOOL IMPROVEMENT ZONE
(Effective January 12, 2007)**

Step	10-Month Bachelor's	10-Month Master's	10-Month Specialist	10-Month Doctorate
1	44,400	48,000	50,400	52,800
2	44,534	48,134	50,534	52,934
3	44,667	48,267	50,667	53,067
4	44,801	48,401	50,801	53,201
5	44,936	48,536	50,936	53,336
6	45,070	48,670	51,070	53,470
7	45,206	48,806	51,206	53,606
8	45,341	48,941	51,341	53,741
9	45,497	49,097	51,497	53,897
10	45,725	49,325	51,725	54,125
11	45,953	49,553	51,953	54,353
12	46,500	50,100	52,500	54,900
13	49,680	53,280	55,680	58,080
14	53,520	57,120	59,520	61,920
15	56,400	60,000	62,400	64,800
16	58,800	62,400	64,800	67,200
17	60,360	63,960	66,360	68,760
18	62,520	66,120	68,520	70,920
19	63,720	67,320	69,720	72,120
20	65,220	68,820	71,220	73,620
21	67,620	71,220	73,620	76,020
22	78,270	81,870	84,270	86,670

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A0/C0 Salary Schedule

**SCHOOL IMPROVEMENT ZONE
(2007-2008*)**

Step	10-Month Bachelor's	10-Month Master's	10-Month Specialist	10-Month Doctorate
1	45,600	49,320	51,780	54,240
2	45,828	49,548	52,008	54,468
3	46,058	49,778	52,238	54,698
4	46,288	50,008	52,468	54,928
5	46,520	50,240	52,700	55,160
6	46,752	50,472	52,932	55,392
7	46,985	50,705	53,165	55,625
8	47,220	50,940	53,400	55,860
9	47,457	51,177	53,637	56,097
10	47,694	51,414	53,874	56,334
11	47,932	51,652	54,112	56,572
12	48,172	51,892	54,352	56,812
13	49,680	53,400	55,860	58,320
14	53,520	57,240	59,700	62,160
15	56,400 *****	60,120 *****	62,580 *****	65,040 *****
17	60,360 *****	64,080 *****	66,540 *****	69,000 *****
19	63,720	67,440	69,900	72,360
20	65,220	68,940	71,400	73,860
21	70,020	73,740	76,200	78,660
22	80,670	84,390	86,850	89,310

*The effective date for 10-month Zone employees shall be the beginning of their calendar.