



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

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EXTENSION OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND THE BROWARD TEACHERS UNION

The School Board of Broward County, Florida (SBBC) and the Broward Teachers Union (BTU) recognize that improving student performance by focusing on raising academic rigor in teaching and learning is critical to prepare students and staff for global competitiveness. Broward County high schools, through continuous improvement, are focused on meeting the demands associated with preparing students for college and career readiness. Planning and collaborating are necessary components and require additional time for deep collegial conversations within authentic professional learning communities and professional development opportunities in order to meet the unique challenges faced by high schools.

In accordance with Article 5, Section L, of the Collective Bargaining Agreement between The School Board of Broward County, Florida (SBBC) and the Broward Teachers Union (BTU), schools have flexibility on how to utilize up to their current allocation of twenty-seven (27) hours per year of the total time available for professional development, exclusive of time allocated for teacher planning and preparation. Planning time outside of this allocation shall remain uninterrupted, and both parties agree that it is the District's intent that this time shall be used in a manner as determined by the employee. Both parties agree that joint communication will be provided to all schools as per the terms of this agreement per planning time allocation. Professional development activities shall be scheduled on planning days and two additional early release days (exclusive of the four (4) early release days specified in Article 5, Section W) as part of the aforementioned 27 hours.

To this end, the SBBC and the BTU agree to the following provisions:

Professional Study Days

1. In addition to the twenty seven (27) hours per year allocated for professional development, additional time for professional study hours was introduced

commencing with the 2006-2007 school year. Continuing with the 2016-2017 school year, Broward County high schools may utilize any number of designated days, not to exceed eight (8), for additional professional study hours for the purpose of implementing school-wide plans to improve student achievement.

2. Upon recommendation of the Calendar Committee (which includes BTU representation) and subject to approval by the BTU and SBBC, the dates for professional study hours shall be determined for the 2016-2017 school year. It is the intent of both parties to strive to schedule professional study hours on the first Thursday of each calendar month within the school year. The parties agree that flexibility shall be built into the establishment of such days/hours in order to address concerns related to student contact time, transportation, and other concerns of the parties.*
3. All professional study hours shall be aligned with the SBBC's Strategic Plan, accreditation standards, and the school improvement plan. Professional study hours shall be inclusive of activities held during other Professional Learning Community (PLC) hours. Each school's Professional Development Team, working collaboratively with school administration, shall plan the days/hours in accordance with Article 5, Section L of the BTU/SBBC Collective Bargaining Agreement.
4. The parties mutually agree that a minimum of fifty percent (50%) of the professional study hours shall be devoted to structured conversations using the protocol tools for authentic professional learning communities. These conversations shall be centered on Florida State Standards and/or the BRIDGES/Marzano Teaching Framework. Further, the remaining percentage of hours shall be focused on areas of need identified through teacher instructional practice data, student achievement data, customer service data (which would include work with parents), and/or data which supports a unique need defined by the faculty and the school's SAC committee in alignment with the school improvement plan.
5. In order to establish the hours on up to eight (8) Professional Study Days, each school must initiate and conduct a waiver vote following the waiver process specified in the BTU/SBBC Collective Bargaining Agreement, Article 15. This vote shall not be considered a schedule change vote. A copy of the waiver vote results shall be submitted to the BTU and the District.

*For the 2016-2017 school year, the calendar dates (without a designation for professional study days) were approved by the SBBC, FL on December 8, 2015, upon the recommendation by the Calendar Committee.

APPROVAL/CONTINUATION:

This agreement is contingent on the final approval of the Superintendent and the BTU President and expires at the end of 2016-2017 school year. In order to facilitate the implementation of PSD professional learning hours, the parties mutually agree to authorize the aforementioned changes. However, execution of this agreement does not equate to a waiver of the parties' right to engage in the collective bargaining process regarding changes to the terms and conditions of employment.

Leung Colkoun 5/6/16
School Board of Broward County, FL Date

Shawn Glickman, Esq 05/06/16
Broward Teachers Union Date

DWD/LC;jh
5/4/16