

Board Proposal #1

MEMORANDUM OF UNDERSTANDING

School Improvement Grant – Fox Hollow Elementary School

November 12, 2018

The ~~2017-2018~~ 2018-2019 school year, will be the ~~first~~ second of a five-year School Improvement Grant (SIG), authorized under section 1003(g) of Title I of the Elementary and Secondary Education Act of 1965 (Title I or ESEA) awarded to Pasco County Schools for Fox Hollow Elementary School. School Improvement Grants are grants made to state educational agencies (SEAs) that SEAs use to make competitive sub-grants to local educational agencies (LEAs) that demonstrate the greatest need for the funds and the strongest commitment to use the funds to provide adequate resources in order to substantially raise the achievement of students in their lowest-performing schools. Based upon research and experience gained through the course of three SIG 1003(g) cohorts, the Florida Department of Education (FDOE) has developed the following theory of action to guide the work for SIG Cohort 4.

Essential non-instructional personnel that impact kindergarten through 5th grade will also be needed to effectuate the improvements needed. Three basic Instructional Assistants and one ESOL Instructional Assistant will be vital in assisting in the implementation of the curriculum. Other necessary SRP include a Resource Management Associate, Guidance Secretary, Secretary III, Clinic Assistant, Data Entry Operator and Bookkeeper, all to assist in the day to day operations of an extended school day.

Additional Work Time

Non-instructional staff currently working 7 hours per day at FHES will work an additional ~~fifty (50)~~ thirty (30) minutes per day. Non-instructional staff currently working 7.5 hours per day at FHES will work an additional thirty (30) minutes per day. The SIG budget does not provide enough funding for overtime compensation, so no SRP shall be scheduled to work more than eight (8) hours per day using SIG funds. This additional time for Instructional Assistants will be student contact time with a focus on reading instruction as directed under the Lowest 300 Performing Elementary legislation. All other essential non-instructional staff will provide support necessary for FHES to accommodate the additional time in the workday.

Compensation for Additional Work Time

The additional ~~fifty (50) minutes per day~~ or thirty (30) minutes per day worked in accordance with this Memorandum of Understanding will be paid at each individual SRP's hourly rate of pay. Because this time is in addition to the SRP's regular work calendar and work schedule, SRP utilizing leave will not be compensated for this additional ~~fifty (50)~~ or thirty (30) minutes on days they take leave. All leave will be deducted based on the SRP's regular workday and is not inclusive of the additional time as provided by this grant.

Any additional work days associated with this grant shall be paid at each individual SRP's regular daily rate of pay. SRP's who do not attend these additional days will not be compensated for this additional work time and are not eligible to utilize accumulated leave on these days.

Monitoring of Grant Progress

As a condition of continued funding of this SIG grant, the State has clearly articulated the expectation that identified schools will add additional student contact time which will be required for at least the first three years of the grant.

Agreement Contingent Upon Funding and Department of Education Approval

All funds used to implement the above provisions will come from SIG dollars, and not from general revenue sources that would otherwise be available for salary increases. Moreover, the provisions contained within this Memorandum of Understanding are contingent upon continued FDOE approval of FHES's SIG application and sufficient funding being provided through the SIG and Lowest 300 categorical dollars. Nothing in this MOU is meant to conflict with or restrict the implementation of the Lowest 300 Elementary Schools requirements at FHES.

All essential non-instructional staff included in this Memorandum of Understanding are expected to work the additional ~~fifty (50)~~ or thirty (30) minutes per day. This MOU serves as notice that complies with Article VII – Working Condition, Section I, (8). Should an SRP have a legitimate conflict, where the SRP is unable to comply with the additional time requirement on a regular basis, the SRP should notify the principal as soon as possible, so any viable alternatives that may exist can be explored.

For the Board

Date

For the Union

Date