



**MEMORANDUM OF AGREEMENT
BETWEEN
THE MINNEAPOLIS FEDERATION OF TEACHERS
AND
MINNEAPOLIS PUBLIC SCHOOLS**



MINNEAPOLIS
PUBLIC SCHOOLS

Urban Education. Global Citizens.

HIGH PRIORITY SCHOOLS (HPS)

The Minneapolis Public Schools (MPS) and the Minneapolis Federation of Teachers (MFT) share a common goal in strengthening academic performance at schools identified by the district as "High Priority Schools". These are: Anishinabe, Bancroft, Cityview, Folwell (formerly Ramsey) Green Central, Elizabeth Hall, North High School, Olson, Pratt and Sheridan.

The following commitments are agreed to effective April 1, 2012 – September 1, 2014.

TIME

Teachers have repeatedly expressed the need for more time to collaborate. Best practices in high performing, urban schools also demonstrate the need for structured, dedicated time for planning, professional development and collaboration. Therefore:

- a. For the 2012-13 school year, the licensed staff at each HPS shall vote to determine if the staff elects to participate in four (4) additional Professional Development/Collaboration days for the Fall of 2012. If by a 70% vote of licensed staff are in favor, the staff will participate in planning, teaming and site-based professional development prior to the start of the 2012 school year.
- b. Given the lateness of this agreement, for the 2012 year, if teachers are placed in hardship by such scheduling, arrangements will be made for an alternative means of contributing without their presence by mutual agreement with the principal/supervisor.
- c. For the 2013-14 school year, teachers with any assignment at a HPS school will participate in three (3) additional duty days of Professional Development/Collaboration beyond what is agreed to in the master CBA between MPS and MFT. The district will also develop a plan for additional instructional time for students in HPS sites. The District will work collaboratively with the MFT, teachers, parents, students and community partners to develop and review possible options that may include:
 1. A summer school option at HPS sites that identifies specific students who would benefit from additional time and learning supports.
 2. Five (5) additional instructional days beyond the days in the District school calendar approved by the Board of Education for 2013-14. Teachers will be compensated for this time at the teacher's daily instructional rate.
 3. An alternative option that meets the objective of providing additional instruction, increasing student achievement and closing the achievement gap.
- d. The specific schedule and topics to be addressed during the Professional Development/Collaboration days, will be determined by each school's Instructional Leadership Team after seeking input from the teaching staff and approved by the school's Associate Superintendent.

- e. Teachers will be compensated for the additional duty days at the teacher's daily instructional rate.
- f. By November 1 2012, the MFT and District will meet and confer on the rollout for the upcoming 2013-14 school year for the HPS Schools. The options for additional instructional time will be submitted to the Superintendent for recommendation to the Board of Education.
- g. Sites will not be added to the list in this MOA unless an agreement to do so is negotiated between the MFT and the District.
- h. Teachers at High Priority Schools who work additional days beyond the 196 days agreed to in the Collective Bargaining Agreement will need to sign a form stating that they understand that the extended time is not guaranteed in future years.

CLASS SIZE TARGETS

To ensure students receive timely, meaningful attention and feedback as well as the ability to maintain a positive, productive, student-centered classroom, the District and MFT commit to the lowest possible student to educator ratio. To begin the transition to lower class sizes, the District will work to target the following class sizes:

- a. K-3 @ 21
- b. Grades 4-5 @ 24: MPS will use minimal program allocation dollars to address class size in order to ensure that K-3 numbers do not have a negative impact on the 4-5.
- c. Grades 6-12: Sites will determine class size. Sites may use their discretion to allocate their existing budget allocation to reduce class size.
- d. The District retains flexibility to meet exigencies, such as sibling preference, facility size, late enrollment, and other contingencies, as we make a "best effort" in meeting the targets.
- e. Both parties realize that, if funding changes significantly for 2013-14, the targets would have to be adjusted to be consistent with overall district funding, while still providing relatively lower class size targets for the High Priority Schools than the overall District targets for the same grade levels.
- f. MPS and MFT agree to monitor class size at Fall Staff Adjustment meetings. Representatives from MPS and MFT will meet no later than September 21, 2012 to review data on actual class size numbers and discuss adjustments needed. This review will include Special Education, and ELL class sizes and caseloads.

CLEAN SLATE

MPS and MFT share a common interest in providing clear priorities aligned to well-understood strategies for school improvement. Therefore:

- a. The Associate Superintendent will develop a "clean slate" process, based on the district's newly adopted Decision-Making Model, to review all site-based programs and initiatives that require teacher time. The goal a Clean Slate is to focus time and resources on those strategies that most effectively address student achievement.
- b. The Associate Superintendent will review the designed process with MFT leadership prior to launch at sites.
- c. The process will be used at all HPS sites and completed prior to the start of the 2012-13 school year.

EVALUATION: MPS and MFT will evaluate the success of the tenets of this MOA throughout its implementation. A process will be created collaboratively.

STAFFING: No placement may occur at a High Priority/SIG site unless there is consensus of the Placement Committee, following an interview between the site and the teacher to maximize mutual consent and best fit (as per the Streamlining Transfers Through Mutual Consent Memorandum of Agreement).