

TA 3/27/24
mfm
Sage
3/27/24

ARTICLE XXI
School Improvement/Educational Accountability

The Board and the Association agree that all members of the instructional staff are partners in the educational process. The parties shall encourage schools to develop programs that provide the means to meet the District's goals and objectives.

A. Therefore, in order to support the development and implementation of School Improvement Plans developed at the individual school sites and to provide for school level accountability as established in Florida Statutes, the Board and Association agree to provide flexibility and resources to the extent possible for the implementation of the school plans.

B. The Board and the Association recognize that providing school-based employees with increased responsibility for making decisions **with regard** to best meeting the needs of their particular student populations can foster the exchange of ideas and information, can provide for the most effective instructions practices, and can therefore improve the educational process.

C. The parties agree that individual school staffs shall be given greater flexibility to develop innovative programs to meet the common goals of the Board and the Association. When such a program has the effect of deviating from the existing contract, the deviation will be negotiated prior to implementation.

D. Each School Advisory Council will be composed of an appropriately balanced number of team members as determined by law.

E. The following conditions will apply to all school improvement initiatives in the School District:

1. No school improvement initiative will be implemented unless it has been agreed upon by consensus.
2. No adverse employment action will be taken against any employee because of their refusal to agree, and they are expected to support and work towards the accomplishment of the initiative.
3. If by reason of their participation in a school improvement initiative, an employee is required to work beyond the regular workday, they will receive flex time for such additional work hours.

F. If any final school improvement initiative is contrary to the terms of the collective bargaining agreement, the deviation from the collective bargaining agreement will require a waiver, in writing. The contract waiver will be considered an addendum to the collective bargaining agreement, **which** must specify the contractual provisions waived, the nature and duration of the contract waiver, and the employees affected by the contract waiver and must be signed by both parties to the agreement. Any dispute as to its interpretation or application will constitute a grievance within the meaning of Article V of this agreement.