

Analysis of Board Policy Waivers Called for by the Montclair Innovation Plan

Part One: Board Policies Waived

DPS Policy Reference	Title	Replacement Policy or Practice
BDFH	Collaborative School Committees	Use statutory School Accountability Committee, with district oversight based on SPF
CFBA	Evaluation of Evaluators	School will prepare and evaluate its own evaluators
DF	Revenue from Non Tax Sources (Sponsorship of District/School Programs, Events & Activities)	School will directly collect revenue from sponsorships subject to district oversight through routine reporting to the Office of Budget
DF-R	Revenue from Non Tax Sources Procedures for School-Based Sponsorships (Sponsorship of District/School Programs, Events & Activities)	
GBEBA	Staff Dress, Accessories and Grooming for Certificated Staff (Teachers)	School will set its own policy for staff dress
GBEBA-R	Staff Dress, Accessories and Grooming for Certificated Staff (Teachers) Procedures	
GBEBB	Dress Code for Non Teaching Staff	
GCB	Professional Staff Contracts & Compensation	School will adapt the DPS employment contract in alignment with its Innovation Plan. School will pay teachers using DPS/DCTA Agreement, including the ProComp, as a minimum for teaching staff. The School will adopt a consistent policy for staff not covered by an existing DPS classification. Conforms with statutory considerations.
GCF	Professional Staff Hiring	School will develop and implement its own staff hiring policies. Conforms with statutory considerations.
GCF-2	Professional Staff Hiring (Athletic Coaches)	School will develop and implement its own hiring policies for athletic coaches.
GCID	Professional Staff Training, Workshops and Conferences	School will develop and implement its own professional development plan aligned with the Innovation Plan.
GDD	Support Staff Vacations and Holidays	School will develop its own procedures for granting vacations and holidays.
GDJ	Support Staff Assignments and Transfers	School will develop process for staff assignment and transfer within the school, and, in collaboration with the Department of Human Resources, develop a method for current employees to apply for district assignments for which they are qualified.
GDJ-R	Support Staff Assignments and Transfers (Facility Managers)	
GDK	Support Staff Schedules and Calendars	School will develop its own schedules and calendars for employees

GDO	Evaluation of Support Staff	School will develop its own procedures for evaluating the performance of support staff
GDQD-R	Procedures for Dismissal of Full-time Classified Employees	School will develop its own procedures to dismiss full-time classified staff.
IC/ICA	School Year/School Calendar	School will develop a school calendar that exceeds district and state minimums
IE	Organization of Instruction	The school will be responsible for developing a “unified program of instruction
IEA	Alternative Grade Level Organization in Neighborhood Schools (K-8 Policies)	Waived. Does not apply
IF	Voluntary School Initiated Designs	Waives policy that requires board approval of “substantial modification to the current educational program or structure, such as length of instructional day, length of instructional year, grade level structure, or a major educational theme or instructional methodology” to remain in conformity with Innovation Schools Act
IGA	Curriculum Development	School will implement curricular expectations set forth in the Innovation Plan subject to oversight through the SPF
IGD	Curriculum Adoption	School will adopt changes curricular expectations set forth in the Innovation Plan subject to oversight through the SPF
IIA	Instructional Materials (Textbooks or their Equivalent Learning Materials)	School will adopt policy for selecting instructional materials in alignment with Innovation Plan subject to oversight through the SPF
IIA-R	Instructional Materials (Textbooks or their Equivalent Learning Materials) Procedures	
IJJ	Instructional Materials (textbooks) Selection or Adoption	
IJJ-R	Instructional Materials (textbooks) Selection or Adoption Procedures	
IJOA	Field Trips	School will develop and implement procedure for field trips and extended excursions.
IJOA-R-2	Field Trips (Guidelines for Extended Excursions)	
IKB	Homework	School will develop and implement homework exceeding the district’s in alignment with its Innovation Plan subject to oversight through the SPF.
IKE	Promotion, Retention and Acceleration of Students	School will develop and implement homework exceeding the district’s in alignment with its Innovation Plan subject to oversight through district staff and the SPF.
IKE-R	Promotion, Retention and Acceleration of Students Elementary or Middle School Procedures	

DPS/DCTA Agreement Provisions Waived

Agreement Article	Description	Replacement Policy or Practice
Committees (Articles 5, 8, 13)	Development Committee (5-4-1), Professional Standards Committee (Article 8) and Personnel Committee (13-8).	Eliminate these various faculty committees and combine their functions into a single School Leadership Team. The SLT will fulfill the functions as outlined the Autonomy Agreement
Professional Standards (Article 8)	Sets teacher calendar, work year, work week, work day, class size and load (see below).	Waive Article 8 in favor of working conditions established at School
Contract Year (8-1)	181 days or extended at regular scheduled rate per day. New teachers may be required to attend orientation and paid in accordance with Article 32. 8-1-2 specifies how non-contact days shall be used. 1-7 Defines “school year” as official school calendar.	181 days or as set by the district calendar; any school days School adds to the calendar will be compensated in accordance with Article 32. All teachers may be required to attend orientation and professional development and will be paid in accordance with Article 32. Waive 8-1-2 to allow School how to determine best use of professional days; however, School recognizes the needs for teachers to have individual and small-group planning time in addition to school-directed professional development on non-contact days. The SLT will set and monitor the balance. Waive 1-7 in favor of school calendar adopted at School
Work Week (8-2)	40 Hour	Abide by the 40 hour work week and pay teachers for duties beyond 40 hours per week. Allow flextime (e.g., teaching four blocks on one day but two blocks on another day; or teaching 9 hours one day but 7 hours the next day) to accommodate variations in daily academic schedule.
Lunch (8-2-1)	45- minute lunch period duty-free lunch	Faculty may set time of lunch by a majority vote by secret ballot. The basis for the decision will be the needs of the instructional program, while recognizing that staff members need time to eat lunch and conduct personal business.
Operations time (8-2-2)	Up to 30 minutes per week	Currently two 75-minute meetings per week combining operations and professional development. School needs flexibility to set meeting times as needed, so long as meeting time does not encroach upon planning time or exceed the 40-hour week.
Professional time (8-2-3)	Up to 90 minutes per week	
Planning time (8-3)	Minimum 40 minutes per day	90 minutes/one block per day
Number of preparations (8-5)	“number of preparations...should provide for effective instruction”	No restrictions

Agreement Article	Description	Replacement Policy or Practice
Teaching load (8-5-1)	5 teaching periods or the equivalent thereof if block scheduling is used 3 blocks (85-90 minutes each) per day; 30 minute advisory 3x per week; attend morning meeting (15 minutes) 3x per week.	3 blocks (85-90 minutes each) per day; 30 minute advisory 3x per week; attend morning meeting (15 minutes) 3x per week.
Maximum class size (8-5-1-10)	Maximum 35	Maximum 30 (design 25, current 27)
Department chairs (8-6)	Elected by department subject to principal approval; 3-year term	Waive 10-7 and bring the process on site. Teachers still have statutory protections. Also waive reference to 10-7 in 10-8-3 (last sentence).
Remediation Plan (10-7).	The process moves decisions off-site and creates unnecessary delays.	Waive 10-7 and bring the process on site. Teachers still have statutory protections. Also waive reference to 10-7 in 10-8-3 (last sentence).
Assignments, Schedules and Transfer (Article 13)	“Assignments...will be made in the best interest of the educational program for the students” (13-1). Criteria to be considered in determining suitability of candidates for a vacant position include: instructional practices, classroom management, academic preparation, experience, participation beyond the classroom, other relevant information, interview and references (13-8-6).	Keep these as guiding principles. Otherwise, waive Article 13 and go to a rolling hiring process. Post positions and hire as vacancies become known. Hiring process will be conducted by School and not by district human resources department.
Summer school teaching positions (Article 14)	Restricts hiring process and moves decision-making for hiring teachers off site. (14-1-1-1, 14-1-1-2, 14-1-1-3)	Consistent with waving Article 13, waive 14-1-1-1, 14-1-1-2, and 14-1-1-3. Hire teachers for summer programs based on criteria stipulated in 13-8-6.
Reduction in Force (RIF) (Article 20)	The process moves decisions off-site and allows DPS to RIF School teachers.	Waive Article 20 so the district can't RIF School staff members. Teachers are kept based on how well they perform, not on seniority. Statutes still apply.
Job Sharing and Half-Time (Article 25)		Waive Article 25 consistent with waiving Article 13. Job sharing and half-time employment should be handled on site.

Agreement Article	Description	Replacement Policy or Practice
Extra Duty Compensation (Article 32.)	Sets rates for extra duty compensation.	in Article 32: nothing should prohibit the school from offering additional compensation. In lieu of hourly compensation, School should be able offer stipends for projects, essentially giving teachers same rights as independent contractors, so long as the teacher and the school agree on the rate for the project.