

Early College Request of DCTA Contract to be 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 Governance Board (SGB). The SGB will fulfill the functions as outlined the Innovation Agreement.
Grievance Procedures (Article 7)	Establishes dispute resolution procedures	Delegates dispute resolution to the SGB. Disputes involving the principal may be taken to the Instructional superintendent.
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 in Innovation Proposal.
Contract Year (8-1)	184 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.	184 days or as set by the district calendar; any school days School adds to the calendar will be compensated in accordance with Article 32. Teachers have the option to attend additional training (orientation and professional development) outside of the DCTA contract, and will be paid in accordance with Article 32. Waive 8-1-2 to allow SGB 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 SGB will set and monitor the balance. Waive 1-7 in favor of school calendar adopted at School.
Number of preparations (8-5)	“number of preparations...should provide for effective instruction”	Advisory, two academic preps unless agreed to by the individual teacher.
Assignments, Schedules and Transfers (Article 13)	Describes district and school procedures for transfer and reassignment of teachers	The school will adhere to the guiding principles set forth in Article 13-1, and 13-8-6. School will utilize the SGB in place of a Personnel Committee and conduct interviews following the procedures set forth in Article 13. Otherwise, waive Article 13 to permit “realtime hiring of teachers” – i.e. post positions and hire as vacancies become known. Hiring processes will be conducted by directly by MLK with assistance from the Human Resources Department and New Schools Office. MLK will not receive direct placement of teachers unless MLK makes a reduction in building staff resulting in a teacher placed in the unassigned teacher pool.

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 attend morning meeting (15 minutes) 3x per week.	3 blocks (85-90 minutes each) per day; 30 minute advisory.
Evaluation (Article 10)	Describes the evaluation process for teachers	Delegates responsibility for developing and implementing teacher evaluation to SGB
Extra Duty Compensation (Article 32.)	Sets rates for extra duty compensation.	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. Staff will be compensated by stipend for additional academic instruction.
Reduction in Force (Article 20)	Procedures for conducting a reduction in force	Waive Article 20 so the district can't RIF School staff members. Reductions in teaching staff will be made based on performance, and with the understanding that reduction of non-probationary staff due to program change or decline in enrollment into the unassigned teacher pool will make the school eligible for receiving direct placement teachers.