



Dean's Report to the College of Education's College Council

December 5, 2008

New Business

Meeting with Pinellas County Schools. In response to Standard 3.1 of the DOE program approval standards, *The program remains responsive to the needs of the state and the district*, we have developed a collaborative partnership agreement between our College of Education and the Pinellas County Schools. This document is in all of the program folios. One of the elements in the agreement states that we meet with the district leadership three times each year to discuss issues of mutual interest and to plan for future meetings. The first meeting of this school year occurred, Wednesday, December 3, with Marlyn Dennison, Debbie Wedding, Kathe Rasch, and me. It was an extremely productive meeting, and we took the following actions:

- a) The district will review lists of current employees against our most recent list of graduates and send out employer satisfaction questionnaires to the principals and employers of all USFSP COE graduates in the PCSB through Marlyn Dennison's Professional Development email.
- b) The district will re-convene its Internship Advisory Board beginning in February of 2009. We will have representation on this board, which will ensure our participation and input into support for new teachers and the district's induction program.
- c) The district will review the list of teachers and principals who are USFSP graduates to determine if any of them have been put on the list of employees recommended for support and will let us know. The district will assign a mentor to each employee and will be invited to be part of the team providing assistance. To date, none of our graduates have been identified as needing assistance.

Consistent with the agreement, the Educational Leadership Advisory Board meeting occurred December 4; and the Teacher Education Advisory Board meeting for this fall is scheduled for December 11, 2008.

Collaborative Partnership Agreement for USF St. Petersburg College of Education and Pinellas County Schools May 6, 2008

The following agreement formalizes the collaboration between the Pinellas County Schools and USF St. Petersburg College of Education.

Specifically, this agreement confirms that formal collaboration will occur in order to accomplish the following:

- a. Confirmation of employment of USF St. Petersburg Graduates
- b. Survey of alumni and employers regarding the preparation of graduates for their

specific roles (e.g. classroom teacher, reading coach, assistant principal, principal). The university agrees to share the results of these surveys with the district.

c. Planning and support for induction of new employees of Pinellas County School Board through the school district's Intern Advisory Board. The district agrees to share with the university their induction checklist.

d. Review of curriculum for all USF St. Petersburg programs.

e. Participation in the Teacher Education and Leadership Advisory Boards by alumni and key personnel who are Pinellas County School Board Employees.

f. Assistance from USF St. Petersburg for graduates who are identified as needing support and/or remediation in their first two years of employment, using site-based mentors to determine the assistance needed.

g. USF St. Petersburg leadership faculty participation in professional development for assistant principals.

h. Systematic, ongoing meetings with Professional Development staff from Pinellas County and the leadership of the College of Education at USF St. Petersburg at least three times per year.

Through this collaboration, all partners seek to ensure that programs preparing educators at USF St. Petersburg are responsive to current standards, the needs of Pinellas County School District and the state of Florida. We seek to prepare educators who are best prepared to help the children learn, succeed and become productive citizens of Florida.

Finalized with

Dean Vivian Fueyo, Dean, College of Education

Ms. Marlyn Dennison, Director, Office of Professional Development and Student Support

Ms. Debbie Wedding, Director, Office of Human Resources

Summer School. The summer school budget for summer of 2009 will be available in January 2009, after the university receives more information on the budget cuts we will be asked to take in the spring of 2009. At present, the summer school budget is already reduced by the same 15% that all of the other academic units' budgets have been reduced over the last year and a half. In addition, the funds available will be further reduced by having to cover the 2% salary raises. If ratified, the new collective bargaining agreement will limit faculty salaries for one three-credit course to \$12,000 for summer of 2009.

**ACTION ITEM. The Collective Bargaining Agreement stipulates that full time faculty be given first priority in the assignment of a course to teach in summer school. Because it is probable that there will not be sufficient funds in Summer of 2009 for all fulltime faculty to have two courses to teach, I request recommendations from the College Council about how course assignments for the second course during summer school be made for faculty in the College of Education. I am requesting recommendations from the College Council in writing no later than January 15, 2009. The Collective Bargaining states that: "Available supplemental summer appointments shall be offered equitably and as appropriate to qualified employees..."

**ACTION ITEM. In preparation for the NCATE site visit, September 12-16, 2009, and continuing self-study and program improvement, I am calling half day faculty meetings for January and February on the following dates: January 9, 23, 30, and February 13 from 9:00 to 12:00. Because Faculty Senate meetings for Spring 2009 have not yet been scheduled, if the dates conflict with any of the above, our meeting will be cancelled.

Collective Bargaining Agreement. Members of the UFF are voting December 4 and 5 on the ratification of the new collective bargaining agreement. I have included the following notification from Dr. Kofi Glover, Associate Provost, as information for all faculty.

**USF Board of Trustees and the United Faculty of Florida Announce Tentative Agreement
December 2, 2008**

On November 26, 2008, the USF Board of Trustees and the United Faculty of Florida announced they had reached a tentative agreement on a new collective bargaining agreement. Upon ratification, the one-year contract would extend through August 6, 2009. The new collective bargaining agreement includes the following key provisions:

- A 2.0% competitive pay increase will be granted to all employees in the bargaining unit who have been employed at USF since May 1, 2008, and who have had a satisfactory or better evaluation (minimum 3.0 on a 5.0 scale) in the last annual review. (Article 23)
- An additional 0.4% merit pool will be distributed to individuals with at least a “strong” or better performance. (Article 23)
- Employees in the bargaining unit that receive promotion will receive a 9.0% pay increase for the promotion as well as \$1,500 for promotion to assistant professor/librarian, \$2,500 for promotion to associate professor/librarian, and \$3,500 for promotion to full professor/librarian. (Article 23)
- The University has the authority to grant discretionary raises and bonuses for special achievements, excellence, and market equity adjustments up to 1.0% of the in-unit salary base. (Article 23)
- A paid parental leave program was established. (Article 17)
- A 33% increase in the full-pay, one-semester sabbatical positions for tenured faculty is included in the contract. (Article 22)
- The UFF is recognized as a grievant and thus may file a grievance for any alleged violations of the collective bargaining agreement. (Article 20)
- The parties agreed to a domestic-partner health insurance program contingent on identifying and securing a legal source of funds for the program. (Article 24)
- Summer courses will be paid at the existing 12.5% rate with a cap of \$12,000 per three-credit course for a one-year trial basis. (Article 8)
- “Military status” has been added to the nondiscrimination clause. (Article 6)

- Faculty will have greater procedural rights to respond to peer evaluation comments. (Article 11)
- Annual individual annual contracts will be replaced by one-time appointment letters/contracts. (Article 8)

Old Business

Faculty searches for 2008-2009. December 5, 2008, is the closing date for all three faculty searches in the College of Education. Once HR reviews the applicant pools for eligibility and diversity, the faculty search committees will begin reviewing applicant files to determine which three qualified applicants in each of the searches to recommend to me to bring in to interview. All three search committees are scheduled to meet the week of December 8 to review applicant files. The positions which we are currently searching to fill are: Assistant Professor of Educational Leadership (chaired by Brie Reck); Assistant/Associate Professor in Mathematics Education (chaired by Andy Reeves); and Assistant/Associate Professor in Reading Education (chaired by Margaret Hewitt and Mark Koorland).

Dean's and Chancellor's Lists Awards for COE students. Chancellor. White has endorsed wholeheartedly our eligibility criteria to include College of Education students in these awards. At present, Dean Frank Houghengarten is working with Mr. Kevin Coughlin, and Associate Dean Deanna Michael on final details for implementation. There is no information on whether or not this will be completed in time for fall graduates to be considered.