



TALC BARGAINING MINUTES April 22, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Article 7; Article 10
- Checkout

CHECK-IN

- **Time constraints:** 5:30 pm
- **Missing:** Corris, Jessica
- **Elephants:** none
- **Expectations:** Make progress*****
Dive into coverage*
- **Calendar:** Upcoming date 5/6, new date 5/8

ARTICLE 7 – Virtual option for Professional Learning

Story

- District survey data shows that 41% of teachers want face to face learning
- 17% want learning on Teams
- Curriculum and Instruction may be meeting in zones
- Leading and Learning is the largest pain point for TALC - teachers are paid the training rate
- People may not see the value in the training
- We need to be cautious regarding virtual v. brick and mortar teachers
- Some LVS teachers do not have to meet face to face



- We need to make a commitment to meet by zones
- Can we have a virtual option just for staff meetings
- The state came up with a definition for professional learning
- Some may not be eligible for in-service points
- We will need to get more information
- We have to think about the smaller schools and teams
- Table the virtual option until we receive more information from curriculum and instruction

Item Tabled

Article 7 - Notice for Meetings

- TALC requesting a timeline
- Principals have the right to request a mandatory meeting
- Schools have scheduled testing meetings one week in advance
- At times there are changes caused by the state
- There was a school that had to go to training on their own time
- They were offered flex time
- There may be problems with Coordinators letting the principal know
- Before big testing, schools are required to do a training
- Trainings have to be uploaded
- Is mandatory testing meeting counted as one of two meetings
- Current language in (e) is there to prevent grievances
- TALC's goal is to be sure teachers know when meeting is held
- A teacher is required to stay in their classroom
- Meetings need to be scheduled in advance

TALC Caucus Report

- Discussed option and the testing items
- Testing coordinators need to be full time position

District Caucus Report



- Limit faculty meetings to a certain duration

TALC Caucus Report

- Discussed all the time teachers are giving of their personal time

District Caucus Report

- Most faculty meetings occur during contract hours

Options

1. Notice for school-based mandatory meetings shall be given at the beginning of each semester on the school calendar developed by the School Calendar Committee. Teachers are not required to attend meetings and similar functions not expressly stated on the school calendar. An emergency meeting may be called at the discretion of the principal.
2. All efforts will be made to provide advanced notice of unscheduled meetings.
3. Status quo – 7.01(1)(e)
4. 7.01(e), after the word month add “(1) pursuant to 13.04(2).”
5. Every effort will be made, including consultation with the TALC rep. and Calendar Committee, to provide advanced notice of unscheduled meetings

Article 7 – DJJ Calendar

Option

1. Lines 29-30 – “including pre-school days, professional duty days and in-service days.”



Article 10 – Class Coverage

Story

- Want guardrail language 10.04(4)
- Since Kelly Services fill rates for guest teachers have gone up exponentially
- Process – volunteer coverage list
- Circumstances during the previous MOU were different
- Teachers may not have wanted to cover due to potential exposure to Covid
- Exception for Special Instructional staff
- Counselors and SLPs are covering vacant positions
- Counselors are taking on additional caseloads in schools where there are not enough counselors
- Need time to draft language

CHECK-OUT