



## TALC BARGAINING MINUTES April 18, 2024 FY25 (2024-2025 school year)

### AGENDA

- Check-In
- Approval of Minutes
- Article 7 – Work Schedule (length of meetings, length of PLC, Option 5, outside events, LVS meetings, length of student day)
- Checkout

### CHECK-IN

- **Time constraints:** 6 pm
- **Missing:** Carl, Ami, Luis
- **Elephants:** none
- **Expectations:** Make progress\*\*\*\*\*  
Finalize language\*\*\*\*\*
- **Calendar:** Upcoming dates – 4/22, 5/6; Add a day to discuss compensation

### MINUTES (April 11, 2024) – Approved with the following changes:

- Bottom of page 1 – minimum salary is \$51,850
- Page 2 – should say “good start”

### ARTICLE 7 – Work Schedule

#### Story

- Option 5 – Teachers shall attend school related events, including, but not limited to, curriculum nights, open house and similar activities, no more than two (2) times per semester, except where explicitly waived using the waiver of contract language in Article



13.05. Teachers are not required to attend outside events not expressly indicated in the school calendar developed by the School Calendar Committee provided at the start of each semester

- Does not include district assigned mandatory school events
- Don't want the 4 events built in by calendar committee and the district mandated events
- How many events are teachers attending – choice open house (K, 6 and 9)
- Elementary does fall and spring – curriculum night, meet teacher night
- Mandatory versus voluntary is the issue
- There are usually 4-5 mandatory events
- Could use TBD
- Some elementary schools have active PTOs/PTAs that really push events
- Calendar committees should add tbd to school calendar

### **District Caucus Report**

- Developed options

### **TALC Caucus Report**

- Developed options
- Can live with Option 10 with a straw design
- Lift references to 13.05 and 13.05(2) in Option 8

### **Options**

6. Calendar Committee should add TBD for district sponsored events.
7. Make every effort to limit the events to two (2) per semester, but not more than three (3).
8. Teachers shall attend school or district sponsored events no more than twice per semester except where explicitly waved using the waiver contract language in Article 13.05. Teachers are not required to



attend outside events not expressly stated on the school calendar developed by the school Calendar Committee pursuant to 13.04(2).

9. Article 7.01(2)(c)(1) – Status quo

10. Make every effort to limit school events to two (2) per semester, but no more than five (5) in a year. Any changes must go through the school waiver process

11. Lift reference to 13.05 and 13.04(2) from option 8

### Straw Design

10. and 11.

### **Article 7 – Length of Meetings**

- Restriction of length of meetings and intention it applies after contract hours
- Proposal intent – 45 minutes in duration for each meeting
- Two meetings a month in afternoons that extend beyond contract
- There is a hard stop

### **District Caucus Report**

- Reviewed current language
- Have an option

### **TALC Caucus Report**

- Discussed options
- Status quo



## Options

1. At schools where there are 2 meetings per month and they extend past contract time, the meetings must have a hard stop.
2. Add – PM faculty meetings should not extend 45 minutes past the contract day.
3. Status quo

## **Article 7 – PLCs**

- 7.01(1)(d) – Limitation of 30 minutes
- Quite restrictive to school administrators
- Each school does PLCs differently
- District data shows that PLCs should be 40-60 minutes each to prove beneficial

## **District Caucus Report**

- Discussed PLC options and unintended consequences
- Some middle schools have 60-minute PLCs during contract hours
- Teachers are still getting 350 minutes of planning
- It is a directive to participate in PLCs because the teachers asked for training from district employees
- Middle school has the luxury of 350 minutes of planning a week
- Who is driving the meeting
- If teachers finish the PLC early, can they leave early

## **TALC Caucus Report**

- PLCs and planning are all over the place
- With all the unknowns wants to test status quo

## Options

4. PLCs should last no longer than a planning period.



5. PLCs should be the length of a planning period, but no more than 60 minutes in the contract day.
6. PLCs shall be 40 to 60 minutes, once per week during contract hours.
7. Status quo

### **ARTICLE 7 - Length of student day**

- TALC feels it is a management decision to lengthen the student day
- It will have a negative impact on employees

### **CHECK-OUT**