



October 2, 2013

Notice

Meetings After School Hours

Executive Director
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Our current Collective Bargaining Agreement limits your workday to 7 ½ hours. Individual sites may have different starting times and ending times but in all cases the workday is limited to 7 ½ hours duration and this includes a ½ hour duty-free lunch. Below is the actual contract language:

ARTICLE IV. WORKLOAD AND HOURS

A. Basic Work Day. Times of arrival and departure shall be set in each school by the principal with the advice of the faculty, provided that the full work day, including the thirty (30) minute duty-free lunch period, shall be seven and one half (7 1/2) consecutive hours,...

There can be no mandated meetings after the end of your workday. Any such meeting, by any name, is a contract violation and we will challenge it with a grievance. If your administrator demands your attendance, comply and contact your union as soon as possible. Provide us a copy of the agenda, if possible.

School service duties and Back to School night may occur after your 7 ½ hour workday because they are authorized in our contract. Attendance at in-service sessions beyond the Basic Work Day is on a voluntary basis. Here is that language:

ARTICLE IV. WORKLOAD AND HOURS

E. School Service Duties

1. The principal, in consultation with the teachers, shall determine the number and types of supervisory duties or equitable methods of assignment of these duties, the number and types of duties to be performed outside of the Basic Work Day, which might include one "back to school night," one open house, school and district committee meetings, in-service sessions, supervision of student activities

and other school activities or events. All teachers assigned to a school shall share duties equally unless they can show legal or practical reasons that prevent them from doing so.

If in-service sessions extend beyond the Basic Work Day, attendance shall be on a voluntary basis.

Meetings for the purposes of school improvement plans and curriculum planning shall be governed under these provisions.

2. Whenever possible, teacher volunteers shall be used to perform duties outside of the Basic Work Day, provided that, should the principal, with the advice of the faculty, determine that assignments are necessary. Every reasonable effort shall be made to equalize service duty time, and duty time volunteered shall be considered in determining equivalent service duty time.

3. Teachers shall not be required to perform services without pay on non-contract days.