

## TABCO MASTER AGREEMENT

# HOT TOPICS

ISSUE 32

### Master Agreement Article X

*10.7.8 Meeting with parents and other staff members as professional responsibilities require with the time for such meeting being established by mutual agreement between the teacher and the other person(s) involved.*

**Recent Arbitrator's Ruling- Board of Education of Baltimore County and the Teachers Association of Baltimore County (TABCO) Re: Lansdowne HS- Arbitrator Strongin- July 2, 2009- Below is an excerpt from the arbitrators ruling.**

*"Mutually arrived-at times are to be agreed to by the parties to the conference. Mutuality is not established by simply showing up when instructed by a calendar to do so. The Arbitrator's conclusion that the Board misreads 10.7.8 is supported by Baltimore County Public School Rule 5220, which states that, "The parent/guardian conference is a superior method of reporting and evaluating student progress. Conferences should be scheduled at times convenient to all concerned.""*

### So what does this mean for you?

**Simply stated, teachers cannot be required, expected, intimidated or mandated to attend scheduled parent-teacher nights.** This is stated in our Master Agreement and was upheld by a recent arbitration hearing.

**The association promotes parent involvement in schools and in the progress of each student. We also encourage teachers to make contact with parents throughout the year in various ways to maintain a positive working relationship with parents and students. As part of a teacher's professional responsibility, it is at their discretion and mutual agreement with the parent as to when parent-teacher conferences should take place.**

**In some schools administrators have set aside certain nights for Parent-Teacher Conferences and are requiring teacher attendance. This is in violation of the Master Agreement. Per the section above, parent conferences are to be set through mutual agreement between the teacher and the parent. They are not to be arbitrarily set by administrators. If a teacher chooses to utilize the time set aside by the school to conduct their parent conferences, that is their choice to do so.**

**If you are being required, intimidated, mandated, or expected to stay, contact your TABCO UniServ Director immediately and send us any correspondence you have received. On the actual day of the conferences, if you are told to stay don't be insubordinate. Log the time you were required to stay and we will seek additional back pay if necessary for additional violations.**

**If your rights are being violated or if you have questions regarding any items delineated in the Master Agreement, please contact your TABCO Association Representative at your site or contact your TABCO UniServ Director at 410-828-6403.**

**You are a part of TEAM TABCO and together we are strong!**