

TABCO MASTER AGREEMENT

HOT TOPICS

ISSUE 33

Master Agreement Article X Faculty Meetings

10.13 The principal and his/her staff, through the Faculty Council, shall mutually determine the number, type, and time of non-emergency faculty meetings. Teachers, through the Faculty Council, will be involved in the development of the agenda for faculty meetings. In order to clear other afternoons for other purposes, all schools are urged to use Mondays for scheduling faculty meetings.

Recent Arbitrator's Ruling- Board of Education of Baltimore County and the Teachers Association of Baltimore County (TABCO) Re: Stoneleigh ES- Arbitrator Barrett- September 29, 2009- Below is an excerpt from the arbitrator's ruling.

"What is the literal meaning of 'shall mutually determine' and 'will be involved in the development of' as it relates to how the two parties implement Section 10.13? It means the two parties are to negotiate on all topics listed in Section 10.13. There is no language in Section 10.13 that grants the Board special or superior standing in the relationship, which would, for example, allow the Board to add agenda items without consulting with the Association, or which would require the Association to consult with the Board before adding an item to the agenda."

The grievance filed by the Faculty Council at Stoneleigh ES was upheld and the Board is required to cease alternative interpretations and to meet with Association representatives to make the current language clearly match the award.

So what does this mean for you?

Simply stated, the principal and Faculty Council at every school is to mutually determine the number, type, and time (entire time not just starting time) of non-emergency Faculty Meetings and mutually plan the agenda for all of these meetings. This is stated in our Master Agreement and was upheld by Arbitrator Barrett's award.

If your Faculty Council has not currently mutually planned the number, type, and time of these faculty meetings, then you need to bring this to the attention of the principal and set a meeting during which you will mutually plan these meetings, including the agenda.

Tips for implementation:

- **Meet as a Faculty Council and determine when you want to begin planning the faculty meetings with the administration. Maybe you want to meet with the staff and administration in November and the jointly planned meetings will begin in December.**
- **Decide what types of meetings will take place for faculty meetings. Maybe the first Monday will be a whole school faculty meeting or professional development and the other Mondays will cover other topics. Maybe the second Monday will be grade level meetings, the third Monday set aside for the School Improvement Team, and the fourth Monday set aside for the Faculty Council to meet with the administration. There are various topics and ways to organize the Monday faculty meetings.**
- **There doesn't have to be a meeting every Monday since you will be negotiating the number of meetings.**
- **Mutually determine the time for the meetings that includes beginning and ending times.**
- **To develop the agenda, you may want to survey the staff to find out what items or topics they would like to see covered during faculty meetings. This list along with the items the administration brings to the meeting will help determine topics for faculty meetings set for informational or professional development.**
- **As the Faculty Council becomes fully involved in this process, per the Master Agreement, we suggest the Faculty Council meet with the administration in August to plan through the first semester. Then meet again in December or January to plan through the end of the year.**
- **Collaboration can take more time and some give and take. We encourage the Faculty Council and the administrators to set aside time to work through this planning in a positive manner for the benefit of all.**

If your school doesn't have a Faculty Council then you have essentially given up your right to mutually plan the number, type, time, and agenda for faculty meetings. Are you sure you want to do that?

If your school has questions on implementing this item of the Master Agreement or wants to start a Faculty Council, please contact your TABCO UniServ Director. Additionally, 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!