

TABCO MASTER AGREEMENT

HOT TOPICS

ISSUE 23

This issue covers common rights of teachers that are often violated. Please refer to the most recent Master Agreement for further explanation and additional rights and responsibilities.

Master Agreement Definition of “teacher”-

All certified, professional personnel, and all secondary school nurses, except for administrative and supervisory personnel, represented exclusively by the Association in the negotiating unit as defined in Article I, Recognition.

6.9 *No administrator shall change a student's grade or request that a teacher change a student's grade, except as a result of a conference between the administrator and the teacher, provided the teacher is available for such conference. The teacher will have the right to appeal any such change to the Executive Director of Schools whose decision shall not be arbitrable.*

6.10 *When a meeting with a teacher is being called for the purpose of suspension, demotion, or discharge, the teacher shall be advised of his/her right to representation prior to the beginning of any such conference or meeting and be given time to arrange for representation.*

10.6 *The regular school day for teachers shall be seven (7) hours in duration. This period shall extend from 15 minutes before the time for starting scheduled activities for students and shall not extend beyond 15 minutes after the time for dismissing regularly scheduled students.*

10.7.9 *No grade level meeting, interdisciplinary team meeting, or departmental meetings, held other than Monday afternoon or during the school day, shall be called which require attendance except in emergencies or unusual circumstances. Three days prior notification shall be given in the event of unusual circumstances, whenever possible.*

10.12 *A duty-free lunch period of at least thirty (30) minutes shall be provided for all teachers.*

10.12.1 *All classroom teachers shall have time during the school day for individual preparation and planning related to their assignment. Individual teacher preparation*

and planning periods shall not be imposed upon, except in the case of unforeseen circumstances, or by the agreement of the teacher.

10.12.8 *In the event of a dispute regarding a teacher's schedule, an appeal may be made to the appropriate Executive Director of Schools whose decision shall be final.*

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.*

10.14 *The Board shall provide instructional assistants and clerical personnel for the purpose of relieving teachers of such duties as duplicating instructional materials, collecting money and materials from students, and supervising students in non-instructional activities. It is agreed, however, that when the performance of such duties is necessary to the fulfillment of a teacher's responsibilities, he/she shall be expected to do so.*

10.18 *Each teacher shall be provided with a serviceable desk with keys, an adult chair and, if requested, a filing cabinet. It is the goal of the school system that classroom access to a computer, a network printer, and the internet is made available for each teacher. In addition, the necessary instructional supplies and materials in adequate amounts as needed in the program shall be furnished.*

10.20 *Each school shall be provided with serviceable copying equipment and adequate supplies of proper copying materials in quantities to deliver the curriculum.*

11.3 *If the teacher disagrees with the decision of the principal in readmitting a pupil to his/her class, he/she may have an immediate appeal to his/her Area Superintendent. The decision of the Area Superintendent on the assignment of the pupil is not subject to arbitration.*

20.1 *The school calendar shall contain not more than 191 duty days for 10-month teachers.*

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!