

TABCO MASTER AGREEMENT

HOT TOPICS

ISSUE 24

Even when we are not engaged in Work-to-Rule, you are afforded rights and responsibilities we've negotiated within the Master Agreement. Often we find that employees do much more than they are contractually required to do because they don't know their rights. This issue tries to address those common misconceptions.

Master Agreement Language

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.*

What does this mean? You are not required to cover bus duty, parking lot duty, etc. outside of the seven hour day. If you volunteer to do bus duty prior to the beginning of the 7 hour day, then you can leave earlier than the end of the day to constitute your 7 hour day.

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.*

What does this mean? Meetings called outside of the Monday Faculty meetings are not appropriate. 10.7.7 and 10.7.8 provided additional language regarding offering meeting with students to offer reinforcement and meeting with parents and staff at times mutually agreed upon.

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

What does this mean? If you lose part of your lunch due to IEP team or other delays, then you are entitled to your 30 minute lunch and you should see your administrator to provide this time.

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.*

What does this mean? Your 250 minutes minimum of planning time is yours and cannot be used for grade level meetings or other administrative functions unless you volunteer to give it up.

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.

What does this mean? Administrators alone or with any other group outside of the Faculty Council should not set the Faculty Meeting schedule. This language is clear and it is up to the staff to form a Faculty Council and exercise this right.

10.14 The Board shall provide instructional assistants and clerical personnel for the purpose of relieving teachers of such duties as duplicating instructional materials, entering and tabulating data, 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.

What does this mean? The second line does not cancel out the first sentence in this section. Administrators shall provide assistance for the items listed including entering and tabulating data. This item relieves teachers from some of the time involved in all of the assessments. A Faculty Council or an individual teacher can bring this up at the school for enforcement.

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

What does this mean? Office copiers are not off limits to teachers and teachers should not be rationed on paper. This language is clear.

Please note: Committees are not mentioned in the Master Agreement and therefore not a set requirement. If an administration and staff see the need for committees, then time should be arranged through the Faculty Council to allow committee work to be completed during a Faculty Meeting. Additionally, academic, regularly scheduled coach classes are not required within the language of the Master Agreement.

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!