

WHAT SHOULD PARENTS KNOW ABOUT “WORK-TO-RULE”?

Educators have called a ‘work-to-rule’ action to force BCPS to address our concerns over internet reliability for classes that effect the 70% students not in school buildings as well as the students in the buildings. The internet failures of the week of April 6th meant educators lost hours of instructional time, and at least 100 minutes of weekly planning time. In addition, the fallout from the ransomware attack continues to create chaos with employees’ health insurance, retirement, and sick leave. On top of that, thousands of employees’ personal data was exposed by BCPS, and we have had to deal with 4 separate instruction models in the past year. BCPS can fix these problems, and the ‘work-to-rule’ action can bring attention and pressure on BCPS to resolve them. Educators have been ignored while trying to fix these

Q: What does “working-to-rule” mean?

Working “to-the-rule” means performing our normal duties (“the rule” meaning those duties that are required) during the normal workday. It is meant to highlight and reduce the unpaid voluntary work educators do before and after school, on weekends, and during our lunch and planning periods.

Q: Why didn’t you try asking BCPS for resolution before this?

We have been trying to resolve these problems for months, but BCPS isn’t listening. The problems persist, and our members’ patience is exhausted waiting for things to improve.

Q: How will this affect my child?

Educators will continue to deliver high quality instruction to your child. We will follow all BCPS policies on grading. We will be less available before and after our duty day ends.

Q: What can we expect as parents during this time?

There will be many changes to learning as students enter hybrid learning, but we hope that the impact to families due to work-to-rule will be minimal. However, you may notice the following:

- ➔ Staff will not be available before or after their duty day to speak with parents. Families needing to speak with their teacher should make an appointment to speak with them during the duty day. It may also take longer for staff to respond to email.

Q: Why are educators taking this action now?

TABCO members have dealt with too many crises created or mishandled by Central office.

- ➔ The biggest problem—WiFi outages mean we can't teach the 70% of students that are not in school buildings. It also makes in-person instruction difficult, if not impossible. This is unacceptable.
- ➔ There were four new educational models (original distance learning, enhanced distance learning Spring 2020, enhanced distance learning Fall 2020, hybrid learning inter 2021 and now four-day in-person for elementary),
- ➔ Three separate tech crises (the ransomware attack spawned the reimaging process, the entire payroll crisis- W2, leave time, pension 403(b), overpay and more, in addition to a data breach compromising at least 2500 people's personal information).
- ➔ BCPS has 'excessed' dozens of teachers, making their jobs insecure on top of the above crises.

We must work to rule starting April 22nd because it's our last resort to force the system to address these crises for our students and for ourselves.

Q: What are the demands?

- ➔ We need all internet and network issues resolved so we can effectively reach all our students.
- ➔ We now need the option of an in-person learning cohort 4-days a week and a separate cohort for virtual instruction.
- ➔ BCPS needs to compensate us for our lost 100 minutes of planning time, showing us that BCPS understands our lost time and values us enough to make us whole.
- ➔ BCPS must rescind all excessing of staff. BCPS' budget was fully funded by County Executive Olszewski.
- ➔ BCPS must explain in detail what they are doing to protect the 2500 members whose personal information was compromised by another BCPS data breach. BCPS must tell us what they are doing to protect all members against future breaches.

Q: What can I do to support my child's educator member during this time?

- ➔ Schedule an appointment to speak with your teacher during the regular workday, instead of contacting them after hours.
- ➔ Please be patient with your child's teacher regarding grading of assignments and responding to email.
- ➔ We hold the teacher/student relationship sacred- BCPS has pushed us beyond our limits through a year of difficulties and abuse to take this step, we need your unwavering support.

Q: What can I do to support my child's educator?

You can join our list of supportive community members here: <http://e-activist.com/page/79057/data/1>

Q: How can I stay informed?

You can always stay up to date at our [facebook page](#) and our website, www.tabco.org.

Q: When was the last time TABCO used this "action of last resort?"

We've only use Work To Rule one time since 2001- in 2008. **We do not do this lightly.**