

Troy Education Association

October 19, 2017

Communication #2

TEACHER WORK DAYS

As a reminder, teachers have the option to work at home on teacher work days. This means that teachers do not have to report to their buildings on these days.

- Friday, November 3rd is an AM work day for secondary teachers. Secondary teachers do not have to report to their buildings for the teacher work day.
- Friday, December 1st is an AM work day for elementary teachers. Elementary teachers do not have to report to their buildings for the teacher work day.
- The afternoons are non-work sessions.

COMPENSATORY TIME FOR CONFERENCES

Since conference times are staggered throughout the school calendar, teachers at various levels receive some shared compensatory time and some compensatory time exclusive for their grade level.

- Friday, October 20th is a compensatory half day for all middle school teachers for the evening session of parent/teacher conferences held on Thursday, October 19th. Middle school teachers' day ends when students leave.

ELEMENTARY PREPARATION TIME

More building principals are asking teachers to "voluntarily" attend building initiatives during their preparation time. **DO NOT GIVE UP YOUR PREPARATION TIME!** Preparation time is a bargained component of a teacher's working conditions. Teachers who "voluntarily" give up their preparation time are violating the collective bargaining agreement. Teachers do not have a "choice" to give up their preparation time. This type of discussion is a clever method to circumvent the collective bargaining agreement. **STOP THIS PRACTICE! DO NOT GIVE UP YOUR PREPARATION TIME!**

Principals who are asking teachers to give up their preparation time "voluntarily" are engaging in bargaining, which is a violation under the Michigan Employment Relations Commission (MERC) and is an **UNFAIR LABOR PRACTICE**. If the District wants to renegotiate teachers' working conditions, then there is a collective bargaining process that must be followed.

VALUE YOUR PREPARATION TIME! STOP GIVING IT AWAY VOLUNTARILY!

- **A teacher cannot change their working conditions.**
- The TSD is not a charitable organization that requires employees to "donate" their bargained working conditions. The TSD is a place of business and teachers are employees whose working conditions are bargained.
- Agreeing to "voluntarily" give-up preparation time undermines the collective bargaining agreement and establishes a precedent that elementary preparation time is not of value and therefore, not necessary in future contracts.

Additionally, building principals should not be compelling teachers to meet in data teams, grade level teams or literacy teams during their preparation time. The only exclusion to this clarification is that three times a year, after each literacy testing period, teachers may meet during their preparation time with the building Data Team/Literacy Team to discuss students who are not reading at grade level.

- Preparation time is a teacher's time to use as they see fit to prepare for their classes.
- Principals cannot mandate how teachers use their preparation time.
- Principals cannot insist that teachers attend grade level common preparation time meetings.
- Principals cannot insist that they attend grade level meetings during common preparation time.
- This type of oversight and blatant micro-managing is not part of the collective bargaining agreement and is a clear practice that is subject to the grievance process.

READING ASSESSMENT

There are three reading assessment windows. Students who are reading below grade level are discussed at a Data Team/Literacy Team meeting. A growth plan is developed at these meetings.

- There is no requirement to meet more than three times to discuss these students and their progress. In fact, do not meet more than the bargained three meetings.
- Assessment of student's progress prior to the next formal reading assessment may include any variety of methods and DO NOT have to be a retesting using the F&P assessment materials. A teacher may use any number of materials during instruction for social studies, science, or math. Professional discretion prevails and is encouraged.
- There are no weekly, bi-weekly, or periodic reports that must be given to the Data Team/Literacy Team or the building principal.
- Principals who insist on additional work are violating the collective bargaining agreement.
- Please inform your building representative or call me directly should the bargained working conditions be enhanced by your building principal.

Please understand that a building principal cannot use your unwillingness to "voluntarily" violate your collective agreement as part of your evaluation – specifically in Domain Four. Should this "threat" be made to you please report this to me. This type of coercion will not be tolerated and the Association will respond accordingly through the grievance process and/or unfair labor practice process.

We must stand against this erosion of our collective bargaining rights.

Tony