



ARTICLE 8

YOUR NEW RIGHTS

PROTECTING TEACHERS' PLANNING AND PREP TIME!

Article 8: HOURS:
Section 8.6.6 Elementary Modified Days

Article 8: Hours, Section 8.6.6 maintains and strengthens the rights of elementary teachers ensuring 75% of all modified days are set aside for unit member directed preparation time. The old contract language guaranteed that 50% of all modified days were set aside for preparation time with an additional 25% of the days assured as long as elementary teachers were required to use the Standard Based Report Card (SBRC). The new language no longer ties preparation time to a specific report card (In fact, the SBRC is no longer being utilized).

Certificated SDEA elementary members at sites may decide to do collaborative planning, PLCs, Professional Development, etc. in lieu of teacher directed preparation time on one, some or up to 25% (9 days) of the set aside modified days. Schools sites would need to conduct a secret ballot vote of SDEA unit members and receive majority support in order to utilize the 1 to 9 days for other purposes than preparation.

- ◆ *Identify the 75% number of modified days to be set aside for teacher directed preparation time.*
- ◆ *Modified days for preparation time should be scheduled two weeks prior to report cards.*
- ◆ *School sites do not need to determine at the start of the school year if they want to use some modified days for purposes other than preparation time.*
- ◆ *The union representative should conduct the secret ballot vote of only SDEA unit members.*
- ◆ *Remember, the modified days set aside for teacher directed preparation time can be utilized in many ways. For example, grade levels may decide to meet and it would not take a vote of the entire staff.*

Article 8: Hours, Section 8.9 contains new language improving class coverage pay for unit members. Now, after one (1) hour of providing emergency class coverage unit members will be compensated the additional hourly classroom rate of pay. Under the previous contract, members had to provide documentation of three (3) hours of emergency coverage (unpaid) prior to starting to receive compensation for the extra hours.

Additionally, the contract now requires that for non-emergencies, a unit member may volunteer to provide class coverage during their preparation time when a visiting teacher is not available. If a member volunteers he or she must be paid at the additional hourly rate of pay.

Site administration requests for classroom coverage should only occur during the unit member's preparation time, whether it is an emergency or not. This language applies to all unit members, including counselors, nurses, special education teachers and other non-classroom positions.

Article 8: HOURS:
Section 8.9 Class Coverage