



## TALC BARGAINING MINUTES OCTOBER 11, 2021 FY22 (2021-2022 school year)

### **Agenda**

- Check-in
- Time constraints
- Calendar
- Snapshots
- Check-out

### **Check-In:**

**Time Constraints:** 4:30 p.m. (may return), 7:00 p.m.

**Missing:** Luis Fisher, Shanna Flecha, Rachel Gould, Kimberly Hutchins

**Elephants:** (none)

**Expectations:**

- Make progress
- Make decisions

### **STORY – FY22 TALC COVID MOU Update**

- Electronic ratification of FY22 COVID MOU was approved by 82%. Anticipation of MOU to go forward to the School Board is Tuesday, October 19, 2021

### **STORY – ESSER (Classroom Coverage)**

- Let's review the ESSER Classroom Coverage options from the TALC Bargaining Session on September 27, 2021 (displayed on screen) (see handout):
  - **Option 1:** \$50/hour to increase to \$60/hour for instruction during missed planning; \$60/hour to increase to \$75/hour for instruction during missed planning for the Semester
  - **Option 2:** Hourly rate plus \$15 for coverage during planning time for secondary and special areas
  - **Option 3:** scratch "two hours" from D1(a); scratch "per semester" in D1(b)
  - **Option 4:** D1(a) increase absence from \$300 to \$400 a day
  - **Option 5:** secondary and special centers change \$50/hour to hourly rate plus \$30; \$60/hour to hourly rate plus \$40



- **Option 6:** if doing prep (lessons/grading) for a teacher, will be paid an hour per day at hourly rate
- Who is eligible for payment for Instruction During Missed Planning? Preference that eligibility be discussed now.
- Classroom Instructional Staff and Non-Classroom Instructional Staff are defined in Appendix C of the TALC Contract
- A quick clarifying question, is the intent that any position listed in Appendix C is covered by this or do we need further discussion? Appendix C is a good quick reference and we can always point back to it later
- So, unless you're Special Instructional Staff, you will not receive extra money for doing extra work? No, that's not the case now, nor is it what's proposed.
- We may need to itemize the positions in the options to be sure we're on the same page and clear in terms of eligibility
- In years past, Elementary School specials teachers have been excluded from receiving payment for classroom coverage, because they're not a "classroom teacher"; I'm requesting that Elementary School specials teachers be included in Appendix C as "classroom teachers"
- I'm not aware of a situation where they wouldn't already be working under the job description for "Classroom Teacher"
- Hypothetically, if there are many teachers out, let's say sixteen (16) classroom teachers out at one elementary school in one day; due to the limited availability of guest teachers, the literacy coach, dean of students, math coach, reading specialist are all asked to provide lesson plans and provide coverage by doing intervention groups and making sure that appropriate instruction is delivered; in other words, they're in the classroom as a support, not as "classroom coverage", how would compensation work in this scenario?
- Several of these positions are for push-in, pull-out, or other intervention services, however students aren't receiving that support because they're providing classroom coverage; the consensus among these employees is that things are way more challenging in FY22 (2021-2022 school year) than in FY21 (2020-2021 school year) and they're taking the brunt of this at the elementary school level
- A different scenario, secondary schools are having instructional coaches cover vacant classrooms within their areas of certification, e.g. a Reading Coach is covering reading classroom
- In addition to providing coverage, instructional coaches and specialists must also perform their regularly assigned duties, some of these duties must be performed



in hours outside of the regularly scheduled work day; there are classroom teachers who still need the support of these individuals

- How often and how long are employees being asked to provide classroom cover is as much an issue as the actual coverage itself; we need to discuss what should be happening during classroom coverage and whether student's needs are being made and we're providing them the services they require
- There may be two different issues here that need to be separated; the difficult thing is that there are people who are being asked to perform the regularly assigned duties for two positions
- It's getting more and more difficult for employees to say "yes" when asked to pick up extra work; we're in dire straits and trying to make it through the school day
- A parallel conversation has already taken place regarding Paraprofessionals providing classroom coverage
- After looking at the data from FY21 (2020-2021 school year), Human Resources noticed that there was an issue in terms of the amount of classroom coverage being provided at some locations
- In most cases, Paraprofessionals provided no more than thirty (30) days of classroom coverage during the course of the one-hundred and eighty (180) day school year
- However, there were schools where Paraprofessionals provided one-hundred and twenty or more days of classroom coverage; the question or concern at that points "Is that person still a Paraprofessional at that point?" or are we using them as a Guest Teacher or an uncertified teacher?
- If a school is receiving funding for a Reading Coach, it's because there's been a documented need for students and staff at that school to receive the services of a Reading Coach
- If that Reading Coach is being asked to perform additional assigned duties, as you mentioned, doing the work of two people, they need to be compensated
- The bargaining teams have recognized that there's short staffing in Compensation & Labor Relations, so we don't have all of the minutes from past bargaining sessions tonight; that's understandable and it's reasonable, people cannot be expected to perform the jobs of two people
- It shouldn't be any different at a school, and if it is and an employee is performing additional duties, they should be compensated for their time, efforts, energy, and expertise



- There are Reading Coaches, Peer Collaborative Teachers (PCTs), and other Non-Classroom Instructional Staff saying they're being asked to do two or more jobs per day and they are not able to get all of the work done
- It's impacting their ability to perform their regularly assigned duties
- As a clarifying question, under (a) (Elementary), volunteers are sought; however, I don't think they're being asked, teachers may have been "volun-told" that they need to provide classroom coverage
- At any point can an employee go to their school-based administrators and say that they need "X" number of additional hours in order to complete these additional assigned duties and to complete their regularly assigned duties; things are falling by the wayside and it's impacting students
- We are talking about compensation for instruction during missed planning, but this is morphing into a discussion about other things that are very worthwhile, like employees providing a full day of coverage or picking up the additional workload
- We need to accomplish something in bargaining, so I would urge us all to focus on one issue at a time, starting on coverage during missed planning; we can also have conversation in other areas, but we need to make some progress
- We were looking at "temporary reassignment" as a way to account for the larger scope of what we discussed, however we narrowed our focus to instruction during missed planning
- We need clarification about Elementary school specials teachers; what happens when an Elementary school specials teacher covers for another Elementary school specials teachers, let's say the art teacher covers for the music teacher?
- Part of the thought was that elementary coverage was typically being provided by others teachers at the same grade level; so, the same would apply for Elementary school specials teachers, since they operate as a team
- If an elementary school specials teacher is absent and the other elementary school specials teachers take their students for the day, then that situation would be eligible for coverage pay; this is different from a classroom teacher at a certain grade level being out and the class being split up among the other classes at that grade level, so there may be a few more students in each specials class
- Typically, if you have more students show up to the specials, there's a Paraprofessional or someone else that travels with and is able to provide some support; the impact is different than taking on an entire specials team member's



workload for that day, so there would not be additional compensation in both situations

- Even though we are talking about instruction during missed planning, how elementary teachers get paid for the additional workload is still covered by the language referring to instruction during missed planning
- Elementary school teachers do not always miss planning when they provide classroom coverage
- Splitting three-hundred (300) dollars among two (2), three (3), or four (4) employees, etc. would be much easier to understand than the current mysterious mathematical formula that takes into account the number of students in the classroom of the absent teacher and factors in the number of students you receive, how long they're in your class, and your individual hourly rate
- And that's not even taking into account that some schools subtract out time spent at specials, lunch, or recess, and who showed up late or signed-out early
- I agree that we have two different situations and it's hard not to get in the weeds when you know that there is such a large problem that we face each day
- Some of the concerns have been comingled and combined; we may need to do separate options pertaining to classroom coverage and instruction during missed planning

## **CAUCUS**

### ***TALC Report Out:***

- TALC would like to add another option, Option 7
  - **Option 7:** (1)(a) to change language to "split evenly among a team or grade level"
- We're trying to legislate rather than litigate, so dividing students as evenly as possible among a grade level or team will help us avoid future issues
- TALC had a robust discussion, but due to time constraints, did not get to discuss the language for the Secondary level and Special Centers
- TALC would also like to add an Option 8
  - **Option 8:** – Elementary, four hundred (400) dollars per day for classroom coverage due to a temporary employee absence, using the following order of operations:
    - Priority for students to be evenly split among classroom and or specials team for even distribution;



- Instructional day split among non-classroom instructional staff; a push-in model for classroom coverage and supporting instruction
- If an absence is less than two (2) hours, staff will receive their regular rate of pay (hourly rate)
- For full-semester coverage, e.g. extended absence or long-term vacancy, employees will be paid for two (2) hours per day, if asked to provide support with lesson plans and/or grading

***District Report Out:***

- The District would like to add a few additional options
  - **Option 9:** only classroom teachers as listed in Appendix C will be eligible for payment under this provision.
  - **Option 10:** DRAFT MOU language (1)(a)
  - **Option 11:** the first two items under Option 8; refer other situations to TALC Labor/Management Committee for review

**STORY – ESSER (Classroom Coverage)**

- As a point of clarification, if an employee is missing their planning time, why wouldn't they get paid? Our understanding is that if you're the Reading Specialist covering a fourth grade classroom, you're still getting planning, but you're not expected to do the work of the Reading Specialist that day
- We need to clarify the word "team" as we talk about the Non-Classroom Instructional Staff; the word team is there to provide a little bit of flexibility for schools with unique set-ups without limiting the ability of employees to provide coverage and receive compensation
- For Option 9, does that mean people not covered under Appendix C will not be asked to cover? This brings us back to the current language, which says I'm going to ask you to provide classroom coverage as an ESE Resource Teacher and when I ask to be compensated, you're going to say too bad it doesn't say you're eligible to provide classroom coverage and receive compensation
- Hopefully this isn't what's being said to employees; we would want to hear about it if this is the case; the language doesn't say that and this would make all classroom instructional staff eligible to provide coverage and receive compensation
- Special Instructional employees receive supplements in addition to their base pay; maybe it's worth looking at this and trying to treat them more similarly to



Secondary level and Special Centers employees, so we're not losing the benefit of the services they provide

- A clarifying question, do all non-classroom instructional staff receive supplements? No, but all Special Instructional Staff receives supplements

## **STRAW DESIGN**

A. Options 10, 8, and 4

## **STORY – ESSER (Classroom Coverage)**

- Question asked about Option 8, for Elementary full coverage it's two (2) hours? Can you elaborate on what happens if the absence is for less than two (2) hours? In most instances, elementary school employees are providing fifty (50) minutes of classroom coverage, since that's considered an "instructional period"; the two (2) hour threshold is still a concern
- The two (2) hour language was from the FY21 SPALC COVID MOU, which used this as the threshold for a Paraprofessional to receive compensation for classroom coverage; there's an interest in keeping things consistent
- TABLE conversation for now and return at next Bargaining Session with any additional options or straw designs in the hopes that we can quickly test them and move on to other item

## **HOUSEKEEPING**

- Minutes from previous bargaining sessions were shared and we're still waiting on approval; once we receive approval, we will post all minutes on the District website.

## **Calendar**

Next TALC Bargaining Session scheduled October 25, 2021 at 4:00 p.m.

## **Check Out**