



TTA and TUSD Negotiations Update

September 22, 2022

TTA and TUSD met and commenced reopener negotiations on September 22, 2022 for the 2022-2023 school year.

The parties established procedures and norms focusing on mutual respect, professionalism, and collaboration.

TUSD presented the following Articles with specific subsections of interest:

Article 4: Hours of Work

4.2.1 Workday-The District proposed increasing the normal workday from 424 minutes to 430 minutes. The purpose is to accommodate the proposed increase in minutes in the following subsection (4.2.2).

4.2.2 Start and End of Workday- With an interest in further promoting student safety and increasing student access to teachers, the district proposed increasing the duty time before and after school from 5 to 10 minutes at the high schools. The proposed changes would bring consistency with elementary and middle school sites.

4.7 Adjunct/Co-Curricular Assignments (Grades 9-12)-The District proposed eliminating parent conferences at 7th and 8th grades as these are not well attended. Additionally, 7th and 8th grade teachers would be required to complete up to 20 hours of adjunct duties at their respective sites in order to provide additional supervision for school activities. Back to School Night and promotion ceremonies would count toward the 20-hour bank. This proposal would align with the current practice at the comprehensive high schools for teachers in 9th through 12th grade.

Article 7: Transfers, Assignment and Reassignment

7.3.3 Assignments and Reassignments-The District proposed language to end the 3-day notice requirement of vacancies at sites on or after June 1 to expediate the filling of vacancies. Employees interested in site vacancies would still be considered but would be required to complete the request to transfer form.

7.4.4 Involuntary On-Site Relocation-This proposal calls for teachers to be paid one (1) teaching day at full salary for a classroom move if students have access to a learning environment free of distraction. For example, if the teacher has to move back and forth between classrooms during instructional time,

then 1 teaching day will not be granted. In these cases, the teacher will need to move during non-instructional time.

TTA presented the following Articles with specific subsections of interest:

Article 4: Hours of Work

4.1 Work Year-TTA proposed one full day of a professional development day at the beginning of the school year to complete mandated training videos, and for employees to prepare instructional materials and/or learning environments for students.

4.2.3 Start and End of Workday- TTA proposed clarifying language that every effort be made to refrain from assigning teaching duties in grades 7-12 during preparation periods. It was also proposed that employees who teach during their prep period be paid at the employee's per-diem rate. Additionally, if mandated professional development occurs during TK-12 grade preparation periods due to extenuating circumstances, compensation shall be at the employee's per-diem rate of pay or shall have the option for in-lieu time.

4.3.2 Professional Duties-TTA proposed the elimination of Open House.

4.4.5 Employees Serving as Substitutes-TTA proposed that the District require elementary music teachers to obtain substitutes for absences.

4.5 In Lieu/Compensatory Time Off-TTA proposed comp. time be taken in half-day increments or in full hours on Wednesday afternoons for K-6 teachers. An increase to the number of accumulated comp. time days allowed was also proposed from 4 to 8 days. The annual deadline to request payout for comp. time was proposed to be moved from February 15 to May 30.

4.6 Adjusted Dismissal Days-TTA proposed to eliminate PLC time on Back to School Night for TJHS and Dutcher Campuses.

4.7 Adjunct/Co-Curricular Assignments (Grades 9-12)-TTA proposed removing the existing subsection defining adjunct duty requirements for high school teachers. In its place, a new subsection named Extra Activities was proposed. This new subsection would allow all employees who volunteer to attend events outside of contract days/hours to be compensated at the hourly rate of pay or receive in-lieu time. This subsection provides opportunities for elementary teachers to earn extra pay or receive in-lieu time for supervising events at secondary schools.

Article 8: Class Size

TTA proposed the District make a good faith effort to maintain class size teacher averages of 1:32 in core subjects at the secondary level. This is a change from school site average. It was also proposed that SDC students in grades 7-12 are automatically counted on the class roster when mainstreamed. Also, classes exceeding 40 students will be provided additional supervision. Ag Science was added to the list of "core" classes.

Article 18: Calendar

TTA's initial proposal for the 2024-2025 calendar includes a mid-week start on August 14 with the last day of school on May 30. Discussion focused on where to place the third professional development day and specific holidays.

The parties will meet again on September 30, 2022.