

Representative Assembly: Agenda and Discussion Topics



"Our Voices Matter"

Contract Action Meeting

November 10, 2015

McKinley Technology High School

Elizabeth A. Davis, President

Meeting Agenda Items

- Registration and Refreshments –**
Happy Thanksgiving! Enjoy our Thanksgiving Meal!
- Call to Order**
- Opening Remarks, President Elizabeth Davis**
- Credential Report and Approval of Today's Agenda**
- Review and Approval of the Minutes (Oct. 13, 2015)**
 - Minutes available in meeting packet**



Meeting Agenda Items

Special Announcements and Events

WTU Partnership & Celebration of DC Community Schools, November 17, 2015@ Latin American Youth Center, 6-8pm

- Local School Union Teams at all Community Schools Should Attend: JO Wilson, Cardozo, Roosevelt, Stanton, Bancroft, Jefferson, Amidon-Bowen

Delta Kappa Gamma, Alpha Chapter Shoe Drive

- Shoe Collection Drive begins November 2015 – February 2016 to raise funds for DKG local and international projects Support by contributing new and gently used shoes! Contact: Donna Paulus, donna@funds2orgs.com or call 407-930-2979

WTU Winter Food Bank Drive (Thanks for your contributions!)

- Canned goods and non-perishable foods for WTU winter service project for DCPS students and families in need. Email: dialogue@wtulocal6.net



Meeting Agenda Items Cont'd

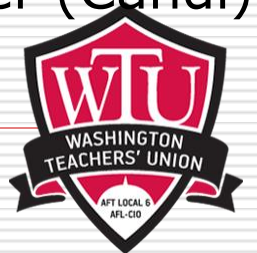
□ President's Report

■ WTU First Book Partnership Event this Saturday!

- Thanks to you – we will give away **40,000 free new books** at the SE Tennis and Learning Center, 701 Mississippi Ave, SE, 9a-3p, Free shuttle available from the Congress Heights Metro station; **all registrants receive 50 books each**
- **Volunteers Needed:** Sign up to volunteer and **get first selection and 100 new books** for your classroom library, Email: ccurry@aft.org
- Student Volunteers Wanted: **High school students can earn community service hours** and get books for helping out!

■ Regional Meetings are Back – Every 4th Tuesday, 4:30-6:30pm

- Locations: Deal (Devin), Luke C. Moore (Rejil), Simon (Charles), Whittier (Candi),
- Meet your Field Representative to contract & discuss local school issues



Meeting Agenda Items Cont'd

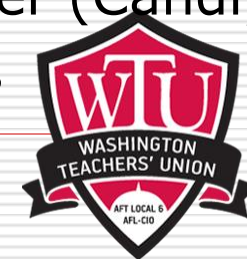
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- **Volunteers Needed:** Sign up to volunteer and **get first selection, plus 100 new books** for your classroom library, Email: ccurry@aft.org
- Student Volunteers Wanted: **DCPS High school students can earn Community Service hours** and get free new books for helping out! Visit our website.

■ **Regional Meetings are Back – Every 4th Tuesday, 4:30-6:30pm**

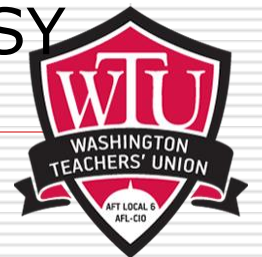
- Locations: Deal (Devin), Luke C. Moore (Rejil), Simon (Charles), Whittier (Candi),
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New Incentive Program for Reps!

Eligibility & Guidelines – Deadline this Friday

- ❑ Beginning in SY 2015-16, **exemplary** Building Representatives receive 50% of their dues for outstanding union leadership
- ❑ Eligibility and Guidelines:
 - Attend seven (7) Delegate Assembly/Membership Meetings
 - ❑ Held every second Tuesday at McKinley Technical High School
 - ❑ BR or Alternate Delegate must be represented
 - Attend four (4) Regional meetings held every fourth Tuesday at Deal, Luke Moore, Simon or Whittier
 - Maintain an updated WTU Bulletin Board throughout the SY



New Incentive Program for Reps!

Eligibility & Guidelines continued

- ❑ Facilitate two (2) LSAT meetings with all elected or appointed officials.
- ❑ Attend two (2) Union Leadership Institute (ULI) Trainings
 - Select Saturdays from 9am – 1pm at various schools
- ❑ Hold eight (8) Chapter and/or SCAC meetings (4 of each)
 - Can combine school staff meeting with chapter meetings.
- ❑ Meet all WTU Election deadlines by May 31st
- ❑ 80% of campus must be **full dues paying members**.



Meeting Agenda Items Cont'd

□ **President's Report Continued**

■ **VEBA Update: Highly Successful DCPS Discussions and Resolve**

■ **Local School Advisory Team (LSAT) Update**

□ 2015-2016 DCPS LSAT Guidelines & FAQ sheet now available on WTU website.
Click on Documents/DCPS Documents page (also in your packet)

□ Online training available by DCPS Office of Family and Public Engagement

■ **New WTU DCTV Cable Educational Series begins this Spring!**

□ Weekly series starting soon; led by WTU Teacher Leaders 2015-16 cohort

■ **Save-the-Date: WTU Annual Holiday Party Almost Here!**

□ Thursday, December 17, 2015, St. Francis Hall, 1340 Quincy Street, NE

□ **FREE** Great Food, Fun, Networking, and Dancing from 6 pm to 12 am



President Davis' Report Contract Action & Open Forum

□ New WTU TAS/CSC/CP Task Force

- Focus on the procedural and contractual implications of TAS/CSC/CP (all components of IMPACT); document local school issues and recommendations for contract negotiations and joint DCPS committees**

Task Force Leaders and Presentation:

John Dixon (Oyster Adams EC)

Duanna Petrus (Noyes ES)



President Davis' Report

Contract Action & Open Forum

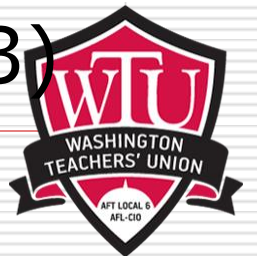
- Examining Contract Language (in packet):
30 Minute Morning Block, Article 23.8**
 - Defined as the period from 8:10 AM – 8:40 AM
 - Mandates a Morning Block Team (MBT):
 - Principal/Designee
 - Building Representative
 - Instructional Coach
 - Department and Grade Level Chairs



President Davis' Report

Contract Action & Open Forum

- Examining Contract Language (in packet):
30 Minute Morning Block, Article 23.8**
 - Requires a MBT plan and monthly calendar
 - Morning Block shall **ONLY** be used for the following:
 - Collaborative Planning
 - Individual Teacher Planning
 - Recordkeeping
 - Professional Development (See PD Standards, 2.3)



Contract Action & Open Forum

Table Talk on MB Language

What's working? What's not?

Keeper or Loser?

Enhancement Language?



President Davis' Report Contract Action & Open Forum

- **Examining Contract Language (in packet):
Working Conditions/Work Year Article 23.1**
 - Work Year for 10-month employees shall be 192 days (up to 196 for Professional Development) for ET-15s
 - Work Year for 11-month employees shall be 210 days
 - Work Year for 12-month employees shall be 228 days
 - All ETs in WTU bargaining unit share the same holidays and breaks



President Davis' Report

Contract Action & Open Forum

- ❑ **Examining Contract Language (in packet):
Working Conditions/Work Day Article 23.2**
 - Work Day for ET-15 and ET-15/12 shall be 7-1/2 consecutive hours beginning no earlier than 7:30 AM and ending no later than 4:30 PM, inclusive of a duty-free lunch period
 - Individual Teacher schedules and the schedules of groups of teachers may be adjusted **but not to exceed the length of the workday (7-1/2 hours) without the Teacher's consent**



Contract Action & Open Forum

Table Talk on Work Year & Day

What's working? What's not?

Keeper or Loser?

Enhancement Language?



President Davis' Report

Contract Action Next Steps on 11/19

□ Contract Action and Member Feedback Event

- Thursday, November 19, 2015, 5–7 pm at the Kellogg Conference on the campus of Gallaudet University
 - Limited seating and reservation for **one representative from each school** (i.e. Building Rep., SCAC member) to provide **instant feedback on contract survey data**
 - Local school union leaders will utilize state-of-the-art **audience response technology and hand-held devices to interact, analyze and vote on full proposals and Articles** completed by WTU Negotiations Team



President Davis' Report

Contract Action Next Steps on 11/19

- **Contract Action and Member Feedback Event**
 - **Critical Conversation and Feedback on Key Proposals and Articles:**
 - Article 17: Leave Policies
 - Article 18: Behavior Management & Student Discipline
 - Article 23.6: Planning Periods
 - Article 36: Compensation

*****DO NOW: Review Contract Articles & Assign Your School Representative**



President Davis' Report

Contract Action Next Steps on 11/19

- **Contract Action & Member Feedback Event**
 - **Critical Conversation and Feedback on Completed Proposals and Articles:**
 - Article 1: Recognition, Other Organizations & Dues
 - Article 3: Fair Practices
 - Article 4: Teacher Transfer Policy
 - Article 5: Personnel Files
 - Article 6: Grievances and Arbitration



President Davis' Report

Contract Action Next Steps on 11/19

- ❑ **Contract Action and Member Feedback Event**
 - **Critical Conversation and Feedback on Completed Proposals and Articles:**
 - ❑ Article 7: Discipline Procedure
 - ❑ Article 15: Teacher Evaluation
 - ❑ Article 24: Auxiliary and Ancillary Services
 - ❑ Article 25: Supplies, Equipment, Textbooks, Technology and Related Educational Materials
 - ❑ Article 27: Extra Duty Materials



Meeting Agenda Items Cont'd

Open Mic

*Questions, Comments & Concerns
Thanksgiving Reflections for Your Union*

***WTU Offices are closed tomorrow in observance of
Veteran's Day! Happy Veteran's Day!***



We're Here to Support You! Always Contact Us:



Washington Teachers' Union
1239 Pennsylvania Avenue, SE, 20011
202-517-1477 (main)
202-517-0673 (fax)

dialogue@wtulocal6.net

Contact Your Field Rep: www.wtulocal6.org

Follow us on Twitter: @WTUTEACHER

Like us on Facebook: Washington Teachers' Union

Next Meeting: December 8th



One Union, One Voice!
Solidarity Forever!

*Thanks for your support and
commitment!*

Elizabeth Davis, President