



TALC BARGAINING MINUTES March 25, 2024 FY25 (2024-2025 school year)

AGENDA

- Check-In
- Approval of Minutes
- Calendar
- Article 5 – General Employment Practices
- Article 7 – Work Schedule
- Checkout

CHECK-IN

- **Time Constraints:** 6:15 p.m.
- **Missing:** Dr. Helen Martin, Dr. Jessica Duncan, Dr. Shanna Johnston
- **Elephants:** none
- **Expectations:**
 - Make progress*****
 - Get back on track***
 - Achieve expectations*

MINUTES (March 11, 2024) – Approved with the following changes:

- Option 1A should read schools'
- TALC Caucus Report - needs to be a note of the elephant and TALC leaving the session

CALENDAR

- Thursday, March 28, 2024, **canceled**



ARTICLE 5 – General Employment Practices

Options

5. In order to model appropriate behavior for students, employees are expected to present themselves in a professional manner at all times, in terms of dress and appearance. Employee dress shall not disrupt the educational environment or worksite.

6. Status quo

7. District will work with school administration for alignment and consistency with dress codes that appear in school handbooks. District will update TALC in Labor Management meetings for the 24-25 school year.

8. Labor/Management will form a joint committee to address issues with the staff handbooks regarding dress code. Details TBD.

District Caucus Report

- Discussed options and dress code
- Status quo option

TALC Caucus Report

- Discussed vacancies, professionalism, and the student dress code (which is not enforced)
- Purposeful and interest-based conversation

District Caucus Report

- Presented a new option



TALC Caucus Report

- Discussed options
- TALC wants consistency in the school handbooks

Parties tabled item

ARTICLE 7 - Work Schedule

Options

1. **Faculty meetings** limited to two (2) per month scheduled in advance, however, the instructional leadership team may call additional meetings. Faculty meetings or in-service trainings may not be more than 45 minutes in duration.
2. **Virtual instruction** staff will be provided a virtual option for any mandatory professional development or meetings to optimize participation and effectiveness.
3. **Notice for mandatory meetings** shall be provided at the start of each semester on the calendar developed by the School Calendar Committee. Teachers are not required to attend meetings and similar functions not expressly stated on the school calendar. An emergency meeting may be called at the discretion of the principal.
4. **PLC meetings** should last no more than 30 minutes per week, except where explicitly waived using the waiver of contract language in Article 13.05.
5. Teachers shall attend **school related events**, including but not limited to, curriculum nights, open house and similar activities, no more than two (2) times per semester, except where explicitly waived using the waiver of contract language in Article 13.05.



Teachers are not required to attend outside events not expressly indicated in the school calendar developed by the School Calendar Committee provided at the start of each semester.

CHECK-OUT