

Joint Leadership Meeting on Non Student Contact Time

On August 16, 2010, the Poway Federation of Teachers and the Poway Unified School District held a joint leadership meeting to provide a common understanding of the Non Student Contact Time MOU signed 4/20/2010.

The purpose of the non-student contact time MOU is to lessen teacher workload in light of increased class sizes. The over-arching idea is to take what we can off of teacher plates, while keeping in place the things most important to maintaining student learning.

Teachers have an interesting job description because we have a 7 hour work day, but we also have professional responsibilities which are indicated in the continuum of teaching standards (by which we are evaluated), and by PUSD board policy on teacher responsibility (which we accept when we sign our contract). If you think about the 7 hour workday as time administration can dictate our activities, they could technically schedule meetings for us daily. This is not common practice across the district, of course, and is definitely not the spirit of the MOU on time.

Each site should be having conversations around what, "the important work," is for this year. Once the staff has identified the work most essential to student learning and has considered what is required due to safety or mandates, the staff can decide together about what stays and what is eliminated. Planned, regular meetings (such as staff meetings or grade level meetings focused on

collaboration/intervention) should not go beyond 2 hours per month, unless agreed upon by staff consensus.

Some additional meetings must stay because they involve student safety or federal/state laws. IEP's, SST's (student intervention), and School Site Council are required. PTA and Foundation meetings are not required by law, so the site can choose to eliminate them. Maybe a site will choose to keep teacher reps on one or both of these because it brings the site money. It's totally up to your site (though it must be a consensus decision).

In regards to the committees the staff decides to keep/or has to keep due to safety and mandates, an attempt should be made to make things equitable/think outside the box. Maybe the School Site Council and SST reps have NO additional responsibilities such as duties, organizing field trips, etc. Maybe they are paid teacher hourly. Some sites have significantly reduced the number of SST's by discussing and documenting students of concern/intervention ideas at monthly grade level meetings. This way, everyone shares the work, and less students actually formally go to the SST team. Similarly, at some schools, the disaster plan is created by the administration - no committee - with final approval by the teachers at a staff meeting. Again, if this is an area your site wishes to have teacher voice, it would be a committee to keep.

Please see the link to the power point presentation from the joint leadership meeting on time for more information (see website home page) and/or contact PFT at (858) 674-2800.