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In Terms of Additional Student Coverage: What is the Thrice Rule?

Any TK-8 Bargaining Unit member who is assigned a portion of another Bargaining Unit member's class shall be additionally compensated at his or her per diem rate of pay proportionate to the time and number of the students involved. (Article IV. Hours and Assignments Section F.6. page 5)

The Principal can assign students to a Bargaining Unit member **without consent three times** during the same school year. The principal requires the Bargaining Unit members' **consent on the fourth and subsequent occurrences.**

Keep track of dates you are assigned students when substitute teachers are not available.

Occurrences four and beyond will be compensated at the same rate as the first three (your per diem proportionate date.)

Requests to Advance on the Salary Schedule Are Due October 1 & December 31

Bargaining Unit members have two opportunities each year to file an intent to qualify for a change in salary with the Human Resources Department: October 1 and December 31. In addition, official transcripts verifying course work completed must be filed with the Human Resources Department prior to a change in salary classification.

Delegates Report on the July 3-7 NEA Ratification Assembly in Houston



News from NEA was shared at Council September 17.

Pictured from left to right: Lisa Quemada (MHS), Alma Orta (SUE), Jessica Zwaal (MAI), Lorraine Richards (MHS), Andy Shinn (BGI), David Navar (WGE), Doug Patzkowski (MTA), and Ed Guzman (MOI).

The 2020 NEA RA is July 2-6 in Atlanta, Georgia. Declarations of Candidacy will be available in January.

Planning ahead? The 2021 NEA RA is July 2-6 in Denver, Colorado.