



CONTACT

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Member Forum Thursday at 3 p.m.

Offer Input for Instructional Day Additions

For the safety of our school community, the Board of Education, administration, and bargaining units agreed to postpone the beginning of second semester for students. Bargaining Unit members are invited to join in the conversation in how best to include the days before June 30, 2022.

All members will receive a Zoom invitation via personal email for Thursday, January 13 at 3 p.m. All additional days are voluntary and paid at per hour per diem. Which days would make sense to add? How long should days be? What options should be offered to students?

Members will receive a survey via personal email. Please attend the forum, complete the survey, or both.

Bargaining Unit Members May Be Asked to Cover Classes

What is the Thrice Rule?

Record numbers of substitute teachers are needed due to the COVID-19 pandemic. When no substitute teacher can be found, Bargaining Unit members can be asked to substitute. Any TK-8 Bargaining Unit member who is asked to take additional students due to the sub shortage will be paid at their per diem prorated rate. After three events, a Bargaining Unit member may choose not to accept the additional assignments.

Elementary and Intermediate (Article IV. Hours and Assignments Section F.6. page 5)

Any TK-8 Bargaining Unit member (including ALL teachers, TOSAs, and IS teachers) 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.**

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 rate.)

High School (Article IV. Hours and Assignments Section H.2 page 5)

At the Principal's discretion, any Bargaining Unit member may be given an additional teaching assignment, substituting assignment, or special duty assignment during preparation time provided that the principal deems such assignment necessary in the best interests of the instructional program. Any Bargaining Unit member given an additional temporary teaching assignment during preparation time shall be compensated at one-sixth their per diem rate of pay. This provision must be utilized on an equitable basis at all levels. This provision cannot be used to supplant the employment of substitutes.

Teachers May Suspend Students

The priority continues to keep everyone in the classroom safe and offer quality educational opportunities. The pandemic created an environment in which students must follow rules and respect protocols.

Education Code 48910 states that a teacher may suspend any pupil from the teacher's class, for any of the acts enumerated in Section 48900, for the day of the suspension and the day following. This includes "willful defiance" as a reason to suspend from the class. AB 420 Dickinson excludes "willful defiance" as a reason to expel a student; however it does not exclude the reason for suspension by the teacher or by the district.

The teacher shall immediately report the suspension to the principal of the school and send the pupil to the principal or the principal's designee for appropriate action. If that action requires the continued presence of the pupil at the school site, the pupil shall be under appropriate supervision, as defined in policies and related regulations adopted by the governing board of the school district. As soon as possible, the teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. Whenever practicable, a school counselor or a school psychologist shall attend the conference. A school administrator shall attend the conference if the teacher or the parent or guardian so requests.

The pupil shall not be returned to the class from which he or she was suspended, during the period of the suspension, without the concurrence of the teacher of the class and the principal.

A pupil suspended from a class shall not be placed in another regular class during the period of suspension. However, if the pupil is assigned to more than one class per day this subdivision shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended.

A teacher may also refer a pupil, for any of the acts enumerated in Section 48900, to the principal or the principal's designee for consideration of a suspension from the school. Suspension from the school is determined by the administration.