



ACCORDING TO PEA:

'Teacher Work Day' vs. 'Staff Development Day'

On days designated in the School Board Calendar as “**Teacher Work Days**” the principal is limited to a 90 minute staff meeting. The rest of the day is yours to use as you need with a 1 hour lunch. Personal leave may be used. On days designated in the calendar as “**Staff Development Days**” the principal may schedule your time as needed with a 1 hour lunch break. Personal leave may not be used; however, sick leave may still be used if available.

Early Dismissal Days 2015-2016

Wednesday, September 16, 2015 – Teacher work time
Wednesday October 14, 2015 – Staff Development time
Wednesday, November 18, 2015 – Staff Development time
Wednesday, January 13, 2016 – Staff Development time
Wednesday, February 24, 2016 – Teacher work time
Wednesday, April 6, 2016 – Teacher work time
Wednesday, May 18, 2016 – Teacher work time

The Teacher Collective Bargaining Agreement says:

3.3 Non-student contact days for teachers shall be designated as six (6) Work Days and (4) Staff Development Days. Work Days shall be available for teachers to use as Teacher Self-Directed Planning (Article 6.3) except that the principal may schedule and hold a Faculty Meeting (Article 6.5) of not more than 90 minutes during the day. Staff Development Days may be used as described in Article 6.5 Faculty Meetings.

3.4 The Board shall include at least seven (7) Student Early Dismissal Days distributed throughout the school year. The days shall be designated as four (4) teacher Self-Directed Planning Days and three (3) Staff Development Days. Students shall be dismissed 150 minutes early to provide teachers 150 minutes of self-directed planning time on four (4) of these days in addition to the planning time described in Sections 6.3 through 6.3-5 of the contract. The additional 150 minutes of preparation time for the remaining three (3) of these Student Early Dismissal Days may be designated for staff development. All remaining time shall be used by the employee for self-directed planning activities.

6.2 Teacher Workday: The workday for all teachers shall be no more than 7¼ hours. On non-student days teachers shall have a one (1) hour lunch break. On student days a teacher shall be scheduled for a maximum of 360 minutes per day of student contact, a duty free lunch period equivalent to that of the students, and at least 45 minutes of uninterrupted planning time. Remaining minutes of student contact time may be utilized for non-instructional duties and may be accumulated within the week to facilitate this required coverage within

6.3-7 The Board shall structure a schedule for students that dismisses all students 150 minutes early to provide teachers 150 minutes of planning time in addition to the planning time described in Sections 6.3 through 6.3-5. There shall be at least seven (7) of these Student Early Dismissal Days distributed throughout the school year as mutually agreed upon. The days shall be designated as four (4) Teacher Self-Directed Planning Days and three (3) Staff Development Days. The additional 150 minutes of preparation time for up to three (3) of these Student Early Dismissal days may be designated for staff development. All remaining time shall be used by the employee for self-directed planning activities.

20.2 Personal Leave Chargeable to Sick Leave. Teachers shall be permitted to be absent six (6) days each school year for personal reasons and these days shall be charged against accrued sick leave when used. This leave shall be non-cumulative. A teacher planning to use a personal leave day or days shall notify his/her principal or immediate supervisor at least one day (24 hours) in advance. The teacher shall not be required to give reasons for such leave except on such days as specified in this article. Sick leave used for personal reasons may not be used during the first five (5) days or the last five (5) days in which the students are in attendance, or immediately before or after the scheduled holidays of Labor Day, Thanksgiving, Winter Break, Spring Break, Memorial Day, preceding or following recognized holidays provided students are in attendance, or on a Staff Development Day as designated in the District Calendar, except in case of emergency. The teacher shall be required to give reasons when claiming an emergency. Teachers shall not be required to use personal leave chargeable to sick leave to attend a conference when their attendance is required by the administration.