

# 2016-19 Collective Bargaining Agreement Q&A #2

02/05/18

The following are some questions received from members during our ratification meetings.

- 1. Q: For workload, the cap for middle school students is 150. What about core teachers that happen to teach a period of non-core class? Like a science teacher that teaches four sections of science and one rotation class. Still 150? Or is a portion of that considered “performance”?**

*A: The total of 150 students is for the whole schedule over the course of the day (or period of time if on a schedule that does not see all kids each day). Each class group gets added to the total. Performance classes are determined by the previous 6 of 8 arbitration award. They include many PE, band, orchestra, and choir classes that typically have larger numbers. They may contain some theater classes, but not classes that are more “traditionally academic” such as the history of the theater, the science of physiology etc. There is a list developed to determine whether a class is a performance class or not. For new courses, a determination will need to be made based on the rules created.*

- 2. Q: Will half time MS teachers have a cap of 75 or 90 students? They teach 3 sections.**

*A: Yes, for the secondary level, part-time teachers would have a prorated portion of the student load number. For others on the chart, the threshold numbers should also be proportional. The number of sections taught is a proportional number to the full-time load. This may vary depending upon the student schedule.*

- 3. Q: Re: Workload Threshold and Overpay charts: Is the stipend equal to 1.5% of a BA +0 salary or the salary you currently earn, for example MA+45?**

*A: It is calculated on the base salary (BA+0 step A); not on the member’s salary.*

- 4. Q: How will overload pay be calculated for specialists? Including specialists in K-8s? They may not have the total #s but will have more than 35 kids (the cap)**

*A: The language for specialists is different for K-5 and 6-8. 6-8 are based on the total number of students in the middle school section. If the students are in 6-8 PE or music, most of the students count as performance classes. If the specialists are in K-6, the specialists (other than librarians) are based on the average overload number in the building. Librarians have a special workgroup to make recommendations before June 1.*

- 5. Q: Are 8th grade Social Studies in English and 8th grade Social Studies Spanish immersion considered two distinct preps? (My thought is that yes, they are...)**

*A: It all depends on whether it is a separate preparation including separate lesson plans, assessments and materials. From the titles, it appears they would be two preps. The District and PAT would need to discuss the lists of courses and work through any disagreements that arise.*

- 6. Q: Will EAs for overloaded classrooms be provided by the District or from a school's FTE budget?**

*A: EAs are a more expensive option and may not be a choice that is offered. I do not know what budget this will come from.*

- 7. Q: How will DLI teachers be compensated for all the time they spend writing/translating curriculum? Do they just give their hours to the secretary? Is there a cap? Does that start this year or next year?**

*A: The process is partially laid out in Article 5, Section D13 on page 36 of the Tentative Agreement. There is also a DLI subcommittee formed in Appendix M, Section 23 of the TA on page 148. That group should meet shortly and may develop more complete clarifications about the process.*