

TL Information Meeting

DTEA – Amie Baca, Yvonne Bradford

HR – Janelle Faucett, Nicole Stone, Mark Hinson

IT-LS – Julie Bowline, Kim Ackerman, David Bonsett

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Meeting about Process and Timeline

Proposed budget reduction plan – each elementary will go to a .5 TL with each responsible for 2 schools. **Article 12** in the master agreements addresses transfers and reassignments. This directs non-renewal of teachers. i.e. how grade level reductions are made at schools, transfers, etc.

It says that through the transfer or reassignment process, every non-probationary teacher has a job. FIRST, HR will go through the Article 12 process. The impact originally will be at elementary, but Article 10 could come into play.

Article 10 – would only be used for the process. When we look at vacancies and # of teachers: if a non-probationary teacher could only do TL and there were no available positions, then all TLs at all levels would be impacted. If a non-prob TL would lose his or her job, would NOT have employment with the district (no job).

This may be involved bc TL certification is K-12.

Step 1: Ask for volunteers to leave the TL ranks. You want to volunteer to go back into the classroom. You want a leave of absence for one year. You want to retire.

You will get an email. **Respond by end of day **THIS FRIDAY**, April 1.

If you choose to leave the TL list, you cannot change your mind later and decide you want to be back on it.

Step 2: Look at the staffing sheets to see where there are classroom openings. If there aren't enough classroom openings to place non-prob TLs, more Probationary people may need to be RIFT.

Appendix E will be done on all ELEMENTARY librarians first and will determine who are the top 16 TLs to choose jobs first. Seniority is the major weighting factor on Appendix E points. Ordering is by years of service, committees you serve on, and more. On **MONDAY, April 4**, the list will be sent to all TLs so you will see people's rankings based on Appendix E. Appendix E is about REDUCTION (who will not have a TL job). It is NOT about placements.

The first 12 or so people obviously have seniority. Then those who may possibly be above the line or below the line will all be involved in the Appendix E process all together to determine for sure who are the top 16. Those 16 will be placed in the TL positions.

The lower 16 will have to be placed in a job if they are non –probationary. If someone in the lower 16 has another endorsement, that person will be offered a classroom position. The district has met its obligation if it can get you a job in your endorsement area.

If you have more years in the district than a TL at secondary, but you do not have a classroom endorsement that they can put you into, then we go to Article 10. You may be placed in another TLs job at that point.

If you are in top 16, you have ownership of the .5 in your building. You will not pick your other .5. Schools will be matched by our Library Services Dept. and HR.

What will the schedule be at each half time assignment? That will be determined by you and the two principals. There will be no driving between schools on the same day. Otherwise, you decide.

If you are in the process of being Highly Qualified in another endorsement area, let HR know that if you are likely to not be in the TL position. That will help you get a placement.

If you are in the lower 16, the process for placement in schools: **Job Fair** (speed-dating) idea - the principals who have openings will be there and the applicants will be there. You will have a 10-15 minute dialogue with each principal. You will choose your top choices and principals will choose their top choices and HR will make matches. This Job Fair is strictly for those non-probationary people in the district who need placements. Openings will NOT be posted. They will be held for non-prob teachers who need placements.

Nicole will send an email to those who need another placement to ask you about what you are interested in. HR will work hard to get a good fit for you in a new role.

If there is an in-building posting that you are qualified for, you can apply for it. Otherwise, you will do the "speed-dating" or Job Fair process (if you are non-probationary).

Middle School TLs – there is no reduction at middle school so you have your .5 at this time. Through the reduction list, they will determine if your .5 at elementary will remain yours or if it will be removed from you. You are owed a 1.0 job.

In this reduction, K-8 schools are considered as part of this reduction, so they do go to a .5 position. Superintendent decision.

Could the top 16 choose to stay .5 in their building as a teacher and .5 in their building as a TL? Probably not but Nicole will look into this. This would be up to HR and building principals to talk about.

Why can't TLs stay in their own buildings half time? Because the top 16 need full-time positions and if some people below that stay in their buildings half-time, then those positions are not available to the 16 who are owed TL positions.

The Professional Study learning team has been meeting all year to look into giving more plan time to elementary teachers. They proposed the \$800,000 allocation for elementary collaboration and we don't know much about how it was allocated or if there was any discussion on TLs when allocating.