



October 1, 2019

Re: Ready Math Training Concern Resolution

Background:

As described in section 7.2.A.2.h.7.b.3 of our Collective Bargaining Agreement (CBA), "An adoption may be recommended as a phase-in implementation." For the 2019-20 school year, the district chose a phase in approach to the Ready Math curriculum at Elementary and Middle schools, inviting volunteers to serve as early implementers, recognizing that such an approach may not always be used. As part of the process, all elementary and middle school math teachers were given the opportunity to be early implementers of the recently selected Ready Math curriculum, in addition to the pilot process which was completed last year. In the invitation email, sent June 12, 2019, teachers were informed that the commitment for training would be 7.5 hours of required training, with an additional 3 hours of optional training. Teachers were further informed that to be early implementers the entire grade level team would need to participate to support effective Professional Learning Committee Team meetings and that the training would be compensated through the Supplemental Professional Development Day (commonly referred to as the +1 day) as described in section 7.3.B.3 of our CBA for all teachers except P1 and P2 teachers who would be time sheeted.

Concern as shared by the association:

- Some staff report feeling pressure to participate and thus did not feel the +1 day was used at "[their] discretion" as described in section 7.3.B.3.a of our CBA.
- Section 7.2.A.2.h.7.b.3 states that "Early adopters will be determined by using the guiding principles established in Article 7.2 .A.2.Support g.5." Section 7.2.A.2.g.5 states that " committee members deserve recognition for their work, both in the form of payment for time spent, and also publicly to the colleagues and administrators they serve." Those teachers who felt pressure to participate and who wanted to use their +1 day for other training, feel like there are not getting compensated.
- Staff who participated in the pilot last year had to repeat the same training this year in order to be an early implementer, and thus did not have the discretion to use their +1 day for other training.

Considerations:

The parties recognize that the intent of allowing any teacher to be an early implementer was to allow as many teachers as possible the opportunity to participate. The parties also recognize that additional trainings were added to support teachers who couldn't attend during the summer. The parties recognize that it is impossible to determine who may have felt pressure or whether that pressure was intentional or if it was felt from colleagues or administration. The parties share the interest in supporting access to training that supports each teacher's professional growth. The parties further share the interest of looking at the way we implement curriculum so that it is equitable. To that end, the district is reviewing the implementation process to expedite and improve equitable implementation in a way that supports all scholars.

Resolution:

To address the concerns, the parties agree to the following:

Teachers who are early implementers of the Ready Math program who had a plan to use their +1-training day for non-ready math training, can submit a timesheet for up to 7.5 hours at professional rate for additional completed training for which they earned clock hours during the 2019-20 school year. The optional Ready Math training already communicated as part of the early implementation and training for which the teacher is already compensated--such as contractual PLCs, 4 PD days, contractual staff meetings, or other committee work for which a timesheet has been submitted—may not be submitted for timesheet pay under this resolution.

Teachers need to send the timesheet and clock hour form to the Teaching for Learning Department (TFL), attention Tiffany Johnson, by the June deadline for submitting 4+1 documentation. Teachers who do not have the original clock hour form can submit the clock hour transcript instead.

Timesheets are available from the school office manager.

As communicated previously, P1 and P2 teachers who contractually use their +1 day for the Beginning Teacher Support Team (BEST) training, should submit timesheets for the 7.5 hours of Ready Math training, and are not eligible to submit additional timesheets for the the training described above.

The district will bring possible revisions of the adoption and implementation timeline and process to Labor Management Committee or designated sub-committee as part of the program input process described in section 7.2.A.2.g..