

## SECTION 470 WORKDAY

## TENTATIVE AGREEMENT

AUGUST 10, 2018

## KPBSD COUNTER-PROPOSAL TO KPEA

### District counter to KPEA 8.10.18

#### 470 WORKDAY

The District and the Association recognize and agree that the teacher's responsibility to the students, community, and profession generally entails the performance of duty and expenditure of time and service beyond classroom duty hours.

- A. Teachers shall be on duty for a combined total of 60 minutes before and after the student day, exclusive of the duty-free lunch period, unless specifically excused by the principal. Teachers will have discretion in adjusting their schedules for work related evening commitments, consistent with safety and professional responsibility. This provision allows teachers to best utilize their planning and conference times to meet the needs of the individual teacher and parents of the students served. A teacher's flexible schedule shall not interfere with regularly scheduled staff meetings or assigned duties. Teachers shall notify parents of office hours during which conferences may be scheduled. Other times may be arranged by the teacher as necessary to assure parents opportunities for discussion.
- B. The 60 minutes beyond the student day shall be utilized in such a manner to maximize the efficient use of time for planning, and conferences (i.e. 45/15 or 15/45). In no case shall the teacher's normal workday begin or end less than 15 minutes before or after the student day. Upon request, teachers will provide administrators with their flexible schedule.
- C. Consistent with 470 (A), teachers are expected to give precedence to faculty meetings, curriculum development meetings, or assigned school duties so long as these meetings do not exceed the student day by more than one hour. Faculty meetings will be scheduled no more than once per week. Teachers shall be expected to attend one open house per year unless the administrator excuses the teacher for extenuating circumstances.
- D. Teachers responsible for non-traditional programs, such as Connections or Distance Education, may enter into an agreement with their administrator to modify the timing of their duty day to accommodate the program.
- E. The District will provide nursing mothers with the level of federal breastfeeding benefits provided to hourly employees in the Fair Labor Standards Act.

T.A.  
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08/10/2018

J.A.  
8/10/18