

Labor: 2021-2022 UFT Contractual Workday and School-Based Options

Overview: For the 2020-2021 school year only, all single session schools shall have the following schedule:

- The school day shall be 6 hours and 20 minutes Monday through Friday.
- On Mondays, there shall be an 80 minute block of professional development immediately after the instructional day.
- On Tuesdays, there shall be a 40 minute block of parent engagement and 35 minute block of other professional work immediately after the instructional day.
- Mondays and Tuesdays, the school day shall start no earlier than 8 a.m. and end no later than 4:00 p.m.
- Wednesday through Friday, the day shall begin no earlier than 8 a.m. and end no later than 3:45 p.m.
- The four evening parent-teacher conferences (3 hours each) and 2 afternoon parent-teacher conferences (2 hours each) shall be conducted remotely.

Multi-session and District 75 schools continue to have: a 6 hour and 50 minute school day; 4 parent teacher conferences (2 afternoon and 2 evening) which shall be conducted remotely; and faculty and grade conferences (October through May; Faculty conferences on Mondays before/afterschool and Grade conferences are afterschool and may be on Monday or other day determined in consultation with Chapter Leader). In both single session and multi-session schools, for the 2021–22 school year only, the DOE is continuing the 2020–21 school year agreement that all parent-teacher conferences will be remote.

Recognizing that school communities are unique, principals and chapter leaders may explore the School Based Option (SBO) process to modify the above-referenced default schedules and create a school schedule that best fits the needs and goals of the school. To streamline and facilitate the SBO approval process, school communities are encouraged to consider one of the pre-approved SBOs or submit another SBO proposal through the normal SBO process. The Department is not currently approving any SBOs that include early student dismissal/shortened instructional days; full or partial remote instructional days; or remote professional development or parent engagement/other professional work.

For elementary schools only: if an elementary school was on a 7 period elementary schedule in the 2019-2020 school year, the 7 period schedule shall continue unless the school uses the SBO process to switch to an 8 period elementary schedule. Likewise, if an elementary school was on an 8 period schedule in the 2019-2020 school year, the 8 period schedule shall continue unless the school uses the SBO process to switch to a 7 period schedule.

Process: Principals and Chapter Leaders should discuss the SBO modifications and proposed contractual modifications. Both the Principal and Chapter Leader must agree to the SBO contract modification proposal before it is presented to staff for approval. The following contractual provisions may be modified using the SBO process: reconfiguration of the workday and/or additional time; class size; teacher schedules (e.g., four teaching periods in a row); change the start/end time of the work day (i.e., start before 8 AM and/or end after 4 PM on Monday or after 3:45 PM Thursday-Friday); reconfigure and/or combine the afterschool faculty and grade conferences; move parent teacher conferences; adding to the professional activity menu and/or splitting assignments. The SBO process may also be used to create compensatory time positions (e.g., Testing Coordinator). The SBO process is as follows:

1. **School Level:** Principal and Chapter Leader discuss and agree to the SBO proposal; the ballot is drafted and the Chapter Leader reviews with the District Representative and if approved then conducts a vote.
2. **District Level:** After the vote is conducted and the SBO is approved by 55% or more of the voting staff, the Chapter Leader provides the results to the Principal and UFT District Representative.
Best Practice: Principals and chapter leaders should both maintain records of the final SBO ballot and results.
3. **Central Level:** SBOs that change the workday (i.e., reconfigure the workday) must be submitted using the DOE on-line application systems developed for those requests. They are reviewed and approved centrally.

Pre-Approved SBOs: The DOE-UFT agreed to the pre-approved SBOs listed below. If a Principal and Chapter Leader agree to one of the following pre-approved SBOs and 55% or more of the staff approve the ballot, then no other approval is necessary. Sample ballots on the pre-approved SBOs and common SBOs are attached.

- **6 hour/50 minute Instructional Day (Single Session Schools)**
- **6 hour/50 minute Workday – 6/hour/20 minute School Day and Daily 30 Minute Blocks (Single Session Schools)**
- **100/55:** 100 minutes of Professional Development on Monday and 55 minutes of Parent Engagement on Tuesday
- **80/40/35:** 80 minutes of Professional Development on Monday; 40 minutes of Parent Engagement on Tuesday; 35 minutes of Other Professional Work on Thursday
- **Before School Option:** 80 Minutes of Professional Development shall be moved to any day of the week immediately before the beginning of school: 75 Minutes (40 minutes of Parent Engagement and 35 minutes of Other Professional Work) shall be moved to a second day of the week immediately before the beginning of school.
- **Combine Afterschool Faculty and Grade Conference**

Sample School Based Option (All Single Session Schools)

Pre-Approved SBO Proposal: 6 hour/50 Minute Instructional Day

Relevant Contract Provision Article 6Ba:

(1) The school day shall be 6 hours and 20 minutes Monday through Friday. (2) On Mondays and Tuesdays, the day shall start no earlier than 8:00 a.m. and end no later than 4:00 p.m. The parties have agreed to repurpose the one hundred fifty (150) minutes per week of extended time and all faculty and grade conference time be used instead as follows: (a) On Mondays when school is in session there will be an 80-minute block of Professional Development immediately following the conclusion of the school day. (b) On Tuesdays when school is in session there will be a 75-minute block immediately following the conclusion of the school day that consists of 40-minutes for Parent Engagement activities, immediately followed by a 35 minute block of time for Other Professional Work. (c) On Wednesday through Friday, the day shall begin no earlier than 8:00 a.m. and end no later than 3:45 p.m. There shall be four (4) evening Parent-Teacher conferences.

SBO Proposal:

- The school day shall be 6 hours and 50 minutes. School day may begin before 8 AM but no earlier than 7 AM. The school day may not end later than 4:30 PM.
 - Teachers duty free lunch, preparation periods, and professional activity periods (in middle schools, high schools, and 6-12 schools) will be the same length. (Schools may attach or include the bell schedule.)
 - In elementary schools, preparation periods and professional activity periods (where applicable) will be the same length and duty free lunch will continue to be a minimum of 50 minutes.
 - Faculty and departmental/grade conferences (Oct-May) may be conducted during a common lunch or preparation period. In cases where the preparation period is used, the teachers shall make up the preparation period work hours and this may be done remotely (teachers are not required to be in the building).
 - Faculty and departmental/grade conferences (Oct-May) that cannot be programmed during the school day shall be held on (dates/times below):
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- There shall be two evening Parent Teacher conferences (2.5 hours each) and the conferences shall be conducted remotely. All other contractual rules for Parent-Teacher conferences shall continue to apply.

_____ Yes, I vote to approve the 6 hour/50 Instructional Day.

_____ No, I do not approve the 6 hour/50 Instructional Day.

Note: Seven period elementary schools may use this SBO to become a 6 hour and 50 minute instructional day however the 7 period schedule remains in effect unless the school use the SBO process to switch to an 8 period elementary schedule. Likewise, if an elementary school was on an 8 period schedule in the 2019-2020 school year, the 8 period schedule shall continue unless the school uses the SBO process to switch to a 7 period schedule.

Sample School Based Option (All Single Session Schools)

Pre-Approved SBO Proposal: 6 hour/50 Workday – 6 hour/20 Minute School Day and Daily 30 Minute Block

Relevant Contract Provision Article 6Ba:

(1) The school day shall be 6 hours and 20 minutes Monday through Friday. (2) On Mondays and Tuesdays, the day shall start no earlier than 8:00 a.m. and end no later than 4:00 p.m. The parties have agreed to repurpose the one hundred fifty (150) minutes per week of extended time and all faculty and grade conference time be used instead as follows: (a) On Mondays when school is in session there will be an 80-minute block of Professional Development immediately following the conclusion of the school day. (b) On Tuesdays when school is in session there will be a 75-minute block immediately following the conclusion of the school day that consists of 40-minutes for Parent Engagement activities, immediately followed by a 35 minute block of time for Other Professional Work. (c) On Wednesday through Friday, the day shall begin no earlier than 8:00 a.m. and end no later than 3:45 p.m. There shall be four (4) evening Parent-Teacher conferences.

SBO Proposal:

- Students shall have a school day that is 6 hours and 20 minutes. There shall be a daily 30 minute block each morning or afternoon that shall be used for Common Planning, Professional Learning, and/or "Office Hours." (Schools should include or attach a schedule, for example: Monday-Wednesday: Common Planning; Thursday: Office Hours and Friday: Professional Learning).
- Faculty and departmental/grade conferences (Oct-May) may be conducted during a common lunch or preparation period. In cases where the preparation period is used, the teachers shall make up the preparation period work hours and this may be done remotely (teachers are not required to be in the building).
- Faculty and departmental/grade conferences (Oct-May) that cannot be programmed during the school day may be conducted remotely at mutually agreeable times/dates (which must be stated below):

- The two evening (2.5 hours each) Parent Teacher Conferences set forth in the collective bargaining agreement shall be conducted remotely.
- The two afternoon (2 hours each) Parent Teacher Conferences set forth in the collective bargaining agreement shall be conducted remotely.
- Teachers shall not be required to attend the evening conferences from the school building and they will be able to conduct the afternoon conferences remotely if their commute allows.
- Meetings with parents/caregivers, may, upon request, occur in-person on a mutually-agreeable date and time during the contractual workday, other than the parent-teacher conference date, and such meeting shall be conducted in a manner consistent with the school safety plan.

_____ Yes, I vote to approve the 6 hour/50 Minute Workday/30 Minute Blocks.

_____ No, I do not approve the 6 hour/50 Minute Workday/30 Minute Blocks.

Sample School Based Option (All Single Session Schools)

Pre-Approved SBO Proposal: 100/55: 100 minutes of Professional Development on Monday and 55 minutes of Parent Engagement on Tuesday

Relevant Contract Provision Article 6Ba:

(1) The school day shall be 6 hours and 20 minutes Monday through Friday. (2) On Mondays and Tuesdays, the day shall start no earlier than 8:00 a.m. and end no later than 4:00 p.m. The parties have agreed to repurpose the one hundred fifty (150) minutes per week of extended time and all faculty and grade conference time be used instead as follows: (a) On Mondays when school is in session there will be an 80-minute block of Professional Development immediately following the conclusion of the school day. (b) On Tuesdays when school is in session there will be a 75-minute block immediately following the conclusion of the school day that consists of 40-minutes for Parent Engagement activities, immediately followed by a 35 minute block of time for Other Professional Work. (c) On Wednesday through Friday, the day shall begin no earlier than 8:00 a.m. and end no later than 3:45 p.m. There shall be four (4) evening Parent-Teacher conferences.

SBO Proposal:

- The school day shall be 6 hours and 20 minutes date.
- On Mondays when school is in session there will be 100 minutes of Professional Development immediately following the conclusion of the school day.
- On Tuesdays when school is in session there will be 55 minutes of Parent Engagement immediately following the conclusion of the school day.
- The contractual rules regarding Parent-Teacher conferences remain the same.

_____ Yes, I vote to approve the 100 minutes of Professional Development on Monday and 55 minutes of Parent Engagement on Tuesday

_____ No, I do not approve the 100 minutes of Professional Development on Monday and 55 minutes of Parent Engagement on Tuesday

Sample School Based Option (All Single Session Schools)

Pre-Approved SBO Proposal: 80/40/35: 80 minutes of Professional Development on Mondays; 40 minutes of Parent Engagement on Tuesdays; and 35 minutes of Other Professional Work on Thursdays

Relevant Contract Provision Article 6Ba:

(1) The school day shall be 6 hours and 20 minutes Monday through Friday. (2) On Mondays and Tuesdays, the day shall start no earlier than 8:00 a.m. and end no later than 4:00 p.m. The parties have agreed to repurpose the one hundred fifty (150) minutes per week of extended time and all faculty and grade conference time be used instead as follows: (a) On Mondays when school is in session there will be an 80-minute block of Professional Development immediately following the conclusion of the school day. (b) On Tuesdays when school is in session there will be a 75-minute block immediately following the conclusion of the school day that consists of 40-minutes for Parent Engagement activities, immediately followed by a 35 minute block of time for Other Professional Work. (c) On Wednesday through Friday, the day shall begin no earlier than 8:00 a.m. and end no later than 3:45 p.m. There shall be four (4) evening Parent-Teacher conferences.

SBO Proposal:

- The school day shall be 6 hours and 20 minutes date.
- On Mondays when school is in session there will be 80 minutes of Professional Development immediately following the conclusion of the school day.
- On Tuesdays when school is in session there will be 40 minutes of Parent Engagement immediately following the conclusion of the school day.
- On Thursdays when school is in session there will be 35 minutes of Other Professional work immediately following the conclusion of the school day.
- The contractual rules regarding Parent-Teacher conferences remain the same.

_____ Yes, I vote to approve the 80 minutes of Professional Development on Mondays; 40 minutes of Parent Engagement on Tuesdays and 25 minutes of Other Professional Work on Wednesdays.

_____ No, I do not approve the 80 minutes of Professional Development on Mondays; 40 minutes of Parent Engagement on Tuesdays and 25 minutes of Other Professional Work on Wednesdays.

Sample School Based Option (All Single Session Schools)

Pre-Approved SBO Proposal: Additional Time Before School

Relevant Contract Provision Article 6Ba:

(1) The school day shall be 6 hours and 20 minutes Monday through Friday. (2) On Mondays and Tuesdays, the day shall start no earlier than 8:00 a.m. and end no later than 4:00 p.m. The parties have agreed to repurpose the one hundred fifty (150) minutes per week of extended time and all faculty and grade conference time be used instead as follows: (a) On Mondays when school is in session there will be an 80-minute block of Professional Development immediately following the conclusion of the school day. (b) On Tuesdays when school is in session there will be a 75-minute block immediately following the conclusion of the school day that consists of 40-minutes for Parent Engagement activities, immediately followed by a 35 minute block of time for Other Professional Work. (c) On Wednesday through Friday, the day shall begin no earlier than 8:00 a.m. and end no later than 3:45 p.m. There shall be four (4) evening Parent-Teacher conferences.

SBO Proposal:

- The school day shall be 6 hours and 20 minutes date.
- The 80 minutes of Professional Development shall be moved to any date of the week immediately before the beginning of the school day.
- The 75 minutes (40 minutes for parent engagement and 35 minutes for other professional work) shall be moved to a second day of the week immediately before the beginning of school.

_____ Yes, I vote to approve the Additional Time (80 minutes and 75 minutes) before the school day.

_____ No, I do not approve the Additional Time (80 minutes and 75 minutes) before the school day.

Sample School Based Option (Multi Session Schools)

Pre-Approved SBO Proposal: Combine Faculty and Grade Conferences

Relevant Contract Provision:

There will be one 40 minute faculty conference and one 40 minute grade conference outside of the instructional day each month from October to May. The faculty conference will occur on a Monday.

SBO Proposal:

The monthly 40 minute faculty conference and monthly 40 minute grade conference will be combined into an 80 minute professional development block one day per month from October to May on the day/dates specified below and shall be conducted remotely.

_____ Yes, I vote to approve combining the faculty and grade conferences.

_____ No, I do not approve combining the faculty and grade conferences.

NOTE: Schools may create a mixed schedule – for example, some faculty and department/grade meetings are combined in a month(s) and some a faculty and/or grade conferences occur during lunch period and/or preparation periods (in cases where the preparation period is used, the teachers shall make up the preparation period work hours and this may be done remotely (teachers are not required to be in the building)).

Sample School Based Option (Elementary)

SBO Proposal: Add the Other Professional Work Time to the Instructional Day

Relevant Contract Provision Article 6Ba:

(1) The school day shall be 6 hours and 20 minutes Monday through Friday. (2) On Mondays and Tuesdays, the day shall start no earlier than 8:00 a.m. and end no later than 4:00 p.m. The parties have agreed to repurpose the one hundred fifty (150) minutes per week of extended time and all faculty and grade conference time be used instead as follows: (a) On Mondays when school is in session there will be an 80-minute block of Professional Development immediately following the conclusion of the school day. (b) On Tuesdays when school is in session there will be a 75-minute block immediately following the conclusion of the school day that consists of 40-minutes for Parent Engagement activities, immediately followed by a 35 minute block of time for Other Professional Work. (c) On Wednesday through Friday, the day shall begin no earlier than 8:00 a.m. and end no later than 3:45 p.m. There shall be four (4) evening three-hour Parent-Teacher conferences.

SBO Proposal:

The time dedicated for other professional work time shall be added to the instructional day. The instructional day will be 6 hours and 27 minutes Monday through Friday. The 80 minute professional development block will remain on Monday immediately following the instructional day, and the 40 minute parent engagement block will remain on Tuesday immediately following the instructional day.

_____ Yes, I vote to approve to add the time dedicated for other professional work to the instructional day.

_____ No, I do not approve adding the time dedicated for other professional work to the instructional day.

Sample School Based Option (Elementary)

SBO Proposal: Convert 7 period to 8 period day (Elementary School)

Relevant Contract Provision:

Article 7: Teachers in eight period per day schools must select a professional or administrative activity in accordance with the provisions of this section and Article 7U (Professional Activity Assignment Procedures). This provision shall not create an additional teaching period, as that term is defined in the Collective Bargaining Agreement.

Current School Schedule: We currently have a 7 period school day and the week consists of:

- 25 teaching periods
- 5 preparation periods
- 5 duty-free lunch periods*

SBO Proposal: The SBO would change our daily schedule to 8 periods per day and each week consists of:

- 29 teaching periods*
- 5 preparation periods
- 5 duty-free lunch periods
- 1 professional period

Note: All teacher lunch periods shall be 50 minutes unless otherwise specified.

Note, this SBO does not end at the end of the school year and will be the school's schedule going forward unless the school enters another SBO to convert to an 8 period day.

_____ Yes, I vote to approve an 8 period day.

_____ No, I do not approve an 8 period day.

* This is a sample schedule and schools may vary the number of teaching periods using the SBO process.

Sample School Based Option (Elementary)

SBO Proposal: Convert 8-period to 7-period day (Elementary School)

Relevant Contract Provision:

Article 7: Teachers in eight period per day schools must select a professional or administrative activity in accordance with the provisions of this section and Article 7U (Professional Activity Assignment Procedures). This provision shall not create an additional teaching period, as that term is defined in the Collective Bargaining Agreement.

Current School Schedule: We currently have an 8 period school day and the week consists of:

- 29 teaching periods
- 5 preparation periods
- 5 duty-free lunch periods
- 1 professional period

SBO Proposal: The SBO would change our daily schedule to 7 periods per day and the week shall consist of:

- 25 teaching periods[†]
- 5 preparation periods
- 5 duty-free lunch periods
- 0 professional periods

The daily schedule would be:

PERIOD	STARTS	ENDS
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Period 1

Period 2

Period 3

Period 4

Period 5

Period 6

Period 7

Note: All teacher lunch periods shall be 50 minutes unless otherwise specified.

Note, this SBO does not end at the end of the school year and will be the school's schedule going forward unless the school enters another SBO to convert to an 8 period day.

_____ Yes, I approve a 7 period day.

_____ No, I do not approve a 7 period day.

[†] This is a sample schedule and schools may vary the number of teaching periods using the SBO process.

Sample School Based Option (Middle and High Schools)
SBO Proposal: Convert 8 period day to 9 period day

Relevant Contract Provision:

Article 7A (High Schools) Teachers shall have a maximum teaching load of 25 periods per week except where they are programmed for an average of 25 periods.

Article 7B (Intermediate and Junior High Schools): A basic maximum of 25 teaching periods, five preparation periods, and five professional activity periods for teachers shall be established before any other type of program for administrative purposes in which teachers teach less than 25 periods is arranged.

SBO Proposal:

The SBO would change our daily schedule to 9 periods, meaning each week consists of:

PERIOD	STARTS	ENDS
Period 1		
Period 2		
Period 3		
Period 4		
Period 5		
Period 6		
Period 7		
Period 8		
Period 9		

_____ Yes, I vote to approve a 9 period schedule.

_____ No, I do not approve a 9 period schedule.

Sample School Based Option (Middle and High Schools)
SBO Proposal: Program More Than 3 Teaching or 4 Working Periods In A Row

Relevant Contract Provision:

Article 7: There should be no more than three consecutive teaching assignments and no more than four consecutive working assignments (including professional activities).

SBO Proposal:

The SBO would change the daily schedule and teachers may volunteer* in writing no later than _____ to teach more than three periods in a row or work more than four periods in a row.

_____ Yes, I vote to approve more than three teaching periods in a row.

_____ No, I do not approve more than three teaching periods in a row.

* Schools may also describe an alternative schedule that all teachers are required to follow (e.g. "The SBO will change the schedule and teachers shall be assigned to either: Schedule A: 4 teaching; lunch period; teaching; preparation period; professional activity period; or Schedule B: preparation period; professional activity period; 4 teaching; lunch; teaching period").

Sample School Based Option (All Schools)

**SBO Proposal: Move the Evening Parent Teacher Conference to
Afternoon Parent Teacher Conference Date**

Relevant Contract Provision:

The NYCDOE Calendar for School Year _____ provides for four (4) evening
(insert school year)

Parent-Teacher Conferences that shall be held in September, November, March and May, respectively on dates to be determined by the DOE.

SBO Proposal:

The evening Parent-Teacher Conference on _____ will be changed to _____. *

_____ Yes, I vote to approve changing the date of the evening parent teacher conference.

_____ No, I do not approve changing the date of the evening parent teacher conference.

* Dates selected must be conducive to parent participation. Dates should not be moved to Friday evenings, evenings before holidays and recess weeks, or religious observance days. Review the calendar to avoid conflicts with other school events.

Sample School Based Option (Single Session Schools)

SBO Proposal: Adjust the Start/End Time of the Workday

Relevant Contract Provision:

Article 6: In single session schools, the day will start no earlier than 8:00 a.m. and end no later than 3:45 p.m. On Mondays and Tuesdays, the day shall start no earlier than 8:00 a.m. and end no later than 4:00 p.m.

SBO Proposal:

The SBO would change the daily schedule such that the workday shall start at: _____.
(insert start time)

_____ Yes, I vote to approve adjusting the time of the work day as specified in this ballot.

_____ No, I do not approve adjusting the time of the work day.

Sample School Based Option (8 Period Elementary Schools, Middle and High Schools)

SBO Proposal: Add Professional Activity to Contractual Menu

Relevant Contract Provision:

Article 7: The menu of activities to be offered to each teacher shall be from among the following:

- (1) Small group instruction (not to exceed 10 students)
- (2) One to one tutoring
- (3) Advise student activities such as clubs, teams or publications
- (4) Perform student assessment activities (including portfolios, performance tests, IEPs, ECLAS, etc.)
- (5) Professional development/prepare staff development workshops and demonstration lessons
- (6) Common planning time
- (7) Conflict resolution for students
- (8) Cafeteria duty
- (9) Schoolyard duty
- (10) Hallway duty
- (11) AM bus duty
- (12) PM bus duty
- (13) Homeroom
- (14) Provide inter-disciplinary articulation
- (15) Develop multi-cultural curriculum
- (16) Develop programs to integrate technology into the daily life of the classroom.

SBO Proposal:

The SBO would add the following activity(ies) to the contractual menu:

_____	_____
_____	_____
_____	_____

_____ Yes, I vote to approve adding the activities specified in this ballot to the professional activity menu.

_____ No, I do not approve adding the activities specified in this ballot to the contractual professional activity menu.

Sample School Based Option (8 Period Elementary Schools, Middle and High Schools)

SBO Proposal: Split Professional Activity Assignment

Relevant Contract Provision:

Article 7: Teachers at all levels must select a professional or administrative activity in accordance with the provisions of Article 7U (Professional Activity Assignment Procedures).

SBO Proposal:

The SBO would allow teachers to be assigned to up to (INSERT NUMBER) different professional activity assignments per week.*

_____ Yes, I vote to approve split professional activity assignments as specified in this ballot.

_____ No, I do not approve a split professional activity assignments.

* Alternatively, schools could specify the exact assignments; for example: "The SBO will allow teachers to be assigned to three common planning periods per week and two small group instruction periods per week."

Sample School Based Option (Single Session Schools)

SBO Proposal: Aggregate Parent Engagement Time

Relevant Contract Provision:

Article 6: The school day shall be 6 hours and 20 minutes Monday through Friday. On Mondays, there shall be an 80 minute block of professional development after the instructional day. On Tuesdays, there shall be a 40 minute parent engagement block, and a 35 minute other professional work block, after the instructional day.

SBO Proposal:

To aggregate two of the weekly 40 minutes of parent engagement time into one 80 minute block on the second Wednesday of each month. On Tuesday of the impacted week, the other professional work time will be immediately after the instructional day. There will be no parent engagement time on the following Tuesday, and the other professional work time will be immediately after the instructional day. The remaining blocks of parent engagement time will be scheduled as per the contract. The amount of parent engagement each month will be equal to the amount that would have been scheduled if the SBO modification had not taken place.

Sample Schedule:

Monday	Tuesday	Wednesday	Thursday	Friday
PD	OPW and Parent Engagement			
PD	OPW	80 Minutes of Parent Engagement		
PD	OPW			
PD	OPW and Parent Engagement			

_____ Yes, I vote to approve aggregating the parent engagement time.

_____ No, I do not approve aggregating the parent engagement time.

Sample School Based Option (All Schools)

SBO Proposal: Non-Teaching Compensatory Time Position

Relevant Contract Provision:

Article 7 and Circular 6 provide that certain non-teaching compensatory time positions may be created with an SBO.

SBO Proposal:

There shall be a full-time out-of-classroom, non-teaching position, of Testing Coordinator for a term of 1 year.

_____ Yes, I vote to approve the creation of the Testing Coordinator non-teaching compensatory time position.

_____ No, I do not approve the creation of the Testing Coordinator non-teaching compensatory time position.