



Instructional Contract Proposals 2026-2027

Common Sense Solutions. Meaningful Impacts.

These proposals (shown in **BLUE** for addition or **RED** for removal) will reduce workload, protect time, and support our educators – so we can focus on what matters most: our students!

KEY PROPOSALS FOCUSED ON WORKING CONDITIONS



MORE CONTROL OVER TIME & WORKDAY

- **Add** remote work option on non-student days
- **Add** flexibility for non-student day hours
- **Remove** meeting time beyond the workday
- **Strengthens** guaranteed planning/ work time during pre-planning



PROTECT PLANNING TIME

- **Remove** exceptions that allow interruptions to daily planning time
- **Add** requirement to restore or compensate planning time if lost
- **Add** committee to monitor planning time erosion
- **Add** clear limits on early release day usage by admin



REDUCE UNNECESSARY DUTIES & WORKLOAD CREEP

- **Add** clear definition of "other duties as assigned"
- **Add** limits on duty assignments (time & frequency)
- **Remove** duties for certain staff (e.g., ESE, student services)
- **Strengthens** staff SIP waiver vote requirements for breakfast in the classroom or other duties over 15 minutes



FAIRNESS & TRANSPARENCY IN ASSIGNMENTS

- **Add** advance notice of teaching assignments and changes
- **Add** written explanation for schedule changes
- **Add** planning time when assignments change mid-year



SMARTER USE OF TEACHER TIME

- **Remove** ability to require redundant district testing
- **Add** protections for specials teachers and media specialists
- **Add** language specific to K-8 instructional personnel



REASONABLE EXPECTATIONS AROUND COVERAGE

- **Add** priority list of volunteers for class coverage
- **Add** hourly rate of pay for class coverage
- **Add** advance notice of coverage when possible



COMP TIME EASIER TO USE

- **Remove** admin approval requirement in most cases
- **Add** clear tracking and carryover of comp time
- **Add** automatic approval if admin doesn't respond
- **Add** protection to ensure earned time is not lost



RESPECTFUL & PROFESSIONAL WORK ENVIRONMENT

- **Add** clearer protections from public reprimands
- **Add** clear sign-in expectations
- **Add** protections for non-renom review
- **Remove** illegal waiver of rights to arbitration



BETTER USE OF EXISTING STRUCTURES

- **Add** virtual PLC option for ESE & Student Services staff
- **Add** more reasonable travel experiences for training
- **Strengthens** limits on multi-school assignments
- **Reduces** minimum miles for voluntary energy transfers

PROPOSALS THAT SUPPORT OUR EDUCATORS DURING LIFE'S TOUGHEST MOMENTS



FUNERAL LEAVE

- **Add** up to 5 days of paid funeral leave for the death of a covered family member
- Allows educators to grieve, support loved ones, and handle arrangements without using personal leave.



PARENTAL LEAVE BANK

- **Add** a voluntary bank of days donated by staff
- Provides critical leave time for educators welcoming a child to the family.

MINIMAL COST, BIG IMPACT.

These changes cost little to nothing – but they make a BIG difference in teacher retention, morale, and the quality of education for all students.

Stay Engaged.
Stay Informed.
Stay United.

