



Work to the Contract

What does “Work to the Contract” mean?

- We only do what we are *contractually required* to do.
- If you are paid a supplement or to tutor, you continue to do that duty.
- The contract allows one faculty meeting a week, after school on Tuesday (before school, if at a middle school), and an hour PLC one Monday per month- we still attend those.
- We do not attend after school events, stay after the end of the workday, come in before the workday begins, or give up lunch (unless you are supplemented to do so).
- We do not take work home with us or do work outside the workday.

What “Work to the Contract” is NOT

- It is not a delay in doing work: we do only the work we can get done during the workday. We ask what the priority is, and we request assistance when we are pulled into too many meetings that prevent us from getting our work done.
- It does not impact your evaluation: nowhere in the Danielson rubric does it say you must work beyond your workday. While some may perceive it otherwise, the rubric talks about what and how well a teacher does something, not how often or when he or she does it. Any attempts to rate teachers negatively for WTC is illegal and will be met with a stiff response from HCTA. We will stand together and in solidarity.
- It is not a plan to harm students: WTC shows we are taking a stand for students by taking a stand for our profession.
- It is not easy; sometimes, we have to do difficult things in order to see long-term positive results.

Why?

- We have a professional obligation to stand up for our students and our profession.
- We sacrifice our time, our family and our money. Granting members the effective experience credit they have earned is not a “raise,” but, rather, represents the respect and commitment the District owes employees. For our ESPs, we need to continue our commitment to providing a living wage.
- The District is claiming an ongoing fiscal crisis, but they have failed to take reasonable steps to reign in unnecessary spending and thwart the unfettered growth of Charter schools. We are necessary for students and should be treated as such.
- We have had enough! Class sizes are bigger, supply funding has been cut, unnecessary administrative staff seek to micro-manage every minute of the day . . . nothing changes until we decide *things have to change*.

How?

- The Board has proposed that our first Work to Contract Action will be a short term—1 week Action. We propose a start on Monday, November 27th-Friday, December 1. A short term action is a good way to start because it allows our members and non-members to get comfortable with the action with committing in an unlimited way, it allows us to test our structure and the ability of people to do more and it allows the District to see that we are willing to stand together and take action.
- We will meet in the parking lot at the start of each day and walk in together. We will meet and sign out together at the end of each day.
- We will provide WTC Pins. The pins show solidarity across the District, but are also a conversation starter – wear it proudly out and about and, when people ask you about it, tell them why we need them to support our schools, our teachers, and ESPs.



How? (continued)

- You will be provided with a message to put on your “Out of Office” email reply.
- You will be provided with a template email to send to administration if you are being asked to attend too many meetings or to do more work than you can complete during the workday.
- You will be provided with suggestions on how to prioritize what you need to do during your workday- this will allow you to take no work home but not fall behind.
- Engage members and non-members! Of course, we want everyone to join, but even if they don’t, we need their help for this action to create the pressure to change.
- **If a true student safety concern emerges, as always, take care of students first and beyond all other priorities.**

Communication

- Post pics and comments on social media using the hashtags #PublicSchoolProud, #UnionStrong, and #HillsYeah
- Sign up for HCTA App, and make sure you are checking your personal e-mail for communication. To confirm your personal e-mail on file with us, please send your name, Lawson number, and e-mail address to Lisa.Lopez@FloridaEA.org.
- Help out and spread the word. Some communication will be word of mouth from the Reps, but you can use all of your social media platforms! Always remember to keep messages professional and on message—the community seems to be with us, and we want to keep it that way.
- There are some things we do not want administration to know – please let the rep be the only one to communicate with administration. This makes our statement more powerful.

Evaluations

- The Danielson framework does not equate time to ratings. Nowhere in the rubric does it say you must work beyond your day to receive high ratings.
- The rubric is about what you do and how well you do it- it is not about when you do it or how often.
- It is illegal to mark down teachers who participate in the work to the rule. HCTA will grieve and pursue legal action if any teacher is marked down for participating in the work to the rule

Students/Parents/Community

- They stand with us! Thousands of students have “walked out,” and our community has been overwhelmingly supportive on social media.
- That being said... do not email parents about WTC, and do not talk with students about WTC at any time.
- Only talk with parents about our current fight outside the workday and off campus.

Standing Together Makes Us Strong

- Standing together, we are extremely powerful!
- Unity means they cannot divide us and cannot target anyone.
- If we do not stand together, we are destined to be treated with this same dismissal and disrespect year after year.
- But if we all participate, we send a message that cannot be ignored!

WHEN WE STAND UNITED, THE CHOICE IS OURS!