

Are We Really Taking A Hard Look At Our Adjunct Duty?

***If you answer yes to any of these questions,
it may be time to take a hard look at the merit of adjunct duty on our campus.***

TUSD/TTA Contract Language	Questions/Thoughts
<p>1. The parties to this Agreement agree that unit members perform many instructional duties outside of their time spent on campus. Such duties include, but are not limited to, planning, selecting and preparing material for instruction, evaluating students' work, keeping records, and keeping abreast of developments within the subject matter being taught</p>	<ul style="list-style-type: none"> • Are the adjunct duties we are signing up for or being asked to perform instructional in nature? • Are they essential to the functioning of the academic and instructional program? • Is this adjunct duty part of someone else's job or should it be? • Can this adjunct duty be done by a parent volunteer or other non-teaching staff member?
<p>2. The parties further agree that unit members' instructional responsibilities and student class time are of prime importance. The site administrator will make every effort to minimize activities which take time from the instructional program.</p>	<ul style="list-style-type: none"> • Is this adjunct negatively impacting my ability to perform my instructional responsibilities? • Is the administration really making EVERY effort to provide relief from duty that takes time away from my students and instructional program?
<p>3. The parties also recognize that unit members participate in adjunct duties on a voluntary and assigned basis. These adjunct duties include supervising and providing leadership in student organizations and student activities, and service as a representative on School Site Council (SSC), District Curriculum Development Steering Committees, the Association Representative Council and/or Association Board of Directors member, and school and District advisory committees.</p>	<ul style="list-style-type: none"> • Am I over volunteering for adjunct duty? • Are the adjunct duties I'm being assigned really necessary? • If the contract lists specific adjunct duty, why are there so many others on my school's adjunct duty list? • Are my adjunct duties really providing student leadership or am I just doing work no one else will do?
<p>4. Adjunct Duties that include participation and /or attendance at evening or weekend events shall be compensated at the contract hourly rate, compensatory time, or not compensated by mutual consent between the unit member and administration.</p>	<ul style="list-style-type: none"> • If I'm being asked to show up on nights or weekends, is my administration recognizing my sacrifice by providing me with some compensation? • Did I really consent to this or was I bullied or shamed?

<p>5. An opportunity will be provided at the beginning of the school year to involve the staff in the design and implementation of a collaborative process to clarify the adjunct duty needs of the school and make recommendations to the site administrator.</p> <p>The site administrator shall seek all unit member volunteers prior to making adjunct duty assignments. Elections will be held among teachers to select representatives for the SSC, Curriculum Steering Committees, and Association Site Representatives. Voluntary time shall count along with assigned time in balancing out the adjunct duty responsibility.</p>	<ul style="list-style-type: none"> • Did we as a staff meet and talk about what the adjunct duty needs for the year are or we're we just told? • Did the administration welcome the adjunct duty dialogue or was the conversation uncomfortable? • Am I always getting stuck with the same duty even though I want a change? • Are we holding proper elections for specific adjunct duties or are we just being assigned? • If I volunteer, am I expected to take on more than others?
<p>6. Adjunct duty shall be shared equitably by all unit members at the school site and shall be scheduled as far in advance as possible. Participation and/or attendance at night and weekend events shall count as adjunct duty. Site administrators shall seek volunteers prior to assigning supervision at these events and activities.</p>	<ul style="list-style-type: none"> • Is everyone, and I mean everyone, sharing the load of adjunct duty? • If I volunteer for night events, even though I may be compensated, is that still counting as adjunct duty...it should?
<p>7. Itinerant teachers who travel every day between sites will not be assigned adjunct duties that require teacher supervision of students.</p>	<ul style="list-style-type: none"> • If I travel between two or more sites in the same day, then why am I being scheduled to do supervision duty?
<p>8. Allow school sites to pay personnel ("at will") on a limited basis for morning and/or recess supervision duty at the elementary school and middle school.</p>	<ul style="list-style-type: none"> • Can we find or at least search for someone (non-teacher) to do this duty for pay?
<p>9. The District shall provide money in a line item that will be non-transferable to other line items or stipends and cannot be carried over into the next fiscal year. The distribution of these funds will be agreed upon prior to the start of the school year. The assigning of compensation to adjunct duty shall not interfere, supersede, or violate current adjunct duty contract language.</p> <p>The dollar amount shall be as follows: \$10 per student per high school (WHS, NHS, SHS, THS.) \$2 per student per elementary and middle school.</p>	<ul style="list-style-type: none"> • Is the adjunct duty money at my site being fully used? • Did teachers help decide which adjunct duties will get paid and how much?