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TTA Position: Establishment of “Dependent” Charter School in TUSD

TTA’s position is based on the following guiding principles:

- All stakeholders should have a place to offer feedback and professional expertise.
- Teachers represent a huge wealth of “in the trenches” professional expertise that should always be consulted in matters of educational importance.
- Concerns and questions should be encouraged and viewed as critical information that is positive and central to the process rather than seen as a sign of dissent.
- True educational debate and discussion provides a broad base for clarification of purpose and products for the highest good.

To these ends, TTA adopts the following position regarding the establishment of an online “dependent” Charter School for the purposes of increasing enrollment in TUSD.

TTA appreciates that TUSD is seeking creative ways to generate new revenue for our district. We acknowledge the need for this action due to declining enrollment and increasing costs. We understand the purpose of establishing a “dependent” Charter School is to bring in current home-schooled (alternative education) students from neighboring communities and counties. With that understanding, TTA expresses significant concern with the TUSD’s urgency in establishing this Charter School and believes that this urgency seriously jeopardizes the ability to create and establish an effective and appropriate learning environment for students.

In light of these considerations, TTA insists that the following expectations are necessary requirements for the successful implementation and management of the Charter School.

Regarding pedagogy and the online/hybrid learning environment, TTA believes that online instruction is inferior to in-person instruction for most students. In light of this, TTA expects that:

- TUSD will ensure that students enrolled in the Charter School will be students who would **not** otherwise be enrolled in TUSD.
- TUSD will ensure that the Charter School will **not** supplant any existing programs currently available within the District.
- TUSD will ensure the same level of academic rigor and accountability for students in the Charter School as it does for all students in the District. This includes all state requirements for promotion, graduation, state testing, adherence to state standards, and college/career pathways.
- TUSD will ensure that the Charter School students are subject to the same requirements as all students in the District concerning standards of student behavior, attendance, and academic integrity.

- TUSD will ensure that Charter School students have access to activities, electives, resources and other opportunities that are reasonably similar, given the online environment, to those available to all TUSD students.

Regarding institutional structures and systems, TTA expects that:

- TUSD will ensure that TTA bargaining members will have first right of refusal for any positions for which they are qualified.
- TUSD will ensure that all structures and processes involved in the establishment and operation of the Charter School are fully legally compliant, especially concerning oversight by the Board of Education in compliance with the “doctrine of incompatible offices,” and all financial processes of the Charter School.
- TUSD will ensure that it will act in good faith to collaborate, consult, and negotiate with TTA and affected labor units on all issues concerning the operation of the Charter School including staffing, facilities, pedagogical and material resources and requirements, and technology (including both hardware and software).
- TUSD will ensure that any financial profits generated by the Charter School will SUPPLEMENT existing funding and not SUPPLANT any existing funding.
- TUSD will commit to using any financial profit generated by the Charter School entirely for the purpose of compensation for employees below the cabinet level. TUSD must also commit to negotiating the allocation of that funding with TTA and all other labor units in the District.
- TUSD will fully fund any compensation funded by expected financial profits of the Charter School beginning upon final agreement to establish the Charter School. Funding of this compensation will not be subject to the financial performance of the Charter School.
- TUSD will ensure that all employees of the Charter School will be members of their respective bargaining units and will be subject to all provisions, rights, and benefits granted in the applicable collective bargaining agreement.
- TUSD will include all stakeholders in the District, and maintain transparent processes for the planning, establishment, and operation of the Charter School.
- TUSD will do a cost-effectiveness analysis each year to see if the Charter School is serving its purpose of adding new revenue for the purpose of compensation for employees below the cabinet level.
- TUSD will seek feedback each year from all stakeholders in the Charter School, including labor representatives, to evaluate the effectiveness of the curriculum and institutional operations of the charter school.