



Position Paper:

Part Time Educators & Staff Development Days, Work Days, Staff Meetings and Extracurricular Activities

A question that arises often throughout the school year is, “Why am I being asked to do the same amount of work outside of the instructional day as my full-time colleagues when I am only working a part-time contract?”

Many educators in the Livermore Education Association choose to work a partial contract. They may job-share a single classroom position with a co-teacher, they may work part-time as a nurse, psychologist or speech therapist, or they may teach only one, two, or three classes at a high school or middle school. Some educators have commitments in their lives such as taking care of a loved one, working another job, health issues, or simply want to work part-time. Whatever their situation may be, they are all classified in the contract and district as part-time employees.

Our official position on part-time educators when it comes to work days, staff development days, staff meetings and extracurricular activities is that part-time educators should be working and participating in these events in a way that is equivalent to their part-time percentage.

If a work day lies on a Friday when a part-time educator normally works only Mondays and Tuesdays, that educator should not be required to be on-site for the work day as they are not being paid to be there.

For staff meetings, we believe that if an educator is sharing their position with a job-share partner, only one of them should be required to attend the staff meeting so long as the attendee shares the information with their job-share partner. If a part-time educator only teaches on B-days or in the morning and has a commitment in the afternoon or on A-days when the staff meeting takes place, they should not have to attend, but should check in with a co-worker to make sure that they receive the information given at the staff meeting. Obviously, it may be in the best interest of the educator to attend the staff meeting to get to know, and be known by, their co-workers; so some educators may choose to attend anyway.

Extracurricular activity participation should be based on the percentage of contract that an educator works. If an educator is working only half-time, they should be doing 50% of the activities required by a full-time educator.



The three Staff Development Buy-Back Days are a bit special. The district only receives money from the state if the educators attend. When we bargained the Staff Development Buy-Back Days, we negotiated a %age raise to the salary schedule for those additional 3 days of work. If a member is working part-time (say 50%), they should be attending 50% of the Staff Development Days or should be compensated at their per diem rate of pay for the additional time the district is having them work. The District will try to pressure our members into attending all staff development days since the district receives "free money" for the days educators attend above their contracted percentage. But, part-time employees are only paid a percentage of their yearly salary and therefore should only be required to attend the same percentage of the staff development days.

Please try to work out with your administrator ahead of time which staff development days you will/will not be attending. If your administrator asks that you attend longer than your percentage, ask that administrator if you will be paid for the additional time at your per diem rate of pay. If they tell you no, please tell them that you will not be attending unless you are compensated with your per diem rate of pay for the additional time. Please talk with one of your site representatives and make sure that they are aware of the arrangement that you have worked out with your administrator and contact them if any problems arise as the staff development day approaches or arrives.

Here is some contract language for you to utilize when you are dealing with issues related to your part-time status:

9.10 Part time/Itinerant Teachers

- 9.1001 Unit members who work at two sites shall have a meeting with the administrators from both sites to establish a schedule and calendar for the year related to the performance of non-teaching duties as set forth in 9.3.
- 9.1002 Part time members shall be entitled to prorate "their other non-teaching duties" in accordance with the percentage of time worked of a full-time equivalent. Part time teachers and their administrators may mutually agree that part time teachers will perform additional duties and that they will be compensated for those additional "other non-teaching duties" beyond their pro rata share of duties.