

## **Resolution 1920R-003**

### **By Directors O'Halloran & Siemsen**

WHEREAS, Milwaukee Public Schools respects the dignity of all workers in our district and appreciate teachers as highly trained professionals; and

WHEREAS, being an effective teacher requires work that is not limited to instruction of students in the classroom ("Non-Student Work"); and

WHEREAS, Non-Student Work may include but is not limited to devising lesson plans, communicating with students and their families, grading students' work, securing supplemental materials for classroom instruction, and professional development training; and

WHEREAS, the Milwaukee Public Schools value equity in education, which may require devoting Non-Student Work time to initial and ongoing professional development opportunities to develop skillsets for restorative practices, anti-bias training, and bystander intervention training; and

WHEREAS, Teachers are allowed to use some of their time during the workday — such as AMP (arts, music, and physical education) time and time for student support and tutoring, if during which they do not have any students to work with — for Non-Student Work activities as previously described; and

WHEREAS, the Employee Handbook describes Employee Workday scheduling, with respect to the number of days Administrators may direct Non-Student Work time "Administrator Days" and the number of days Teachers may direct Non-Student Work time "Teacher Days;" and

WHEREAS, Teachers in several surrounding districts have more control over their workday scheduling, before and after school when students are not present in their classrooms; and

WHEREAS, Milwaukee Public School teachers historically had more control over their workday scheduling, before and after school when students were not present in their classrooms; and

WHEREAS, In addition to their in-school prep time, teachers in the Milwaukee Public Schools devote many hours of their own personal time away from school, without additional compensation, to such Non-Student Work as previously described; and

WHEREAS, Teachers may feel their Non-Student Work is more effectively accomplished in locations outside of school; and

WHEREAS, During their workdays, teachers face many stressors, relief from which could be afforded by allowing teachers more leeway in the use of their prep time, including the ability to leave campus for short periods of time to run errands, or refresh themselves mentally and emotionally; and

WHEREAS, Flexibility in how teachers use their Non-Student Work time would help increase morale, which, in turn, would work to mitigate teacher burnout and turnover; and

WHEREAS, the District has policies to address performance issues; and

WHEREAS, Increasing flexibility would involve no fiscal impact or require any change in workday schedules; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development; and be it

FURTHER RESOLVED, That this flexibility include the reasonable ability for teachers to leave their schools during their Non-Student Work time; and be it

FURTHER RESOLVED, That these procedures and guidelines are to be codified in the Employee Handbook and other relevant documents pertaining to the teachers' workday and schedules; and be it

FURTHER RESOLVED, That the Administration be instructed to bring forward to the Board, no later than July 25th, 2019, a plan for implementing this resolution for the 2019-2020 school year.

*May 30, 2019*