

**Tentative Agreement between  
The Barnstable School Committee and  
The Barnstable Teachers Association Licensed Employee Unit**

\*underlined is new language

\*~~striketrough~~ is removed language

\*all else is current language

Article 6 F (Found on Page 8 of current LEU CBA)

With the implementation of a new high school schedule, grade level 8-12 employees (secondary teachers) shall be assigned 9 class sections over 2 years, alternating 4 class sections one year and 5 class sections the next or vice versa or 4.5 classes each year.

Teachers may volunteer, in writing to his/her immediate supervisor, to teach 5 class sections every year with the conditions for teaching 5 as outlined below.

In a secondary employee's year of 4 class sections, he/she will have at least 1 daily prep period of consecutive minutes equal in length to the most widely-implemented teaching block of the day, for a total of at least 5 per week. Employees teaching 4 class sections will have 2 common planning periods per week, one of which will be at least 66 minutes, and 3 duties per week, not more than one duty per day, which may include directed study and other duties as defined in the duty language in this article of the collective bargaining agreement.

Teachers teaching four will have duties in one of the following combinations:

one 22-min duty (C or E study) and two 68-min duties

two 44-min duties and one 68-min duty

one 66-min duty (lunch Mon/Fri), one 68-min duty, one 22-min duty (C or E study)

two 22-min duties (C and E study), one 44-min duty, one 68-min duty.

In assigning the last combination, the Association acknowledges that the teacher will have more than one duty a day once a week and will have four duties total.

In a secondary employee's year of 5 class sections, he/she will have at least 1 daily prep period of consecutive minutes equal in length to the most widely-implemented teaching block of the day, for a total of at least 6 preparation periods per week. Two preparation periods will be 44-min and four will be 68-min. Employees teaching 5 class sections will have 1 common planning period per week, and 1 44-min duty per week or 2 22-min duties per week, which may be a directed study or another duty as defined in the duty language in this article of the collective bargaining agreement but cannot be lunch duty or roaming duty. Employees teaching 5 class sections cannot be assigned to substitute for an absent colleague.

(over)

Grade level 8-12 employees will have no more than three different courses for which to prep at a time. Courses taught to the same grade, but at different levels in different class sections, are defined as separate courses. (i.e. English 2 H, English 2 CP are separate courses that meet at separate times and require separate preparation, while Theater Arts H and CP which meet in the same room at the same time will continue to be considered one Multi-Level section). If a teacher volunteers (in writing to immediate supervisor) for more than three preps, they will be relieved of 44-mins of a duty assignment.

~~Special Education Teachers in Grades 8-12 will continue the status quo of their job requirements and working conditions as were present before a schedule change, teaching 4 class sections each year, maintaining a caseload, and no duties.~~

Special Education teachers at BHS will work under the conditions of teachers teaching 5 class sections every year, provided the special education teacher continues to manage a caseload of students on IEPs. The caseload management will take the place of a fifth class, so Special Education teachers will teach four class sections and caseload manage during the time allotted for the fifth class.

Special Education teachers in substantially separate classrooms that supervise students for the whole school day will be exempt from having one duty per week.

If, after building and running the schedule, there are problems fulfilling the contractual language outlined above, the parties agree to bargain.

Advisory/TGA/Homeroom (any community-building period like this) is a non-teaching period requiring no preparation, assessment, or grading. If lesson implementation during such a period is required, preparation will take place during contractual time, but not during personal prep time, with enough lead-time before the implementation to be effective.

A directed study as part of Advisory will not count towards duty minutes.

A WIN block, or a similar whole-school intervention period, will be negotiated by the parties before implementation.

The maximum number of teaching blocks in a row in one day cannot exceed 4.

Stipend positions that require duty relief will be 68-min, whenever possible.

During the 2021-2022 school year, staff will be given at least one-week's notice to any adjustment to period order due to the newness of the schedule. (This is not for a testing schedule, assembly, etc.)

During the 2021-2022 school year, a feedback system to determine the efficacy of the new schedule will be completed regularly and openly, with the results of such published to the faculty.