

Roles

Facilitator: Betsy O'Hara

Minutes: Joey Bullock

Timekeeper:

Norms

- Be on time and use a timekeeper to ensure we end on time (3-4pm today).
- Mute your mic when you aren't speaking.
- Student centered, teacher driven conversations.
- Submit agenda items no later than Monday before Thursday meeting

Agenda Items:

- **Mission & Vision Statement**

To make sure that school staffs know the purpose of TAC. Print and hang in teacher work rooms so all teachers and stakeholders know the purpose of TAC. Daniel will share on social media as well.

Discussed change of the word achievement.

Printshop will make posters for us to hang in our schools.

## Teacher Attendance

Chronic problem with some teachers taking a lot of time off (not due to COVID or sick children etc).

Admin has addressed it.

At CGMS PTO gives gift cards to perfect attendance. At SMS, teachers with perfect attendance get a "beat the buses pass"

Sick days are for sick. At some schools, you have to provide a doctor's note.

What incentives can we put in place to encourage teachers to be present. Mr. Foster spoke on behalf of HR- most employees have the internal drive to come to work. Express importance of attendance to all staff.

Covid has made this a huge problem with staff and sub shortages. In a normal year, this isn't as much of a problem.

- **Survey Results**

Molly White -Q2 survey data- Over 450 responses- 1/2 of teaching staff responded.

Work Days -were approved at Board meeting (2 half days)

Safety- divided into categories:

Covid, Threats (active shooters etc), Materials and Cleanliness, Monitoring, Mental Health, Compliments, Unrelated to safety (addressed individually if people left their names),

\$1500 bonus- how will it affect you as a teacher?

Appreciation, retention, enhance our experience,

Contact? Anonymous - people think it's not anonymous... it is.

Feedback from teachers is that they appreciate a place to share thoughts.

Share with your schools that this info is being used and read and addressed. Process is taken very seriously.

- **Letters to State Reps**

Template letter. Tracey would like to brainstorm ideas to come up with a template letter to share with

colleagues. Calendar flexibility and pay scale. Create a sub-committee to come up with these templates. Jennifer spoke at length about Representatives who are working on these topics. Maybe invite reps to our meetings. Youtube channel - Rep. Iler spoke on calendar flexibility. Encouraged us to listen to what he had to say.

How are we sharing this info to our colleagues? Share notes. Send through an email. Maybe speak at a faculty meeting or at grade level meetings. A conversation may be more communicative rather than just an email.

- Wins since our last meeting

Jennifer-Twitter- Sound bites of teachers with moments of hope. Teacher from Lincoln incorporating classical ballet. Jenni and Tracey spoke at mid-year graduation. Thank you for these 2 work days (Covid).

- Questions/Concerns

Principal's meeting today... countywide decision about school wide events? Each school community needs to evaluate the event and decide who would be invited and decide whether to have it (contact tracing, etc).

Will these 2 days mess with the calendar in any way. We have 9 banked days. Use 1 Nov. 12, 1 for 2 half days, 2 for these Covid days. Leaving 5 weather days.

Next meeting is Thursday, Feb. 10 at 4 pm.

Webinar for teacher working conditions survey. We will be the ones who oversee that everyone takes the survey. Be on the lookout for emails regarding this.

Move to next month:
