

WORK TO THE CONTRACT (RULE)

BEGINNING JANUARY 8



WHAT IS A “WORK TO THE CONTRACT”

- **WE ONLY DO WHAT WE ARE CONTRACTUALLY REQUIRED TO DO.**
- **IF YOU ARE PAID A SUPPLEMENT, YOU CONTINUE TO DO THAT DUTY.**
- **IF YOU ARE PAID TO TUTOR, YOU CONTINUE TO DO THAT DUTY.**
- **THE CONTRACT ALLOWS TWO ADMINISTRATIVELY ASSIGNED MEETINGS PER WEEK**
- **YOU DO NOT ATTEND AFTER SCHOOL EVENTS BEYOND TWO REQUIRED PER SEMESTER**
- **YOU DO NOT STAY AFTER THE END OF YOUR WORKDAY, COME IN BEFORE YOUR WORKDAY BEGINS OR GIVE UP YOUR LUNCH (UNLESS YOU ARE SUPPLEMENTED TO DO SO).**
- **YOU DO NOT TAKE WORK HOME WITH YOU OR DO WORK OUTSIDE THE WORKDAY.**

WHAT A WORK TO THE CONTRACT IS NOT

- **IT IS NOT A DELAY OF DOING WORK. WE WILL DO ONLY THE WORK WE CAN GET DONE DURING THE DAY. WE WILL ASK WHAT THE PRIORITY IS AND WE WILL ASK FOR ASSISTANCE WHEN WE ARE PULLED INTO TOO MANY MEETINGS THAT PREVENT US FROM GETTING OUR WORK DONE.**
- **IT IS NOT A PLAN TO HARM STUDENTS. THIS IS A WAY FOR US TO TAKE A STAND FOR STUDENTS AND OUR PROFESSION. SOMETIMES, YOU HAVE TO DO DIFFICULT THINGS IN ORDER TO SEE LONG TERM POSITIVE RESULTS.**
- **IT DOES NOT IMPACT YOUR EVALUATION. NOWHERE IN THE RUBRIC DOES IT SAY YOU MUST WORK BEYOND YOUR WORK DAY.**

WHY?

- **WE HAVE A PROFESSIONAL OBLIGATION TO STAND UP FOR OUR STUDENTS AND OUR PROFESSION.**
- **OUR SALARIES ARE FALLING BEHIND NEIGHBORING COUNTIES INTENSIFYING THE TEACHER SHORTAGE (STUDENTS ARE BEING TAUGHT BY SUBS OR ARE IN OVERCROWDED CLASSES)**
- **WE ARE FED UP WITH STATE BONUS SCHEMES.**
- **TEACHER MORALE IS SLIPPING.**
- **WE SACRIFICE OUR TIME, OUR FAMILY AND OUR MONEY. WE NEED TO INVEST IN MAKING POSITIVE CHANGE FOR OUR STUDENTS, OUR SCHOOLS AND OUR PROFESSION.**
- **WE HAVE HAD ENOUGH! NOTHING CHANGES UNTIL WE DECIDE THINGS HAVE TO CHANGE.**

HOW?

- **THE WORK TO THE RULE WILL START ON MONDAY, JANUARY 8 AND WILL CONTINUE UNTIL WE HAVE A SETTLEMENT OR WE CALL FOR AN END.**
- **WE WILL MEET IN THE PARKING LOT AT THE START OF EACH DAY AND WALK IN TOGETHER. WE WILL MEET TOGETHER AT THE END OF EACH DAY AND WALK OUT.**
- **KEEP WEARING YOUR BUTTON EACH DAY. THE BUTTONS SHOW SOLIDARITY ACROSS THE DISTRICT, BUT ARE ALSO A CONVERSATION STARTER –GET YOUR COLLEAGUES TO JOIN YOU!**

HOW CONTINUED

- **YOU WILL BE PROVIDED WITH A MESSAGE TO PUT ON YOUR OUT OF OFFICE EMAIL REPLY**
- **YOU WILL BE PROVIDED WITH A TEMPLATE EMAIL TO SEND TO ADMINISTRATION IF YOU ARE BEING ASKED TO ATTEND TOO MANY MEETINGS OR DO MORE WORK THAN YOU CAN GET DONE DURING THE WORK DAY**
- **YOU WILL BE PROVIDED WITH PRIORITIES FOR WHAT WE NEED TO DO DURING OUR WORK DAY**
- **BFT WILL PROVIDE A PROFILE PIC FOR FACEBOOK**
- **SEND US PICTURES!**

COMMUNICATION

- **POST PICS AND COMMENTS ON SOCIAL MEDIA USING THE HASHTAG #RAISENOTPRAISE**
- **HELP OUT AND SPREAD THE WORD. SOME COMMUNICATION WILL BE DONE BY WORD OF MOUTH FROM THE BUILDING REPS**
- **THERE ARE SOME THINGS WE DO NOT WANT ADMINISTRATION TO KNOW – PLEASE LET THE BR BE THE ONLY ONE TO COMMUNICATE WITH ADMINISTRATION. THIS MAKES OUR STATEMENT MORE POWERFUL**

PARENTS/COMMUNITY/STUDENTS

- **ONLY TALK WITH PARENTS ABOUT THIS OUTSIDE THE WORKDAY AND OFF CAMPUS**
- **DO NOT EMAIL PARENTS ABOUT THE WORK TO THE CONTRACT**
- **DO NOT TALK WITH STUDENTS ABOUT THE WORK TO THE CONTRACT AT ANY TIME**

SUPPLEMENTS AND PAID TUTORING

- **IF YOU ARE PAID A SUPPLEMENT, YOU STILL CONTINUE TO DO THAT DUTY. THAT IS PAY FOR THE EXTRA TIME.**
- **IF YOU ARE PAID TO TUTOR STUDENTS, YOU STILL CONTINUE TO TUTOR THE STUDENTS.**

EVALUATIONS

- **NOWHERE IN THE RUBRIC DOES IT SAY YOU MUST WORK BEYOND YOUR DAY TO RECEIVE HIGH RATINGS.**
- **WHERE THE RUBRIC USES HOW OFTEN AS A MEASURE, IT USES VAGUE TERMS (FREQUENTLY, CONSISTENTLY, REGULARLY) ; YOUR ADMIN MAY BE FORCED TO DEFINE THESE**
- **IT IS ILLEGAL TO MARK DOWN TEACHERS WHO PARTICIPATE IN THE WORK TO THE RULE. BFT WILL GRIEVE AND PURSUE LEGAL ACTION IF ANY TEACHER IS MARKED DOWN FOR PARTICIPATING IN THE WORK TO THE RULE**

STANDING TOGETHER MAKES US STRONG

- **IF WE ALL STAND TOGETHER, WE ARE EXTREMELY POWERFUL**
- **STANDING TOGETHER IN UNITY MEANS THEY CANNOT DIVIDE US AND CANNOT TARGET ANYONE**
- **IF WE ALL PARTICIPATE, WE WILL SEND A STRONG MESSAGE**
- **IF WE DO NOT STAND TOGETHER AND PARTICIPATE, WE ARE DESTINED TO SEE THE SAME TREATMENT WE HAVE BEEN SEEING.**
- **THE CHOICE IS OURS**

READY TO STAND UP?

- **ARE YOU READY TO STAND TOGETHER AND STAND UP FOR OUR KIDS AND OUR PROFESSION?**
- **WE KEEP SACRIFICING OUR FAMILIES AND OUR PERSONAL LIFE FOR DIRECTIVES HANDED DOWN FROM UP HIGH THAT ARE BAD FOR KIDS. LET'S START INVESTING IN MAKING A CHANGE. LET'S INVEST IN DOING WHAT IS RIGHT!**
- **CAN OUR STUDENTS, YOU AND YOUR COLLEAGUES COUNT ON YOU?**