

May 14, 2007

Dear Colleague,

Earlier this spring, I requested that District Staff Development outline Flex time and staff development requirements for teachers for the 2007-2008 school year, beginning with workshop offerings for this summer. This week the information in the form of three handouts were given to building principals who were to distribute to staff. In case you have not yet received these handouts, you can click onto <http://www.lincolneducationassociation.org/memberresources.html> for:

1. 2007-2008 Contractual Professional Development, District and Building Requirements
2. Required District Flexible Contractual Professional Development, 2007-2008
3. Questions and Answers about Contractual Professional Development, 2007-08

In addition, I asked the following questions:

1. Will the staff development options be available before the end of this school year?

*Response from Barb Jacobsen:* I can't say that all the options for staff development will be on the web before school is out - the vast majority will be. Curriculum specialists, directors and program administrators will have communicated with teachers about what the expectations are for them and what their options will be.

There are times when things come up throughout the year that would be good for teachers and so some sessions may be added.

2. What about teachers who have multiple assignments and each have requirements from the respective consultants? How are they to reconcile the requirements for both if they are being asked to do more than 7 hours?

*Response from Barb Jacobsen:* Teachers are expected to fulfill the 7 hour flextime requirement. If teachers have more than one assignment, they need to work with the appropriate curriculum specialists about what are their best options to attend. I know that teachers who teach PE and have another assignment are required to only do 3.5 hours of PE Flextime. Curriculum specialists are aware of this issue and will be glad to work with teachers on working out a solution.

3. In regard to Multi-cultural conference, for the seven hour flex, in the Staff Dev Catalog, it is stated that the whole time can be devoted to flex time, unless there are required staff development hours. However, it is not stated that way for the 3.5 hours. Does this mean a teacher with more than 3.5 hours of required inservice can still decide to go to the a.m. multi-cultural conference and get 3.5 hours of flex time? There is no comment regarding this on the 3.5 m.c. flex time entry.

*Response from Barb Jacobsen:* Teachers are required to attend the flextime sessions that the curriculum specialist, director, or program administrator has specified. If they have stated that teachers may choose from district offerings, then a teacher may choose to attend the Multicultural Institute for either 7 hours (all day) or 3.5 hours (a.m. session.)

I will make sure that the 3.5 Multicultural Institute flextime description reflects that teachers must attend their required sessions.

4. Contractually, teachers are to take 7 hours of flex staff development. Are the sessions, such as RTI, going to be designed such that they will be given credit for what they attend? For the sessions that they are unable to attend, will they be able to get the handouts?

*Response from Barb Jacobsen:* I am not aware that there will be sessions like the RTI for Flextime. However, if there are, we will clarify how sessions that are more than 7 hours will work for teachers. The ability to get handouts is up to the instructor. But I don't know why the teacher couldn't have them if they made arrangements with the instructor.

Arlene Rea, LEA President