



A Union of Professionals

AFT Teachers

AFT Shortage Report and Local Strategies

OUR MISSION

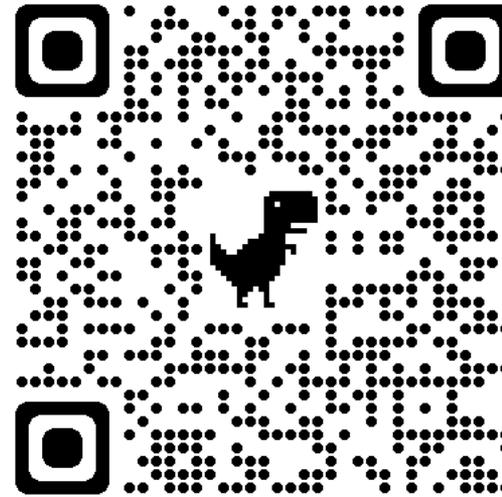
The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

Randi Weingarten
PRESIDENT

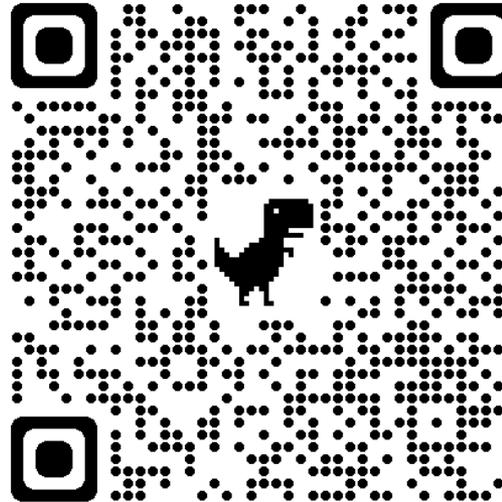
Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT





Full Report



Report in Brief

Recommendations

- Educator and Staff Pipeline
- Culture
- Conditions
- Compensation and Benefits
- Union Voice and Strength

Long-Term Implementation (\$\$)

- Compensation and benefits
- Community Schools
- Support Programs
- Development and Evaluation Systems
- Class Size
- Planning Time
- Diversity

What Can We do NOW?

- Paperwork
- Testing
- School Climate
- Teacher Voice
- Respect
- Community Partnerships

Implementation Strategies for Unions

- Work collaboratively with all stakeholders
- Provide information, research, and technical assistance
- Leverage the power of collective bargaining to every teacher, staff member, and students have the tools, time, structure, and other conditions necessary for their success.

Collaboration

Educators Thriving

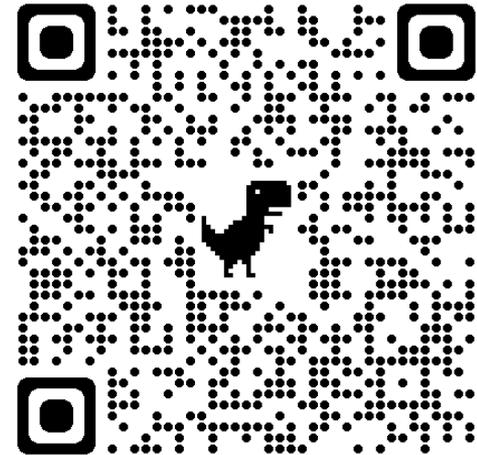
- District-Union partnership tackling educator burnout

Reading Opens the World

- Providing educators, parents, and caregivers with books and research-based tools to support literacy and create community connections

Texas AFT

- Seven local unions received Powerful Partnership Institute grants to fund efforts to connect educators and communities in initiatives that have positive effects on student learning



Local Strategy: Collective Bargaining

Start with things that both parties can agree on that uplift the profession.

Preamble:

Kansas City Public Schools and the Kansas City Federation of Teachers & School-Related Personnel, Local 691 share a joint commitment to diversity, equity, and inclusion in the workplace. This commitment includes, but is not limited to, creating, and sustaining school environments that: attract and retain a staff that is diverse in skills and experiences and reflects the diversity of the students we serve; **treat all staff with dignity and respect**; and implement culturally responsive teaching practices that build upon the strengths of our students.

Collaborative Collective Bargaining

Find Areas of Collaboration for Teacher Voice with Admin:

- Faculty Advisory Committee
- Code of Conduct Committee
- Employee Benefits Committee
- Joint Training on the CBA
- Evaluation Committee
- District PD Committee
- Building CODE Committee

Collaborative Collective Bargaining

Find things that don't cost money to the district:

Example-- relaxed dress code

1. Professional dress, in the Kansas City Public Schools, shall be worn whenever school is in session for students and will be defined as attire that is appropriate for the specific position of employment and in general terms shall be described as business casual.

2.2. Business casual shall be defined as:

i) **Neat and clean, free from holes and rips, slacks, pants, jeans** and suit pants, skirts, and dresses are acceptable. Knee-length shorts may be worn if staff is participating in an outdoor school-sponsored event.

ii) Shirts, tops, blouses, and jackets, casual shirts, dress shirts, sweaters, tops, golf-type shirts, and turtlenecks, suit jackets, and sports jackets are acceptable attire for work.

iii) Shoes and footwear – conservative athletic or walking shoes, sandals, loafers, clogs, sneakers, boots, flats, dress heels, and leather deck-type shoes are acceptable for work.

Collaborative Collective Bargaining

Protect Plan Time to Show Value to Staff while Finding Middle Ground

The full-time teacher shall have a minimum of 250 minutes of on-site individual planning time each week. The daily plan time shall be scheduled as a continuous block. Principals may meet an individual during their plan time no more than two times per week to:

- (a) To discuss an observation or evaluation
- (b) To discuss a performance issue
- (c) To meet with the IEP team, if needed

A third meeting may be scheduled during the planning time if the teacher is on an approved PGP.

Collaborative Collective Bargaining

Find Something that Makes Your District Stand Out as a Benefit:

Paid Parental Leave for both men and women for birth or adoption. Time does not count against PTO or Holidays.

Contact

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