

ESSENTIAL CONTRACT LANGUAGE TO ENGAGE, RECRUIT, AND SUPPORT NEW EDUCATORS

New hire orientation

It is essential for local Association leaders or staff to be able to meet new employees so they can introduce the union, explain employee rights, and describe the resources available from the union to foster professional growth. The strongest language ensures the Association has contact with new employees before the school year begins.

United Teachers of Dade (FL)

New Employee Orientation

- A. The Union, in consultation with the Superintendent, shall be involved in the planning of new employee orientation programs.
- B. The Union will be provided one hour's time on any program to present Union information to new employees.
- C. Union-designated representative shall be given a reasonable amount of time during employee preparation days to consult with new employees at the work location, such time to be mutually agreed to between a Union-designated representative and the principal or immediate supervisor.

Idaho Education Association Model Contract Language

4.11 Association Involvement at Faculty Meetings

The Association shall be given sufficient time on the agenda of the orientation program for new teachers to explain Association activities. Furthermore, the Association shall be given an opportunity at faculty meetings to present reports and announcements.

4.12 New Personnel

Names and addresses of newly hired teachers shall be provided to the Association within fourteen (14) days after their employment.

Ohio Education Association Model Contract Language

The Employer shall allow Union representatives to make a presentation about the Union during any new employee orientation program. The time allotted for such programs must be at least twenty (20) minutes.

Access to school work sites and employee meetings

It is crucial for Association representatives to be able to meet on a regular basis with members and potential members. Building personal relationships is the only way to engage members, help them feel a part of the Association, and also increase the power of the Association. Contract language can support this goal by ensuring that Association representatives have unencumbered access to employees in school buildings. In addition, contract language can set forth guidelines that enable the Association to schedule meetings and events at times convenient for school employees.

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United Teachers of Dade (FL)

Union Meetings

- A. A Union-designated representative or building steward, upon giving three days' advance notice to the principal, will be permitted to schedule a regular Union meeting of employees at the work location at least once each month, provided the meeting does not interfere with the direct instruction of students. In non-school work locations, such meetings may be scheduled during the workday at a time agreed upon by the supervising administrator and the Union's representative. Monthly meetings scheduled in advance for the entire school year are accepted in lieu of three days' notice.
- B. Emergency Union meetings shall be allowed and scheduled at work locations, provided the Union has requested each work location Union unit to conduct such meetings and, further provided, that the Union or a representative of the Union has given 24 hours' notice to the building principal or work location supervisor, so long as such meeting does not interfere with the direct instruction of students.
- C. By mutual agreement, if approved by the principal, the Union's monthly meeting may be held in lieu of the normally scheduled time for a required faculty meeting.
- D. Special meetings of employees at each work location may be held by the Union, upon prior notice to the principal, under the same conditions as set forth for regular Union meetings.
- E. A Union-designated representative shall be allowed 10 minutes during any required faculty meeting to report on matters involving employee and Union activities.

Union Activities at Work Locations

- A. No employee shall be reproached for wearing pins or other identification of membership in the Union
- B. Union-designated representative shall be allowed to conduct Union business at duty-free times when not directly instructing students.
- C. Union staff, as well as other Union-designated representatives, will be permitted access to any school system facility for the purposes of conferring with the building principal or work location supervisor, administering this Contract, conducting Union elections, conducting Contract ratification votes, membership solicitation, and meetings with employees, provided that such access does not interfere with the direct instruction of students and provided that the steward or UTD staff person/designated representative notifies the office of his/her presence at the work location.
- D. The building steward shall have access to the work location public address and closed circuit television system for the purpose of communicating with members of the bargaining unit, so long as such utilization does not interfere with the direct instruction of students.
- E. The Union, Union-designated representatives, and Union building stewards shall have access to the work location e-mail for the purpose of communicating with members of the bargaining unit, so long as such utilization does not interfere with the direct instruction of students and in accordance with Board Policies regarding E-Mail in effect at time of ratification. Members of the bargaining unit shall have access to the Union web page (www.UTD.org) from each work location.

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Use of Work Location Facilities for Meetings

The Union and its educational agents shall be provided the use of work location facilities for meetings and education workshops and programs at secondary school sites to facilitate the ability of the instructional staff to maintain and upgrade their professional requirements. The meetings, workshops, and programs shall be after regular workdays and/or on non-school days, except as provided otherwise in this Contract. Reasonable costs shall be jointly determined by the parties.

Southwest Local Classroom Teachers Association (OH)

Article V: Association Rights

- 5.06** Representatives or agents of the Association may transact official business on school property and may visit schools before, during, and after the school day, provided that this shall not interfere with or interrupt normal school operations. Representatives leaving their assigned school(s) must inform their building principal or his/her designee and shall report their presence to the building principal or his/her designee at the school visited, in keeping with the provisions of building policy and the Ohio Revised Code (unless such person is an employee of the Board assigned to or scheduled to such building at such time).

Access to member information and communication with members

A local or state Association must be able to communicate directly with members, both in and out of the school building—via phone, mail, or electronic communications. The Association can facilitate this process by negotiating language that requires the school district to provide the Association with employee contact information on a regular basis, thus ensuring its records are up to date and enabling the Association to communicate with members and potential members. Communicating with members as a group is also vital, so ideally language should also guarantee that the Association can use bulletin boards, staff mailboxes, email, or other means to maintain a consistent and ongoing presence in members' lives.

North Slope Borough Education Association (AK)

The Association shall have access to non-confidential District documents in the same manner as provided for the general public. In addition, the Association shall be provided a list of certified bargaining unit staff along with District email addresses for the staff on or before September 30 of each year of this contract. During the school year, the Association shall receive information regarding certified bargaining unit staff new hires and separations within 30 days of such hire or separation. The District shall not be liable to the Association for any unintentional errors or omissions in documents so provided.

Sunnyside Faculty Association/California Teachers Association

Association Rights

- 3.9.** The District, upon request by the Association, agrees to furnish to the Association, within five (5) days of the request, all available information concerning the financial resources, and certified and classified staffing of the District. Such information shall include, but not be limited to: annual financial reports and audits, budgets, interim reports, J-90s; assignment location of personnel; tentative budgetary requirements and allocations; agendas and minutes of all Board meetings and all attachments thereto at the time of distribution to the Board; and membership data including names of all unit members, salaries, benefits, stipends paid, educational background, longevity, and other employee information that may be used in representing Bargaining Unit Members. In addition, such information, by request of the Association, shall be supplied via electronic means if the District keeps such data in electronic format.

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Milford Education Association (DE)

The Association, to the exclusion of all rival unions, shall have the exclusive use of the school mailboxes and interschool mail facilities.

NEA-New Hampshire Model Contract Language

The Association and its representatives shall have the right to post notices of activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in each school building. The Association may use the district mail service and teacher mail boxes for expeditious communication to teachers.

Bethel Education Association (WA)

To the extent it does not overtax building mailbox facilities, the District shall permit the Association use of the District courier service for distribution of Association communications materials. Such materials shall be clearly labeled as Association business, display the name of the authorizing Association representative and shall not defame any individual, group, or agency. Partisan political materials shall not be distributed through the school district's mail or e-mail service. The District shall permit the Association to use District e-mail for Association communications as permitted by law.

Reducing college debt

Student loan debt for new teachers is a sizeable burden for educators and is a significant problem for students seeking to become teachers; often the debt load leads them to decide not to enter the profession or abandon it after several years. In many states, teacher compensation has fallen substantially in comparison to comparable private-sector jobs. In addition, minimal salary increases have not kept pace with increased health care and other living expenses. As a result, teachers struggle to pay off their student loans and many feel they have no choice but to leave the teaching profession. Several affiliates have negotiated language that goes beyond the traditional, and often limited, tuition reimbursement language and focuses on helping new teachers reduce their education-related debt.

Carrabec Education Association (ME)

Teachers may apply for interest deferred loans from the district for support of pursuit of education related advanced degrees not directly related to their current or anticipated teaching assignments (administration, educational specialists). Such loans may be made at the discretion of the superintendent within available resources of the budget.

- a. Loan forgiveness would be based on serving the district in the newly certified/licensed area. Loan forgiveness would be pro-rated over the same time period as the loan was taken over and be part of the teachers compensation package.
- b. Loan deferment would be based on continuing in a teacher role with the district.

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MSAD #60 Teachers' Association (ME)

Student Loan Assistance for Beginning Teachers: The district will provide the following student loan assistance to beginning teachers who are in their first three years of teaching. Payment will be made directly to the lending institution upon completion of each work year. It is understood that this program takes effect for staff hired after June 30, 2005.

1. After 1st year teaching, up to \$1,000;
2. After 2nd year teaching, up to \$1,500;
3. After 3rd year teaching, up to \$2,000.

Harrisonville Education Association (NH)

- 9.4 The Board will provide up to fifteen hundred dollars (\$1,500) for the purpose of student loan repayment for teachers on steps 0–5 of the salary schedule. All applications for student loan repayment must be filed with the Human Resources Office no later than November first (1st).

Licking Heights Education Association (OH)

The Board and LHEA wish to encourage licensed personnel to continue professional growth. There are at least three (3) methods, either separately or in combination, that members can use for funding assistance: loan forgiveness from the state or federal government; fee waivers; and tuition reimbursement within the Board.