



# Innovation School Based Option (SBO)

## WHAT IS THE 40 MINUTES INNOVATION SBO?

In accordance with Article 8B of the UFT contract, the SBO process can be used to change the configuration of the workday, including reconfiguring time for parent engagement. Pursuant to this process, a Principal and the school's UFT chapter leader agree to propose to the UFT represented school staff a deviation from certain requirements of the contract. If the Principal and chapter leader do not agree on a specific change to the contract, the proposal cannot be presented to the staff for a vote. If the Principal and chapter agree, then the UFT chapter leader arranges for a vote and notifies all UFT staff members. The proposal must be approved by fifty-five percent (55%) of the staff who vote.

In the spring of 2014, some schools used the SBO process to change the standard work day configuration of a 6 hour and 20 minute day followed by 80 minutes of professional development on Mondays and 75 minute blocks of parent engagement/professional work time on Tuesdays.

Some schools agreed to the 100/55 Option (100 minutes of PD on Monday and 55 minutes of Parent Engagement on Tuesday) and other schools agreed to the 80/40/35 Option (80 minutes of PD on Monday, 40 minutes of Parent Engagement on Tuesday and 35 minutes of Other Professional Work on Thursday). Many schools kept the standard configuration of 80/75 (80 minutes of PD on Monday; 40 minutes of Parent Engagement and 35 minutes of Other Professional Work time on Tuesdays). Over the first semester, schools have had the opportunity to reflect on the parent engagement structure that they chose, survey families, and get feedback from teachers and staff. This thoughtful reflection process surfaced recommendations for modifying this set-aside time to best meet the needs of students and their families.

The 40 Minutes Innovation "mini-SBO" will give school communities this opportunity for the Spring term of 14-15.

## SBO PARAMETERS:

- ▶ Must account for all time dedicated for parent engagement
- ▶ Cannot affect student schedules
- ▶ 55% of the voting staff must approve

## 40 MINUTE SBO OPTIONS:

- ▶ **Option A:** Move parent engagement time to a different afternoon every week
- ▶ **Option B:** Move parent engagement time to a weekday morning every week
- ▶ **Option C:** Combine three sessions of parent engagement blocks of time to an evening. (One parent engagement session per month will still take place in the afternoon)



## 40 Ideas for 40 Minutes

- ▶ **Option D:** Combine three parent engagement blocks of time (to a Saturday session (One parent engagement session per month will still take place in the afternoon)
- ▶ **Option E:** Combine the 4 shorter parent engagement blocks into two longer afternoon sessions. If this option extends the workday beyond 4pm, please address explicitly in SBO.
- ▶ **Option F:** Other proposal \_\_\_\_\_ "Option F" proposals must be reviewed by the Office of Labor Relations prior to a staff vote.

### FOR CONSIDERATION:

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- ▶ How does feedback from parents support the SBO that you are selecting?
- ▶ Are there any extended building use costs with this new configuration?
- ▶ Will other support staff be needed and available during the new configured time (i.e. security officers)?
- ▶ How will you measure the success of this schedule change on parent engagement in your school community?

### FAQS

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▶ **Is this a second opportunity to select 100/55 or 80/40/35?**

No. This SBO is only for reconfiguration of parent engagement time, not professional learning or other professional work time.

▶ **Can teachers or administrators be paid per session in the new configuration?**

No.

▶ **Are all teachers and paraprofessionals required to attend on the day designated for Parent Engagement, including on Saturday?**

Yes.

▶ **If a staff member is not present during the designated Parent Engagement time, will their time and attendance records be affected?**

Yes.

▶ **Can I opt out as a teacher?**

No.

▶ **When will the new configuration go into effect?**

Schools will determine when the new schedule will begin in their SBO.

▶ **Does this impact a school's session time for school year 2015-2016?**

No. This "mini-SBO" only applies to the Spring term of school year 2014-2015 and does not affect the coming school year (15-16).