



FAQ on Job-Alike Early Release

When is our time principal-directed, staff-directed, or BLT directed, and what does that mean?

Principal directed: two staff meetings per month. See page 83 of our certificated contract.

BLT directed (subject to vote of staff): the professional development early releases (10/11, 11/8, 12/13, 1/10, 2/14, 3/14, 5/9, 6/13), and two staff meetings per month (which now can be used for individual prep time as well as collaboration or PLCs). These early releases replace the five half day PD releases we have done for the last several years. The BLT will also recommend a plan to staff on the non-principal-directed staff meeting days, although the time itself will be teacher directed. See the question on staff meetings below.

Teacher-directed: all other early releases (i.e. the collaboration time and the common planning time [CPT] early releases). Teacher-directed means that individual certificated staff decide for themselves who they want to work with and what they will do. The focus of your time can change each Wednesday. Perhaps this Wednesday you work with your grade band to plan some social emotional learning; next time you work with a colleague to develop an assessment for a unit you are teaching; or you might meet as a PLC on regular basis (it may make sense to have regular in-building groups meet on the collaboration time early releases vs the CPT time since some CPT days are job alike and staff may leave the building).

What is tomorrow's early release for?

Tomorrow's early release is for Common Planning Time (CPT). It is teacher-directed (see definition above). Tomorrow is also a Job Alike day, meaning that staff, including classified staff, may choose to meet with colleagues in building or from around the District. [CPT days are either Job Alike or Tech Time. On CPT/Tech Time early releases there are special technology trainings that certificated staff can get extra pay for doing. You can also do them on your own time, or not at all; it's up to you.]

What do Paraprofessionals and SAEOPs do?

Check our FAQ for Paraprofessionals and SAEOPs for more complete information. Of course you must work your full 7 or 8 hour day, and during the early release time:

- Paraprofessionals and SAEOPs will have opportunities to attend professional development or PLCs around the District.
- Check ESS ahead of time to see some of what may be available.
- You may also work in your building during that time as you would during other early releases - either participating with teachers in common planning if that is relevant, or doing your regular job duties.
- BLTs will make plans to allow those with bus duty to leave in a timely fashion. [Our actual agreement: "require[s] schools, with input from their BLTs, to establish a plan to ensure SAEOP, Paraprofessional, and other staff are able to attend out-of-building PD on job-alike days. Upon SAEOP and Paraprofessional notification to principals of job-alike PD plans they will be released to attend, in accordance with this plan.]

What about our staff meetings?

Most schools have staff meetings on Wednesdays. They can last up to an hour beyond the work day. Two staff meetings per month can be for PD or business - these are often called principal-directed, although they often are collaboratively planned. Other Wednesday "staff meetings" are for teacher directed-collaboration, PLCs, or for individual prep time (if used to further CSIP goals). Because of all the collaboration time happening during early releases, the District and SEA agreed that starting this year that individual prep time is allowable during this after school time.

You are still entitled to have the requisite time after the student day for individual work (previously called WAC time) - 20 minutes at secondary, and 30 minutes at elementary and K-8. SEA recommends that your BLT discuss and make a recommendation as to when the after-school time occurs - just after the students leave, just after the common planning or collaboration time, or just after the staff meeting.