

# Class Action Grievance

**Date:** 10/19/2024

**Grievant:** Holyoke Teachers Association on behalf of Unit A members school sites listed below:

**Worksite:** Morgan, Donohue, McMahon, Kelly, EN White, Sullivan, Metcalf, STEM Academy, Lawrence

**Nature of Grievance:** The Union charges that the employer, through its agents, violated the collective bargaining agreement between the parties, generally and specifically, including but not limited to Articles(s) 21, 22, 24, and PART 1: INTRODUCTION when the employer, through its agents...

- 1) Scheduled IEP and non-collaborative meetings during daily regular prep time.
- 2) Used regular prep time AND classroom instructional time for IEP meetings longer than 60 minutes, or the average length of a daily regular prep period.
- 3) Denied educators coverage for the loss of daily regular prep time and classroom instructional time.
- 4) Limited educators' ability to deliver high-quality lessons to Holyoke Public Schools' students, particularly to our highest need learners, due to loss of daily regular prep time.

**Remedy:** For the employer to cease and desist from violating the contract, make the grievant(s) whole and provide other appropriate relief.

- 1) Cease the scheduling of IEP meetings or non-collaborative meetings during daily regular prep time.
- 2) Immediately notify ALL school-based leadership (Principals, Vice Principals, and Deans of Management & Operations) to
  - a) Provide coverage for **any and all** missed daily regular prep periods as detailed in each schools' School Operational Plan.
  - b) Providing additional minutes of coverage for any loss of classroom instruction due to an IEP, non-collaborative meeting, or professional development. *(Ex: If an IEP meeting runs over the length of a regularly scheduled prep period—50-60 minutes on Mondays, Tuesdays, Thursdays, Fridays and 30-45 minutes on Wednesdays)-- then the teacher will be made whole by returning X amount of minutes in the form of prep time.)*
- 3) Notify all building-based coaches to release Weekly Planning Meeting (WPM) agendas at least 24 hours in advance, so educators may review and determine if the WPM agenda aligns with the educators' professional practice goals, current lesson pacing, instructional needs, and allow for educator feedback to foster true collaborative planning.

**Grievant(s):**

**Date:**