

WORK TO THE CONTRACT (RULE)

BEGINNING SEPTEMBER 1, 2018



WHAT IS A “WORK TO THE CONTRACT”

- **WE ONLY DO WHAT WE ARE CONTRACTUALLY REQUIRED TO DO.**
- **IF YOU ARE PAID A SUPPLEMENT, YOU CONTINUE TO DO THAT DUTY.**
- **IF YOU ARE PAID TO TUTOR, YOU CONTINUE TO DO THAT DUTY.**
- **THE CONTRACT ALLOWS FOR ONE OPEN HOUSE PER YEAR – SO YOU MUST ATTEND OPEN HOUSE.**
- **THE CONTRACT ALLOWS ONE MEETING A WEEK AFTER SCHOOL (BEFORE SCHOOL AT MIDDLE SCHOOL). YOU WOULD STILL ATTEND THAT.**
- **YOU DO NOT ATTEND AFTER SCHOOL EVENTS, STAY AFTER THE END OF YOUR WORKDAY, COME IN BEFORE YOUR WORKDAY BEGINS OR GIVE UP YOUR LUNCH (UNLESS YOU ARE SUPPLEMENTED TO DO SO).**
- **YOU DO NOT TAKE WORK HOME WITH YOU OR DO WORK OUTSIDE THE WORKDAY.**

WHAT A WORK TO THE CONTRACT IS NOT

- **IT IS NOT A DELAY OF DOING WORK. WE WILL DO ONLY THE WORK WE CAN GET DONE DURING THE DAY. WE WILL ASK WHAT THE PRIORITY IS AND WE WILL ASK FOR ASSISTANCE WHEN WE ARE PULLED INTO TOO MANY MEETINGS THAT PREVENT US FROM GETTING OUR WORK DONE.**
- **IT IS NOT A PLAN TO HARM STUDENTS. THIS IS A WAY FOR US TO TAKE A STAND FOR STUDENTS AND OUR PROFESSION. SOMETIMES, YOU HAVE TO DO DIFFICULT THINGS IN ORDER TO SEE LONG TERM POSITIVE RESULTS.**
- **IT DOES NOT IMPACT YOUR EVALUATION. NOWHERE IN THE DANIELSON RUBRIC DOES IT SAY YOU MUST WORK BEYOND YOUR WORK DAY. WHILE SOME MAY PERCEIVE IT OTHERWISE, THE RUBRIC TALKS ABOUT WHAT AND HOW WELL YOU DO SOMETHING, NOT HOW OFTEN OR WHEN YOU DO IT. ANY ATTEMPTS TO RATE TEACHERS NEGATIVELY FOR PARTICIPATING IN THE WORK TO THE CONTRACT IS ILLEGAL AND WILL BE MET WITH A STIFF RESPONSE FROM VTO. WE WILL STAND TOGETHER AND IN SOLIDARITY.**

WHY?

- **WE HAVE A PROFESSIONAL OBLIGATION TO STAND UP FOR OUR STUDENTS AND OUR PROFESSION. 72% OF OUR ELEMENTARY SCHOOLS ARE RATED 'C' OR 'D'! THIS IS NOT ACCEPTABLE!**
- **WE MUST BE TREATED AS PROFESSIONALS. OUR VOICE MATTERS AS DOES OUR KNOWLEDGE!**
- **WE SACRIFICE OUR TIME, OUR FAMILY AND OUR MONEY. WE NEED TO INVEST IN MAKING POSITIVE CHANGE FOR OUR STUDENTS, OUR SCHOOLS AND OUR PROFESSION.**
- **WE HAVE HAD ENOUGH! NOTHING CHANGES UNTIL WE DECIDE THINGS HAVE TO CHANGE.**
- **OUR DISTRICT IS FOCUS ON THE WRONG PRIORITIES – PRINTERS, MANDATED PROFESSIONAL DEVELOPMENT, PULLING TEACHERS FROM CLASSROOMS, ETC. - DO NOT HELP STUDENTS LEARN!**

HOW?

- **THE WORK TO THE CONTRACT WILL START ON AFTER WORK ON FRIDAY, AUGUST 31 AND WILL CONTINUE UNTIL WE HAVE A CONTRACT OR WE CALL FOR AN END.**
- **WE WILL MEET IN THE PARKING LOT AT THE START OF EACH DAY AND WALK IN TOGETHER. WE WILL MEET AND SIGN OUT TOGETHER AT THE END OF EACH DAY.**
- **KEEP WEARING YOUR BUTTON EACH DAY. THE BUTTONS SHOW SOLIDARITY ACROSS THE DISTRICT, BUT ARE ALSO A CONVERSATION STARTER – WEAR IT PROUDLY OUT AND ABOUT AND WHEN PEOPLE ASK YOU WHAT A DENIM-STRATION IS, TELL THEM IT IS ALL ABOUT GETTING VCS TO FOCUS ON THE NEEDS OF OUR KIDS. ASK FOR THEIR SUPPORT!**
- **GET YOUR COLLEAGUES TO JOIN YOU!**

HOW CONTINUED

ALL OF THIS IS ON THE VUE WEBSITE NOW!!

- **YOU WILL BE PROVIDED WITH A MESSAGE TO PUT ON YOUR OUT OF OFFICE EMAIL REPLY**
- **YOU WILL BE PROVIDED WITH A TEMPLATE EMAIL TO SEND TO ADMINISTRATION IF YOU ARE BEING ASKED TO ATTEND TOO MANY MEETINGS OR DO MORE WORK THAN YOU CAN GET DONE DURING THE WORK DAY**
- **YOU WILL BE PROVIDED WITH PRIORITIES FOR WHAT WE NEED TO DO DURING OUR WORK DAY**
- **THIS WILL ALLOW FOR YOU TO TAKE NO WORK HOME WITH YOU AND NOT FALL BEHIND**

COMMUNICATION

- **POST PICS AND COMMENTS ON SOCIAL MEDIA USING THE HASHTAG #RU4ED #DENIMSTRATION**
- **SIGN UP FOR TEXT MESSAGE ALERTS – TEXT VOLUSIA TO 69238**
- **HELP OUT AND SPREAD THE WORD. SOME COMMUNICATION WILL BE DONE BY WORD OF MOUTH FROM THE STEWARDS AND CAPTAINS**
- **THERE ARE SOME THINGS WE DO NOT WANT ADMINISTRATION TO KNOW – PLEASE LET THE STEWARD BE THE ONLY ONE TO COMMUNICATE WITH ADMINISTRATION. THIS MAKES OUR STATEMENT MORE POWERFUL**

PARENTS/COMMUNITY/STUDENTS

- **THEY ARE SUPPORTING US. WE HAVE HEARD FROM SO MANY IN THE BUSINESS COMMUNITY WHO ARE NOT HAPPY WITH WHERE VCS IS TODAY!**
- **ONLY TALK WITH PARENTS ABOUT THIS OUTSIDE THE WORKDAY AND OFF CAMPUS**
- **DO NOT EMAIL PARENTS ABOUT THE WORK TO THE CONTRACT**
- **DO NOT TALK WITH STUDENTS ABOUT THE WORK TO THE CONTRACT AT ANY TIME**

SUPPLEMENTS AND PAID TUTORING

- **IF YOU ARE PAID A SUPPLEMENT, YOU STILL CONTINUE TO DO THAT DUTY. THAT IS PAY FOR THE EXTRA TIME.**
- **IF YOU ARE PAID TO TUTOR STUDENTS, YOU STILL CONTINUE TO TUTOR THE STUDENTS.**

EVALUATIONS

- **THE DANIELSON FRAMEWORK DOES NOT EQUATE TIME TO RATINGS. NOWHERE IN THE RUBRIC DOES IT SAY YOU MUST WORK BEYOND YOUR DAY TO RECEIVE HIGH RATINGS.**
- **THE RUBRIC IS ABOUT WHAT YOU DO AND HOW WELL YOU DO IT. IT IS NOT ABOUT WHEN YOU DO IT OR HOW OFTEN.**
- **IT IS ILLEGAL TO MARK DOWN TEACHERS WHO PARTICIPATE IN THE WORK TO THE RULE. VTO WILL GRIEVE AND PURSUE LEGAL ACTION IF ANY TEACHER IS MARKED DOWN FOR PARTICIPATING IN THE WORK TO THE RULE**

STANDING TOGETHER MAKES US STRONG

- **IF WE ALL STAND TOGETHER, WE ARE EXTREMELY POWERFUL**
- **STANDING TOGETHER IN UNITY MEANS THEY CANNOT DIVIDE US AND CANNOT TARGET ANYONE**
- **IF WE ALL PARTICIPATE, WE WILL SEND A STRONG MESSAGE**
- **IF WE DO NOT STAND TOGETHER AND PARTICIPATE, WE ARE DESTINED TO SEE THE SAME TREATMENT WE HAVE BEEN SEEING.**
- **THE CHOICE IS OURS**

READY TO STAND UP?

- **ARE YOU READY TO STAND TOGETHER AND STAND UP FOR OUR KIDS AND OUR PROFESSION?**
- **WE KEEP SACRIFICING OUR FAMILIES AND OUR PERSONAL LIFE FOR DIRECTIVES HANDED DOWN FROM UP HIGH THAT ARE BAD FOR KIDS. LET'S START INVESTING IN MAKING A CHANGE. LET'S INVEST IN DOING WHAT IS RIGHT!**
- **CAN OUR STUDENTS, YOU AND YOUR COLLEAGUES COUNT ON YOU?**