

A RESOLUTION OF THE PINELLAS CLASSROOM TEACHERS ASSOCIATION

Whereas, the Contract between The School Board of Pinellas County and The Pinellas Classroom Teachers Association states:

Each teacher is to be treated in a professional manner at all times, and

Whereas, there are increasing frequencies of complaints by teachers of unprofessional treatment by leadership, which are demoralizing by their very nature and have a negative impact on teacher productivity, and

Whereas, unprofessional treatment is often related to specific activities such as over-burdensome requirements for lesson plans, walk-throughs that are intimidating and void of any constructive feedback, abuses of planning time for class coverage, all in addition to cases of direct, personal, unprofessional treatment during meetings, conferences, and other public occasions, and

Whereas, the Contract also requires, in multiple references, collaboration between the parties in planning, innovating, and implementing programs and procedures both at the district and school level, and

Whereas, there are alarming increases in the frequency of mandates that impose upon teachers' time and stifle their creative talents, and

Whereas, the Contract requires that "innovative" programs be tested for a reasonable period of time on a limited basis before being implemented district-wide, and

Whereas, there are current initiatives, with far reaching implications, that have had substantially less collaboration between teachers and administration than is required by the Contract, or that would be needed for successful implementation, and

Whereas, the Contract requirements in all of these areas exist because the parties have recognized that collaboration and mutual respect are necessary to have a vibrant and progressive school system, and now, therefore, be it

Resolved, that the Pinellas Classroom Teachers Association asks the Pinellas County School Board to address these serious issues by immediately returning to the principles of "Quality" as adopted in 1991, and direct Administration to operate in the manner necessary to build and maintain a true "Quality Culture." Only in this way will our school district be able to properly engage all of its employees and achieve its full potential for highest student achievement.

Adopted unanimously by the Faculty Representative Council of the
Pinellas Classroom Teachers Association – March 6, 2008