TTA Contract Language Proposal
Session #3: April 7, 2026

Article VI: Hours of Employment, Adjunct Duty, and Supervision

TTA Proposal:

(Number 2 is new language. Former number 2 and 3 are now 3 and 4.)

K. Substitutes

1. The District shall make every effort to provide substitutes for absent classroom teachers. District-sponsored conferences and workshops shall be scheduled with this in mind.

2. ***If it becomes necessary for any unit member to substitute for an absent unit member, the substituting unit member shall be paid the contract hourly rate for each hour or class period of substitute coverage beginning with the first time of substitute coverage.***

3. ~~Allow payment for substitute coverage at the Elementary School for class coverage and additional student load as needed for subbing during their regular work day. If it becomes necessary for unit members to substitute for absent unit members' classes~~ ***T***he ***substituting*** unit member will be paid the contract hourly rate ***when covering a class or when any student is distributed to their class load for the purpose of subbing.*** ~~When a student load is distributed for purposes of subbing, the contract hourly rate payment will be divided amongst the teachers subbing accordingly.~~

4. ~~Allow payment beginning the first time of sub coverage during conference period at the high school and middle school. If it becomes necessary for unit members to substitute for absent unit members' classes, the unit member will be paid the contract hourly rate beginning the first time of substitute coverage.~~

TTA Rationale:

TTA's proposed language clarifies existing language and cuts redundancies.