

**Faculty
Advisory
Committee**

This training will cover....

- What is the FAC?
- Who is on the committee?
- When should I use it?
- Where is it covered in our contract?

Contract 11.0204

What is the FAC?

The FAC is a committee that meets monthly.

The intent of the committee is to improve communications between staff and administration in regard to building problems and programs and to improve the educational effectiveness of the building.

Contract 11.0203

How do I know if my building
has a
FAC?

You DO!

Every building must establish a Faculty Advisory Committee

Contract 11.0201

Who is on the committee?

- Co-chaired by the LEA (and LSSA if appropriate parties elect to participate)
- The building principal
- 1 LEA representative for each 15 teachers

Can I attend?

Yes, all meetings are open so that any person represented by a participating bargaining unit or administrator can attend as an observer!

Contract 11.0205

When should I use the FAC?

FAC should be used if you have a matter of common interest in the building. Members may anonymously submit items of concern prior to the meetings (the member of the FAC must receive these concerns more than 24 hours prior to the scheduled meeting).

Examples include.....

Educational Programs

Is there a concern about an educational initiatives being implemented in the building?

These concerns can include the time spent on the program in regard to other projects/programs within the building.



Scheduling Issues

These can include the scheduling of duties, number of students due to scheduling.

Is the duty schedule equitable and feasible?

Is a class overcrowded to alleviate another scheduling issue?

Building discipline issues...

These are discipline issues that affect the whole building..



Time within the work day...

- Open house requirements
- Inservice times
- Proper use of teacher preparation time
- Meetings before/after school

How do I know my issue is addressed?

Written FAC's should be taken to the meeting as they are given to the FAC member (they are not to be modified).

Minutes of all meetings shall be kept and made available to the building staff, the LEA, the LSSA (if appropriate), and the Superintendent.

If it is an issue that is resolved before the meeting, the resolution must be in the minutes.

Where is this in my contract?

- 11.0201 - covers the establishment of the committee
- 11.0202 - establishes who will be part of the committee
- 11.0203 - states the intent
- 11.0204 - requires training to committee members
- 11.0205 - involves notification of results

FAQ's

- Can a Fair Share teacher use the FAC?

Yes

- Does the FAC include concerns of an aide or part time teacher?

As long as you are part of the bargaining units involved, you can bring a concern to the group

More FAQ'S..

- Should a district issue be taken to FAC?

If it affects what is happening in your building, the answer is YES....

If there is a district matter that is negatively influencing the tone or educational environment of your building, it should first be brought to the FAC committee.

When do I use FAC vs. Filing a Grievance?

- A grievance is a complaint involving the violation, misinterpretation or misapplication of the contract.
- A FAC can result in a grievance, however most of the time a FAC is simply a building concern that is resolved at that level.
- But, not all grievances go through the FAC process first.

I like my administrators, is a matter taken to the FAC against them?

Remember....

The intent of the FAC is to improve communications. Sometimes there are concerns in the building that the administration is not aware of and this is a way to work it out. An FAC matter is nothing against your administrator nor an indicator of how you feel about your job/building overall.



The first step in resolving any problem or conflict is to go directly to the person/department in charge. If you don't get a resolution, then you may want to consider writing an FAC.

If you use the FAC as it was intended, it can be a positive communication tool within your building and throughout the district.