

compensation that most private sector employers can inflict at will on the almost entirely non-union private sector workforce. D207 Super Ken Wallace said recently, "performance problems aren't a union problem, they're a leadership problem." Staff managers have to do the boring paperwork to document lousy work when parents and students bring it to their attention; no hiding behind "the union won't let us do anything." I'm struck by how many comments here have nothing to do with whether the teachers are worth their pay and everything to do with how horribly and unfairly the commenters are treated in their own jobs. Perhaps we need to have an entirely different conversation. But I agree with [Tom Sotos](#); this has been a great discussion. I also thank [Steve Schildwachter](#) for his cogent comments. We can solve this.

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[Tom Sotos](#) I don't ever think it is fair to bring in months worked as an argument in teachers salaries. The job has a job description and it calls for work during certain months and certain hours. That is the job and that is what they get paid to do. It's not fair to teachers to compare them to another profession.

For the same reasons I also don't think it's appropriate for teachers to ever use after hour work and take home work as an argument for their worth.

Almost all employees who care about their job put in extra hours that are not contemplated in their job description. That is why they are salaried employees and not hourly. Teachers have an important job, one that can't be compared to most others, so it's best we don't try.

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[Kathy Meade](#) I don't think the issue is that teachers take work home so much as it is a counter argument that a teachers work day is not the 6 hours they are in the classroom that many non-teachers seem to resent.

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[Tom Sotos](#) [Kathy Meade](#) I agree with you Kathy. Most Teacher put in their time and do their job and in the end it comes out to the equivalent of a full day/full years worth of work. When a teacher cares and prepares a new updated lesson plan every year and prepares a new updated lesson plan every year and prepares for the upcoming year with updated and progressive projects. I agree fully that they are truly putting in the hours.

All that work and all the grading and extra work they come up with for students they have identified as needing advancement or help to be brought along, that's all work done on their, so called, own time. Those teachers should never be questioned about hours worked or Summer's offer. Ever.

I would love to believe that is all the teachers in D64.

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[Sharon Knowles](#) yes, "those teachers should never be questioned", I think the feeling is not ALL teachers fall into this basket of hard working, truly dedicated, caring educators for our kids. And still, no one deserves a blanket raise. I don't care if they are union or not.

Compensation and compensation increases should be based on achievement as well as meeting defined milestones.

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