

PECCA Timeline:

Initial Training Phase:

Starts: No later than 1 July 2012, as per Public Chapter 378 requirements.

**(excerpt from Public Chapter 378)*

(c) A training program in the principles and techniques of interest-based collaborative problem-solving for use in collaborative conferencing pursuant to this part shall be developed by the Tennessee Organization of School Superintendents in conjunction with representative organizations of school leaders and administrators and professional employees' organizations by January 1, 2012, at which time a summary report of the training program and related materials, if any, shall be presented to the Education Committees of the Senate and the House of Representatives. Such training program shall be implemented, as appropriate, within each local education agency no later than July 1, 2012.

The training is now available on the Proedtn web site at and can be accessed by clicking [here](#).

Petition Phase:

Starts/Ends: October 1st – November 1st

**(excerpt from Public Chapter 378)*

(b)(1) Upon the submission by fifteen percent (15%) or more of the professional employees in an LEA of a written request to conduct collaborative conferencing with a board of education between October 1 and November 1 of any year, the board of education shall appoint an equal number of its professional employees and board members to serve on a special question committee for the purpose of conducting a confidential poll of all eligible professional employees as provided in subdivision (b)(2).

Voting Phase:

Starts: Once the petition phase has been successfully validated, representatives shall be appointed no later than December 1. This is to allow the results of the confidential poll along with the names and positions of the appointed representatives to be transmitted to the board, professional employees and professional employees organizations by January 1 next (the board of education shall select and appoint its representatives no later than December 1 as well and also transmit that data by January 1 next).

The persons or professional employees' organization that initiates this process will reimburse the LEA for any expenses incurred. If PET initiates this process, the local/state office will cover the reasonable costs.

**(excerpt from Public Chapter 378)*

(c) Each professional employees' organization receiving fifteen percent (15%) or more of the responses shall select and appoint the appropriate number of persons to serve as representatives of the professional employees preferring that organization. The board of education shall select and appoint its representatives. Representatives shall be appointed no later than December 1.

(e) The results of the confidential poll and the names and positions of the appointed representatives shall be transmitted to the board, professional employees and professional employee organizations prior to January 1 next.

(f) Those persons or organizations initiating the poll shall be assessed the reasonable costs necessitated in conducting the poll by the chair of the special question committee.

Collaboration Phase:

Starts: After the voting has been certified and the makeup of the professional employee/board of education representatives has been determined. Each professional employees' organization that received a minimum of 15% of the vote shall be entitled to representation.

**(excerpt from Public Chapter 378)*

(4) Upon receiving the results of the poll in which the majority of those eligible to vote respond "YES" to the first question, the board of education shall appoint at least seven (7), but no more than eleven (11) persons, to serve as management personnel. The professional employees shall be entitled to the same number of representatives as the number of management personnel selected by the board of education. The professional employee representatives shall be selected according to each organization's proportional share of the responses to the second question; provided, however, that only those professional employees' organizations receiving fifteen percent (15%) or more of the responses to the second question shall be entitled to representation. The category of "unaffiliated" as a response to the second question, but not the category of "none of the above", shall be considered a professional employees' organization for the purposes of this subdivision.

Memorandum of Understanding Phase:

As the two sides work together in collaboration, the desired end product is a "Memorandum of Understanding" for which all parties involved will have had a hand in crafting.

**(excerpt from Public Chapter 378)*

(a) The scope of a memorandum shall extend to those matters of mutual agreement between the board of education and the professional employees; provided, that its scope shall not include proposals contrary to:

- (1) Federal or state law or applicable municipal charter;**
- (2) Professional employee rights defined in this part; or**
- (3) Board of education rights contained in this title.**

(b) If agreement is reached by the management personnel of the board of education and the representatives of its professional employees, they shall jointly prepare a proposed memorandum of understanding. The board of education may enter into the memorandum for a period not to exceed three (3) years. Any items included within the memorandum that require funding shall not be considered effective until such time as the body empowered to appropriate the funds has approved a budget that includes sufficient funding. If the amount of funds appropriated is less than the amount required to address the matters of collaborative conferencing, then the parties may continue to confer to reach agreement within the amount of funds appropriated.