

**Executive Council Minutes**  
**Open Session**  
**October 27, 2008**

**Officers present:** President Marc Houle, High School Vice President Bob Walker, Middle School Vice President Bob Ruark, Elementary Vice President Stephanie Martin, SPED Vice President Jan Van Horne, Secretary Naomi Lukaszewski, Treasurer Kelly Logan, 6-12 Director Candy Smiley, K-5 Director Karen Wusthoff

**Reps:** D. Thompson, ABES & CFT SPED Committee

**Meeting called to order:** 4:00 p.m.

**Handouts:** PFT SPED Problem Solving Group Meeting Minutes  
 PUSD Transfer Policy & Interests

**Agenda:** Debrief and Update on CFT SPED Committee—*Confidential Session*

PFT SPED Problem Solving Group

Temporary Teacher Status

Labor Issues

Personnel File

PUSD Transfer Policy

**I. Minutes**

A. October 6 Executive Council, Open Session: unanimously approved with amendments

B. October 6 Executive Council, Confidential Session: unanimously approved with amendments

**Open Session closed, Confidential Session opened: 4:06 p.m.**

CFT SPED Committee debrief and update

**Confidential Session closed, Open Session resumed: 4:38 p.m.**

**II. PFT SPED Problem Solving Group—see handout**

A. Executive Council reviewed minutes

1. Minutes distributed by SPED Vice President to constituency.

B. SPED Problem Solving Group established by MOU

1. Includes 3 meetings scheduled 12-4 p.m. & 2 meetings scheduled from 2-4 p.m.

2. MOU expires June 2009

**III. Temporary Teacher Status**

A. Contract review

1. In November, Temporary Teacher contracts are reviewed and teachers are offered probationary contract based on available positions.

2. District had considered suspending practice this year due to budget constraints but decided to move forward with change of status offers.

**Open Session closed, Confidential Session resumed: 4:50 p.m.**

Labor & Personnel Issues discussed

**Confidential Session closed, Open Session resumed: 5:23 p.m.**

**IV. Personnel File**

A. Letter placed in file

1. Teacher must be notified of any letter placed in file and given opportunity to also file response.

**V. PUSD Transfer Policy—see handout**

A. Current Contract Language

1. Does not specify posting of permanent positions only

2. Contract states all new and vacant positions must be posted.

B. C. Smiley reviewed policy changes over the last 15 years

1. 1994-1997

a. Added section on Reassigned and Involuntarily transferred teachers

2. 2006-08
  - a. Added NCLB “Highly Qualified” criteria
  - b. Removed Affirmative Action Target
- C. PFT Needs to review recent MOUs regarding transfers
  1. MOU supersedes contract language
  2. Get copy of other districts’ Post & Bid policy
- D. Proposed revisions
  1. Openings should be identified as due to growth, resignation, retirement or temporary.
  2. Change August 5<sup>th</sup> transfer deadline
  3. Notify teachers as close as possible to “ground zero”
- E. C.Smiley will revise PFT Interests around PUSD Transfer Policy and distribute to Executive Council for further discussion.

**Meeting adjourned: 6:04 p.m.**

**Next meeting:** November 3, 2008

Submitted by Naomi Lukaszewski, PFT Secretary