

Executive Council Minutes
Open Session
November 17, 2008

Officers present: President Marc Houle, High School Vice President Bob Walker, Elementary Vice President Stephanie Martin, SPED Vice President Jan Van Horne, Secretary Naomi Lukaszewski, Treasurer Kelly Logan,

Middle School Vice President Bob Ruark & 6-12 Director Candy Smiley were delayed due to attendance at other scheduled meetings.

K-5 Director Karen Wusthoff was absent due to a PDAB (Professional Development Advisory Board) meeting

Reps: None

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

Handouts: Agency Fee Packet

RBHS Memo

Reduced Workload Info Packet

Reduced Workload MOU draft

Agenda: Agency Fee Packets

9-12 Time

Temporary Teachers

Reduced Workload-“Willie Brown”

I. Minutes

A. November 10 Executive Council Open Session: unanimously approved with amendments

B. November 3 Executive Council Confidential Session: unanimously approved with amendments

C. November 10 Executive Council Confidential Session: unanimously approved with amendments.

D. The November Rep Meeting minutes will be delayed due to moving for construction purposes and Internet difficulties.

1. The Minutes will be distributed after approval at the December 1 Executive Council Meeting.

II. Agency Fees

A. Agency Fee Packet sent out to all non-members.

1. Contains letter explaining reason for agency fee and legal requirements.

2. Includes spreadsheet of PFT General Fund Expenses and Allocation of chargeable and non-chargeable expenses.

3. Includes spreadsheet of AFT and CFT audits showing percentage of dues spend on political and non-political action.

a. AFT 52.81% on non-political, 47.19% on political

b. CFT 84.24% on non-political, 15.76% on political

c. PFT 93% on non-political, 7% on political

i) PFT numbers are based on Hudson Reports

ii) Hudson reports are logs recording minutes spent on political action.

d. Audit to figure exact percentages of political vs. non-political action costs approximately \$8000.

e. Due to the small amount of political action, PFT chooses to use Hudson reports.

B. Agency Fee packet is sent out annually by law.

1. Non-members must opt out via US mail on a yearly basis.

2. Reduced fee payers must have religious reason to reduce fee or have fee donated to a charity.

- C. PFT has received letter from non-member requesting refund of Agency Fees
 - 1. Does not agree with calculations for chargeable expenses.
 - 2. Can challenge PFT figures but must pay for the audit.

III. 9-12 Time

- A. Administration is suggesting teachers “clock-in” in an effort to reduce tardiness among the staff.
 - 1. Administration does not have hard data indicating staff tardiness is chronic.
 - 2. If problem lies with only one or two teachers and Administration wants them to sign in, they must require all staff to sign in.
 - a. Cannot single out one or two teachers.
- B. Contract does not specify specific start and end times.
 - 1. Contract simply requires teachers to be present before and after school long enough to ensure that they are prepared to deliver instruction.
 - 2. Contractually, cannot come in late in the AM due to staying later in the PM on the previous day.
- C. Memo from RBHS Administration to staff member
 - 1. Requires teacher to sign in due to alleged chronic tardiness
 - 2. Accusations outlined in memo are not specific, undocumented with hard data and details.
 - 3. Teacher has been advised not to sign memo agreeing to sign in sheet.
 - a. Cannot be singled out.

IV. Temporary Teachers

- A. PFT Secretary has been gathering information to form e-mail distribution lists for the temporary teachers in order to provide consistent information.
 - 1. In the course of research, it has been learned that there are several misconceptions concerning temporary teachers.
 - a. Some temporary teachers do not realize their status is “temporary” in contractual terms of employment.
 - b. Thought a temporary teacher was a long term sub.
 - c. Some temps thought Probationary status was automatic on after two years of service in the district.
- B. Temporary teachers may be temporary due to liberal leave policy, grant funded positions, lack of CLAD or cleared credential, less than 100% time.
 - 1. All General Ed preschool teachers are temporary employees.
 - a. Have separate salary schedule and do not need to be credentialed
 - 2. Half years don’t count toward change of status
 - a. Must work 75% of year in order to move on salary schedule
- C. Need to find out if ASD Preschool teachers are on tenure track.
 - 1. SPED teachers need to be credentialed.
- D. PFT Secretary will be sending out an info sheet outlining definition of Temporary Employee and process of gaining probationary status.

V. “Willie Brown”—Reduced Workload

- A. Eligibility
 - 1. Must be 55 or older
 - 2. Tenured employee of district
 - 3. Must apply by March 30 for following school year.
- B. Teacher can work half time but pay full STRS
 - a. Teachers pay 8% in to STRS, District pays 8.5%.
 - b. Teachers must work 50% or more.
- C. Intended for teachers who are nearing retirement
 - a. Retires at highest earnable salary year

b. Law says can do it for up to 10 years.

c. PFT MOU sets limit at 5, with opportunity to continue at discretion of District and Teacher.

D. PFT will be holding seminars for interested teachers.

Open Session closed. Confidential Session Opened: 5:10 p.m.

Negotiations debriefing

Meeting adjourned in Confidential Session: 5:35 p.m.

Next meeting: December 1, 2008

Submitted by Naomi Lukaszewski, PFT Secretary