

Executive Council Minutes
Open Session
February 9, 2009

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: None

Meeting called to order: 4:05 p.m.

Handouts: Board Policy re: Lesson Plans

Revised Board Policy re: Lesson Plans

2007-2008 Tie Breaker Criteria

Board Policy re: Board Resolution “Credentials”

Communication memo re: Competency Standards

Agenda: Board Packet

Seniority Tie Breakers

Competency Standards

I. Minutes

A. January 12 Executive Council Confidential Session: unanimously approved with amendments

B. January 26 Executive Council Open Session: unanimously approved with amendments

C. January 26 Executive Council Confidential Session: unanimously approved with amendments

II. February 9, 2009 PUSD School Board Packet—see *handout*

A. School Board packets containing meeting agenda and public action are made available 24 hours prior to the meeting.

1. PFT staff each receives a packet

B. PUSD School Board is reviewing and updating policies

1. When policy language is rewritten or edited, old language remains in strike out font.

a. Leaving in previous language allows Board to see what changes were made.

C. Article 3.0 & 3.2, Section 3.2.2: Lesson Plans

1. Old language was completely deleted.

2. As written, new policy contains possible unilateral change in conditions of employment.

a. New policy requires secondary teachers to provide course syllabus with required components.

b. Syllabus is to be available to students upon enrollment and to parents on Back to School Night as well as online.

3. This requirement was not part of previous language.

4. PFT President will discuss new policy language with Superintendent.

D. Student Fees

1. Ed Code requires schools to provide basic supplies free of charge.

a. Basic supplies include but not limited to: pencils, crayons, workbooks.

2. Teachers cannot require students to pay for teacher created workbooks in order to cover copy costs.

III. Seniority Tie Breakers—see *handout*

A. Ed Code requires school district to have criteria for breaking Seniority Date ties during a reduction in force.

1. If two or more employees have the same hire date, there must be identified criteria for deciding the priority in which they are noticed.

2. Tie Breakers are not negotiable but due to the collaborative nature of the relationship between PFT and PUSD, District Administration has asked PFT for input.

Secretary's Notes: Due to the sensitive nature of the discussion around criteria priority, exact minutes were not recorded. However, PFT's suggested order of criteria and the reasons for inclusion are listed below. The reasons listed reflect the opinion of the PFT Executive Council..

B. Suggested order of criteria:

1. Highly Qualified according to NCLB HOUSSE (No Child Left Behind Highly Objective Uniform State Standard of Evaluation) Guidelines.
 - a. Definition from the US Department of Education Website:
 - i) Highly Qualified Teachers: To be deemed highly qualified, teachers must have: 1) a bachelor's degree, 2) full state certification or licensure, and 3) prove that they know each subject they teach.
 - ii) State Requirements: *NCLB* requires states to 1) measure the extent to which all students have highly qualified teachers, particularly minority and disadvantaged students, 2) adopt goals and plans to ensure all teachers are highly qualified and, 3) publicly report plans and progress in meeting teacher quality goals.
 - iii) Demonstration of Competency: Teachers (in middle and high school) must prove that they know the subject they teach with: 1) a major in the subject they teach, 2) credits equivalent to a major in the subject, 3) passage of a state-developed test, 4) HOUSSE (for current teachers only, see below), 5) an advanced certification from the state, or 6) a graduate degree.
 - iv) High, Objective, Uniform State Standard of Evaluation (HOUSSE): *NCLB* allows states to develop an additional way for current teachers to demonstrate subject-matter competency and meet highly qualified teacher requirements. Proof may consist of a combination of teaching experience, professional development, and knowledge in the subject garnered over time in the profession.
2. 1st paid date of Temporary Service
 - a. This would be the first paid date of contracted Temporary Service. It would not include substitute assignments or hourly positions.
3. CLAD
 - a. CLAD is now required at all levels and disciplines according to the most recent (as of Feb. 2009) interpretation of the law by the San Diego County Office of Education.
4. Scope of Credential
 - a. Possession of two or more credentials allows greater flexibility in position assignment.
 - b. Board Resolution "credentials" should not be considered as part of these criteria.
 - c. PFT will check on whether or not State of CA teaching certificates, including but not limited to, Reading and Resource are equivalent to a credential.
5. Possession of National Board Certification
 - a. Teachers with National Board Certification have voluntarily undergone rigorous self-examination of their instructional practices to increase their effectiveness in the classroom.
6. Possession of Ph.D in content area or Ed.D
 - a. Teachers who have earned doctorates in content areas have demonstrated extensive, in-depth knowledge of their subject.
 - b. Teachers who have earned an educational doctorate have done extensive research and documented in-depth knowledge of best educational practices and theory.

7. Salary Schedule Placement

- a. E column has highest priority. Priority is given in descending order from D to B
- b. Placement on the salary schedule is determined by number of units beyond a B.A. demonstrating increased competency in content area and/or increased professional growth.

8. Placement on TLC Prime column

- a. Teachers who have achieved placement on the TLC Prime column have acquired increased competency through professional growth.

9. Paid extra curricular service

- a. Paid extra curricular service includes but is not limited to Coaching, ASB and Safety Patrol.
- b. Teachers providing these services may possess specialized skills needed to effectively oversee programs or provide safe supervision.

10. Lottery

- a. When all other criteria have been exhausted, teachers should be selected by lottery.
- b. PFT will ask to be present during any lottery for layoff notices.

IV. Competency Standards

A. Competency Standards are used to determine who is exempt from lay-off regardless of hire date.

1. Negotiable item

B. 2007-2008

- 1. All Dual Language Immersion teachers were exempt from layoff notice.
 - a. These teachers were exempt from layoff notice due to the specialized nature and requirements of their positions.

Open Session closed. Confidential Session opened: 5:00 p.m.

Competency Standards for 2008-2009

Confidential Session closed. Open Session resumed: 5:30 p.m.

C. Temporary SPED teachers with highly specialized credentials (e.g. Autistic Preschool) should be notified in writing of any intent to rehire.

V. PFT Elections

- A. Nomination Petitions due March 5.
- B. Bob Ruark will not seek re-election as Middle School Vice President.
- C. Bob Walker will not seek re-election as High School Vice President.
- D. Both B. Ruark and B. Walker will notify their constituencies of their intentions in order to allow any interested candidates time to gather signatures.

VI. Full Day K and K-5 Time Committee Updates

A. Full Day K Steering committee proposed a transitional period.

- 1. Extended hours for first three weeks to include lunch.
 - a. Teachers would train students on cafeteria and other lunch processes then take their 30 minute lunch after the students leave for the day.
- 2. Dr. Phillips' already agreed to 2 weeks of minimum days.
- 3. Remaining time to be used for assessment and team collaboration.
- 4. Proposal is currently under discussion in Superintendent's Cabinet

B. K-5 Time

- 1. K-5 Time Committee has compiled 10 clarified Teacher Interests around use of teacher time and time banking.
- 2. District is also generating list.
- 3. Once District has completed list, K. Wusthoff will review both and document common interests and work will continue on non-common interests.

VII. State Budget Impact

Question: If our school year is reduced by 5 days, how would that impact STRS?

Response: If you have less than 25 years credit, STRS uses the average of the 3 highest consecutive years.

- If your salary is reduced due to budget cuts, then STRS allows you to skip that year.
- If you have more than 25 years credit, STRS uses your single highest year. It would not affect your credit because if the district decided to reduce the number of days, the Board would have to approve it. If the school year is set at 175 and you are in paid service for those days, you would receive credit for a full year.

Meeting adjourned: 5:45p.m.

Next meeting: February 23, 2009

Submitted by Naomi Lukaszewski, PFT Secretary