

**Executive Council Minutes**  
**Open Session**  
**April 13, 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:** 4:15 p.m.

**Handouts:** PFT Committee Nomination  
PFT Representation Authorization

**I. Minutes**

- A. March 30 Executive Council: unanimously approved with amendments
- B. April 1 Representative Council Special Session: unanimously approved with amendments.

**II. CFT Committees—see *handout***

- A. Committee membership requires commitment of 4 Saturdays a year.
  - 1. Committee provides opportunity for networking and feedback on policies, procedures.
    - a. Primarily networking to problem solve, gain ideas
  - 2. Dave Thompson, ABES currently on CFT SPED committee.
    - a. Jan Van Horne has attended meetings in his place.
  - 3. PUSD compares favorably with other districts
    - a. Forward moving
- B. Should be sent to all teachers, not just reps
  - 1. Everyone should have the opportunity to learn aspects of union work

Question: What is the level of support required?

Response: CFT pays mileage to airport, reimburses cost of plane ticket or mileage to meeting place.

**III. Ratification Election: April 16 & 17**

- A. Past Practice
  - 1. Contract ratification usually occurs in conjunction with Officer Elections
    - a. Only members vote
- B. Current election
  - 1. Membership was told that only members can vote.
    - a. However, this is a special election for Ratification only
  - 2. Bylaws are silent.
  - 3. PFT consulted with AFT/CFT for legal opinion
    - a. PFT is allowed to restrict voting to members only as long as non-members have access to services.
    - b. Access to services includes but is not limited to: representation in labor issues, contract negotiations, and communication.
    - c. Non-members have access
  - 4. PFT has already issued an e-mail restricting voting to members.

**Open Session closed. Confidential Session opened:** 4:40 p.m.

Labor Issue: Representation for non-members

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

Discussion: “Should we restrict voting to members only?”

- I think it’s too late to change it for this election, especially since we have already sent out e-mail telling everyone you have to be a member to vote.
- It’s a union contract, negotiated by the union.
- There are rights and privileges with membership. I think only members should vote.
- If you want to help make policy then you should be a member.

- I think we should also add that you need to be a rep before you can be an officer.
- I think we should wait until after the election to put a bylaws amendment forward.
- I agree. I don't think an eleventh hour change is good.
- We also should have received an endorsement from the Rep Council.
- We never did before.
- Yes we did. When Don Raczka was president he would ask the Reps for approval.
- Well, if he did, it should be recorded in the minutes.

*The PFT Secretary will check the minutes.*

- I don't like the idea of a rep endorsement. It sounds too much like an electoral college overriding the popular vote. I think we should keep it to a popular vote.
- I think people need to understand that deals are not "trickled down". Negotiation teams present whole packages for people to vote on.

#### **IV. PFT Authorization for Counselors—see *handout***

A. Counselors are currently represented by APSM (Association of Professional School Managers)

1. Some counselors have teaching credentials
  - a. As part of budget action, some counselors are being returned to the classroom
2. Counselors being moved and laid off under subjective criteria.

B. Proposal to include counselors as part of PFT Bargaining Unit

1. Would include all counselors, not just counselors with teaching credential

#### Discussion: "Should we include counselors as part of PFT Bargaining Unit?"

- I think we have a possible conflict of interest. Counselors are currently displacing teachers. How would we balance the interests of the counselors with the interests of the teachers?
- Counselors are seen as part of the administration.
- Are counselor issues different from teacher issues?
- I don't know. I don't know their exact issues.
- My perception is if they are having issues around employment and working conditions they are not much different than teacher issues.
- What do the counselors at secondary do? I am guessing it is vastly different from the counselors at elementary.
- They meet with each student and discuss their academic schedule, handle scheduling. It's a huge load.
- I think this is something for the 2009-2010 Rep Council. I think this is late in the year to be making a decision on something like this.
- I don't expect a decision but we can still present the idea in order to give people time to mull it over and discuss it.

Process Check: Items to presented for consideration at this month's rep meeting but not decided upon:

- Change election bylaws to reflect any decision made on voting eligibility restrictions and remove Rep Endorsement requirement
- Consider including counselors as part of bargaining unit.
- Survey membership re: negotiations process and communication

#### **V. Rep Council Agenda**

- A. CFT Committees
- B. Ballot info and teachers who are absent
- C. Rep Compensation
- D. Political Effort "Off the Hook"
- E. PFT Dues and staffing changes with rollback

#### **VI. "Off the Hook, Round the Clock"**

- A. PTA organizing phone contact to representatives
  1. Patriot Act requires Legislatures' staff to record and confirm all phone calls and letters.
  2. Parents will be manning phones from 9-3

3. Teachers asked to make calls from 3-5
  4. Script and talking points provided
- B. Focus of message
1. Do not supplant Federal Stimulus money and no more cuts to the education budget.

#### **VI. Noticed Teacher Hearings**

- A. Meetings with M. Baranic going well.
1. About 123 teachers filed initial appeal
  2. Do not have final number of teacher going forward to hearings.
    - a. Estimate about 25-30
- B. PFT and M. Baranic will be meeting with District and C. Wyler, district attorney to discuss hearings.
- C. Unfortunately, if agreement is ratified, Ed Code prohibits rescissions being hand carried into Board Meeting.

Question: When will we know who comes back?

Response: Can't really say without the staffing sheets in front of me. We'll know K-5 faster than 6-12 because [secondary] depends on the Master Schedules.

#### **VII. Election Results**

- A. Announcement of results
1. If results are clear, then will announce on Friday.
  2. If results are close, will wait until ballots are confirmed before announcing results.

Question: What if [tentative agreement] is voted down?

Response: We have a contract in place that doesn't expire until 2010. Things revert to the contract until we get another agreement in place.

**Meeting adjourned:** 6:05 p.m.

**Next meeting:** April 20, 2009

Submitted by Naomi Lukaszewski, PFT Secretary