

Executive Council Minutes
Open Session
May 5, 2008

Officers present: President Marc Houle, 1st Vice President Bob Ruark, 2nd Vice President Terri Jo McNaul, Communications Secretary Naomi Lukaszewski, Treasurer Kelly Logan, 6-12 Director Candy Smiley, K-5 Director Karen Wusthoff

Reps: B. Walker, RBHS

Meeting called to order: 4:02 p.m.

Handouts: CFT Resolution 11

California Health Care Coalition Status Report

Letter from CFT re: Preliminary Legal Report

Agenda: CFT Resolution: ELL Committee

California Health Care Coalition (CHCC) & Kaiser Permanente

California Labor Federation (CLF) & CFT binders

Labor Issues-*Confidential Session*

Kindergarten Option 2 update

Preliminary Legal Report

State Budget Update

Board Resolutions re: Teaching outside of specific credential

SPED Cuts

PDAB White Paper

Early notification of intent to retire

PFT Elections

Open Items

I. Minutes

A. April 28 Executive Council: unanimously approved with amendments

II. CFT Resolution Establishing ELL Committee—see handout

A. Outlines updated purposes and goals of newly constituted ELL committee

1. Committee to focus on and address ELL issues

B. Adopts updated Assessment paper

1. Addresses ELL issues on the following:

a. Current assessment practice

b. Concerns re: current assessment practice

c. Reliability and validity

d. Consequences of high stakes testing

e. Equity

f. Narrow curriculum

g. Lack of teacher input

2. Makes recommendations regarding the above listed issues.

C. Seeks to establish and maintain good instructional practices and sound decisions around ELL.

III. California Health Care Coalition (CHCC) & Kaiser Permanente—see handout

A. CHCC seeks to establish collaborative relationship with Kaiser based on performance transparency and accountability.

B. Currently, Kaiser does not negotiate health care plans or premium increases.

1. Kaiser is a non-profit with large financial reserves

a. Nearly as much as a for-profit agency

C. CHCC would establish negotiations framework to ensure transparency in quality of care.

1. Establish system with financial benefits for providing high quality performance, consequences for poor performance.

D. PFT considering joining CHCC

1. Cost would be about \$4000

2. Currently, working with broker/consultant Barney & Barney
 - a. Cost is \$100,000
 - b. Conflict of interest issues, Barney & Barney receive commission from insurance companies as well as consultant fee from district.

Open Session closed. Confidential Session opened: 4:12 p.m.

Confidential Session closed. Open Session reconvened: 4:22 p.m.

IV. California Labor Federation (CLF) & CFT binders

- A. Information on current agenda items, policies, and direction.
 1. Each Executive Council member can look over information and pass onto next member.

V. Kindergarten Option 2—Update

- A. Contract Hours and Student contact hours
 1. Contract work hours: 7 hours not including a minimum 30 minute duty-free lunch
 2. Prep time: 1 hour
 - a. Prep time minutes are not outlined in the contract but are based on past practice.
 3. Student contact minutes: a range of 6 to 5 ½ hours depending on grade level.
 4. Kindergarten
 - a. 17 elementary sites might be in violation of contract due to Kindergarten teachers having student contact hours in excess of 6 hours. This is being investigated.
 - b. Excess student contact is due to providing interventions for struggling students in addition to teaching regular Kindergarten class.
 - c. Kindergarten student day is 3 hours, 20 minutes.
 - d. Kindergarten teachers working additional minutes have not contacted PFT
- B. Implementation of Option II
 1. PFT will not advocate a configuration outside contract parameters.
 - a. Regardless of student need or voluntarism on teacher's part, PFT will not support any Kindergarten-intervention configuration that violates contract.
 2. Option II models leave approximately 45 minutes of student contact time outside regular Kindergarten day.
- C. PFT will examine contracts of other school districts to examine wording around student contact minutes and teacher workdays.
 1. Irvine Unified School District
 - a. Kindergarten teachers do not do intervention
 - b. No Reading Recovery
- D. There are reports and studies that show Reading Recovery is not cost effective.
 1. District was aware of those reports and was able to secure a grant to fund implementation of the program.
 2. Not all experts agree on Reading Recovery's data collection and reporting methods

VI. Preliminary Legal Report—see *handout*

- A. CFT has grant money for Legal Defense
 1. Locals able to access funds in order to pay for legal costs incurred.
 2. Must submit preliminary legal report in order to access funds.

Open Session closed. Confidential Session opened: 4:49 p.m.

Confidential Session closed. Open Session reconvened: 4:59 p.m.

VII. Budget Update

- A. Timeline
 1. May 12: PUSD Board meeting to take public action
 - a. Public Action: Final notice to teachers noticed in March
 - b. Names will be listed.

2. May 15: State Budget Revise
 3. May 22: IBPS Negotiations
- B. Final notices
1. Must be sent to teachers by May 15th, by law
 2. Teachers who do not receive a 2nd notice will retain their positions at their sites.
 - a. March lay-off notice does not make teacher more prone to involuntary transfer.
 3. SPED teachers with specialized credentials
 - a. Temporary teachers and probationary teachers who were pink-slipped will be contacted by Wendy Smith-Rogers regarding employment.

VIII. Board Resolution “Credentials”

- A. If a teacher can demonstrate possession of college level credit or knowledge in a subject area and is not specifically credentialed in that area, the School Board can issue a resolution allowing that teacher to teach that subject.
1. Example: Teacher A has a Multiple Subject K-8 Credential and a BA in English and 7th grade English. Teacher A can petition the Board to pass a resolution allowing Teacher A to teach English in Middle School even though Teacher A does not specifically possess a Single Subject credential in English.
 2. Board Resolution “credentials” were considered during the lay-off process in issuing pink slips.
 - a. PFT did not support inclusion of Board Resolutions when considering layoff criteria.
 3. Possession of a Board Resolution will only be an issue during the rehire process if it is used as a consideration in deciding between two teachers.
 4. Board Resolutions must be renewed annually.

IX. SPED Cuts

Discussion: There is a rumor that Special Ed students will be mainstreamed without aide due to the Budget cuts. Is this true?

- Some aide time is being reduced at the High School level and that time is being transferred to Middle and Elementary as needed.
- If an aide is part of a student’s IEP then that aide cannot be taken away regardless of budget cuts.

X. PDAB (Professional Development Advisory Board) White Paper

- A. PDAB created paper to coordinate District professional growth efforts and look at TLC (Teacher Learning Continuum)
1. PDAB oversees TLC, Alternative Evaluation (future hopes), & Professional Growth
- B. White Paper written in order to preserve established practice around PDAB issues, provide guidelines for processes and outline standards and basic tenants of Professional Development in Poway.
- C. White Paper also states philosophy of Professional Development: Teacher led, Teacher directed, Teacher chosen and job embedded.
1. District Core Goals and Strategic Plan Goals can be used to launch Professional Growth subjects, opportunities.
- D. Current recommendation: replace Janet Malone, who is retiring.
1. No current plans to replace Janet but her work needs to be done by one person in order to maintain consistency and not dilute the efficacy of the program.

XI. Early Notification of Intent to Retire Incentive

- A. Some teachers offended by \$250 incentive to declare retirement intentions
1. Have misconception that \$250 is a SERP
 2. Some teachers feel incentive is a bribe and not a token of appreciation
- B. A SERP in not being offered because it is not cost effective at this time, not due to a lack of interest. The data indicates that it will not be cost effective in the immediate future either.

1. In order to offer a SERP in a timely, effective manner, process must be in October of the previous year. At that time, the current budget crisis did not exist.
2. By the time the Governor's State Budget proposal was announced in January, there was not enough time to start the SERP process.
3. SERP were offered on three previous occasions in the last 10 years.
 - a. One did not trigger due to lack of participation.
 - b. Another did not trigger because the amount of money was rejected.
 - c. The last SERP triggered in 2003.
4. SERP is not part of an automatic cycle.

XII. PFT Elections

- A. K. Wusthoff will issue e-mail explaining voting procedures and ballots.
 1. Ballots will be color coordinated with level
 - a. Elementary will be blue, etc
 2. Ballots for each level and SPED will list different VP candidates.

XIII. Open Items

- A. PFT no longer has a "Union" credit card
 1. Anyone incurring expenses on the union's behalf needs to submit a receipt in order to be reimbursed.
- B. N. Lukaszewski, PFT secretary will create e-mail distribution lists of probationary and temporary employees in order to better communicate information.
 1. Will also contact Joe Hooper regarding AFT info booklet about what to do when suddenly unemployed.
- C. Professional Growth Days in August 2008
 1. Configuration due to limited space for Dr. Phillips' opening remarks.
 - a. Cannot address entire district teacher population in one sitting.
 2. Elementary given consecutive site days due to new math adoption
 - a. Will receive general training on first day, then use subsequent days for site implementation.

Meeting adjourned: 6:00 p.m.

Next meeting: May 12, 2008

Submitted by Naomi Lukaszewski, PFT Secretary