

Executive Council Minutes
Open Session
May 12, 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

President Marc Houle was delayed due to attendance at a PPAP Board Meeting.

K-5 Director Karen Wusthoff was absent due to a PDAB Meeting.

1st Vice President Bob Ruark was delayed due to a site meeting.

Reps: B. Walker, RBHS; S. Martin, ABES

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

Handouts: None

Agenda: Principal Survey

PFT Election

Open Items

Shared Contracts

I. Minutes

A. May 5 Executive Council: unanimously approved with amendments

II. Principal Survey

A. The Executive Board reviewed the results of the Principal Survey.

1. 1st year with comments

2. Comments useful in understanding scores

a. Provides reasons for scores low or high.

b. Teachers remained professional in comments

B. All Principals with sites that had 50%+ participation will receive results of survey from site reps.

1. Site reps should review results with principal.

a. Use survey to focus on area of improvement or change as needed.

Discussion:

- How much recruiting is done by the District for administrators?
- We don't know.
- Does the District even use this information?
- We specifically aligned our evaluation to their standards.
- In the past, they have requested the results of the surveys and there have been a number of principals who have been released from their contracts. They do review these. It allows them to gauge the climate and provides [the principals] with focus areas.
- Some Principals use the survey more than others.
- Do we have statistics from previous years?
- No, because this is the first year we have used this particular survey.
- It would be good to get the mean average for statistical deviations.
- We don't rank the principals or share results of principals with anyone not at their site.
- The reps should be reminded not to post these. If someone wants to see the information, it can be shared but it should not be a publicized document.
- Doing that is contrary to the purpose of the survey which is to build a relationship that focuses on how to build a positive school climate.

III. PFT Elections

A. Ballots went out on Friday and should have arrived at the sites.

1. RBHS and OVMS reported not receiving ballots.

a. K. Wusthoff investigating, will send new set if necessary.

IV. Open Items

A. May Revise

1. No information currently available on budget configurations
 - a. Governor claims deficit is \$17-\$20 billion.
 - b. State Financial office claims actual number is unknown.

B. May 15 Final Notice

1. Final Notice letters will be sent out to all permanent and probationary employees who received notice in March.
 2. District Attorney recommended action to avoid unnecessary legal action.
 - a. Sending letters to some employee may negate other letters.
3. Waiting until after May Revise to inform teachers of re-employment could avoid legal action regarding ranking.
 - a. If all noticed teachers are re-employed, ranking becomes moot.

C. Board Resolutions

1. Resolutions are not issued frivolously.
2. Some Executive Council Members would like criterion for Board Resolution.
 - a. Affects secondary more than elementary.

Open Session closed. Confidential Session opened: 4:45 p.m.

Confidential Session closed. Open Session reconvened: 4:50 p.m.

V. Rep Council Agenda

A. Principal Survey

1. Results given to site reps
 - a. To be shared with sites only.

B. May Revise

1. Share available information

C. Employment Hearings

1. Explain narrow scope of judge's ruling
 - a. Determined only if teacher would have been laid off or not.
2. Teachers expected more
 - a. ranking, rehire date
3. Judge determined that no harm had been done at this time.
 - a. Other issues (ranking, criteria for ranking) have no impact until rehire process starts.

D. Personal Necessity

1. No STRS impact
2. Need to find out past practice regarding use of Personal Necessity if employee is out of sick leave.

VI. Shared Contract Information

1. Guidelines

- a. Contract can be 50-50, 60-40, 70-30
- b. In general, 80-20 contracts are denied.
- c. Need to demonstrate ability to work together
- d. Principal approval

2. Teachers design how to split days, configuration

- a. Morning-Afternoon, Alternate time banking days
- b. 2 days on/2 days off, alternate time banking days
- c. Secondary can do 1 semester on, 1 semester off

VII. Option II Discussion

Discussion: Are the Kindergarten Teachers being informed of how to implement this?

- Karen Wusthoff is in charge of Option II. She convened a focus group that researched Option II implementation in similar districts.

- The Focus Group met [May 2] and came up with a list of interests and suggestions for implementation in PUSD.
- Administration focused on Irvine School District which implements Option II and is one rank above PUSD. However, on examining logistics, Irvine was found to have marked differences from PUSD. For one, their Kindergarten teachers do not do any interventions outside of Kindergarten. Many PUSD sites are heavily dependent on their Kindergarten teachers for At-Risk intervention.
- Karen is continuing to move forward with Option II and will be presenting to the Superintendent's Cabinet. Once that is done, Kindergarten teachers will be given more details. In the meantime, they are being told to plan for 30 students, details to follow. As with everything else, we won't be able to answer specifics until we know what the May Revise shows.
- I know there are Kindergarten teachers who will retire Option II goes through.
- Again, we can't say for sure what is going to happen until after the May Revise.

Meeting adjourned: 5:35 p.m.

Next meeting: May 19, 2008 will be a Confidential Session to discuss issues of negotiation and impact of the May Revise.

Next Open Session is June 2, 2008.

May 26, 2008 is the Memorial Day Holiday.

Submitted by Naomi Lukaszewski, PFT Secretary