

Executive Council Minutes
Open Session
August 25, 2008

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 absent, attending PDAB

Reps: None

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

Handouts: Alternative Evaluation Goals Form for District supported Alternative Evaluation

Agenda: Meeting Schedule

- IBPS Team Selection
- Budget Standards
- Alternative Evaluation
- Class Size and Contract language
- SPED-Class size equity
- K-supplies for SPED teachers
- 4/5 curriculum flip
- All Day K
- Time Group
- School Board Elections
- Partisan candidates

I. Executive Council Meeting Calendar

A. Executive Council meets on Mondays, 4:00-6:00 unless otherwise indicated.

1. Meetings held in Hoffa Room of PFT Offices

B. Meeting Schedule

1. September 8, 15, 29
 - a. September 22: Site Visits, no meeting
2. October 6, 13, 27
 - a. October 20: Site Visits, no meeting
3. November 3, 10, 17
 - a. November 24: Thanksgiving break, no meeting
4. December 1, 8, 15
 - a. December 22-January 2: Winter Break

4:25 Open Session Closed, Confidential Session opened.

Topic: Health and Welfare Negotiations Update

5:00: Confidential Session closed, Open session resumed.

II. IBPS Fiscal Group

A. Initially formed with volunteers and re-staffed with volunteers from Rep Council

1. No specific criteria or experience required.
2. No term limits for service
 - a. Previous volunteers simply dropped out or retired.

B. Configuration

1. PUSD: Phillips, Chiment, Collins,
 - a. Malaga Tholandi from Finance
2. PFT: Houle, Wusthoff, Smiley and three volunteers.
3. Tholandi and 3 PFT volunteers serve in an advisory capacity but do not make decisions

Discussion: Should we establish a procedure for choosing members of IBPS and criterion for membership? Should there always be an officer on the team.

- The PPAP Governing board has a similar structure. Teachers on PPAP Governance Board have been appointed by the PFT President and do not have term limits.
- I am concerned with the number of SPED teachers who were released last year. If there are people on the Governing Board who do not understand the demands of SPED and are determining employment of SPED teachers, that is a problem.
- The Governing Board does not solely determine employment based on input from a single source. The consultants and principals also provide input and insight. The Board determines re-employment based on their information.
- The Learning curve for IBPS negotiations is steep.
- We want to avoid having too many members. Discussions get too cumbersome if we have too many people in the room.
- Should we make it part of the officers' job description?
- What if we hired a paid consultant to just do [negotiations]?
- I can check with CFT and AFT but CFT has become a little dictatorial about how their staff is being used by local units.
- If we want to build capacity we should have officers be part of the IBPS process.
- I don't have a problem with people being appointed. I think having yet another election process will be cumbersome.
- Could we have people who are interested come in and be "vetted" by us?
- I don't think anyone would volunteer and then submit to being vetted.
- Using our own people builds capacity.
- In PPAP, the term lengths are staggered so we don't have all new people at once. However, there is the element of confidentiality that needs to be considered. PPAP is highly confidential in nature and so I think those who are interested in serving should be interviewed and selected.
- PUSD Admin chooses their IBPS members and PFT chooses their members.

C. Smiley will draft criteria for inclusion on the IBPS Board and send it to the Executive Council for review. The criteria will be discussed at the next Executive Council meeting.

III. Secondary Issues Update

A. Budget Standards

1. Some Middle Schools given 3 reams of paper and limited copier use.
 - a. Question as to whether donated paper can also be used.
 - b. Teachers/Classes experiencing inequities in parent donations.
2. Teachers need to be informed regarding Ed Code and policy around soliciting donations for classroom supplies and equipment.
 - a. Participation in donations needs to be voluntary and this must be clear to parents.
3. District needs to have policy regarding donations and distribution of donations.
4. Sites should have policy regarding donations
 - a. Possibly have collections for departments in order to have equity.

IV. Alternative Evaluation—see handout

A. District Approved Evaluation complete

1. K-5: Continuation of last year.
 - a. Selection of anchor papers and posting of writing rubric on K5 Writing Map
2. 6-12: Content Area Reading Strategies
 - a. Principal or AP will select site facilitator
 - b. Noreen Walton training APs in leadership
 - c. Working toward meeting RTI (Response To Intervention) goals

B. Goals conference with Site Administrator should be done by September 30.

C. Alternative Evaluation Eligibility

1. Teacher must have 5 years in district, meeting standards in all previous evals.

D. Deadlines

1. Alternative Evaluation only: September 30
 - a. Goals conference with Site Administrator
- Teachers in traditional evaluation:
2. October 15
 - a. Preplanning conference with site administrator for Probationary Teachers
3. October 30
 - a. Preplanning conference with site administrator for Tenured Teachers

E. Participation in District Alternative Evaluation is optional

V. Class Size

- A. Inequitable application of class size target numbers
 1. New site is full at 4-5
 - a. 33 students
 2. One site has 4/5 capped at 20 with other 4th & 5th grades at 30+
 3. Contract states classes between new and downsizing feeder schools must be balanced.
- B. 4/5 “flip”
 1. Two sites flipping 4th and 5th grade curriculum
 - a. Curriculum being taught in alternate years
 2. Creates inequity for incoming students who may be repeating curriculum already covered at another school.
 - a. Students who are at risk or struggling at grade level are further impeded by exposure to more difficult reading levels.
 3. One site has ceased doing it. 2nd site is being allowed to continue.
 4. Some other sites “flipping” at other grade levels to accommodate combination classes.

5:55 Open Session Closed, Confidential Session opened.

Topic: Personnel Issue

6:00: Confidential Session closed, Open session resumed.

VI. SPED Issues

- A. Balanced Classes
 1. One preschool site had 34 students divided between 2 teachers, another site has 20 students divided between two teachers.
 - a. Both sets of teachers have same number of instructional aides.
 2. Most of students are within neighborhood boundaries.
 - a. Not an issue of caseload
 3. Suggest hire new teacher or reschedule aides.
- B. Kindergarten Supplies
 1. SPED Kdg teachers/classrooms were not included in orders for Full Day Kdg equipment.
- C. One ES site has Critical skills class without teacher.
 1. Program Specialist instructed other teachers to absorb load.
 2. Teachers have been told not to do so.
- D. Itinerant Teachers work day
 1. Teacher being requested to provide services outside the regular school day and outside their contracted work hours.

VII. COPE

- A. School Board Election in November
 1. C. Smiley met candidates
- B. Should PFT endorse candidates?
 1. Past practice: Officers met and interviewed candidates.
 - a. Endorsed candidates met with Reps
- C. Invite to meeting by 3rd week of September for presentation at October rep meeting.

D. Partisan Candidates

Discussion: Should we support/endorse partisan candidates?

- A local candidate has approached PFT for an endorsement. PFT has historically avoided partisan politics, focusing on issues that affect education and teachers (Prop 74,75,76).
- I think we should continue that practice.
- We've avoided partisan politics in order to avoid creating a rift among our members.
- When members have asked for voting positions we have referred them to the AFT/CFT recommendations.

Consensus: PFT will continue to maintain neutrality regarding politics and continue to focus on issues related to education and teacher employment.

Meeting adjourned: 6:20 p.m.

Next meeting: September 8, 2008

Submitted by Naomi Lukaszewski, PFT Secretary