

Executive Council Minutes
Open Session
August 27, 2007

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 Wusthoff was unable to attend due to a PDAB (Professional Development Advisory Board) meeting.

Secretary's Note: Since the last meeting, the PFT President has been contacted by all Board Members regarding a donation to the District Educational foundation.

D. Thompson is seeking CFT financial support for his attendance at the conference and will use PFT funds only if necessary.

Reps: None

Meeting called to order: 4:15 p.m.

Handouts: CLAD update memo-DRAFT

- New Teacher Get Together
- E-mail from C. Cleland documenting changes to Kaiser and prescription plans
- Staffing/Enrollment figures
- School Services Financial Projection Dartboard
- PUSD Budget Proposals, Projections & Assumptions
- AFT FAQ's and Recommendations re:NCLB
- Contract Language re: Additional Assignment Position
- Restructuring Info sheet

Agenda: CLAD

- New Teacher Party
- Compelling Leave
- Health Care
- Staffing & Enrollment
- School Services Memo
- Restructuring

I. Minutes

A. August 20 Executive Council: unanimously approved with amendments

II. CLAD Update—see handout

A. Joint Memo Draft

1. District Administration wants to send out information about current CLAD options.
2. ELL students cannot be placed with teachers who do not possess CLAD certification.
 - a. Includes any ELL student, regardless of language ability.

B. CLAD requirement

1. State mandated requirement.
 - a. County Education Offices are responsible for interpreting the law.
 - b. There have been several policy changes.
 - i) PE teachers didn't need CLAD then did.
 - ii) Foreign Language teachers did then didn't
2. State deadline for CLAD: June 1, 2006
3. PUSD deadline for CLAD: June 1, 2008
 - a. Emergency CLAD credential can be issued for one year but recipient must show evidence of intent to attain CLAD in order to qualify.

C. Penalties for not having CLAD

1. Office of Education can audit districts; check teacher credentials

- a. County Office of Education can choose to withhold paycheck of teacher who does not possess valid credentials including CLAD.
 - b. County, not district issues paychecks.
2. San Diego County Office of Education (SDCOE) is planning to audit districts next year.
 3. PFT has contacted PUSD Human Resources re: possible paycheck withholding.
 - a. Still waiting for an answer.
 - b. Even if PUSD does not choose to withhold pay, SDCOE can override district policy and hold check.
 4. Not having CLAD could cause involuntary assignment to another school in order to meet needs of ELL population.
 - a. Teachers without CLAD could bump another teacher with CLAD but less district seniority.

D. Union Action

1. PFT has worked with the district to enable all members to become CLAD certified.
2. Shirley Day has presented at Rep meetings regarding CLAD options in the district.
 - a. Shirley has also applied and received multiple waivers and extensions of AB390/2913 enabling teachers with 10 or more years experience to get CLAD certification.
 - b. Shirley has also offered CLAD classes at no cost to teachers and as a TLC.
3. PFT has offered TLC classes to help teachers study for the CTEL exam.
4. The district will cover costs of taking CTEL.
5. The Union negotiates with the District, not SDCOE.
 - a. How the County chooses to interpret the law is outside the scope of the union.
 - b. SDCOE can override local district policy if it chooses to do so.
6. The requirement to become CLAD certified is a legal requirement.
7. PFT does not have the authority to waive the CLAD requirement.

III. New Teacher Get Together—*see handout*

A. Opportunity to make contact with teachers who were hired after the initial new teacher days August 14-15.

1. Proposed date is Wednesday, September 12 after PPAP training.

Discussion:

- All the superintendents have been invited.
- Should we go to separate rooms for a Q&A?
- Are they going to ask questions with the Superintendents there?
- We could have a “Question” box. They could write their questions down and then we could read from them.
- What if we just attach a Q&A to another PPAP training?
- Then we wouldn’t reach all the teachers new to the district.
- Can we take a moment during the training?
- I would not want to intrude on Charlotte’s time. I think that would be a breach of protocol.
- We could have it on a Site Visit day.
- But they are already here on Wednesday and I don’t know that they would come back out just for a mixer.

B. C. Smiley will send out the flyer.

1. Date will be September 12.
2. Beginning and ending hours are indicated but M. Houle will stay as long as needed to answer questions.

IV. Compelling Personal Reasons Leave

- A. Three days: 2 days at no cost, 3rd day is less cost of a substitute.
 1. Teachers sharing contracts also share these days.
 - a. Each teacher received the equivalent percentage of days.
 - b. 50% teachers would have 3 half-days, first 2 at full pay, 3rd less the cost of a sub.
- B. Need to fill out P-15 form to document use.
 1. Explanation, advance notice or approval is not required.
 2. Employees can check off: “Personal business” or “Other” and indicate “Personal Business”.
 - a. District is monitoring usage.

Discussion: What if you don’t need a sub for the third day? Are you still charged the cost of the substitute? Should you get the 3rd day at full pay if you don’t need a sub?

- These days are not part of sick leave so are not governed by ed code.
- I asked [Director of Human Resources] and she said that these days were essentially a gift so, yes, the employee would still be charged the cost of a sub.
- [I think] we should get to have the 3rd day at full pay if we don’t a sub.
- We should still charge it.
- I agree, deduct it or it’s going to be abused every professional growth day.
- So, what’s our stand?
- We should wait until we are able to get input from [K-5 Director}.

- C. Official position is tabled until next meeting.

V. Health Care—see *handout*

- A. Classified member of Insurance Committee requested info on what changes were made to coverage in order to keep premiums down: “give backs”.
- B. PFT will not negotiate “give backs” until numbers are firmer.

VI. Staffing and Enrollment—see *handouts*

- A. Final enrollment number for staffing: 31, 817
 1. Kindergarten enrollment increased substantially.
 - a. One year only. Will need to watch for trends.
- B. Joint Staffing Board will continue to meet to examine enrollment numbers and determine augmentation needs.
 1. More than 3 High School or Middle School teachers doing 6/5 is a problem.
 - a. More than 3 teachers teaching prep indicates a need for a 50% contract teacher.
 2. Contract has a process for establishing 6/5 positions.
 - a. pg. 30 of current contract
 3. Must advertise 50% contract availability to current employees.
 4. Sites cannot violate contract to accommodate schedule.
- C. Recommendations for next year
 1. Financial needs to figure K-3 and 4-5 numbers separately to account for class size reduction.
 2. Need to pinpoint a day where known data is at its peak and employees can be hired in a timely manner to meet class size targets according to contract.

VII. School Services Memo—see *handout*

- A. Average unified district ADA (Average Daily Attendance): \$5568
 1. PUSD ADA: \$5527
 - a. PUSD is \$41 below the average for unified districts.
 - b. \$41 x 31, 817 (current enrollment)= \$1,304,497
- B. PUSD is in a low wealth district.
 1. Tax base set around 1972 when Poway was a rural area.
 - a. Tax was not set to highest limit.

2. Equalization money is supposed to even it out.

a. Not available every year.

C. Impact on PUSD Budget/Negotiations

1. Begin making assumptions and projections for 2008-2009, 2009-2010

2. Revise 2007-2008 budget, do true up for 2006-2007/

Secretary's note: The handouts did not include information for 2007-2008 because that data was unavailable at meeting time.

VIII. PFT Position on NCLB—see handouts

A. PFT President contacted for PFT position on NCLB renewal.

B. President examined AFT material.

C. Executive Council will write position at next meeting.

IX. Restructuring—see handout

A. K. Wusthoff and R. Ruark to meet on Thursday

1. Agree on timeline first. Can wordsmith later.

B. 3 Areas of focus

1. Reconfigure Executive Board

a. High School, Middle School, Elementary, Special Ed Vice Presidents

b. Secretary

c. Treasurer

2. Proposal for Presidential Succession

3. Proposal for election cycle

Discussion:

- Will we hold the vote for the amendment with the officers' elections?
- We'll have to have another election to elect the additional officers or just extend the current officers until the new cycle starts.
- We can write the proposal to have conditions that will go into effect upon passage of the amendment.
- Who is presenting these proposals? The officers or the committee?
- We have three proposals from the committee to present as a package.
- When is the committee convened next? They need to have input on the final package and consensus on the proposals. We don't want to present something only to have the committee contradict it.
- We need to have 2/3 of the votes in favor for the amendment to pass.

Meeting adjourned: 6:00 p.m.

Next meeting: September 10, 2007

Submitted by Naomi Lukaszewski, PFT Secretary