

Executive Council Minutes
Open Session
September 8, 2008

Officers present: President Marc Houle, Middle School Vice President Bob Ruark, SPED Vice President Jan Van Horne, Secretary Naomi Lukaszewski, Treasurer Kelly Logan, 6-12 Director Candy Smiley, K-5 Director Karen Wusthoff

High School VP Bob Walker and Elementary VP Stephanie Martin were both absent due to illness.

Reps: None

Meeting called to order: 4:10 p.m.

Handouts: None

Agenda: Rep Meeting Agenda

- Kindergarten Admission requirements
- CLAD certification
- Transfer Process
- IEP meetings and General Ed teachers
- Grade Level Vice Presidents

I. Minutes

A. August 25 Executive Council: unanimously approved with amendments

II. Rep Meeting Agenda

A. PFT Budget

1. Deal negotiated between former PFT President Don Raczka and former CFT Treasurer Mike Nye to repay back per caps.
 - a. PFT paid past due per caps in \$5000 increments.
 - b. Once caught up in per caps, PFT would pay no dues in August and make two payments in September.
 - c. Deal made in order to address deficits arising from cash flow.
2. Current CFT administration requests payment monthly.
 - a. Current CFT treasurer did not make previous deal
 - b. PFT appeared to be in arrears due to lack of payment in August.
3. Profit and loss sheet shows 13 payments made to CFT in 12 month period
 - a. Additional payment made in order be "on time" and caught up.
4. PFT will now make payments on a monthly basis.
5. Deal struck by Raczka and Nye no longer necessary.
 - a. Dues now paid through AFT instead of directly from PFT.
 - b. PFT established and maintains reserve cash in order to pay per caps on time.

B. State Budget

1. This year's COLA in deficit.
2. Projections show next year's COLA in deficit as well.
3. Current lack of funds largely impacting instructional supply budgets.
 - a. Instructional budgets are an ongoing expense but are easier to adjust to funding fluctuations.
 - b. PFT to survey PFT Reps to find out process for teachers and instructional supply budget.

C. Insurance

1. Negotiations continuing
 - a. May have information for reps but unlikely to have completed deal

D. PTIP Process

1. Charlotte Kutzner to present
2. Teachers largely unaware of PTIP (Permanent Teachers Intervention Program)
3. PTIP Participation eligibility

- a. Referred by principal
 - i) for teachers who receive unsatisfactory in some but not all areas
 - b. Teacher receives overall unsatisfactory evaluation
 - c. Teacher volunteers for coaching
4. Teachers in PTIP receive confidential services from PPAP consultant
- a. Consultants are assigned based on need.

Question: Can teachers use PTIP as part of an Alternative Evaluation? Say a teacher wants to receive coaching instead of simply reading a book and going to a discussion group.

Response: Yes. The principal and the teacher can agree on this or the principal can simply rate the teacher unsatisfactory in all areas so that they are automatically referred to PTIP.

E. Labor Issues

1. Classroom observations

- a. If a student advocate or other adult professional requests time in a teacher's classroom in order to observe the teacher's methods or instruction, the teacher must have 24 hour's notice.
- b. If the teacher is the subject of the observation, the teacher may request an administrator or a union representative also be present for the duration of the observation.
- c. If a student is the subject of an observation, the teacher may only request a district administrator be present for the duration of the observation.
- d. In some SPED cases, another SPED teacher may also be present.

F. K5 Time Group

1. Applications are in and interviews will be conducted.

G. Professional Growth Schedule for K5 only

1. Site administrators should be making arrangements with staff on how to "give back" 2.5 hours due to math in-service.

III. Kindergarten Admission Requirements

A. There was an inquiry regarding completed toilet training as a requirement for Kindergarten admission.

1. The PFT Secretary examined CA Ed Code and did an internet search for existing case law.
2. There are no provisions for requiring toilet training as a requirement for admission to general ed kindergarten.
 - a. The issue is not even addressed.
3. However, there is case law that states toilet training is not a requirement for school admission when the student has an identified disability (SPED placement).

B. The teacher who made the inquiry has been advised that she is not required to change diapers, nor is diaper changing to be considered part of her professional duties.

1. She has been advised that any student in diapers who needs the diaper changed should be sent to the health technician for assistance.

C. The PFT staff will be informing the District Administration of the situation, providing assistance and direction.

Open Session closed, Confidential Session Opened. 4:55 p.m.

Topic: Personnel Issue, credential renewal

Confidential Session closed, Open Session resumed. 5:05 p.m.

IV. CLAD Certification

A. Deadline for certification: June 2008

1. PUSD Non-CLAD teachers received notification of deadline and consequences of not getting CLAD certification.
 - a. Non-CLAD teachers cannot have ELL students in their classrooms
 - b. Inability to have ELL students can negatively impact scheduling and student placement.
 - c. Non-CLAD teachers cannot move forward on tenure track.
2. District Administration currently examining classroom enrollment to ensure non-CLAD teachers do not have ELL students.
3. PUSD is being audited by SD County Office of Education this year
4. Teachers who received CA credential within last 15 years have CLAD embedded in credential program

V. Transfer Policy

A. PFT needs to define interests, address divergent needs among membership, communicate process to teachers.

1. Need to determine method of identifying which openings are “temp” and which are “permanent”.
 - a. “Temporary” positions are result of teachers out on leave.
 - b. “Permanent” positions are result of growth, resignation or retirement.

B. Moving from temporary to probation is uncertain in current budget situation

1. Not automatic after two years.

VI. IEP Meetings & General Ed Teachers

A. General Ed teachers can refuse to sign IEP but will still need to follow requirements as outlined in IEP.

1. Teachers can sign but have dissenting opinion included in paperwork.
2. Teachers cannot legally say, “I can’t...”

B. Issues of scheduling and attendance at meetings becoming an issue.

1. IEP meeting encroaching on prep time at High School and Middle School level.
2. Lack of classroom coverage affecting Elementary teacher ability to attend IEPs.

VII. Grade Level Vice Presidents

A. Grade Level Vice Presidents need to have face time/contact with constituency.

1. Establish duties and expectations
2. Needs differ from level to level.

B. Plan for breakout sessions during Rep Meeting for reps to speak with VPs.

C. Possibly schedule grade level reports from each VP at rep meetings.

D. The PFT Secretary will send a current list of reps to each VP.

Meeting adjourned: 5:25 p.m.

Next meeting: September 15, 2008

Submitted by Naomi Lukaszewski, PFT Secretary