

Executive Council Minutes
Open Session
September 10, 2007

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

Treasurer K. Logan was absent due to illness

Reps: None

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

Handouts: Proposed Contract and By-law amendments and revisions

Article: "No Child Left Behind Act faces overhaul, political donnybrook"

Agenda: PFT President Employment Contract

Compelling Reasons Leave

Substitute Pay

Labor Issues—*Confidential Session*

PFT Building use request

Rep Council Meeting

PFT Constitution and By-laws amendments

TURN

Business Equipment Purchases

Permanent Teachers Notification

I. Minutes

A. August 27 Executive Council: unanimously approved.

II. PFT President Employment Contract

A. Wording was amended to include salary schedule placement.

B. Contract was signed by B. Ruark, TJ McNaul, N. Lukaszewski.

III. Compelling Reasons Leave

A. Memo from B. Chiment

1. P-15 is no longer required.

B. Whether or not District pays for sub should not be a consideration when calculating effect of taking sick leave on STRS.

IV. Substitute Pay Rates

A. Substitute pay rate increases with length of continuous time spent on assignment.

1. First 0-21 days: \$100 per day

2. 21-40 days: \$110 per day

3. 40+ days: \$160 per day

B. Increases are automatic.

1. Teacher on extended sick leave gets daily rate less sub pay.

a. Sub pay rate deducted depends on length of time sub is at assignment.

C. Rationale

1. After 21 days (4 school weeks), it is assumed that the substitute is doing the majority of the teacher's duties, including planning.

2. After 40 days (10 school weeks), it is assumed that the substitute has completely taken over all teaching duties, including progress reports, meetings, planning and instruction.

3. It is not unreasonable to raise the substitute compensation accordingly.

a. The highest rate of sub pay is still substantially less than the daily rate of a first year temporary teacher.

4:30 p.m. Open Session closed. Confidential Session opened.

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

V. PFT Building Use Request

A. RBHS Booster club has requested use of large PFT room for a fundraiser.

1. Booster club has required liability coverage.

Discussion:

- Are we charging them for using the room?
- If we do, it says in our lease that any income we make from use of the room goes to the landlord.
- If we say “Yes” to them then how would we tell all the other booster clubs “No”?
- Yes, if word gets out we will get requests from every booster group at all the high schools, not to mention all the elementary foundations...I say no.

Consensus: The Executive Council cannot grant RBHS Boosters’ request since doing so would set a precedent of building use that PFT could not support on a steady basis.

VI. Rep Council Meeting

A. Tentative Agenda

1. PFT Budget

a. Present new budget with adjustments for increase in dues

2. Fred Glass—Health care presentation

3. AFT/CFT

a. Benefits of membership: political and practical

4. CLAD and Staffing update

5. Executive Council Restructuring and Constitutional/By-Laws amendments

B. Childcare

1. Move to upstairs

2. 2 childcare providers will be hired at \$10/hour

a. Currently childcare is being provided by 2 middle school students who are certified babysitters.

VII. Constitution and By-Laws Amendments—*see handouts*

The Executive Council went over the proposed re-wording of the Constitution and By-laws.

Discussion:

- Should we include a procedure in case an officer leaves office mid-term?
- I think there is already a provision that the President appoints an interim officer.
- We’ll have to look that up.
- I don’t think we should list the reasons a President might leave office. What if one leaves office and the reason isn’t on the list?
- We’ll need to put in more specific job descriptions of the Vice Presidents.
- Should there be an expectation that the Vice Presidents become part of the Negotiations committee?
- What if they don’t want to do it?
- It limits the members of the negotiations committee.
- What if you have someone who is not good with numbers?
- Put “Full time release PFT release staff” and PFT members appointed by the President. Then the Vice Presidents can be appointed to the committee as needed.
- Take “site rep” out of [2.4] it’s too limiting.
- There’s a discrepancy between having 15 days to tabulate the votes and sending them out to the reps the day after voting.
- Can we change who has custody of the ballots?
- We can have it in the custody of the PFT President. That way they can be stored on site at the office.
- What’s the timeline here?”
- We will present the proposed changes to the reps in September, discuss in October and November, vote in December.
- So then officers who are elected in December will be elected with the understanding that there will be another election in May if the amendments pass?

- Yes.
- What about a constituency vs. general election?
- If the Vice Presidents are elected by constituency how would a Special Ed teacher vote? For instance, [named teacher] at my site, would she vote only for a SPED Vice President but not a Middle School Vice President? Would she get to vote for both?
- I think it should be a general election because even though I would expect an Elementary Vice President's contribution to be providing the elementary point of view, he or she will still have input on decisions that are going to affect everybody.

Consensus: The Executive Council will recommend a general election to the Representative Council. The final decision will be made and approved by the Representative Council after discussion.

- We should present the changes to reps with strikethrough text instead of color coding because not everyone will be able to print these in color.

VIII. TURN

- A. C. Smiley and K. Wusthoff will attend TURN conference in Miami on October 11-13.
 - a. The expenditures for this trip will fall within the amount for travel in the approved budget and therefore does not need confirmation from the Executive Council

IX. Business Equipment Purchases

- A. New Compaq laptop computer
 - 1. Purchased for \$400
 - a. Originally approved expenditure was \$1000.
 - 2. Will be used primarily by PFT Staff when on union related business out of town.
 - a. Laptop will allow staff to access e-mail and PFT/PUSD websites.
- B. Reconditioned PC for Hoffa room
 - 1. Purchased to provide Internet access for teachers who are in the building for in-services, PPAP meetings, or other district and union business.
 - 2. Will help protect PFT computers from accidental virus exposure.
 - a. Help maintain confidentiality and accidental damage to PFT data.

X. Permanent Status notification

- A. Probationary Teachers who are Prob 2 status and do not receive termination notice by March 15 of their Prob 2 year will have permanent status the first day of the following school year.
- B. Currently these teachers do not receive any confirmation of this change from Probationary to Permanent status.
 - 1. At one time there was a "Tenure Tea" but that ended with budget cuts.
- C. PFT will send letters of "Congratulations" in June.

Meeting adjourned: 5:50 p.m.

Next meeting: September 24, 2007

September 17 has been set aside for site visits.

Submitted by Naomi Lukaszewski, PFT Secretary