

Executive Council Minutes
Open Session
September 26, 2006

Officers present: President Marc Houle, 2nd VP/6-12 Director of Educational Issues and Labor Relations Candy Smiley, Communications Secretary Naomi Lukaszewski, Treasurer/K-5 Director of Educational Issues and Labor Relations Karen Wusthoff

Reps: None

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

Handouts: Agenda
 E-mail communication re: patriotic activities
 E-mail communication re: High school minutes and Learning Point
 E-mail communication re: CLAD
 E-mail communication re: Professional Growth time scheduled on time banking day.
 Conference info

I. Minutes

A. September 14 Representative Council: unanimously approved with amendments.

II. Executive Council Meeting Schedule

A. The Executive Council would like to schedule site visits on a monthly basis in order to directly touch base with the membership and facilitate communication.

1. Site visit days are not limited to Tuesdays.

B. October Schedule

1. Meetings

- a. October 3
- b. October 10
- c. October 24

2. Site Visits

- a. October 17
- b. October 31

C. November Schedule

1. Meetings

- a. November 7
- b. November 14

2. November 21-25 is Thanksgiving Break.

3. November 28 is TBA.

III. COPE

A. PFT President received e-mail suggesting campaign contributions to support Phil Angelides and union supported propositions.

1. PFT has historically supported or endorsed bipartisan issues, issues directly affecting teachers, and local educational issues and events such as school board elections.

Consensus: The Executive Council will continue a policy of support for bi-partisan, local issues. PFT will not be making a COPE contribution to Phil Angelides' campaign or to propositions that do not affect teachers or education.

IV. Alternative Patriotic Activity-see *handout*

A. K. Cornwall, a PUSD parent has sent e-mails to D. Phillips and D. Raczka in February and April 2006 regarding having an alternative patriotic activity for students who do not, for reason of conscience, participate in the pledge.

1. Mr. Cornwall cites anonymous teachers who feel pressured to do the pledge and would like district guidance. He seems to feel these teachers have a grievance that is under the jurisdiction of the union.

2. D. Raczka responded on May 7, 2006 that the matter would be given its appropriate priority.
 - a. During May 2006, the PFT Executive Council was in contract negotiations and overseeing an election campaign regarding a raise in local dues in order to restore services to the membership. These matters were of top priority.
3. At no time has the Executive Council received any complaint from Building Reps or individual teachers regarding being required to participate in the Pledge of Allegiance or any other Patriotic Activity.
4. Patriotic Activities have been discussed with teachers at some sites.
 - a. There have not been any restrictions or requirements placed on teachers.
5. Ed Code requires only 2 minutes of patriotic activity in the school day.
 - a. The Pledge of Allegiance is not a required activity for teachers or students.
 - b. The two minutes of Patriotic Activity may be integrated into the daily curriculum through Social Studies, Music, History, Literature or other activity determined by the teacher.

B. Current PFT President Marc Houle reiterated his predecessor's request to consider the matter closed.

Consensus: The PFT Executive Council does not feel that this matter requires action. This matter is regarded as concluded due to the lack of complaint from teachers regarding and to the best of the Executive Council's knowledge, due to the lack of any restrictions or requirements being placed on teachers regarding the Pledge of Allegiance or any other Patriotic Activity.

IV. High School Minutes-see *handout*

- A. Ed Code requires 64,800 classroom minutes (Students in class) in a school year.
 1. In order to meet requirements and accommodate Professional time, some sites have 6.5 periods.
 - a. This may not be allowable.
 2. Mel Robertson is checking data to ascertain if 6.5 periods falls within guidelines for classroom minutes.
- B. PFT Position
 1. If a schedule change needs to be made in order to meet minimum classroom minutes, then teachers need to be part of the decision process.
 - a. Regardless of who or what is driving the change, teachers need to be involved.

V. Learning Point-see *handout*

- A. Learning Point is the District supported, preferred methods for parent communication.
 1. Currently used at the Middle School and High School level.
 - a. Executive Council knows of 1 elementary school teacher using it.
 2. It has had many technical difficulties and tech support has not been consistent.
 3. Learning Point is currently on private tech support.
- B. Issues re: Learning Point
 1. Some principals are requiring teachers to use Learning Point as the primary means of communication with parents.
 2. Learning Point is not listed in any of the 5 domains for teacher evaluation.
 - a. Are new teachers who are told to use Learning Point then being evaluated on something outside the teaching domains?
 3. Board policy states that parents must be notified of a "D" in a way that allows the student time to improve the grade.
 - a. Specific method is not mentioned.
- C. Questions
 1. What is Learning Point's purpose? What type of communication is it for?

- a. What about families without access to the Internet? e.g. ELL families, lower socio-economic groups?
- 2. How is it being used?
 - a. As a syllabus?
 - b. As a replacement for a paper Progress Report?
 - c. Some teachers have an account but do not use it?
- 3. If it is a requirement, who's enforcing it?
 - a. Principals?
- 4. How does this positively impact student learning?
 - a. Posting everything on Learning Point does not require any student responsibility for keeping track of assignments.
 - b. National Board Certification Standards require parent communication to be interactive. Learning Point provides limited opportunity for immediate feedback or dialogue.
- D. PFT and District Administration need to have a discussion regarding the use and purpose of Learning Point.
 - 1. Need to have consensus in order to avoid conflicting message to teachers and site administrators.

VI. Health & Welfare

- A. Need to go over figures for cell enhancement.
 - a. District's figures and PFT figures are not in alignment.

5:30 Meeting closed. Confidential Session opened.

5:50 Meeting reconvened.

VII. Professional Growth Days and Time Banking-see *handout*

- A. Professional Growth day coincides with the time banking day at 7 sites.
 - 1. Contract states "At each elementary school, a plan shall be developed to provide protected, teacher-directed preparation/conference time."
 - 2. Teachers have worked extra on the other four days in order to have time banking.
 - 3. For schools who have Professional Growth on their time banking day, the teachers are working an extra half day that week.
- B. PFT Elementary Director will discuss with Bill Chiment some possible solutions to compensating these teachers.
- C. PFT Suggestions for compensation.
 - 1. Have affected sites attend Professional Growth for only half day.
 - 2. Half day release per site.
 - a. District covers cost of subs.
 - 3. Have teachers choose half day.
 - a. District covers cost of subs.
 - 4. Pay teachers for extra half day.
- D. PFT suggests that Professional Growth be moved to Mondays, since there aren't any sites that have time banking on Monday.

VIII. CLAD

- A. There seems to be some misunderstanding regarding the CLAD requirement.
 - 1. A site rep requested a copy of the PFT/PUSD agreement requiring all teachers to be CLAD by 2008.
 - 2. No such agreement exists.
 - 3. The rep was referred to Shirley Day for details.
 - a. Information is also available in the September 14 Rep Meeting minutes.
- B. The CLAD requirement is a federal and state mandate.

1. PFT is unaware of any other district that provides support for teachers needing CLAD.
 - a. PUSD pays registration fees for teachers taking the SDCOE SB395/AB2913 courses.
 - b. This course can be taken as a TLC, earning points toward moving on the salary schedule.

IX. Joint Conference: Council of Classroom Employees and Early Childhood-K12 Council-see handout

- A. M. Houle to attend conference in Oakland this weekend.
- B. C. Smiley and K. Wusthoff to attend in December.

X. Core Staffing Update.

- A. Data from SASI and other district sources is not in sync.
- B. Master Schedulers and Counselors were uninformed about new contractual guideline.
- C. May need to poll teachers for number of students in their classroom.

XI. Literacy Council Calendar Change

- A. Changing to a January-January cycle instead of August to June.
 1. Difficult to get work done over the summer.
 2. Change will reduce transition time.

XII. Farewell Party for Don Raczka

- A. K. Wusthoff will research cost differential between having catering party and buying items from Costco.

Meeting adjourned: 6:15 p.m.

Next meeting: Tuesday, October 3

Submitted by Naomi Lukaszewski, PFT Secretary