

**Rep Council Minutes
December 11, 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

School & Members Represented:

High Schools New Direction	Middle Schools	Elementary Schools and PPAP			
	BHMS	AB	HR	POM	TBCK
MCHS	BMMS	CHAP	MID	RH	VAL
PHS	MBMS	CRKS	MCRK	SCRK	WG
RBHS	MVMS	CV	MR	SD	WW
WVHS	OVMS	DC	PR	SH	N. DIR
	TPMS	DS		TB	
		GR			

Handouts: Agenda with attachments

Call to order: 4:00 p.m.

I. Community

A. Congratulations to Bill Millar on his retirement

II. State Budget Update

A. Timeline

1. State Budget passed September 23
 - a. Latest budget has been passed.
 - b. Budget passed on projected income
2. Within two weeks State Controller declared budget "\$3 billion out of whack."
3. 5 days later budget was said to have \$10 billion deficit
4. December 2008: Budget has \$14 billion deficit
5. Deficit could reach \$40 billion by 2010.
6. November 2008
 - a. Governor called special session
 - b. Asked for 1 cent sales tax increase, cuts to spending
 - c. Did not get it
7. December 1: Called Emergency session of legislature
 - a. Cannot vote on anything until budget is settled
8. January: If nothing is accomplished, deficit folds into 2009-2010 budget
 - a. By law, budget proposal for 2009-2010 must be presented in January
- 9 According to State Controller, at current rate, CA will be out of money in February
 - a. Announced today: Budget deficit projected at \$48 billion in 2009
10. Information changes on almost an hourly basis
 - a. Difficult to keep everyone updated

B. Impact

1. There will be cuts, amount unknown
2. Possible flexibility in categoricals
 - a. transportation, CSR, GATE
3. Lay-off notices (pink slips) will probably be issued in March
 - a. March 15- notification of intent to terminate employment
 - b. May 15- confirmation of termination
4. PUSD & PFT jointly examining reduction in force process

C. Reduction In Force (RIF)

1. Lay-off process guidelines determined by law and negotiations
 - a. "Tiebreakers" determined by CA Ed Code
 - i) ex: hire date
 - b. "Competency Standards" are negotiable
 - i) CLAD

2. PFT will work to protect and enforce teachers' legal rights

Question: If we have to end the academic year early, is that a state or district decision?

Response: I don't know. We will be seeking legal counsel on that. We have a contract that states our work year is 188 days. Will the collective bargaining agreement be suspended if the state declares an early end to the year? Do teachers still have to be paid if the district ends the year? We don't know.

- We can eliminate pro grow days [through negotiation] but not student days.

Question: My site has a high number of temps. We got hit hard last year. Are cuts going deeper? Are more people going to be laid off?

Response: Yes. People who were not noticed last time will probably get noticed this time.

Question: If we have mid year cuts, how would they affect us? How would it get dealt with?

Response: There could be a hiring freeze. For instance, if someone retires, they aren't replaced. So if a custodian leaves and is not replaced, then you would see it. It could be decided that the grass can die and the bushes can grow.

Question: Are there any projections on the amount of mid year cuts?

Response: No. [We still don't know if there are going to be any mid year cuts.] We can borrow money from the county until the state pays us but we are still on the hook for the interest.

Question: What's on the table to get cut from the District Office? What has been discussed besides pink slipping the teachers?

Response: There aren't enough teachers to make up an \$18 million deficit [projected PUSD budget deficit]. There are still going to be students and you can increase class size only so far. However, there also isn't enough in the District Office to make up that deficit either.

Question: In the lay off hearings, were things resolved? Were you confident in the District's records?

Response: We are still resolving one. A lot of questions that came up last time have been fixed for this time.

- But are you confident in the District's records?
- Yes. We were in the room during the process
- Last year we found out in late January that we would have to issue lay off notices. That has not happened in nearly 30 years in PUSD. We had a short timeline in which to determine the best practices for the process. This time letters will be sent out in January to all people who will possibly be affected by lay offs. We will be telling them to get their paperwork in order and to check their records now and not wait until March 15.

Question: Has the possibility of an Early Retirement been examined in order to reduce the number of teachers at the top of the salary schedule?

Response: There needs to be an agreement on both sides of the table before you can have an Early Retirement and the district is not looking at this as an option. In addition, you need to begin making arrangements for an Early Retirement the year before. We would have had to start looking at and informing people back in September. And don't forget, just because we offer an Early Retirement doesn't mean the people who are eligible are going to take an Early Retirement.

Question: Is having a CLAD credential going to be a factor in lay offs?

Response: It's a competency standard and it's negotiable. I can tell you PFT and the District do not agree on this issue.

Question: Have they considered suspending state testing considering the millions of dollars spent?

Response: The testing companies have a heavy lobby but it is one of the area that we are looking for some flexibility in funds.

Question: Some of the District policies work against teachers. I worked for the district for several years outside my credential but [because it was an emergency credential] it's not counted.

Response: Before you go any farther, let me share with you the comment of the Administrative Law judge that oversaw the hearings: "What does "fairness" have to with it? It's either in accordance with the law or it isn't." I know there are things that are unfair and don't seem right but we can't negotiate around the law.

Question: How are slips going out? Our principal gave one of our teachers her notice but told her, "I think you are going to be okay." She wasn't.

Response: Last year, the district tried to do it face to face. Teachers must be notified by certified mail.

Question: When do they need to be noticed?

Response: March 15

Question: As anyone approached the cuts from the bottom up? Ask us what we need to run our classrooms and then when we reach our budget limit we stop.

Response: It's not that simple. Not everyone needs the same things and not everyone has the same perception of what is necessary. It is difficult to determine at what point learning is affected.

III. PFT Communication

A. Dr. Phillips making site visitations

1. Wants to have discussions, not make presentations
 - a. Elementary: entire faculty invited
 - b. Middle School: Team leaders
 - c. High School: Department chairs
2. Invitation also extended to any other site leaders.
 - a. Entire faculty not invited at Secondary level in order to maintain discussion level.
 - b. PFT suggested inviting any interest parties
 - c. Use Socratic style
 - i) Interested parties sit around core group, pass notes, questions to core participants.
3. PFT staff will also be present.

B. Communications Needs

1. What do you need for PFT Communication?
 - a. Lunch meetings?

Question: Could we be debriefed on info before meeting with Dr. Phillips?

Response: Dr. Phillips's e-mail contains all the info there is. We haven't been sending out a lot on the State Budget because as you saw earlier, the info changes almost minute by minute.

PFT will send out a survey asking teachers for input regarding communication needs from PFT.

IV. PFT Budget—see agenda attachment 1a-1d

A. Income

1. Item code 3900: Legal Defense Grant payment
 - a. Represents 2/3 of total bill. PFT paid remaining third.

B. Audit Report

1. Complete report on PFT Website
2. PFT is operating within GAAP (Generally Accepted Accounting Principles)
3. PFT is also improving financially as an organization

C. Direction

1. Rent is going up in May 2009. Lease is expiring in May 2010
 - a. Move or renegotiate?
 - b. PFT will enter negotiations with current landlord

Question: Usually when you lease a property, the rent goes up when you renew the lease.

Response: Commercial leases are different. Because they are usually for several years, rent increases are included in the contract.

V. Parent Donation Info

A. Proposed Electronic Supply Registry

1. Like a bridal/shower gift registry
2. Some glitches, being ironed out

B. PFT has info from parents and district regarding feasibility of electronic donations

1. Need input from teachers regarding donations in general
2. What are the difficulties? Needs?

PFT will send out a short survey electronically to gather data from teachers regarding donations.

Meeting adjourned: 4:50 p.m.

Next meeting: January 15, 2009

Submitted by Naomi Lukaszewski, PFT Secretary