

**Rep Council Minutes**  
**February 12, 2009**

**Officers present:** President Marc Houle, 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  
*High School Vice President Bob Walker was absent due to a scheduling conflict.*

**School & Members Represented:**

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

\*\* Due to a change in this meeting's sign in sheet, attendance of reps from these sites was not confirmed.

**Handouts:** Agenda with attachments

Mission Federal Credit Union flyer

Hard copy of selected slides from "Uncharted Waters: Putting the 2009-10 Budget Debate in Context"; a presentation by Scott Graves, Senior Political Analyst

**Call to order:** 4:00 p.m.

**I. Mission Federal Credit Union (MFCU)—see handout**

A. Long standing supporter of San Diego Schools

1. Funded PUSD Recognition dinner at on February 2 at Rancho Bernardo Inn

2. Presenters

- a. Charlie Sykes, AVP/Manager; Rancho Bernardo
- b. Belle Manzano, AVP/Branch Manager; Poway
- c. John, Regional Vice President

B. Bank vs. Credit Union

1. Credit Union owned by members

- a. Does not get involved with Wall Street
- b. Cannot sell stocks or bonds
- c. Do not earn commissions for making loans like a broker

C. Services

1. "Mission 4 R Districts"

- a. For every new adult member referred by PFT, MFCU will give \$25 to PFT and \$25 to new member.
- b. Mention PFT when enrolling or fill out referral coupon.

2. Summer Saver Club Account

- a. Allows members on 10 or 11 pay option to create saving account to receive pay in months without regular paycheck.
  - i) Calculates amount needed and automatically withdraws it and places amount in a separate account
  - ii) Amount earns interest while in account.

3. 10 pay option on loans

- a. Can arrange for loan payment to be calculated over 10 months out of the year
- b. Payments will be slightly higher
- c. New teachers in PUSD have access to only 10 pay option.

Question: If I already have a checking or saving account, how is the summer account set up?

Response: It's one more share.

Question: How would I access my summer account money?

Response: It deducted automatically and is put back in the originating account at the arranged time. There is a minimum deduction of \$20 but no maximum so if you want to put extra money aside for summer projects as well, you can. You can also set up a similar account for Christmas shopping. You can also access any funds set aside in the event of an emergency.

Question: Does MFCU have any plans to re-open a branch in Penasquitos?

Response: Not at this time. We are examining customer needs. MFCU is part of the COOP network so you can use any credit union ATM to make deposits or withdrawals without paying penalties or fees. You can also make withdrawals at 7-11.

Question: With the upgrades on the MFCU website, is there a better Safari hook up for MAC users?

Response: It's available.

*Secretary's Note: Each Rep and the PFT Secretary received a flyer with Charlie Sykes' and Belle Manzano's contact information attached. If you would like their contact info, please contact your site rep or the PFT Secretary.*

## II. Open Items

### A. Welcome to new site reps

1. Kerri Dunigan & Kelly Lasho: Park Village ES
  - a. Thank you to Lauren Frederick
2. Nancy Minerva: Oak Valley MS
  - a. Joining Mark Vitti
3. Jebette Caterina: Abraxas HS
  - a. Thank you to Annie Rego

### B. Role as Reps

Discussion: How do you view your role as a rep?

- As a new rep I was wondering about the approach I should take as a rep? Should I make a decision here at the meeting and then go back and inform my staff? Or should I take the information I get at the meetings, go back to my staff, get their opinions and then make a decision based on their input?
- The answer to that is "Yes," to both because the approach a rep takes depends on the site and the issue. Sometimes decisions have to be made at the meeting because there are deadlines to meet and the timing is such that there isn't time to get input from the sites. On those occasions, we need to depend on the reps to be able to represent the best interests of their sites. Some sites just want their reps to make the decisions and their sites are fine with that. Then, there are reps who are left to make decisions and then [get flak] over the decisions they make. In those cases, if I were a rep in that situation, I would say, "If you don't like the decisions I make, run against me." I think what [PFT Leadership] needs to do at the Rep meetings is ask, "Do we need to know today?" This would allow Reps to go back to their sites and get feedback on issues that do not have a time constraint.
- For me, I don't want to be flooded with e-mails [from my staff] for every decision we make.
- There are definitely two sides [to being a rep]. It's like AdCab (Administrator's Cabinet). Sometimes we want them to make the decision, sometimes we want to be able to give input. As for the "run against me" [philosophy], my take on that is that no one was fighting for our spots as reps.
- The reality is, it is a matter of appropriateness for the decision at hand.
- Yes, but before you take on the role of decision maker, your staff needs to be clear that that is the role you are taking and they need to be okay with it. Yes, we have teacher leadership making decisions but those decisions are often handed down from administration.

- I don't believe [reps from speaker's site] vote just based on our personal opinion but a rep is a leader. You should have the pulse of your school. You need to have built those relationships. It is likely if you are a rep, it is because people come to you and ask for help or look to you for answers.
- I assume everyone has the pulse of their staffs. That is why we are here.
- Would it be beneficial to write a [site rep] job description that includes "A rep would be elected to make decisions at meetings as well as take information back to sites for feedback"?

*Verbal confirmation in favor of job descriptions.*

Question: What is the role of a rep as far as advocating for a teacher? We had a teacher who was at a pre-IEP meeting where the parent showed up with an advocate. The teacher felt completely [betrayed]. Who would be the advocate for the teacher in this situation?

Response: There is a continuum that goes from a parent's right to ask about their children's education to commenting on a teacher's performance. The problem is there is no simple way of categorizing when a parent has crossed that line because there are so many gray areas.

- An IEP meeting is supposed to be about the child and not the teacher. A teacher can ask for union representation at a pre-IEP meeting but a union rep cannot attend the actual IEP.
- According to Ed Code, an IEP meeting cannot be adversarial. If you feel the meeting is becoming adversarial and that you are "under attack", you can stop the meeting.

### C. Dr. Phillips' Site Visit topics

*Responses to questions are bulleted.*

#### 1. \$8.6 million paid out in consulting fees

Question: Why is the district paying out so much in consulting fees? They have rehired [former District Administrators] as consultants and these people are now making more than they did when they were working for PSD.

- The [former District Administrators] are working as part time consultants for the district. Their services are not limited to our district. Their higher income is the result of consulting for others outside our own district as well. The district has hired consultants to do work that no one else in the district is trained to do, such as the reporting and dis-aggregation of test data for reporting to the state and federal governments.
- Consulting fees include legal fees. PSD has had to pay fees to defend against several recent lawsuits
- Number breakdowns can be provided but exact figures are not immediately available.
- Health and Welfare consultants cost about \$100,000

#### 2. \$80,000 monthly cell phone bill

Question: Why is the District paying out so much for cell phones?

- We have not focused on this because we are looking to cut \$22 million. In the big picture, \$80K is a minor cut. We need to talk about big drops first. We have been told that the site administrators are provided with cell phones because they are on 24 hour notice.
- I don't like that answer because for years the district refused to provide phones in the classroom. We were told that we were not allowed to have one because teachers would use it to make personal calls during class time or make long distance calls on them that the district would have to pay for. Now site admin is being provided with cell phones? What assurance do we have that we are not paying for personal phone calls?
- \$80,000 is two teachers.
- It may be a little drop but if everyone has to tighten their belts, so does Administration.
- Wouldn't site administrators have cell phones even if the district didn't provide them with one?

#### 3. "LSS Restructuring"

Question: What does that mean?

- LSS is smaller than it used to be. In the past few years, Personnel has been reduced. Ray Wilson and Janet Malone have retired and have not been replaced. There will be more reductions but I

will not, for ethical reasons, name positions or names because some of the people involved have not been notified yet and some retirements have not been confirmed.

- Teachers need to be informed as much as possible about the whole landscape so we can understand what is going on.

4. Marc Houle is “too easy” on Dr. Phillips

- Teachers see only the public aspect of the relationship between Marc Houle and Don Phillips. Both the PFT President and PUSD Superintendent maintain cordial and professional relations in public by choice, regardless of any disagreements that may exist between them. Both make an effort to limit confrontations to negotiations or conversations that take place outside of the public sphere.

5. Dr. Phillips’ site visit timing

Question: Dr. Phillips talked for 18 minutes out of 30 minute meeting time. That left only 12 minutes for teacher questions. I thought he wanted to have a discussion and avoid making a presentation?

- This may have been due to when your site had your meeting [prior to start of school]. Our site held our meeting after school and Dr. Phillips stayed until the last question was answered.

6. Charter Districts

Question: What are the pros/cons of being a Charter District?

- Our Collective Bargaining Agreement stays intact if we become a Charter district according to the consultant we contacted. Charter districts do not have categoricals and receive money for keeping test scores up. However, that would probably mean an increase in testing.

7. MAPS testing

Question: How much money is being spent on MAPS? What is the research on the success of MAPS? I have asked for the research several times and have not received it.

- It’s about \$100,000 not including the Human Resources costs. We will have to look into getting the research being cited.

9. District Hiring

Question: New Personnel Commission person? Why hiring new staff?

- This is not a new hire. This person is replacing someone who retired. I don’t know exactly what this job entails because it’s a classified position. We don’t have any jurisdiction over it.

10. General Q & A

Question: There are Site Administrators coming back to the classroom that do not have CLAD. How is that going to work?

Response: They will be treated in the unit like any other teacher. Site administrators need to have been teachers in the unit in order to return to the unit and the classroom. They have seniority status as a teacher and will be treated like a teacher who does not have CLAD. An administrator who entered the district as an administrator and was not employed as a teacher in PUSD prior to becoming an administrator does not have seniority or rights to return to the classroom.

Question: What about [Probationary teachers] with bilingual credentials? Are they going to be saved?

Response: Possession of a BCLAD or a bilingual credential is a competency standard. It is negotiable and we are currently in discussions regarding whether or not it will be a competency standard this year. [Regarding CLAD][PFT President] will tell you that it will take a ruling from a court of law before I will stand by and let a 30 year veteran be moved to the top of the layoff list because that teacher does not have CLAD.

Question: If we are forced to take 5 days off, will Administration take a comparable cut?

Response: Yes. PFT will argue for equivalent (2%) cuts across the board.

Question: Will we know which Administration positions will be cut by March 15?

Response: Hopefully, yes. By law they must be noticed by March 15.

Question: How many directors are in the District?

Response: Off the top of my head, there are 2 in LSS, 2 in Personnel and 1 in Student Support.

- Do they all get the same pay?
- No. The District website has the salary schedule if you want to see the range.

Question: There are members of my staff who have said they would rather take 4 days off than lose teachers. Is that possible?

Response: Yes. Budget item 1100 allows us to track the cost of teachers. That is something we will have to wait on making a decision until the state budget is finalized.

Question: How would that affect retirement?

Response: In STRS, if you have less than 25 years credit, your retirement is calculated based on your 3 highest consecutive years. If you have more than 25 years credit, your retirement is calculated based on your highest year. CALPERS allows you to have a one year gap in your 3 year calculation if you have a year where your salary is reduced due to budget cuts. We have contacted STRS to see if they will extend the same exception to the consecutive year rule and are still waiting to hear from them.

Question: What about Dr. Phillips' raise? He's getting \$242,000 with benefits.

Response: That raise was part of the contract he signed in 2006-2007. He has said he will accept the raise but will return it to the district via donations to the Foundation.

Question: What about textbook adoptions every 7 years? Is that going to still happen with all the cuts?

Response: We have applied for a waiver for science texts twice now. I know because the union also has to agree to a waiver. The textbook lobby has deep pockets and right now we don't know exactly what is going to happen. Textbook money is a categorical where we are hoping to get flexibility.

### **III. Board Policy Changes—see *Agenda Attachments 2-4***

- A. Board is slowly reviewing policies and updating or revising when necessary.
  - 1. LSS usually rewrites policies
  - 2. Old language is included in “strike out” font.
    - a. Allows Board to see what changes made
- B. Policy # 3.2.2: Lesson Plans
  - 1. Old language not included in revision
  - 2. Language is contradictory: some passages indicate procedures are in place, other language indicates procedures still in development.
  - 3. PFT not consulted before new policy presented to Board
    - a. Some requirements in policy could be interpreted as change in conditions of employment.
  - 4. Policy presented at February Board meeting as a draft.
    - a. District admitted to flaws in policy as written
- C. Policy #3.3.6: Middle School Grading
  - 1. “C” grade is now considered “in danger of failing”.
    - a. Only first reading
  - 2. Policy is still in negotiation.

Question: Is this happening for sure?

Response: This was only the first reading. It will probably be voted on at the next meeting. We are still discussing it in negotiations.

Question: When is the next Board meeting?

Response: March 9

#### IV. Budget Project—see handout “*Uncharted Waters*”

- A. Presentation to put 2009-2010 budget into context
  1. Addresses longterm spending issues
- B. Current general facts
  1. K-12 takes largest portion of budget
  2. Corrections (prisons) costs increasing at 4 times the rate of General Fund spending.
    - a. Costs \$40,000 to house an inmate in General Population
    - b. 2008: 13.2 % of male inmates are 50 years or older
    - c. Projections indicate by 2018 25.6% of male inmates will be 50 years or older.

Question: Is this data national?

Response: No. It is data from CA only.

- C. State Governance
  1. CA is only state that requires a super majority (two-thirds of the vote) in order to approve both tax increases and the state budget.
    - a. Structure create stalemates in legislature by giving minority opinions power to stall discussions.
  2. Other states have simple majority (50%) for either budget approval or tax increase but not both.
- D. 2008 Tax Deal
  1. Increased revenues over two years by eliminating corporate tax breaks.
    - a. Deal reinstates breaks in 2010, at which point they will continue without interruption indefinitely.
- E. Funding
  1. Education receives funding from sales tax, income tax and property tax.
    - a. Funding affected by drops in consumer spending, increased job loss and fluctuations in housing market.
  2. Anticipated revenues down by \$31 billion.
  3. Governor’s proposal still dependent on borrowing from lottery
  4. Operating deficits will resume in 2010

Question: What is different in other states?

Response: Other states have higher property taxes. In Long Island you can pay \$30,000 a year.

- We spend more on Corrections than we do on Education. Other states spend more on Education than they do on Corrections. They make Education a priority. What’s California’s priority?

- F. Proposed solutions & changes
  1. Tax wages and salary instead of capital gains
  2. Hard Spending Cap
    - a. As soon as spending reaches limit, Government has right to make mid-year cuts
    - b. If passes, Prop 98 will never recover
      - i) Prop 98 based on revenues
  3. Soft spending Cap
    - a. Calculates average of spending and revenues over 10 year period
    - b. Extra income goes into “Rainy day” fund
  4. Assembly Bill #8
    - a. Sponsored by Brownlee
    - b. Proposed changes to Education funding
    - c. In early draft stages, just introduced
  5. Once State Legislature votes on Budget, there are items that still must be approved by vote of the people.
    - a. Vote likely to take place in June

b. School districts will still have to hand out layoff notices due to time limits set in Ed Code.

G. PFT Elections

1. March 5 deadline for turning in petitions for candidacy.
  - a. Candidates for PFT Officer positions must turn in a petition with 10 signatures supporting their candidacy.
    - i) Signers must be union members in good standing
  - b. Petition forms available on the PFT Website
2. Bob Ruark will not seek re-election as Middle School Vice President
  - a. Thank you to Bob for his service.

**Meeting adjourned:** 5:45 p.m.

**Next meeting:** March 12, 2009

Submitted by Naomi Lukaszewski, PFT Secretary