

Rep Council Minutes
February 13, 2008

Officers present: President Marc Houle, 1st Vice President Bob Ruark, 2nd Vice President Terri Jo McNaul, Communications Secretary Naomi Lukaszewski, Treasurer Kelly Logan, 6-12 Director Candy Smiley K-5 Director Karen Wusthoff was absent due to a PDAB meeting.

Membership:

	Member Full Time	Member Part Time	Agency Fee Full Time	Agency Fee Part Time	Reduced Fee Full time	Reduced Fee Part Time
Sept 2007	1384	100	47	12	34	2
Jan 2008	1438	85	61	17	33	2

School & Members Represented:

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

Handouts: Agenda with attachments
Education Coalition Sample Letter
PUSD Administrative Procedure: Processing Complaints...School District Personnel
Rep "Homework" and CSTP Collaboration Questions

Call to order: 3:55 p.m.

I. Open Items

A. PUSD and State Budget

1. Everything is on the table, nothing has been decided.

Discussion: "What are [the Reps] hearing at your sites re: the Budget Situation?"

- We heard that the administrators all got new Blackberries so they could stay in touch with each other.
- I don't know if that is true. If it is, it may be that those were ordered before the budget came out and they just got them. I don't think it's possible. They all have cell phones and e-mail.
- We're getting a pay cut.
- We're having an Early Retirement.
- Those things have not been decided although they are among the options.
- CSR is going away.
- At this time, it has been determined that completely eliminating K-3 CSR is not cost effective. CSR is a categorical program and while funding for categoricals are being reduced, it is still not cost effective. If CSR were cut, the teachers that would be released would be the teachers at the bottom of the pay scale, so the savings in salary are at the low end of the range. In addition, the state provides 85 cents for every dollar spent on CSR. We would lose that 85 cents and gain 15 cents on the dollar. It doesn't make sense.
- There is some resentment from the 4-5 grade teachers having to go to 36 while K-3 gets to maintain 20.
- We are aware of that and are looking at solutions. [2nd Vice President] has polled the elementary reps for ideas on how to alleviate extracurricular duties for their 4-5 colleagues. For example, taking on more before and after school duty.
- Are they cutting from the top down? Is it equitable?
- Yes. Cuts will not come from only one place.

- Yes, but we have two AP's getting principal pay.
- How do you know that? (MVMS has two former elementary principals as APs) AP's are on a 10 month contract. I would be surprised to learn otherwise.
- Can you find out?
- I can't get details but I can find out in general. Legally, because we are your bargaining unit, they would have to give specifics on a teacher's salary if we ask but they don't have to give us any info on how management is employed.
- Will TLC continue?
- Are we freezing step and class?
- Yes, TLC is continuing for the same reason we cannot freeze step and class increases. Legally, salary cannot be reduced for a portion of employees. Salary reductions in this situation need to be across the board. Not everyone is on the TLC prime column, so taking off those who are would be a salary reduction for only a portion of staff. Step and class freezes don't affect those at the top of the salary schedule (E-23). So, legally TLC and step and column movement has to be maintained for reasons of equity.
- We have heard at my site that we are getting a salary reduction of 1-3%. Not knowing, I [gave my opinion] and told them I didn't think that would happen. Is it possible?
- It is a solution on the table but nothing has been decided. The problem is that we are looking at \$14 million in cuts. Big cuts require big numbers. Eliminating one or two administrators is about \$150-200K. That's not even close to \$14 million.
- What about the PE teacher grant? What happened with that?
- There was a grant that enabled 10 elementary schools to hire a PE teacher. That money was categorical and in the past the restrictions on categorical funds were loosened under severe budget cuts. Therefore, once the State budget was presented, that money was banked. It didn't make sense to hire more teachers while we were looking at cutting teachers from PUSD classrooms.
- In 2003-2004 we made some deep cuts and we hard got anything back. Where else can we cut?
- Actually, not everything was returned. In 2003-2004 we devised a plan to cut \$13 million dollars over three years. Now we have to cut \$14 million in one year from an even leaner organization. Anything we do is going to upset someone. It's not going to be pretty.
- Isn't there a deadline in March for layoffs?
- Yes.
- So, [the District] is under the gun.
- [PFT President Houle] am asking you for direction. What would you do if you were me?

B. Next Steps

1. Waiting to hear whether or not Vehicle License Fee is reinstated.
 - a. Would provide \$6 billion toward deficit reduction
2. Waiting to hear if Prop 98 is suspended.
3. Not enough data to finalize decisions or know which direction to take.
 - a. Want more solid information

C. PFT-PUSD Administration meeting informally over break.

1. Examining data, number crunching
2. Want to know District's process of arriving at deficit figures.
 - a. PFT disagrees with some of the percentages used.
3. PFT-PUSD need to come to agreement on budget assumptions

II. CFT Report

A. M. Houle is resigning as a CFT 1st Vice President.

1. Disagreement over using CFT computer tech.
 - a. CFT Executive Board declined to discuss matter, denied knowledge of need in spite of receiving and responding to e-mails on the subject.

B. PFT has used Martin Moda, CFT data technician for several years.

1. M. Moda laid network wiring for PFT Offices, debugs programs, helps maintain PFT website.
 2. CFT denied services this year.
 - a. Claimed Moda's sole function was as a data management technician, however, CFT uses him as a computer tech as well.
 3. At February 9 CFT Executive Council meeting, CFT President refused to discuss PFT's use of Martin Moda and denied knowledge of intent to do so despite exchange of e-mails on the subject.
 4. As a result, M. Houle has resigned as CFT 1st Vice President
- C. CFT Per Caps
1. Monthly dues from PFT to CFT
 - a. $\$78,648 \times 12 \text{ months} = \$943,776$
 2. Formula Funding from CFT to PFT
 - a. $\$15,989 \times 12 = \$191,868$
 - b. Money returned to PFT in lieu of CFT Field Rep services
 - c. Some unit Presidents continue to teach full time, CFT Field Rep handles negotiations.
 - d. PFT feels in-house representatives have better knowledge of needs.
 3. CFT receives \$751,908 yearly from PFT
 - a. Treats Formula Funding as if they are giving PFT extra money instead of simply returning our own funds.

Question: What happens if we don't pay them dues?

Response: We lose the formula funding. The formula funding is tied to per caps.

Question: If CFT value added for \$751,908?

Response: There are things that they deal with at the State and Federal level that we don't deal with and don't know about that they deal with.

Question: Are there any independent districts?

Response: No. Those that are, are very small, maybe less than 100 teachers.

III. Economic Negotiations—see *Agenda attachment 1& handout*

- A. Position Paper from Education Coalition
 1. Provides talking points regarding the state budget
 2. Sample Letter
 - a. Help answer parent questions
 3. Both items will be scanned and sent electronically so that they can be distributed to staff.
- B. Law for Certificated Layoffs—see *Agenda Attachment 2*
 1. Temporary Teachers do not have re-employment rights.
 - a. Contracts have end date regardless of budget situation.
 2. Permanent and Probationary teachers must be notified by March 15.
 3. "Pink Slips" can be issued by specific service
 - a. ex: junior music teacher, certificated manager
 4. Notices must be hand delivered or mailed by certified, return receipt mail.
 5. School Board must give one week notice of meeting to approve issuance of slips.
 - a. Next PUSD Board meeting is March 10.
 6. PFT will be monitoring termination notices to make sure guidelines are followed.

Question: Is there any way to avoid layoffs?

Response: There are some extreme solutions: everyone could take a 7% pay cut. Again, you need to have big numbers.

C. Tale of Two Districts-Part II—*see Agenda Attachment 3*

1. A comparison was made between San Dieguito and PUSD at January Rep meeting (Item V in the minutes)
2. PUSD Budget-91.44% of unrestricted funds spent on salary and benefits.
3. San Dieguito-87.74% to salaries
 - a. San Dieguito receives more revenue but pays less to salary and benefits.

Question: Don't High School district get more money than unified or elementary districts because theoretically it doesn't cost as much to educate elementary students as it does high school students?

Response: Yes.

- Then can we get a comparison of High School to High School?
- I did not choose this district. I was asked about this district in particular. A High School teacher said, "My friend in San Dieguito makes more than me. Why don't we get paid as much in PUSD?" I would like to do a comparison with a similar district.

IV. CFT Dues and PFT Budget—*Agenda Attachment 4*

- A. CFT has an automatic dues increase based on the average increase in salary in the state.
 1. Pass through, not voted on.
 2. PFT was unaware of automatic increase
- B. Per caps shortfall
 1. Dues collected tenthly
 - a. 2007-2008 \$34.52
 - b. 2006-2007 \$33.06
\$1.43
 - c. $\$1.43 \times 12/10 = \1.72 tenthly
 2. Did not detect pass through for 5 months
 - a. $\$1.72 \times 5 = \8.60
 3. PFT will pay for 5 month shortfall. However, dues will go up by \$1.72 in February.

V. PFT Election Timeline

- A. M. Houle sent out e-mail outlining possible changes in officer stipends due to budget cuts.
 1. Not moving ahead with reconfiguration is not an option since it was voted in as an amendment to the PFT Constitution.
- B. Will send out job description and stipend range before end of week.
 1. Petitions for candidacy must be turned in to PFT by March 7, 2008.

VI. Parent Complaint—*see handout*

A. Personnel Files

1. Parent cannot place items in personnel files.
2. Only management may place items in personnel files.
 - a. Management needs to investigate complaints and write letter of reprimand
 - b. Teacher must be notified of item placed in file.
 - c. Teacher has right, by law, to respond to complaint and have response attached to letter in file.
 - d. Teacher can authorize proxy to access files.
 - i) ex: Union representative, attorney

B. Exercise—Write a rebuttal to a sample complaint

At this time, Reps broke into small groups and were given an example of a parent complaint and asked to write a rebuttal. Responses were shared out in whole group and ranged from "No Response" to requesting a parent conference to discuss the complaint.

C. Goal: Make the complaint go away.

1. Attempting to change parent's mind is futile and can escalate situation.
2. Administration cannot dictate teacher's response.

Question: Does complaint ever go to school board?

Response: No, they are not part of the processing channel. The normal channel is teacher, principal, Assistant Superintendent at Personnel, and the Superintendent.

- I would suggest you tell your teachers, especially the younger ones who may want to try and fix things, that as soon as a complaint is in writing that is the end of one to one conversations with that parent.
- We had a situation where a Kindergartner tore up a room, was so violent that the other children had to be evacuated from the room. When the parent called, the teacher had the presence of mind to say, “I will not speak to that parent without an administrator in the room.” We called Risk Management and that child has been removed from the room. Special Ed will ask if the incident was a manifestation of a disability, in which case, “All is forgiven.” However, Risk Management is focused on safety, regardless of disability.

Question: What about unofficial files?

Response: You can fight to have that information put into your official file. You have legal protection over the items in your official file. Administration places letters in your file because that is the most they can do. It is mostly for documentation in the event of legal action.

VII. Collaboration

A. Define Collaboration based on CSTP(CA Standard for the Teaching Profession) Guidelines.

1. Do CSTP questions help define what collaboration looks like?

Question: Shouldn't this be a TLC?

Response: Unfortunately we have already started the work. There are guidelines and rules for TLCs. We can't retroactively credit work.

- But it seems to me that this requires in-depth discussion and we can't give it the attention it requires at a rep meeting.
- Would reps come to a TLC for this? *Show of hands indicated interest.*
- We want to include you in the Strategic Planning. This could become part of the teacher evaluation.

B. Strategic Plan

1. “Moving the rock pile” (see January Minutes, Item X, E)

a. Conversations between Administration, Teachers, Parents

2. Collaboration is one piece of the plan

a. Includes, Cultural Competence, Assessment, Technology

- I think examining these things in depth goes above and beyond the duties of a rep. In the future, could we spin this off as a TLC for the reps.
- That's a great idea.
- Can we direct a TLC to just reps?
- [C. Smiley] will write a TLC and get it approved.

Question: Why were the members of the Strategic Plan committee handpicked? Why wasn't it open to all members? It should have been sent to all members. Why wasn't everyone given the opportunity to participate?

Response: We selected the people we did because we were limited to 20 subs and we had to have a representation that included a cross section of teachers from both genders, ages, grade levels, experience, subject. We sent e-mails to several teachers that could represent this cross section and not everyone was interested or could make it.

- But the difficulty historically is that when we do solicit volunteers, we either get no one or we get the same people responding. Then often, the people who complain about not being given an opportunity to participate don't volunteer when the opportunity arises.
- We also need to recruit and build capacity and often the way to do that is to actively select candidates and convince them they have the ability to contribute. Building capacity is difficult. We are worried about the upcoming officer elections.

- We need childcare.
- I agree with the[original statement], it should have been sent out to everyone and then if no one came forward, people should have been selected. Put it out to all the teachers and then if no one comes forward, make a selection.
- We have to have a balance between veteran and new teachers.

VIII. 403b follow-up

A. Rep checked deposits.

1. Some took six months to post
2. Is in contact with vendor to track down money.

B. Anyone with a 403b should check their statements.

1. If there is a discrepancy, contact your vendor.

Meeting adjourned: 5:36 p.m.

Next meeting: March 13, 2008

Submitted by Naomi Lukaszewski, PFT Communications Secretary