

**Rep Council Minutes**  
**March 8, 2007**

**Officers present:** President Marc Houle, 1<sup>st</sup> Vice President Bob Ruark, 2<sup>nd</sup> Vice President Terri Jo McNaul, Communications Secretary Naomi Lukaszewski, Treasurer Kelly Logan, 6-12 Director Candy Smiley, K-5 Director Karen Wusthoff

**Membership:**

	Members		Agency Fee		Reduced Fee	
	FT	PT	FT	PT	FT	PT
<b>Jun 2006</b>	1390	105	78	29	37	2
<b>Oct 2006</b>	1390	97	64	19	35	1
<b>Nov 2006</b>	1396	101	54	15	40	1
<b>Dec 2006</b>	1397	100	56	18	40	1
<b>Jan 2007</b>	1397	100	54	16	40	1
<b>Feb 2007</b>	1412	98	50	16	39	2

**School & Members Represented:**

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

Jim Heaton, Elections Chair was present.

**Handouts:** Agenda with attachments  
Information from PFT: Sick leave  
PUSD Professional Standards for Educational Leaders  
Teacher Leadership Survey

**Call to order:** 3:55 p.m.

**I. Open Items-M. Houle**

- A. STRS information meeting at PFT Offices on March 30.
  - 1. Marc Houle will present information on STRS.
    - a. How to calculate retirement benefits
    - b. Pre-selecting beneficiaries
    - c. Windfall Elimination and Government Pension Offset

Question: My doctor won't sign my Worker's Comp Pre-designation form, what do I do?

Response: We will be addressing that later in the meeting.

**II. State Budget & Negotiations: 2<sup>nd</sup> Quarter Update-M. Houle**

- A. Negotiations involve managing expectations.
  - 1. Many people assume (Cost Of Living Adjustment) COLA determines amount of raise that can be expected.
    - a. During years of annual growth in enrollment, COLA was used a guideline for negotiations.
- B. Income from State funding 2006-2007
  - 1. Revenue limits: 5.92%
  - 2. Deficit reduction: \$1.5 million
    - a. Deficit reduction addresses repayment for years when Prop 98 funding falls short.

3. Equalization: \$2.5 million
  - a. Attempts to level funding amounts between high and low wealth districts.
4. Mandated Costs
  - a. Money to maintain mandated programs
- C. PFT/PUSD Contract Settlement for 2006-2007
  1. 5% salary increase on all schedules.
  2. \$1 million for Class Size Reduction 6-12
  3. \$200,000 cell enhancement for Health and Welfare
    - a. Cell enhancement used to reduce premiums for employees.
  4. TLC prime column placement increased from 2 to 3 years.
- D. Income from proposed Budget from 2007-2008
  1. All numbers are projections made in January for July.
    - a. Legislative Analyst Office (LAO) issued report 2 weeks after publication of proposed budget stating trends are declining and proposed figures were too optimistic.
  2. Revenue Limits 4.04%
  3. No Deficit Reduction, Equalization or Mandated Costs
    - a. Not having these funds means all expenses must be paid from only from COLA.
  4. Expenses include current teacher salaries, step and column increases, TLC movement, and Health and Welfare increases.
- E. Negotiations
  1. Too early to have accurate figures
  2. Need data on retirees, enrollment, State Budget revisions (May revise)
  3. Enrollment variable
    - a. Each student is \$5527 in ADA
    - b. 100 more students is an additional \$552,700
    - c. 100 less students is minus \$552,700
  4. Need to plan for the worst, hope for the best.

Question for Reps: Do you want to have a 2<sup>nd</sup> meeting in May after the May revise for an update or do you want to wait until the regular June meeting? There is an IBPS meeting on May 30.

**The Rep Council would like to wait until the regular June meeting for an update.**

### **III. Agenda Calendar for Rep Council Meetings-M. Houle**

#### A. April

1. Acknowledge Jim Dyer, Meadowbrook Rep for 15 years of service as CFT Vice President.
  - a. Marc Houle will be taking Jim's place.
2. Special Agent April Langwell, San Diego FBI will present information on preventing Identity Theft.

#### B. May

1. PFT Presidential Election

#### C. June

1. Vote on contract settlement (if we have one)
2. End of Year party

### **IV. Technology Policy**

- A. Most large organizations like PUSD have a policy in place regarding use of technology.
  1. For instance, e-mails are kept indefinitely.
- B. Policy is a Term/Condition of Employment and is therefore, negotiable.
- C. PFT is currently working on a Technology Policy in collaboration with District Representatives.

D. If you have access to a Technology Policy from another workplace or school district, please send a copy to Marc Houle.

1. Some language is “boiler plate”.

#### **V. PFT Budget-K. Logan**

A. Line 4420: Utilities

1. 1<sup>st</sup> quarter Sept.-Nov.
  - a. \$2954
2. 2<sup>nd</sup> Quarter Dec.-Feb.
  - a. \$ 2023
3. Reduction due to monitored usage
  - a. Turning off lights and AC whenever rooms are not in use.

B. Line # 4430: Phone

1. Reduction from \$562 in January to \$363 in February.
  - a. Due to consolidating some services and eliminating others.

#### **VI. Worker’s Compensation: Pre-Designation Form—K. Wusthoff**

A. Kaiser, Scripps, Sharp all have Occupational Medicine Departments (OcMed) that will sign pre-designation form.

1. This will allow you to see your Primary Care Physician (PCP) for Worker’s comp claims.

B. Center for Health Care (CHC) will not allow their OcMed to sign a pre-designation form.

1. Thank you to J. Sikora, Painted Rock Rep for bringing this to PFT attention.
2. CHC claims that they are currently treating teachers under Worker’s Comp without pre-designation forms.
  - a. PFT has asked for a list of those teachers and is still waiting for a response.
3. PFT has asked CHC for a list of teachers they are servicing. CHC is still working on it and has not provided this information.

Question: My doctor [at CHC] signed it. Am I okay?

Response: Yes. You’re okay. There are two doctors who have signed it. If your doctor won’t sign it, you are not able to have CHC’s OcMed sign it for you. We can offer assurances that you will be able to pre-designate at CHC.

Question: One of the teachers at my site said Sharp wouldn’t sign it.

Response: Did she take it to her personal physician?

- Yes
- She has to walk it into Sharp’s OcMed to get it signed.

#### **VII. Personal Time-K. Wusthoff**

A. PFT has researched the use of sick days for personal time in other districts in response to member requests.

1. Teachers sometimes need to be absent for reasons that do not fit within the contracted guidelines.
  - a. Forces a situation where teachers are lying in order to attend to personal matters.
2. Six districts have “no tell” days ranging from 2-6 days
  - a. San Diego Unified: 2 days can be used with 48 hour notice to principal.
    - i. Cannot be attached to a break i.e Memorial Day
  - b. Escondido: 2 days
  - c. Ramona: 2 days
  - d. Chula Vista: 6 days.
3. Language differs from district to district. Some days can only be taken based on substitute availability.

B. PFT is working on a proposal for negotiations.

Question: These would come out of our sick days?

Response: Yes. They would not be in addition to.

Question: Here's a scenario: I'm gone for 5 days and the principal doesn't approve it. Do I lose 5 days of pay? Is it a leave of absence without pay?

Response: Yes. You will be docked your daily rate.

Question: How does that affect my retirement?

Response: Days you are in paid status count toward retirement. Sick leave is paid status. A leave of absence is not. You have 188 days of paid status in a school year. Only hard time counts toward a milestone. So, a 5 day leave of absence will cost 5 days out of 188 days of paid status.

- It all depends on whether or not your principal will sign your P-9.
- But if I ask my principal ahead of time and he won't approve it, I'm in a bind.
- Most principals will say they don't want to know ahead of time to avoid putting teachers in that situation.

Question: My daughter is expecting a baby. Is that Personal Necessity?

Response: If you look at page 11 of the contract, Personal Necessity only covers illness or surgery involving a member of the immediate family. Pregnancy is not considered an illness.

- Unless she has a C-section. Then you're okay because she's had surgery.

## **VIII. Sick Leave Policy-see handout-K. Wusthoff**

### **A. Sick Leave**

1. Member out due to illness first uses accrued sick leave days at full rate of pay.
2. If member runs out of sick leave, then she accesses Extended Sick Leave.
  - a. Extended Sick Leave is 5 months (100 days) of daily rate minus cost of sub.
  - b. Sub pay may have incremental increases depending on length of absence.
3. If member exhausts Extended Sick Leave and still needs to be absent, then that member may apply for access to the Catastrophic Sick Leave bank.
4. Catastrophic Sick Leave granted on case by case basis.
  - a. Decided by board of 3 teachers & 2 administrators
  - b. Decision by consensus or by a 4 vote pass if consensus cannot be reached.
  - c. No "disease" requirement to access Catastrophic Sick Leave

### **B. Worker's Compensation absence**

1. Does not come out of Sick Days for 1<sup>st</sup> 135 days of absence
  - a. 1/3 paid by District, other 2/3 paid by Keenan and Associates, Worker's Comp insurance.
  - b. After 135 days, 1/3 is out of accrued sick days, 2/3 paid for by Keenan and Associates.
    - i. For every 3 days out for Worker's Comp, 1 sick day will be used.

Question: Is any of this new?

Response: Not really. It's just not generally known.

Question: Is how the subs are paid part of our contract?

Response: No. The district sets the sub pay rate. It's not negotiated.

- Ed Code does mandate a regular sub rate. At one time, Speech Pathologists out on extended sick leave were being charged the cost of a private contractor to fill in for them at \$60/hour. We grieved that for them and won because it wasn't the "regular sub rate".

## **IX. Substitute Shortage**

- A. PFT cannot negotiate for substitutes. They are not part of the bargaining unit.
- B. Contract Language p. 28
  - 1. Teachers are not obligated to give up their prep/conference time.
- C. Consulted with W. Chiment
  - 1. Limit of 35 subs for Administrative Release.
  - 2. No Admin days planned on Monday or Friday.
  - 3. Raised sub pay
  - 4. CLAD, AVID was scheduled before limits were put into place.
    - a. March should be better
- D. Suggestions from PFT
  - 1. Sub Emeritus
    - a. Retirees who sub, paid at a higher rate
    - b. Usually willing to sub at former site on as needed basis
  - 2. Comp time
    - a. Every 5 periods of subbing =1 comp day

Question: What about Elementary Teachers who are taking 2 classes or extra students and Kindergarten Teachers who are getting pulled.?

Response: We are working on it. It's difficult, because at elementary, teachers are still within their regular work day and not getting pulled from prep time.

#### **X. Revolving Cash-N. Lukaszewski**

- A. Thank you to everyone who provided feedback about reimbursement at their sites.
  - 1. A proposal outlining the need for a raise and suggesting an increase in both spending limits and petty cash was forwarded to the Superintendent and Assistant Superintendent and subsequently discussed at Cabinet.
- B. At the February Board meeting, the purchase limit for teachers was raised to \$150.
- C. Petty Cash limits still need to be raised.
  - 1. The PFT Communications Secretary will be contacting Diane Cantelli regarding petty cash.

#### **XI. PFT Presidential Election-J. Heaton, Elections Chair**

- A. By-laws
  - 1. Election and Nominations Committee shall present nomination for PFT President at the March Representative Council Meeting.
- B. Elections Committee
  - 1. J. Heaton, Chair
    - a. C. Boone
    - b. G. Strachan
    - c. J. Strachan
  - 2. Members given about 6 weeks to notify Elections Committee of intent to run.
    - a. Committee decided to interview all candidates
  - 3. Only Marc Houle declared intention to run
    - a. Interviewed in writing via e-mail
    - b. Committee cites M. Houle's experience, smooth transition into office, and his efforts to build capacity.

#### **The PFT Elections Committee nominates Marc Houle for President.**

- C. Members who wish to run for office may still declare candidacy at the April Representative Council Meeting by petition.
  - 1. Candidacy by petition requires 100 member signatures.

#### **XII. PFT Executive Council Restructuring-R. Ruark**

- A. 1<sup>st</sup> Planning meeting
  - 1. Monday March 12, @ PFT Offices, 3:45-5:00
    - a. Open to all interested reps

2. Purpose

a. Calendar future meetings

B. Restructuring requires an amendment to PFT Constitution

Question: Is everything on the table?

Response: Yes. I hope to be looking at terms, elections, not just the structure. The Constitution is antiquated and need to be updated and rewritten.

**XIII. Administrative Evaluations-see handout, C.Smiley**

A. Reps asked to review rubrics used by administration to evaluate principals.

1. Which are applicable to teachers? Not all standards appropriate for teacher evaluation.

a. Focus on important points; highlight with pen all areas that are appropriate for teacher evaluation.

**5:05 p.m.:** *Reps broke into small groups to discuss rubric*

**5:15 p.m.:** *Marked papers collected.*

B. PFT will consolidate information; write draft of evaluation with committee for presentation at April Rep Council meeting.

**XIV. Teacher Leadership-see handout, C.Smiley**

A. Survey distributed.

Question: Should we go back to our staff for feedback?

Response: We'd like you to fill one out here. We need the info ASAP.

- Can you e-mail us the survey and we'll pass send it to our staff?
- That's doable.
- Our site just did an evaluation on our principal. We felt the need to do one. We shared the data with her. I think we need to do a mid-year eval.

Question: Who initiated the evaluation?

Response: The UBC. We were having some issues so we decided to do an evaluation early.

- It's good to have an evaluation mid-year. Waiting until the end of the year is like a post-mortem. It's too late to do anything.

**Meeting adjourned:** 5:30 p.m.

**Next meeting:** April 12, 2007

Submitted by Naomi Lukaszewski, PFT Communications Secretary