

**Rep Council Minutes**  
**April 17, 2008**

**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

**School & Members Represented:**

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

**Handouts:** Agenda with attachments

SPED Problem Solving Group Contact List

MOU Incentive to Notify

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

**I. Opening**

A. Marc Houle thanked all the reps for their work in managing recent discussion around the Budget Crisis and possible actions to alleviate the impact.

**II. PFT & State Budget Update-*Agenda Attachment 1 & 2***

A. March revenues fell \$1 billion short of projections.

1. Grim outlook for May Revise

2. Legislature is considering proposal to redefine COLA

a. Legislative Analyst Office proposes changing index used to calculate COLA.

b. Change would potentially have negative impact on education employee.

B. PFT Budget is waiting on State Budget

1. Income depends on how many teachers are employed.

2. PFT Budget 3<sup>rd</sup> quarter report in May.

3. Will need to adopt budget for 2008-2009 on best known information.

4. Some unexpected increases in expenditures this year.

a. CAMS (Common Area Maintenance) landlord levied large increase

b. M. Houle expressed displeasure with CAM manager over poor planning.

Question: Since there isn't going to be a salary rollback, what strategies does the District Office have? We see other districts are not laying off teachers in the numbers we are, one district is getting a 2% raise, how is that?

Response: The rollback was only going to be for one year. It was a one year solution. It was hoped that the Budget situation would improve by September and that there would not have to be a rollback. If there had been one, we still would have been laying off people in March 2009.

- Other districts have more cash reserves, they have had more growth or more temps to release. If we had taken a 1% raise last year in order to have more cash in reserve, we could be using that money now to retain all the teachers who were laid off. But would members have supported a deal that gave them a 1% raise in order to have a larger cash reserve? I don't think so.
- Escondido got a 2% raise in salary for this school year. That raise is retroactive to July 1, 2007. They just settled contract negotiations on nearly the 140<sup>th</sup> day of school. They have been essentially working without a contract all year.
- Last year, PUSD got a 3% salary increase and increased contributions to cell enhancement for Health and Welfare among other things.

Question: I heard transportation for K-5 is being cut, is that a done deal? How is that going to impact them? How will they go on field trips?

Response: That is not confirmed. What could happen is that transportation would be retained only for 6-12. 6-12 would have reduced bus service. If it does get cut, elementary can still go on field trips; they would have to charter buses from the county. The data and impact needs to be examined because once transportation gets cut, it cannot be brought back. The State will not restore funding.

Question: Some of the more “seasoned” teachers at my site remember that one year a step and class freeze was discussed and agreed upon. Is that being considered?

Response: PUSD has never had a step and class freeze. It may have been discussed but it never actually happened. Now we could not do it because it is considered discriminatory and therefore illegal. It is discriminatory because not all teachers would be losing salary. The teachers at the max on the schedule or who have more than 10 years and are between milestones would not be affected while the other teachers who are still moving would lose a year’s increase. We legally cannot do it.

### **III. COPE—see agenda attachments 1a, 1b**

#### **A. Sacramento Field Trip**

1. Organized by Christine Kisselberg, MCHS teacher
  - a. Sent out report on trip.
2. Protested on State Capitol steps
  - a. Passed out 2000 apples affixed with “Fund Education” stickers to state legislators.
3. Met with CFT lobbyists
4. Pictures and captions will be posted on PFT Website

#### **B. Met with local representatives: Assemblyman Plescia, Senator Hollingsworth, Senator Wyland.**

1. Feel that money is being mismanaged by District Administrations.
2. All agree that school funding needs reform.
3. Senator Wyland wants to know why he has not heard from Superintendent or School Boards.
  - a. Tentative meeting set up with Senator Wyland for May 2.
4. CFT is easier to deal with than CTA.

#### **C. Local Political Action**

1. Forum at San Diego County Office of Education
  - a. Tonight 7:00-8:30 p.m.
2. March from Balboa Park to State Building Downtown—Media event
  - a. Saturday, April 19 @ 9:15 a.m.
  - b. Christine Kisselberg will be a speaker.
3. Ninth District PTA Rally at Juvenile Hall—Media event
  - a. Sunday April 27 @ 3:00 p.m.

#### **D. PFT Support**

1. Need Reps help in gathering support for April 27 rally.
  - a. Reps need to commit to promoting attendance.
2. Aiming for 300-500 attendees countywide
  - a. Wear SOS shirts, make signs or carry SOS sign
3. RSVP to Candy Smiley for head count.
4. Scheduled on Sunday afternoon to avoid Saturday activity and church conflicts.
  - a. In front of Juvenile Hall to draw attention that without strong education foundation, kids will end up in jail.

#### **E. Websites**

1. [www.powaysos.org](http://www.powaysos.org)

- a. Sign up as supporter
  - b. Designed to be central site for information
  - c. Maintained by K. Jain, WVHS teacher
2. [www.ninthdistrictpta.org](http://www.ninthdistrictpta.org)
- a. links to letters to legislators.
  - b. Letters are having impact. Legislators expressed that they are overwhelmed.

Question: When should people RSVP by?

Response: Friday, April 25

Question: What kind of support are people getting from their principals?

Response: It varies from suppressing staff efforts to full support.

Question: Can we direct parents to the website?

Response: Yes. This website is for everybody. Even the CA Education Coalition wants to use it but we need to run that by K. Jain first since he is so busy.

Question: There is a forum at Westview tonight too. Is it connect to the regional meetings we planned? Eric Lehew is speaking.

Response: I don't think so. I haven't heard about the one at Westview. We tried to organize some regional meetings but we couldn't get a large enough facility. The logistics were difficult. We have been trying to coordinate our efforts. That's why we have this website.

#### **IV. Negotiations**

A. IBPS will be meeting on Friday.

B. Staffing Ratios

1. Originally planned for an additional 5 students at 6-12
  - a. Now increasing ration by 2 students
  - b. 27.7 to 29.7 for 6-8
  - c. 29.5 to 31.5 for 9-12
2. Principals should know ratios
  - a. Have had to have Master Schedules ready for negotiations

C. Option II Kindergarten

1. District still holding on to Option II Kindergarten
  - a. Most of administration does not have Kindergarten or primary experience.
  - b. Do not understand impact of smaller classes on reading readiness

#### **V. COPE Contributions**

A. Need to increase number of people contributing to COPE

1. COPE pays for any political action
  - a. Support Prop C
  - b. Support efforts against recent budget cuts
    - i) t-shirts, flyers, signs
2. COPE has already borrowed from the general fund against future contributions.

Discussion: Flyers asking for COPE contributions.

- Can we offer a choice of \$3 or \$5?
- How do they sign up?
- We can send them a form.
- How do they know if they are already contributing to COPE or not?
- What about one time contributions?
- A flow of cash is better.
- Is it monthly?
- Yes, \$3 a month is \$30 a year.

- What's the base for dues? I am not sure if I am contributing or not.
- I will put it in the flyer.
- Do we know how many people are already contributing to COPE?
- I can get that information from Becky (PFT Administrative Assistant). I don't know the number of people. I just know the lump sum I deposit into the COPE account.
- Is there any objection to giving people a choice between \$3 and \$5 dollars?

**No objection made. PFT will send a flyer asking for COPE Contributions. The base dues amount will be noted on the flyer. Members will be given a choice of contributing \$3 or \$5.**

## **VI. Leadership**

- A. SPED Problem Solving Group
  1. Please post contact sheet
- B. PFT Elections
  1. Candidate forum May 1<sup>st</sup>, PFT Offices @ 4:00.
    - a. All teachers will be sent candidate statements via e-mail.
  2. Only one contested office.
- C. End of year BBQ
  1. Will explore some other options: Mexican?
- D. CFT Convention
  1. CFT passed dues increase, pass through
    - a. Will give full pass through amount after getting AFT increase.
  2. Some contention over use of CFT Staff by Formula Funded locals.
    - a. PFT has not used CFT union staff
    - b. Guidelines for staff use now in CFT constitution
- E. Principal Survey
  1. Will distribute via e-mail Monday, April 21
  2. Some changes made
    - a. Section for open comments at bottom of survey.
  3. Martin Moda, CFT computer tech organizes and processes survey data.
    - a. PFT just received results.
    - b. Cannot trace names and results.

Question: Is there going to be some sort of security?

Response: Yes. Only one survey for each computer and it will ask for your e-mail address to prevent one person using more than one computer to submit surveys.

- Will it only accept PUSD e-mail addresses?
- I don't know. I will ask Martin. Providing your e-mail address is like signing in when you vote. We know you took the survey but we won't be able to tell what you said on the survey.

Question: Is the comment space limited?

Response: The survey is electronic. The space will expand to fit.

Question: I have some highly concerned people on my staff that worry that what they say will somehow be traced back to them. Is there any way we can put a note reassuring people that their anonymity will be maintained?

Response: All the information goes to CFT. They process the data and send us the results. I am not quite sure how it works but no one will be able to trace your answers. The principals only get a paper copy of the results.

Question: Is there a time limit to turn it in?

Response: We'll close it on Friday, April 25. I think a week is time enough. Don't forget, you need 50% of the staff to participate in order to have a valid sampling.

## VII. Labor Issues

### A. Absentee Report-FYI—*agenda attachment 4*

1. Teacher absentee rate on Friday before holidays increasing.
  - a. Teachers using it as a travel day.
2. Personnel is monitoring reasons for absences.
3. Speak to your staff about sick day usage.

Comment: If the district is going to chastise us about being absent before holidays then they need to address the student absences as well. I had 6 students absent the Friday before break. There may be a connection: "I might as well be out since most of my students will be out and I won't be teaching anything serious."

- Teachers also need to check their P-9 before they sign them. I was out on a special field trip with some students and I was marked as being out sick.
- There are no doubt some mistakes being made but there is a general trend occurring. The District may press for maintenance of Sick Leave if this continues to grow. Currently a doctor's note is required only for Maternity leave.

### B. Compelling Leave and STRS

1. You are not credited for a full day if sub pay is taken out of your pay.
2. STRS takes 8% of days you are in fully paid service. If sub pay is taken out of your check, then you are not in fully paid service that day.
3. Third day of Compelling Reasons is less sub pay.
4. Reconcile your statements to check how many years/days of service credit you have. If

you have a question, STRS will check which year you received less than a full year credit. Once you know that year, you can ask payroll why you were not fully credited for that year.

Question: So if you were out on Maternity Leave and had to pay a sub, you were only credited a percentage of those days?

Response: Yes, but Maternity Leave losses can be bought back.

Question: Could you make up days with permission from the principal?

Response: No. However, you can work hourly, stipended positions, to fill the missing credits. But, if you have a full year's credit, those go into Defined Benefits Supplemental.

Question: How do you buy back days?

Response: You can only buy back days that were lost under certain circumstances: Maternity or Parental Leave, Military service.

Question: The contract says that we have one day for compelling reasons.

Response: The contract is wrong. It's a misprint. We have an MOU that state we have 3 days of compelling reasons leave. The 3<sup>rd</sup> day is less sub pay.

Question: So if you are a teacher who was hired after the start of the year, you don't get credit for a full year?

Response: Yes, but extra work (hourly, stipend) will bring it up to a full year.

### C. No Early Retirement—*see handout*

1. Retirement not official until School Board accepts declaration.
    - a. Current count of officially declared retirements: 7
    - b. Previously year, declared retirements in April: 24
  2. Possible reason for small number: expectation of Early Retirement
  3. Numbers do not support a SERP.
    - a. Current data shows only 53 teachers would be eligible for SERP next year.
    - b. Need to have at least 120 teachers take SERP in order to trigger.
    - c. In order to have SERP that does not constitute a cost to remaining teachers, need to show a \$1.3 million reduction in salary outlay. Not possible at this time.
    - d. There have been only 2 SERPS since 1996.
  4. There will not be a SERP offered this year or next year.
- D. MOU on Incentive to Notify
1. A retirement announcement incentive has been negotiated.
  2. Teachers who announce retirement prior to May 15, 2008 for 2008-2009 school year will be paid \$250.
  3. Teachers who announce retirement prior to February 15, 2009 for 2009-2010 school year will be paid \$250.
  4. Incentive includes 7 teachers who have already declared.
  5. MOU state there will not be SERP during 2007-2008 school year or 2008-2009 school year.

Question: Don't you think if you announced a SERP more people would retire?

Response: No. The numbers do not support a SERP.

- Maybe people are not waiting for a SERP. Maybe they just can't afford to retire in the current economic climate.
- That could be, but we have an abnormally low number of declared retirements this year. We are guessing people are waiting for a SERP.

Question: Why \$250?

Response: That is to get people who are going to retire anyway to declare so that we can rehire our laid off people in a timely manner. We also want to make it clear that we are not going to have a SERP anytime soon. I would hate for someone to hang in for one more year thinking we are going to have a SERP only to find out that we aren't.

#### E. Summer School Hiring Policy—*Agenda attachment 5*

1. Hiring Policy needs updating.
  - a. Policy is not part of contract.
  - b. It is not strictly enforceable but establishes a procedure.
2. Current policy is out of date.
  - a. Summer school is no longer offered at every site.
3. Some people depend on income from summer school.
4. Need input on criteria

Question: Is this for General Ed or Special Ed?

Response: General Ed.

- In Special Ed, the current teacher has priority because that teacher knows the student best and these students often need the continuity and consistency of having their regular classroom teacher.
- That's true in General Ed too. The thinking was that the site teachers would have priority because they knew the students best.
- We don't have summer school at every site now so not all teachers have the opportunity to apply.
- Selection should be based on experience, not who hasn't taught it yet.

- There needs to be clarity in the selection.
- I don't think it was a matter of experience. I think they were trying to be equitable and allow everyone to have the opportunity to teacher summer school.
- Years ago, summer school was not out purview. There were outside hires. Now it's only at 2-3 places. We need to share the opportunity.
- What if we did it by seniority?
- Then only the most senior people would do it. Seniority is cumulative. Anyone lower on the scale would never get to teach it.
- We want to have consistent practices. This is just policy. Principals are not obligated to follow it.
- Sometimes hiring is connected to salary. The least experienced teacher gets hired because they are cheaper.
- How are they cheaper?
- Summer school is paid per diem, not hourly.
- It just says principal. Which principal? The summer school principal or the regular site principal?
- You have people from multiple site applying, how is the principal supposed to know them well enough to choose?
- What is the summer school principal is a teacher?
- It's their game, they should choose, not the site person.
- We had a problem with one principal for multiple sites. I had an urgent student issue that needed addressing and there wasn't a principal on site.

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

**Next meeting:** May 15, 2008

Submitted by Naomi Lukaszewski, PFT Communications Secretary