

Rep Council Minutes
May 10, 2007

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

Membership:

	Members		Agency Fee		Reduced Fee	
	FT	PT	FT	PT	FT	PT
Jun 2006	1390	105	78	29	37	2
Oct 2006	1390	97	64	19	35	1
Nov 2006	1396	101	54	15	40	1
Dec 2006	1397	100	56	18	40	1
Jan 2007	1397	100	54	16	40	1
Feb 2007	1412	98	50	16	39	2
Mar 2007	1418	97	47	19	39	1
Apr 2007	1413	106	47	19	39	2

School & Members Represented:

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

Handouts: Agenda with attachments
2007 Tax Reference Guide
Cheat Sheet on Leaves
Identity Theft Victim Information Sheet

Call to order

I. Community Building & Open Items-M. Houle

- A. Congratulations to Guy Miller, Creekside Rep, on his engagement.
- B. Old Poway Days-N. Lukaszewski
 1. PFT sponsors a booth that hands out free books to children.
 - a. Prior to 9/11, teachers marched in parade and handed books out.
 - b. City ordinance now prohibits the distribution of printed material from the street.
 2. PFT has participated since early 1990's as part of the community.
 3. Unfortunately, since the enforcement of the city ordinance prohibiting the distribution of printed materials, participation has dropped.
 4. Last year only the officers and a couple teachers participated.
 - a. Mesa Verde MS Leadership Team students also participated.
 5. Participation is valuable community contact.
 6. Need feedback on whether or not to continue to participate.

Discussion:

- I didn't even know we handed out books at Old Poway Days. I'm sure if more teachers know about it, we might have more participation.
- When is Old Poway Days?

- Last year it was September 16. I [PFT Secretary} have a call in to the City Hall office but they haven't gotten back to me yet. It will probably be around then.
- Let's get the date, send it out and see how many people we get to volunteer.
 - C. Tax Reference Guide
 - 1. Quick Reference for Tax questions regarding maximum and minimum deductions, taxable income, etc.

II. State Fiscal Update—see *Agenda Attachments 3-5- M. Houle*

- A. Current numbers are running below January projections
 - 1. 20% of the state's income comes in April (income tax)
 - a. Top 13% of income bracket paid 80% of taxes.
 - b. This is mostly from capital gains.
 - 2. State income is irregular due to heavy reliance on stock market.
- B. Department of Finance announced that May Revision will likely contain cuts to spending due to income being below projections.
- C. Statutory COLA is 4.53%.
 - 1. Increased from initial estimate of 4.04%
 - 2. However, this is just the amount of change in the cost of goods. It does not mean there will be funding to meet COLA.
 - a. Basically, the state says things will cost 4.53% this year but that does not mean everyone will get 4.53% more income to your budget.
- D. PUSD Impact
 - 1. Currently 37,738 students enrolled x ADA\$5527= Yearly Income.
 - a. 100 more students could mean \$552, 700 more, 100 less students could mean \$552, 700 less.
 - b. Safest to figure enrollment will remain static.
 - 2. Need to have fully funded COLA and closest estimates of enrollment for negotiations.
 - 3. Next PUSD/PFT Fiscal negotiation scheduled for May 30.
 - a. No Executive Council Meeting on May 15.
 - b. M. Houle will be attending School Services meeting re: State Budget
- E. Negotiations Team's goal: to have a deal to present for ratification by early June.

III. Leave Info—see *Handout "Cheat Sheet On Leaves"-C. Smiley*

- A. Personal Necessity
 - 1. Now includes "Birth of grandchild"
 - a. Comes out of accrued sick leave, no limit on days
 - b. Mark on P-9 as "illness: daughter/son"
- B. Parental Leave for Adoption
 - 1. Now 20 days instead of 10.
 - a. Same for birth of child through surrogate mother.
 - 2. Birth of child is classified under the Family Leave Act as a medical condition in which the mother is physically unable to work.
 - a. Adoptive parents and parents who have a child through a surrogate do not fall under medical definition of "physically unable to work".

Question: Why aren't college commencements counted [as a school function]?

Response: The Family Leave act that allows you to be absent to attend a school function for your child only applies to children under the age of 18. It's the law, not district policy.

IV. Preventing Identity Theft--Special Agent April Langwell, Federal Bureau of Investigation (FBI)

- A. Background Info
 - 1. FBI has 56 field offices, over 400 satellites
 - a. Policy to have office available within 2 hours from any location.
 - 2. 67 offices overseas

- a. work with international law enforcement on terrorism, fugitives, cybercrime.
3. FBI investigates white collar crime, domestic terrorism, public corruption, domestic fugitives, gangs, border corruption, hate crimes.
 - a. San Diego has Alien Smuggling Squad.
- B. Identity Theft investigated as part of cybercrimes.
 1. Internet crosses state lines.
 2. Identity theft involves Bank and Financial Institution Fraud which is under Federal jurisdiction.
 3. 10 million new victims of Identity Theft yearly.
 - a. High incidence results in slow law enforcement response due to overwhelming numbers.
 4. Primarily happens through personal contact.
 - a. Thief has access to info.
- C. Preventative Measures
 1. Lock personal information
 2. Shred documents that are being thrown away.
 3. Be aware of billing cycles and keep note of bills and payments that arrive late.
 - a. One identity thief was taking bills, opening them, getting info, then resealing envelopes and mailing them.
 4. "Phishing" & "Pharming"
 - a. Do not provide account information or Social Security numbers over the phone or internet.
 - b. Delete e-mails asking for info and call your financial institution personally.
 - c. Tell callers to hang up and that you will call back. Do Not ask for a number! Get the phone number off your bank card or statement.
 5. Request a credit report from the 3 major credit bureaus.
 - a. By law they most provide you with one report a year for free.
 - b. Can rotate between the three every 4 months.
 - c. annualcreditreport.com
- D. If you are a victim:
 1. Contact three major credit bureaus to place fraud alert on your file.
 - a. Experian (TRW) 888-397-3742
 - b. TransUnion 800-680-7289
 - c. Equifax 800-525-6285
 2. Also contact:
 - a. Social Security Administration Fraud Alert Hotline: 800-269-0271
 - b. Federal Trade Commission: 877-FTC-HELP or 877-ID-THEFT
 3. Contact account issuer in question
 - a. Notify by phone and in writing.
 - b. Close all compromised accounts and fraudulent accounts.
 - c. Ask about secondary cards.
 4. Contact local law enforcement
 - a. Obtain copies of all police reports
 - b. Keep log of contacts.
 - c. A 7 year fraud alert can be obtained from the major credit bureaus with a police report.
 5. Contact Jay Foley ID Theft Resource Center
 - a. Local agency established to help victims of identity theft.
 6. Expect to spend more than 276 hours restoring your name and credit.

Question: What are the chances that annualcreditreport.com would be hacked into?

Response: It depends on your firewall and spyware security on your computer. The site asks a lot of questions, things that only you would know that no one else would know the answer to, like “What kind of car did you buy in 2004?”

Question: My son’s [college records] was hacked. Should I go to the police department?

Response: Yes. You can have a fraud alert for 90 days. With a police report, you can have one for seven. Just be aware that when you have a fraud alert placed on your accounts, you will be affected to. If you try to, say, buy a car, you are going to get a phone call and have to prove you are you.

Question: Don’t you need to have proof of actual theft to make a police report?

Response: No. You do not need proof to document a criminal act.

Question: What do you suggest for Macs? I have a Mac and I have been told that there really isn’t a spyware program out there for Macs because most of the viruses and things are geared for PC’s.

Response: For those of you who don’t know, Spyware is a program installed through an e-mail, like those cards you can send through Blue Mountain. It reads your keystrokes. So the person who installs it can get your account number, your passwords. Most cable provided internet has a firewall strong enough to prevent this. You should also make sure you log-off sites.

Question: My car was stolen with all my info. How long will it take to get all my stuff.

Response: It takes an act of God to get your Social Security number changed. You will spend more than 276 hours and it will still be a problem years later. Once your info is out there being sold, it’s impossible to retrieve it all.

Keep your debit accounts separate from your credit card accounts. Keep your ATM card separate from your credit card.

Question: Are you available to visit school sites to talk to the staff?

Response: Yes, as long as we are not in the middle of an operation. I can groups as small as 10 or as large as 100.

Thanks to Special Agent Langwell for her presentation.

M. Houle will e-mail Special Agent Langwell’s contact info to the reps.

V. Temporary Teachers

A. Joint Staffing Team met and went over Temporary Teacher evaluation classifications.

1. Temps evaluated and classified by Principal and PPAP.
 - a. Outstanding
 - b. Strong
 - c. Competent
 - d. Meets Standards
2. Temps can ask principal for classification.
3. Temps will be receiving letters regarding employment at end of month.
 - a. Outstanding and Strong Temps will likely have jobs at site or an assignment within the district.
 - b. Competent Temps will be on equal footing with outside applicants.

Question: Is anyone downsizing?

Response: It looks like one elementary school might be downsizing but those numbers could change.

Question: How many temps do we have in the district? It seems to me that if we have only, say 30 people retiring and 100 temps, some people are not going to get a job.

Response: Right now we have about 67 temps and about 42 openings. It doesn't work quite the way you describe. There are teachers out on leave who have, by law, until June 30 to notify the district of their intent to return. Until they tell the district otherwise, the district counts them as returning teachers, so the closer we get to June 30, the more temps get rehired as teachers declare whether or not they are returning.

Question: Any word on principal selection?

Response: There are currently 3 openings, maybe 2 more. It'll be announced all at once. They aren't moving any principals from one site to another.

Question: In a downsizing school, is it LIFO (Last In, First Out) at the site or in the district?

Response: Seniority is determined by amount of time in the district.

VI. PFT Budget—see Agenda Attachment 1

The Treasurer noted some typos on the Attachments which have been noted on the attachments by the Secretary.

A. Budget Overview

1. March-June income plus cash in hand: \$800,000
 - a. Dues are collected tenthly so there is no income in July & August
2. March-August debits: \$721,000
 - a. $\$800,000 - \$721,000 = \$79,000$
 - b. In August we will have \$79,000 to pay September bills.
 - c. Monthly operating cost is \$100,000. We will be short \$21,000 to pay operating costs.
 - d. Fiscal year ends August 31.
3. Shortage means that some of our financial obligations from the 2006-2007 fiscal year will need to wait until September 30 of the 2007-2008 fiscal year.
 - a. PFT will not be able to fully cover August operating costs until September dues are collected.

B. Budget Increases 2006-2007 to 2007-2008—see Agenda Attachment 1, back

1. Rent: +\$1200
2. CAMS (Common Area Maintenance) +\$3684
3. PFT Portion of staff salaries: +\$11, 496
 - a. Actual in 2006-2007 was \$4253 over projected amount due to 5% salary increase as part of contract settlement. Settlement was made after projections.
 - i) PFT Staff Salaries receive same increase as teachers.
 - b. Projecting 2% “best guess” salary increase in 2007-2008
 - c. Step Increases: \$1500
 - d. Health and Welfare projected increase: \$1500
 - e. STRS & Payroll tax: \$314
4. Salary increase for Office Manager/Administrative Assistant: \$2200
 - a. No increase in take home pay since 2003-2004
 - b. Last year, approved increase in retirement.
5. Bookkeeper and Payroll service: \$3600
 - a. Services begun in March, previously unbudgeted.

C. Cost of Living Increases to operate PFT next year are estimated at \$25, 653.

- a. Last two back per caps made in 2006-2007 which results in \$10,000 credited back into the 2007-2008 budget.
- b. Therefore increase costs are projected at \$15, 653

D. Implications

1. A projected membership of 1515 full time dues payers would require a \$1.00 dues increase to cover Cost of Living increases.
2. 50 cents more eliminates \$21,000 shortfall.

Based on the anticipated cost of living increases and the \$21,000 shortfall in August, the Executive Council recommends a dues increase of \$1.50.

Question: [re:Examination of Budget Increases chart] What are the “unanticipated additional CAMS” for?

Response: We are charged about 25 cents per square foot for maintenance of the grounds and parking lot. This year their expenses ran over projections. The parking lot had a slurry seal. They divide that cost over several years so we aren't hit with a large payment in one year.

Question: When was the last increase?

Response: Last year. Prior to that, eight years.

Discussion:

- You have a \$10,000 credit for our back per caps payments. Why isn't it \$60,000? We were paying \$5000 a month. What happened to that \$60,000? I remember a discussion about it at the last dues increase discussion this time last year.
- \$60,000 was figured into last year's budget. This year we only paid \$10,000 in back per caps so it's figured at \$10,000. The [Examination of Budget Increases chart] is not a budget. It's a projection of increases. It's anticipated expenditures.
- Every time the state raises dues, it's passed through. We get 1/3 back of the pass through. We should be getting an increase in income since the state dues have been going up.
- We get that money back in formula funding. The numbers are slightly different because the number of staff is different. [PFT President] will need to look into that further. CFT just had its audit report and it's bad. They have a new Secretary/Treasurer who is also a CPA so hopefully things will get organized. I will contact him and ask him about the rebate on pass throughs.
- [Regarding last dues increase] Don Raczka crunched the numbers to get to the amount needed at the last dues increase and I can't tell you exactly how he figured it out but I can tell you that right after we announced that number, we settled a contract for a 5% salary increase. The \$3.48 needed to fully fund 3 staff members was wrong 3 days after we proposed it.

Secretary's Note: Technically, PFT staff are like TOSA's. They are on leave from the classroom. PUSD still issues their paychecks and PFT reimburses PUSD the difference between the PFT salary and the cost of replacing the staff in the classroom, the salary equivalent of a first year teacher. Therefore, when the teachers receive a contracted salary increase, PFT salaries also increase by the same percentage.

- Why are you asking for only \$1.50? why not \$2.00?
- Our lease runs from 2002-2010. There are increases through 2009. I do not want to take more than we need.
- Can you send the dues comparison electronically? I want to be able to distribute it to my staff.
- Yes.
- I notice that on the dues comparison chart, PFT is the only CFT/AFT K-12 district. I would like to see how our dues compare to other CFT locals like ABC or Newport Mesa.
- I can get that out to you.
- Constitutionally we are going to have this discussion every year. If we connect a local dues increase to a salary increase, that ends the discussion. Cost of living is always going to go up which means we are going to have this discussion every year.
- The 1st Vice President is working on rewriting the Constitution.
- I think [rep] makes a good point. Connecting a dues increase to our salary increase makes sense. Say we get a 2% increase. 2% of \$81 is about \$1.50.
- A dues increase based on salary increase would only be based on our portion [of \$81].

- About half our dues leave us, it goes to CFT, AFT and the Labor council.
- It's not like PFT is trying to steal your raise. It's easy numbers. The salary increase matches your proposed dues increase.
- It's \$1.50. A cup of coffee at Starbuck's costs more. We need to be proactive not reactive. Once you put [automatic local dues increase tied to salary increase] in, it'll become part of the culture. You'll have a whole generation who can't remember it being any other way. Otherwise, it's always going to be confrontational
- How do the votes for a dues increase usually go?
- Elementary tends to say yes, High School and Middle School tend to say no
- I think that's something we need to address. Is it communication or does elementary feel they are getting more service?
- I think approving a local dues increase is the only way members have to say that staff and officers are doing a good job. I am against an automatic rollover. However, there are also people who would say yes if you asked for \$5 and people who would say no if you asked for a dime. There are two camps.
- I think we need to address that discrepancy.
- [PFT President] We need to stop, we are running over our goal ending time. Our next meeting is June 14.

Meeting adjourned: 5:45 p.m.

Next meeting: June 14, 2006

Submitted by Naomi Lukaszewski, PFT Communications Secretary