

Rep Council Minutes
June 5, 2008

Officers present: President Marc Houle, Vice President High School Bob Walker, Vice President Middle School Bob Ruark, Vice President Elementary School Stephanie Martin, Vice President SPED Jan Van Horne, 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			
ABR	BHMS	AB	HR	PV	SR
MCHS	BMMS	CHAP	LP	POM	TB
PHS	MBMS	CRKS	MID	RH	TBCK
RBHS	MVMS	CV	MCRK	SCRK	VAL
WVHS	OVMS	DC	MR	SD	WW
N. DIR	TPMS	GR	PR	SH	PPAP

Handouts: Agenda with attachments
COPE Letters with membership roll

Call to order: 3:55 p.m.

I. Welcome and Opening Comments-M. Houle

- A. Thank You to all Site Reps and PFT Staff for dedicated work and service.
- B. Welcome to new reps
 1. Lewis Martin-GRES
 2. Christine Kisselburgh-MCHS
 3. Leslie Meisberger-BHMS

II. PFT Budget—Agenda Attachment 1

- A. Third Quarter Report
 1. Comparative Cash Flow
 - a. April 2007: \$420,695
 - b. April 2008: \$449,890 including COPE payments
 2. Current cash flow less summer expenditures= \$15,202
 - a. Summer expenditures: \$434,688
 - b. \$15,000 from COPE to general fund
 - c. COPE “borrowed” money from general fund
- B. Proposed 2008-2009 Budget
 1. \$1.50 pass-thru from AFT/CFT
 - a. “Pass-thrus” are dues increases imposed by national and state unions
 - b. PFT is current in all dues payments and is a unit in good standing with all attendant rights and privileges.
 2. Line 4200: Contracted fees: legal & accounting
 - a. Anticipating possible legal consultation around CLAD certification for Foreign Language teachers.
 3. Line 4330: Officer stipends
 - a. Increase in officers results in increase in amount of stipends
 4. Line 4472 Equipment Leases
 - a. Decrease due to renegotiated copier contract
 5. Line 3800 Reimbursements from COPE
 - a. Political action and services initially paid out from general fund are reimbursed out of COPE funds.

**Motion by J. Dyer to approve the proposed 2008-2009 PFT Budget
2nd by F. Wilkerson.**

Discussion:

- Officers' mileage/expense seems small considering the price of gas. Shouldn't that figure be higher?
- We are reimbursed for mileage at the government rate. It was 48 cents per mile and now it's 50 cents. It doesn't matter how much gas is.
- What about air travel to union conferences?
- That is out of Travel (line 4510 & 4520) We did not pay for [M. Houle's} trip to the CFT convention. As a CFT vice president, CFT covered my travel expenses.

All in Favor. None opposed.

III. COPE—*see handout*

A. Each rep has a member list indicating whether the teachers at their sites are members and pay into COPE.

1. Members must "opt-in" to COPE payments.
 - a. At one time there was choice to pay \$1,\$2 or \$3 into COPE
 - b. COPE money is separate from general fund.
 - c. COPE money can not earn interest, by law.
2. Reps should make an effort to contact FT Non-members.
 - a. These teachers so indicated are paying agency fees equivalent to full dues.
 - b. Said teachers may not realize they are not members.
3. Agency Fee payers are notified in writing annually that they are not members.
 - a. Offered membership or opportunity to request reduced fee.
4. Non-members do not have access to union benefits, liability insurance, voting rights

B. Summer Writing Campaign

1. Sample letters attached to write to legislators regarding state budget.
2. Improvements in May Revise were largely result of letters sent to legislators, political action.

IV. State Budget

A. May Revise delivered improved Budget but state economy did not improve.

B. May proposal depends on too many variables to balance budget.

1. Lottery plan
 - a. Propose to borrow \$15 billion from Wall Street
 - b. Use Lottery income as collateral
 - c. Use \$5 billion to balance budget, \$10 billion to go into "rainy day" account.
 - e. If payments are in arrears, payment will come from money currently slated for education.
2. Variables impacting Lottery Plan
 - a. State must increase Lottery sales in order to make payments.
 - b. Wall Street has not agreed to loan money
 - c. Voter must approve plan, current survey show only 30% voter approval
 - d. CA has a high risk loan rating.
 - i) Only LA is a higher risk due to Katrina
3. Default
 - a. If voters do not approve plan, Legislature can impose 1 cent sales tax
 - b. This would probably not go into effect until early 2009.

C. Impact

1. Mid-year cuts are possible.

V. Budget Standards—*see handout*

A. Budget Standards are the amounts allotted to sites for supplies (paper, copier contracts etc.)

1. Not the same as SLIP funds

2. Each site is allotted amounts based on the number of students enrolled.
3. Each level has different Budget Standards due to different needs.
- B. Elementary and High School will take 30% cut in Budget Standards
- C. Middle School will take 45% cut
 1. Taking larger cut in order to have smaller class size
- D. Suggest reps and teachers form committee with administrators to discuss how to allocate Budget Standard funds.
 1. Money can be reapportioned and adjusted to meet specific site needs.
 - a. Textbook money must be spent on textbooks.

Question: Will administrators be receptive to teacher input?

Response: It's public money. Administrators do not have sole control over it.

Question: What recourse do we have if the administrator doesn't want to take input?

Response: E-mail your staff.

Question: Can we use textbook money for anything?

Response: No. It's categorical.

Question: Is there going to be textbook money for next year?

Response: We are having a big math adoption, Kindergarten through Algebra.

- In High School, the teacher chooses the text. Can we replace texts that are 10 years old?
- If there is money and your site agrees.

VI. Educational Issues: Kindergarten

- A. Kindergarten was slated to go to Option II due to budget cuts
 1. Teacher-student ratio would have been 1:30.
- B. During negotiations, it was decided that Kindergarten would remain at 1:20 ratio and extend to full day.
 1. Kindergarten Group examining Option II will meet June 17 to examine Full Day Kindergarten.
 - a. Will establish standards and guidelines for implementation
 - b. If any of original members unable to meet, other K teachers will be invited to participate.
 - c. Administrators will not have veto power over members of committee.
 2. Meeting will be held August 4 with site Kindergarten representatives to share information and findings.

Question: I am confused. When was full day Kindergarten discussed? Was there teacher input? We are feeling blind sided by this decision.

Response: When Option II was going to be implemented, all Kindergarten teachers in the district were invited to a meeting to provide input. About 40 teachers came and were surveyed. Maintaining Option I, a 1:20 ratio was the first priority. The overwhelming preference was to have a partnership model if Option II was implemented. Option II was about to be implemented but then during the course of negotiations, it was decided to maintain Option I under a full day model.

- Part of the difficulty with maintaining Partnership and Intervention models is that there was wide spread abuse of both models. Some teachers in partnership model were coming in late or leaving early. Teachers in intervention models were working longer hours in violation of contract or not getting a duty free lunch. Going to full day eliminates some of those abuses.
- Those abuses came about partially through ineffective administrative leadership. Is there going to be monitoring to ensure administrators adhere to guidelines?
- That will be part of the task of the meeting.
- Is there going to be uniformity around outfitting classrooms?

- Earl Scull has been given the task of calculating the cost of establishing a basic Kindergarten classroom.

VII. Educational Issues: K-5 Time

- A. Initial discussion around Time Banking expanded to include uses of K-5 time.
- B. PFT will be soliciting participants for Task Force to examine use of K-5 time.
 - 1. Task Force will be meeting August-December
- C. Administrators will not have veto power over participation.

Question: When we were sent examples of full day Kindergarten, we were given examples [that were not comparable to our situation]. Will the team examining time be looking at models that are close by?

Response: Yes.

VIII. Community Building: Hail and Farewell

A. Congratulations and Thank You for years of dedication and service in the classroom and as PFT Site Reps and Officers

- 1. Sharon Lessard, Rep PHS
- 2. Chris Boone, Vice President and Site Rep VES
- 3. Steve Swanson, Secretary and Site Rep TPMS

IX. Transfer Process

A. Current Process

- 1. Joint Staffing Team examines each site, determines what openings, if any are available.
- 2. Types of openings
 - a. Teachers on leave: maternity, medical, sabbatical
 - b. Teachers retiring
 - c. Increased enrollment
- 3. Once openings are determined, High performing temporary teachers are retained at current sites when possible.
- 4. Remaining positions are then posted for teachers wishing to transfer.
 - a. Positions posted on intranet for minimum of 5 days.
- 5. Teachers can apply for transfer through August
 - a. Teacher may be as specific or as general as preferred.

B. Negotiations

- 1. Under current process, permanent and probationary teachers do not have opportunity to transfer to positions held by temporary teachers who do not have rights to re-employment.
- 2. Possible solutions
 - a. Post and bid: All available positions are posted for transfer.
 - i) Most senior teachers fill open positions.
 - b. Maintain current process in order to retain high quality teachers.

Question: Temps are getting placed based on performance? So right now, those positions are not available for transfer?

Response: Yes. If that position is the result of a leave. You may be wondering why all of this is happening so late. The Budget crisis and ensuing layoffs made staffing crazy this year. Principals have been asked to change staffing calculations more than once. Option II came and went, secondary staffing ratios changed several times.

Meeting adjourned: 5:05 p.m.

Next meeting: September 2008

Submitted by Naomi Lukaszewski, PFT Secretary