

Rep Council Minutes
October 12, 2006

Officers present: President Marc Houle, 2nd VP/6-12 Director of Educational Issues and Labor Relations Candy Smiley, Communications Secretary Naomi Lukaszewski, Treasurer/K-5 Director of Educational Issues and Labor Relations Karen Wusthoff

School & Members Represented:

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

Handouts: Agenda with attachments
Health Net Provider Update
Personal Physician Pre-designation for Workman Compensation
News Articles: LAUSD Benefit costs, Prop 88

Call to order: 3:50 p.m.

I. Opening Comments

A. Community Building

1. Can anyone remember the name of the new person you met at the last meeting?
2. At future meetings, numbers will be on the back of the agenda. If your number is called and you are able to name someone you met at a previous meeting, you will get a prize!

B. Educational Issues Info

1. LA Unified School District
 - a. Unlike PUSD, LA Unified did not set up a separate fund for retiree health care nor consider health care cost increases.
 - b. As a result, they are now paying \$235 million out of operating budget to maintain retiree health benefits.
 - c. PUSD's annual budget is \$247 million.
2. Prop 88
 - a. Statewide parcel tax
 - b. Opposed by CFT, Sate PTA, CA School Board Association. CTA is neutral.
 - c. Opposition is due to limited amount of dollars raised by parcel tax.
 - d. Misleads taxpayers into thinking it solves education funding, i.e. Lottery.

C. Labor Relations

1. Over payment on salary, District's fault. What happens?
 - a. Past practice
 - i. District informs teachers that an amount will be deducted monthly until overage is repaid.
 - ii. Total amount of overage is taken out of next pay warrant.
 - b. Any overpayment of salary regardless of fault must be repaid to the District.
 - c. Terms of repayment are negotiable: Contact PFT office for assistance.
2. Step Movement on Salary Schedule
 - a. Must work 75% of contracted days of service in order to advance on schedule.
 - i. 141 out of 188 days.
 - b. Sick leave does count as credit toward days worked. Extended sick leave does not.

Question: What if someone burns up all their sick leave, goes on extended sick leave and then has complications?

Response: As long as the doctor certifies that they are physically unable to work, they are on extended sick leave. Extended sick leave is a maximum of 5 months per disability.

D. Ramona School Board Endorsement-*see Agenda attachment 1*

1. For teachers registered to vote and residing in Ramona, the Ramona teachers association has endorsed the following candidates for re-election to the Ramona Unified Governing Board:

- a. Dante Cosentino
- b. Bob Stoody
- c. Luan Rivera

C. Credential Renewal-*see Agenda attachment 2*

1. As of January 1, 2007, credentials can only be renewed online.
2. Previous practice for late renewals:
 - a. Submit request for Emergency Credential.
 - b. Personnel would backdate request.
 - c. Issue of pay warrant is uninterrupted.
3. Issuing an Emergency Credential is no longer possible for a late renewal if an online renewal is in process.
4. Urge teachers to renew early.

Question: How much time does it take to renew online?

Response: It can take up to 6-7 months but you can apply up to a year before your credential expires.

II. Endorsed School Board Candidates

A. Endorsement Committee formed

1. Executive Council & C. Boone, Valley Rep & G. Strachan, Mesa Verde Rep interviewed all candidates running for positions on PUSD School Board.
2. Endorsement Criteria
 - a. Philosophy aligned with teachers and district
 - b. Knowledge of PUSD
 - i. Past and present procedures
 - c. Ability to work collaboratively with teachers.
3. Committee chose to endorse 2 incumbents and one other candidate.
 - a. Penny Ranftle, Jeff Mangum and Todd Gutschow
 - b. P. Ranftle and J, Mangum have proven record with PFT and PUSD.
 - c. T. Gutschow has exemplary experience with education.
4. Each candidate will make a brief statement followed by Q&A.

B. Todd Gutschow

1. 17 years as parent in PUSD
 - a. Children attended Los Penasquitos & Poway High
2. Has been working with non-profits, Boy and Girls Club of San Diego, Classrooms of the Future, National board of AVID, Personnel Commission, Citizen's Oversight Committee for Prop U.
3. Graduated from Harvard, credits teacher for encouraging him, giving him support and the attitude to go to college.

Comment: Members of my staff have mentioned how they appreciate your ability to listen, your attitude and willingness to listen to opposing viewpoints.

Mr. Gutschow: With Classroom of the Future, we were looking at ways to increase technology in the classroom. However, when we asked ourselves, Do we know what happens in the classroom? The answer was "No." So we polled some teachers, including Stacy Campo and Pat Silva from PUSD and we used their input to direct our efforts. That's how I like to operate.

C. Jeff Mangum

1. 12 years as PUSD Board Member, 5th endorsement from PFT.
 - a. Very proud of receiving PFT support
 - b. All three daughters graduates of PUSD, recently adopted children who attend Twin Peaks and Painted Rock.
 - c. Has philosophy that Board members should have children in the district.
 - d. Has private practice as an attorney
2. Participates in California School Board Association and National School Board Association.
 - a. Other district boards are shocked by the collaborative relationship between union, administration and board in PUSD.
 - b. Believes collaborative relationship is reason for PUSD success.

D. Penny Ranftle

1. 25 years in PUSD with her children.
2. First year as Board member, teachers wore attended meeting wearing black shirts that said, "Excellence Costs."
 - a. Vowed to never have that type of relationship again.
3. Passionate about education

E. Q & A for candidates

1. How can [PFT] help your campaigns?
 - a. COPE contributions
 - b. Letter from President in newspaper endorsing candidates.
 - c. Send home letters from school?
 - d. Can be used as distribution network for car signs and yard signs.
2. Would car signs with all three names help?
 - a. We are not running as a slate but PFT definitely has clout and we welcome your support.
3. As elected representatives of the community, how would you go about giving the Superintendent the will [power] to deal with parents who want special treatment?
 - a. Mr. Mangum: As a board member I feel I am a liason between the community and the District. An effective Board needs to have the backbone to say no to a parent.
 - b. Ms. Ranftle: I always turn the parent back to the school. Only after the parent has exhausted all avenues at the school would I become involved in resolving the issue. I am not on the Board to solve personal problems or take part in their grievances.
 - c. Mr. Gutschow: The most common mistakes of a school board member is to become too personally involved in an issue. Unless there has been a fundamental breakdown of procedure, the Board should not need to get involved.

The PFT President thanked the candidates for attending.

III. Budget Disclosure-see *Agenda Attachment 3-4*

A. Current practice

1. Excel sheet showing Income/Expenditures, yearly projections and monthly year to date figures posted on website.
2. If members want more in-depth info, they can make an appointment to come into the office.
 - a. Line item details, cancelled checks, receipts can be examined.

- b. Currently there is a difficulty with posting all this info on the website because there are two programs involved (Excel and Quickbooks) plus the documents need to be converted to a pdf format in order to maintain the integrity of the document.

Secretary's note: Converting a document to a pdf format for posting online prevents it from being edited by a reader.

B. Options: Executive Council requesting direction from the Reps.

1. Examine and make available all the details of the line items, receipts and checks at Rep meetings.
2. Only discuss budget at Rep meetings if there is an issue/question.
3. Print copies for meetings monthly? Quarterly?
4. Just send it to reps electronically and not print it at all?

Question for discussion: Does the Rep Council need more or less info distributed on the budget? I do not want the checks posted on the website. I think that is making our financial info too public.

Discussion:

- I think it is just right. I don't think everyone needs to see the budget or all the details.
- I agree. I could go to a quarterly printout as long as the monthly sheet is on the website.
- I think for reps, it could be just e-mailed. If we got it a week in advance, we could print out our own copies if we want.
- You would prefer to have it sent electronically and not get paper.
- No, for the reps, both. Send it electronically monthly and print a quarterly on paper.
- Is it cost effective to e-mail it? How much time does it take to e-mail the budget.
- It's more the cost of the paper to print copies. When I e-mail it, it's just an attachment.
- I'm fine with a quarterly report on paper as long as there's access to a monthly report. That would be enough for me.
- I like Bob's idea of monthly e-mail.
- The only objection I would have would be if it's more work to e-mail than print it out.
- No, it's just an attachment.

Consensus: The Monthly Budget Report showing line item income and expenditures, adopted projections for the year and year to date figures will be sent via e-mail to the Reps each month. Reps will also receive hard copy of the budget every quarter. In addition, the Monthly Budget Report containing income and expenditure projections for the year and year to date figures will be posted on the PFT website every month. Members who desire a more in depth look may come into the office to do so.

IV. Separation of Duties

A. Accounting firm, Sonnenberg & Co. specialize in non-profits.

1. Recommended after last audit that PFT should hire a bookkeeper to maintain the books.
 - a. Cost is about \$50/hour
 - b. Uses Quickbooks program to reconcile checkbook, record expenditures and income.
2. Layperson can be trained to use Quickbooks and accomplish same tasks.
3. Auditor is in favor of retaining an outside person to do the bookkeeping.
 - a. Bookkeeper can make adjustments as needed, is familiar with General Accounting Practice (GAP)
4. PFT did hire a bookkeeper last year.
 - a. The bookkeeper did not meet our needs, failed to have work done in a timely manner.
 - b. A second bookkeeper was hired on an as needed basis but has not been used regularly by the current administration.

Question for discussion: Should we hire a bookkeeper or should we have a staff member do the bookkeeping duties?

Discussion:

- How many hours would the bookkeeper be used?
- About an hour a week or so. The bookkeeper will be used at the end of the year to reconcile the books and prepare for the audit.
- Having a separation of duties avoids a conflict of interest.
- The cost is not out of line. It's really a question of paying a bookkeeper over the course of the year to maintain the books or paying one at the end of the year to check to books and prep for the audit.
- At the state level when books are audited there are always lots of Hudson challenges. Expenditures made to run the union is also closely examined. There are less challenges if an outside person is doing the books.

Secretary's note: A Hudson fee is the percentage of money not assessed to agency fee payers. It is the amount of money spent for political work done by the union but not paid directly out of COPE funds. For instance, staff time spent on the phone with a political candidate would be part of Hudson fees.

- I agree with Bob. The cost of hiring a bookkeeper is not that much.
- True transparency requires a neutral lens examining the work. Having a neutral party for 1-2 hours a week is not a bad idea.
- When we were having the discussion on raising dues everyone mostly wanted to know where the money was going. A neutral person can verify where the money is going.
- If we hire someone, are they really independent? Don't they become part of the staff?
- A bookkeeper would be hired as an independent contractor.
- I have no objection to hiring a bookkeeper. Maybe that person becomes a new line item and does the reporting to the rep council.

B. Constitutional Amendment to restructure Executive Council

1. Currently 1st Vice President position is vacant.
2. PFT K-5 and 6-12 Directors are also holding office as 2nd Vice President and Treasurer.
3. R. Mercurio, MCHS rep brought concern to Executive Council regarding possible conflict of interest from PFT Staff also holding elected office.
 - a. R. Mercurio unable to be here today but did share his concerns at last Executive Council meeting. (*October 10 meeting, Minutes available from Communications Secretary*)

Question: Should there be an amendment to the PFT Constitution disallowing PFT Staff from concurrently holding elected office?

- In past practice only the president wore two hats. Staff were not officers. Council was elected by the membership and set policy with the staff. Staff was not in the classroom and briefed the council like a guidance group. We need to keep them separate.
- In terms of efficiency, it's better to have the Treasurer also be a Director so that she is in the job full time. She has more of a chance to get better at it. It's difficult to balance the job of Treasurer with full time teaching.
- You [current PFT Staff] are doing a great job. Yes, someone doing both jobs full time has more time to learn the job but I want the Directors to focus on issues that [directly affect me], not doing the bookkeeping.
- [Executive Council] left it like this because there was nothing prohibiting it in the PFT Constitution and it didn't make sense to appoint someone for essentially a month.
- I disagree with Jim that having a staff person as Treasurer would be more efficient. That's how we got into trouble before. A staff person should not be in the position to approve his own expenses.
- We should separate the Board or the Council from the money. We do not want even a hint of impropriety. The more buffers the better.

- Last year, there was a committee to discuss how to build a new infrastructure that would also build capacity. Isn't this (the current configuration) temporary?
- Should any of the officers hold a staff job?
- I would have said separate the two before but having been on the job I have to say I know more about the job from working daily in the office. What if something happens to the PFT President? Someone elected coming in from the classroom isn't going to know the job as well as someone who has been working in the office. Shouldn't the 1st Vice President be a staff person?
- I am grateful Karen does what she does. Maybe the hang up is the propriety. Maybe only the Treasurer should not be a staff person.
- Our by-laws say that the 1st Vice President becomes the President. Maybe we should change that to a staff person becomes president.
- The President should really be elected. Maybe one of the staff people appoints someone or one of the staff people is appointed president until an election is held.
- This is two separate issues. The money needs to be separate.
- We've got a constitution that needs major rewriting. There are a lot of different issues. We've got an elected board that one president saw as advisory while the board saw themselves as setting policy. We've got a constitutionally mandated election in December. We need to propose officers for the elections.

V. Staff Salaries

A. PUSD pays part of PFT salaries.

- a. PFT Staff are rough equivalent of TOSA's
- b. PFT pays Staff salary but PUSD pays portion equivalent to difference between Teacher salary and replacement cost. (Example: E23-B2)

Question for discussion: Should staff salaries be posted on the website?

Discussion:

- The schedule should be posted, just like ours is posted but not what each individual person makes.
- Yes, but it should be clear that PFT is not paying the total salary.
- I think it should be posted but it should be broken down into which portion is paid by PFT and which is being paid by PUSD.

VI. Health & Welfare-see Agenda attachments 5-6, Provider Update Handout

A. Last Contract Settlement

1. 5% on the salary schedule
2. TLC increase to 3 years
3. Class size ratio reduction at MS/HS
4. \$100,000 for cell enhancement
 - a. Out of pocket for Health coverage is subsidized.
5. Figures for current agreement require additional \$105,000
6. Since 2004, the out of pocket cost for an employee insuring 2+ family members has gone up \$13.

B. Three plan choices

1. Kaiser
2. HealthNet without Scripps: "Silver Plan"
 - a. Same co-pay as before
3. HealthNet with Scripps: "Full Plan"
 - a. Full plan has reduced benefits. Reducing benefits reduced out of pocket premium costs
 - b. \$30 co-pay
 - c. \$200 per day (four day max) inpatient admission or out patient surgery
 - d. \$30 co pay for specific treatments
 - e. \$100 co-pay for ambulance
4. Out of pocket is going to increase by same percentage amount as premium increase.

- a. Plan year is a calendar year: January to January
- 5. Plans also part of Full plan and not included in Silver Plan
 - a. Direct Network
 - b. Prime Care Medical Group (Temecula, Sun City, Corona)
 - c. Monarch Healthcare
 - d. Santee Community Physicians
 - e. Bay Area Community Medical Group
 - f. Santa Cruz Medical Group
 - g. UC Davis Medical Group
 - h. Bristol Park Medical Group (Fountain Valley)
 - i. Cedar-Sinai Health Associates

C. Inform staff! DO NOT THROW AWAY INSURANCE PLAN ENVELOPE AND LET THINGS “ROLL OVER.”

- 1. Roll over will result in Full Plan enrollment.

Question: Are we evening things out with this new plan?

Response: Yes. People who choose Scripps are paying the difference for staying with Scripps.

Question: will the extra \$89 it will cost for me to stay with Scripps, will that come out of my paycheck? Can I use FLEX dollars to pay for that?

Response: Yes, it will come out of your pay, pre-tax. It'll be deducted tenthly. You cannot use FLEX dollars to pay for insurance premiums. FLEX money is for specific medical procedures or childcare.

Question: Did you have any of this information when you went out to the schools?

Response: Not the exact figures, no. We just finalized this agreement.

Question: Did they understand how much this was going to cost?

Response: Generally the response was that they would wait to see the numbers before making a decision. You can use this time to shop for a Sharp physician. Currently you can switch from a Scripps to a Sharp physician by calling HealthNet before November 15th and try the doctor out.

Question: What if the doctor is not taking new patients?

Response: Then you have to keep looking.

Question: You spoke to the whole staff, should we?

Response: The numbers are different for classified staff but you can certainly inform them of the basics.

Question: There are lots of people who just default. What happens if you just default?

Response: If you do nothing you will go into the Full Plan.

Question: Will anyone be required to sign anything that says they were informed of the plans?

Response: No.

Question: Why are there 2 Scripps clinics not highlighted as being part of the Full Plan? (Pen Elm Family and Scripps-Mercy Medical in Hillcrest)

Response: I don't know. I have checked and they are part of the Silver plan.

Question: Is opting out still \$1100?

Response: Yes, but in light of recent increases, I think we need to renegotiate that number.

Question: I appreciate the proactive approach you took to this. Are you willing to come out to speak with our staff a second time to explain the numbers?

Response: Yes, but I would need to defer all paperwork questions to Christie.

Question: Can you send us an e-mail copy of the Out of Pocket chart?

Response: Yes.

VII. Workman's Compensation-see *Pre-designation of Personal Physician* handout

A. You can designate your physician for Workman's Comp

1. Must be on file before you make a claim.
2. Physician must agree
3. Cannot use a chiropractor

B. Once on file you do not need to re-file unless you change doctors.

Question: If I change doctors can I take my records with me?

Response: No. They will send it at your new doctor's request. It's like a student's cum file.

VIII. Restructuring the Executive Council

Levels	# of Sites	# of Students	# of Teachers
HS	5	10,568	391
MS	6	7,448	271
Elementary	21	14,323	637
SPED	31	---	198

Discussion:

- When we discuss restructuring and how many officers and who to represent, can we ignore the needs of 198 special ed teachers by not giving them representation on the Executive Council?
- It could be argued that those 198 teachers are already represented as part of one of the other teacher groups.
- But they have very different issues. It's why they needed their own UBC. Their needs were not being met by the General UBC.

A. Points to consider for next meeting.

1. Today's discussion regarding separation of duties.

2. Length of off cycle term

a. Hold two elections in one year?

b. One in December according to the Constitution and then again in May if amendment

passes?

3. When to have election for amendment, if any.

a. If an amendment fails now, we miss December deadline.

b. [PFT President] advocates having elections according to the Constitution in December

and moving from there.

Further discussion tabled to next meeting due to time.

Meeting adjourned: 5:40 p.m.

Next meeting: November 16, 2006

The November rep meeting has been moved back one week due to the Veteran's Day Holiday following the regular meeting date.

Submitted by Naomi Lukaszewski, PFT Communications Secretary