

**Rep Council Minutes
October 8, 2009**

Officers present: President Marc Houle, High School Vice President Peter Califano, Middle School Vice President Greg Strachan, Elementary Vice President Stephanie Martin, SPED Vice President 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			
DNHS	BHMS	AB	HR	POM	TBCK
MCHS	BMMS	CHAP	MID	RH	VAL
PHS	MBMS	CRKS	MR	SCRK	WG
RBHS	MVMS	CV	PR	SD	WW
	OVMS	DC	PV	SH	N. DIR
	TPMS	DS		SR	NURSES
		GR		TB	PRE-SCH

Handouts: Agenda with attachments

Article: "Pension Reform to be Debated"
DRAFT: Catastrophic Leave Changes
PUSD Mission Statement

Call to order: 4:00 p.m.

I. Welcome and Open Items

A. Menu choice for Holiday Party

1. Please circle one of the suggested menus and leave on tables.
 - a. Menu with most votes will be the one chosen.

B. K-5 District Writing

1. Continuing work from Learning Councils
 - a. Work done through TLC and Alternative Evaluation
 - b. Anchor papers collected in order to calibrate teachers' work
 - c. In 2008-2009 one teacher at each site was paid \$200 to organize the work.
2. Anchor papers posted on K5 Writing Central Website
3. Survey will go out to teachers to provide feedback regarding rubrics and website
4. Participation is not mandatory.
5. Candy Smiley has written a 10 point TLC to continue the work of calibrating and refining the work that has been done.

- *The rubric is a 4 point rubric but the anchor papers have scores based on 6 points.*

--Some of the sites double score their papers so a paper with a "6" is actually two scores of "3".

--The Curriculum Map has the old anchor papers. You need to go to the K5 Writing Central Website.

C. Del Sur

- *Why are class sizes so low at Del Sur?*

--Del Sur is the "overflow" school for Monterrey Ridge and Stone Ranch. The district paid for one more teacher to reduce class size for predicted growth this year.

- *Why don't they have any multiage?*

--Some sites don't have multiage due to demographics. Del Sur's demographics may change when additional students are added this year.

--Del Sur has a 2/3.

- *Kindergarten and other grades have access to laptop computers. Where is the equity?*

Grant money from Intel to pilot “one-on-one” at K5, 6-8, and 9-12 is funding the laptops. Teacher input is being collected but the project has technical difficulties and associated costs that the district wants to support via a small pilot.

- *There is a concern at my site about the district average being skewed because most of us started the year with classes that are at the cap. The feeling is that there is nowhere to go except up with class sizes.*

K-3 is capped at 24 and 4-5 is capped at 34. There aren't any [elementary] sites in the district with classes higher than that. Mainstreamed or inclusion students do not count in that calculation.

- *I thought the rollback ensured the cap.*

There has never been a hard cap negotiated in PUSD. We have only had targets and treated them like hard caps. The only hard cap we have had was the mandated 1:20 ratio for K-3.

- *But keeping class sizes down was a selling point to taking the rollback. We were told that if we didn't take the pay cut, class size would go up. If class size does go up, does that make the rollback null and void?*

Small class size was not a condition of the rollback. Taking the rollback enabled us to manage class size because it allowed us to bring back teachers that had been noticed. I cannot speculate on what class size would be if teachers had not taken the rollback. However, I can tell you that we will go back to the table to negotiate if need be. We understand the position of the teachers but we can't speculate on what will happen based on [what if scenarios]. The State Budget is not healthy and I will speak to that later in the meeting.

C. Title I Funds

- *Are there schools getting Title I funds that are not Title I schools?*

No. The Title I schools in PUSD are: Valley, Los Penasquitos, Pomerado, Midland, Del Sur, Rolling Hills, Garden Road, Black Mountain, and Meadowbrook. Del Sur has a 30% reduced lunch population which gave them Federal Stimulus money. Garden Road ranked 6th for reduced lunch population among the Title I schools in the district so their Title I money is “one time”.

D. HM Summer Training

- *Who paid for the Houghton Mifflin Training this summer?*

--I was not able to get the information in time for this meeting, I'm sorry. I think it was likely funded by state categorical funds, possibly IMFRP. *Secretary's note: As part of the requirements for receiving Title I funds teachers at a Title I school are required to attend the training. Training and subs were paid for by the state.*

--At my site, the state paid. We were in danger of going into program improvement so we had to go.

E. District Office Building

- *Who or what will be housed at the current district offices?*

Warehouse, Transportation, and Purchasing will stay at the current site. The thinking is, Alternative Ed programs (New Directions, Adult Ed, Abraxas Computer Lab) will be housed at the current site. Alternative Ed is currently housed in Saber Springs.

F. Title I requirements

- *My site recently became a Title I school and now we have to fill out all this paperwork about our qualifications, what we are going to do regarding instruction...Is this really required?*

--I have been at a Title I site for 20 years but I have never had to fill out any paperwork.

--My site has done the [3 way compact].

Marc Houle will explore this issue.

II. PFT Dues and AFT/CFT pass-throughs

A. June 2009 CFT Executive Council Meeting

1. Marc Houle 1 of 4 Vice Presidents who vote against AFT/CFT dues increase.
 - a. CFT Executive Council votes in favor 21-4.
2. AFT/CFT dues collected by local units as part of regular dues and sent to AFT/CFT.
 - a. Money “passes through”.

B. PFT receives “Formula Funding” for PFT Staff

1. \$17,000 is paid monthly to fund Director positions.
2. In order to receive this funding, PFT must have “pass through” language in by-laws.

	08-09 Per Cap Rates		09-10 Per Cap Rates		10 th inc
	Monthly	Annual	Monthly	Annual	
AFT	\$15.35	\$184.20	\$16.00	\$192.00	\$.78
CFT	\$36.17	\$434.04	\$37.50	\$444.60	\$1.06
State Fed	\$.47	\$5.64	\$.65	\$7.80	\$.22
San Diego AFL	\$.56	\$6.72	\$.56	\$6.72	---
Insurance	\$1.00	\$12.00	\$1.00	\$12.00	---

Monthly dues for PFT Members

08-09 rate	\$88.56
Local increase	\$0.00
Pass throughs	\$2.05
Total	\$90.61

III. Pension Reform-see *handout*

- A. Ed Durham, guest speaker at November Rep Meeting
 1. Will discuss proposed changes to STRS
- B. Proposals around Pension Reform
 1. Change STRS from defined contribution to defined benefit
 - a. Currently employer and employee contribute to a general retirement fund.
 - b. New employees contribute while retired employees are drawing on funds.
 - c. Propose change to 401k type of system
 - i) Everyone contributes to one’s own fund and draws from it upon retirement.
 2. Two tier system.
 - a. Employees who have contributed will draw upon STRS
 - b. New employees have 401K system
 3. Increase contributions.

IV. Candidates for State Superintendent of Education

- A. Jack O’Connell, Gloria Romero, Tom Torlakson invited to speak at Rep meetings

V. PFT Building Lease

- A. Current lease expires in May 2010
- B. PFT in negotiations with landlord
 1. Initial proposal from PFT has rental amount 7 years from now that is lower than current rent.
 2. PFT is also exploring possible move to another space.
 - a. Smaller space in current complex is under consideration
 - b. Space on Avenue of Science
 3. Avenue of Science space is down the block from new district offices
 - a. By coincidence, PFT and District personnel were directed to same area by independent realtors.

Discussion: Would moving into a building down the street from the District Office be seen as a [conflict of interest] for PFT?

- There are teachers who feel that we are [not adversarial enough] with the District. If we move into a building down the street from them, will this exacerbate the feeling? Will there be a negative backlash? Do I take the 2nd best deal for appearances?
- I think if you show teachers how much money is saved by the move, you will reduce objections.

- I think it would further reduce objections if you take the savings and put it toward reducing the local dues.
- Show the comparison of rates and be clear about why you are making whatever choice you make.

VI. Health and Welfare—*Agenda attachment 1*

- A. PFT negotiates funds to reduce the amount paid by employees for dependent coverage.
 1. PFT Employees do not pay full premium for dependent health care coverage.
 - a. Funds are called “cell enhancement”
- B. In 2008, Out of Pocket dependent coverage was reduce by \$10
 1. Due to careful money management, Out of Pocket dependent coverage did not go up in 2009 and will be maintained in 2010 in spite of rising Health Insurance costs.
 2. Careful money management has also resulted in \$196,000 available for 2011 cell enhancement.
 3. Everyone receives same amount of cell enhancement

VII. SERP: Supplemental Early Retirement Plan—*Power Point Presentation*

- A. This Power Point will be presented at the meetings scheduled for October 12-14.
 1. Some slides still need to be edited for errors; i.e. “Employee” instead of “Early” Retirement Plan
- B. Basic Facts
 1. Need 85 to trigger
 - a. SERP offered in 2001-2002 did not trigger.
 2. If SERP does not trigger than all retirements filed are null and any teachers planning on retiring anyway will need to refile.
 - a. Teachers who are unsure of taking SERP should file anyway and rescind if SERP does not meet their needs.
 3. Teachers who take SERP will receive 5 sick days
 - a. Days are not accrued.
 4. District will pay 102.7% of this year’s salary as an annuity.
 - a. Teachers who opt out of retirement fringe benefits will have annuity purchased with 109.7%
 5. Teachers who are working under reduced workload (Willie Brown) will be treated the same as full time teachers.
 6. Teachers sharing a contract or working at less than 100% will have an average of their last 5 years salary taken.
 7. All teachers’ salaries will be calculated based on Schedule I.

- *Will the Keenan meetings conflict with the STRS meetings?*

No. Everyone needs to know about STRS because everyone is going to retire someday. The SERP meetings are different. If you have been to one of my STRS meetings, you don’t need to attend the group meeting but you should attend the SERP meetings. At the SERP meeting you will need to schedule an appointment with a STRS counselor so you can receive your individual information.

- *Is there a maximum number of teachers who can take the SERP?*

No. We need a minimum of 85 teachers to take it. You must be eligible to retire in STRS by August 31, 2010.

8. Teachers who take the SERP will receive three streams of income
 - a. STRS payment
 - b. Emeritus pay: \$150/day for 82 days
 - c. SERP pay
9. Teachers on emeritus are still members of the bargaining unit and if PFT members, still pay dues.
10. Management does not have opportunity for a SERP due to 5 year salary schedule.
11. Language regarding inability to return to employment after taking SERP is moot.
 - a. PUSD does not have to rehire teachers who have retired.

b. Teachers who retire under STRS can receive up to \$30, 560 in teaching salary before money is deducted from STRS payment dollar for dollar.

- *Isn't there an exception? If you stay out for a full year before going back to teaching?*

I believe that ended in July 2009. There is a proposed law that if you retire before age 60 you cannot return to your former profession for 6 months. If it passes, it will make the SERP as we do it impossible.

- *What would we get from the annuity?*

It's about 6% of your salary but you would need to get your individual calculation from your counselor. Keenan is the broker. They set up to prototype company with the IRS.

- *What's the stability or guarantees? Is there actually 85K in the company? Is it paid out in installments?*

You get it in payments. The District is obligated to pay out the money.

- *It would make more sense to have a chart that shows what someone who is retiring at 55.*

In the last SERP in 2003-2004, the average age of the retirees was 58.7

- *Is it possible to have a SERP two years in a row?*

There won't be one next year. In fact, there will be a big drop in retirements next year if this goes through. Right now our job is to get information out so that people can make informed decisions.

- *What is the difference between the big group meetings?*
- --We had to divide meeting days by sites due to the number of people expected. The large meetings are to talk about the SERP benefits. You will need to schedule an individual meeting with a STRS counselor to find out about your STRS benefits. Marc will also still do his group STRS meetings which is to educate people about STRS in general.
- *In the SERP agreement, it says the unit members. Do you have to be a PFT Member?*

No. All teachers and certificated non-management personnel are part of the bargaining unit, regardless of union membership. PFT is the sole bargaining agent. Before agency fees, that meant non-union members could and did come to PFT for help when they had a problem with admin.

-- The IBPS team and Marc Houle in particular are to be commended for their work.

VIII. Catastrophic Leave Changes—see handout

A. During the 100 days of extended sick leave, no more than the Long Term sub rate for the 21st-40th day will be deducted from the teacher's pay.

B. Deductions of sub pay from preschool teachers' salary will not exceed 50% of the daily rate.

C. Catastrophic leave can be accessed by teachers who are caring for ill immediate family members

- *What are the 5 extra sick days?*

After you use all your accrued sick leave for personal necessity, you get 5 more days to use but these 5 days are minus the cost of a sub.

- *Should we post this info?*

No. It has not been signed and is still a draft.

Secretary's note: This was signed in time for distribution of the minutes.

IX. Mission Statement

A. The Mission statement adopted by the PUSD School Board states "We are committed to making effective decisions through the extensive involvement of staff affected by the decision."

1. Decisions affecting teachers should not be mandated without teacher input.

X. State Budget

A. Timeline

1. May 2007

a. PFT/PUSD negotiated a 3% salary increase for teachers.

2. Summer 2007

a. National and State Economies take downturn

3. Fall 2007

a. First mid year cuts to budget

4. May 2009

- a. 2.7% rollback in teacher salaries
- b. Administration and classified also take salary rollbacks

5. July 2009

- a. State budget passes

6. August 2009

- a. State budget has deficit in billions.
- b. Income projections are off by billions.
- c. Probable midyear cuts
- d. State legislators are avoiding the issue

B. 2010-2011 will be worse

- Wait, what's going to happen to the beginning teachers who were laid off and brought back? Are they going to get laid off again?
- I would advise them to start saving as much money as they can.
- But we are having all these meeting about SMART goals...
- The arrow is not going to be going up in these conditions.
- We are supposed to get our money back—the rollback is only for two years.
- Here's the situation: The State is in dire straits regarding the budget. You may be owed your rollback, the district may want to restore your rollback, but whether or not there will be money from the state to do it remains to be seen.

Meeting adjourned: 5:30 p.m.

Next meeting: November 12, 2009

Submitted by Naomi Lukaszewski, PFT Secretary