

Rep Council Minutes
September 10, 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			
ABR	BHMS	AB	HR	POM	TBCK
PHS	BMMS	CHAP	LP	RH	VAL
RBHS	MBMS	CRKS	MID	SD	WG
	MVMS	CV	MR	SH	WW
	OVMS	DC	PR	SR	N. DIR
	TPMS	DS	PV	TB	NURSES
		GR			

Handouts: Agenda with attachments

Mission Federal Credit Union Flyer

PowerPoint slides: CA School Services re: CA Budget

Proposed changes to PFT Election procedures

PFT Health and Wellness Flyer

Call to order: 3:55 p.m.

I. Mission Federal Credit Union

A. Presentation by Nancy Morris, Business Development Officer

1. Mission Federal is a big supporter of PUSD

a. Sponsor New Teacher Breakfast and Recognition Dinner

B. "Mission 4 R Schools"

1. Feel free to copy flyer for sites

2. For every new adult member referred by PFT, MFCU will give \$25 to school of choice and \$25 to new member.

II. Community

A. Thank you to reps.

B. Welcome to new reps

1. Karen De Grandmont CRKS

2. Ken Faverty PHS

3. Mandy Senhen MVMS

4. Sharon Golightly RBHS

5. Mindy Eutsler HR

6. Larry Foster RBHS

7. Pam Klevesahl DS

III. Open Items

A. Membership Lists

1. All reps given list of members and non-members at sites

2. Reps should check lists carefully

a. Teachers who were laid off and then brought back should re-enroll as members

b. Temporary Teachers who were released and rehired in other capacities (i.e.

Impact) should also re-enroll.

B. Required CPR Training

- *Teachers at my site were told that they had to be CPR certified because they have students with epi-pens. They don't mind taking the training but they do mind having to pay for training that is required.*

Teachers are not obligated to become CPR certified or required to take any other medical training to accommodate a student with medical needs (e.g. epi-pen) However, this does make it difficult when the student goes on a field trip. Trained personnel (health tech or principal) needs to accompany the child in the even the parent cannot. Parents cannot be compelled to accompany their children and the children cannot be restricted from attending the field trip due to their medical needs.

C. President Obama's speech on Education (broadcast 9-8-09)

- *The teachers at my site felt that the text of the Superintendent's e-mail to parents was not supportive of teachers. It was felt that stating "we feel that this is better discussed at home" undermined teachers who were planning on showing the speech in their classrooms. It was felt as if [they were portrayed] as having a partisan agenda. This is a slippery slope we are on, are we going to be forbidden to show other Presidential speeches [of historical significance because there is a perceived agenda]?*

I have checked and the District's response was not out of line with responses from other districts. All districts offered parents some sort of "opt-out". I don't think this is a slippery slope because offering the opt-out was not about differing philosophies, it was about ADA. There was a concern that parents would keep students home.

- *I don't think that was the point. The point is, the Superintendent's message was not supportive of teachers. It put [teachers]down.*

I did not get many e-mails from the membership regarding the message the Superintendent sent. However, I will communicate your feelings to him.

C. New District Office Building

1. You may be getting questions about how schools and the district are able to fund new construction and buy a new office space in the midst of a budget crisis.
 - a. SFID funds (Bond money) is paying for renovation of new schools
2. New District Office building purchased with CFD funds (Mello-Roos)
 - a. Funds used are earmarked, by law, for administrative space.
 - b. Money cannot be used for anything else, by law.
3. District saves \$500K annually on current rental property.
4. Building purchased at less than the cost of constructing new building.
5. Final cost is ½ price of other property that was under consideration.

- *I heard that it had a basketball court inside.*

I don't know if it does. I have not been inside it. I have only seen the outside.

- *Does the \$9 million price include the cost of redoing the inside to meet the District's needs?*

I don't know. I could ask, but since it is outside the scope, the District doesn't have to tell me anything.

- *I am just concerned. It is not an appropriate use of public funds to spend \$9 million on a new building. Did they even look for anything cheaper?*

I agree, the timing is terrible. However, purchasing a building to meet all their needs is better in the long term than continuing to pay ½ million out in rent.

D. Duties

- *I know that at many sites, teachers have had recess duty but now we are being asked to take duty before and after school as well. If that is time I am supposed to use to prep, how can I [do that effectively] if I am spending half of it on yard duty?*

I sent out a survey regarding recess duties. Only 3 schools did not respond. Of the schools that responded, all the teachers have indicated that they have increased duties at recess and before school. Even though all schools were allotted 10 hours of yard duty funding (Only Midland has 11 due to the layout of their playground which necessitated additional supervision.) not all schools have the same

lunch schedule so not all schools are utilizing yard duty time in the same way. Some schools have only two lunch periods, others have three. Some overlap, some do not.

- *What about afternoon duty?*

I am confused. Are these afternoon duties recesses that you have added into the schedule?

- *No, It's parking lot duty or bus duty after school.*

Okay, I will need to monitor that as well. Out of the schools who responded to my survey, 4 of the schools indicated that they did not have an AM duty and this, again, is due to the fact that they have a lunch schedule that allows them to allot some of their yard duty hours to the morning.

IV. PFT Budget Report-4th Quarter 08-09—Agenda Attachment 1

A. Income

1. Adopted projection: \$1,645,068
2. Unaudited Actual: \$1, 567,427
3. Difference: \$ 77, 641 under projection

B. Expenditures

1. Adopted projection: \$1,639,557
2. Unaudited Actual: \$1, 569,410
3. Difference: \$ 70,147 under projection

C. Summary

1. Difference between actual income and expenditures: <1,983>
2. However, there is income still pending
 - a. Legal Defense Grant: \$20, 027
 - b. June Formula Funding: \$17,440
 - c. Bottom line: \$35,484
3. In the fiscal year August 2008-August 2009, PFT took in more money than it spent.

V. State Budget Update—see handout “PowerPoint slides: CA School Services re: CA Budget”

A. 2010-2011

1. Possibly \$10 million more in cuts
2. Factors:
 - a. Federal Stimulus is one time money for this year
 - b. COLA will be funded at 0%

B. State income projections were off by \$862 million in June 2008

1. CA's unemployment rate is higher than the national rate.
2. If current conditions continue, CA could move to #50 in per pupil spending.
3. CA Educational funding is tied to State revenues
 - a. Funding fluctuates with State income
4. State is 11.2 billion in debt to Education Funding under Prop 98.
 - a. Will not be repaid with interest
 - b. No due date for repayment

C. PUSD impact

1. 3% salary increase was negotiated in May 2007 before current economic crisis.
2. IBPS group is current examining feasibility of a SERP (Supplemental Early Retirement Plan).
 - a. NOT a “Golden Handshake”
 - b. Golden Handshake is a STRS term which gave teachers additional age and years credit. PUSD cannot afford to do a Golden handshake.
3. IBPS Members
 - a. For PFT: Marc Houle, Candy Smiley, Karen Wusthoff, Dave Thompson, Greg Strachan
 - b. For PUSD: Don Phillips, Malaga Tholandi (CFO), John Collins, Bill Chiment
 - c. Ron Bennett, CA School Services

4. IBPS needs to examine data and calculate numbers to determine if SERP is possible this year.

a. District needs to have a multi-year projection turned into SDCOE (San Diego County Office of Education) to demonstrate financial ability to fulfill obligations.

- *I have to say that parents are starting to feel the impact of the budget cuts. I have a neighbor who says she feels like she is supplying the school.*
- *How is the district using the Stimulus money? Are they holding back any money for next year?*

The District gets its money in apportionments from the state. Some of the stimulus money has to be used for specific things, like SPED. At the district gets its apportionments they are holding back what they can.

VI. Legal Defense Grants—Agenda Attachment 2-3

A. PFT applied for and was approved for two legal defense grants from AFT/CFT

1. Funds are for use in Union based legal action

a. AFT pays 1/3 of legal costs, CFT pays 1/3, PFT (union local) pays remaining 1/3

B. Lay off hearings

1. PFT applied for grant to cover cost of lay off notice hearings.

a. Included time attorney spent deposing teachers and time at hearings

C. Chinese Schools Unfair Labor Practice (ULP)

1. PFT filed a ULP against PUSD for outsourcing Chinese instruction

a. At date of filing, several World Language teachers had been laid off (they have since been brought back)

2. Judgment was against PFT

a. Judge felt that since PUSD was not paying the Chinese instructors, they were not denying unit members employment.

b. PFT does not agree since PUSD was required to provide the private instructors with students.

3. However, the judge indicated that since PUSD has now employed a Mandarin Instructor, should PUSD again contract with a private company for Chinese Instruction, this would be viewed differently.

VII. Leadership—see handout “Proposed changes to PFT Election procedures”

A. PFT Election Procedures

1. Handout to reps to review and discuss with staff members

2. Proposed changes will be discussed at a later date

a. Next election not until May 2010

B. Online Payroll

1. PUSD is going paperless.

2. All pay stubs for direct deposit are now available online only.

a. Teachers must register online to access payroll information

3. Use Employee ID number

a. This number is available on a pay stub

b. It is not your Social Security number

4. Register through PUSD Website.

a. Employee number can be obtained through Payroll Tech if you do not have a paper pay stub for reference.

An informal poll through a show of hands showed that the majority of reps in the room had already registered for online access.

- *Some of my checks were not listed when I went online.*
- *My July check did not show up.*

I believe if you are on an 11 or 12 month pay schedule and get a hard copy check instead of direct deposit, those checks may not show up in your online account.

- *We used to get notifications of expiration dates on TD testing and credentials on our pay stubs. Will there be a separate notification sent out in case we don't check it online on time?*

The District has been sending e-mail notifications as well before going paperless, so there will still be some other form of notification. However, teachers should still check.

- *What if you don't have Direct Deposit? Do you still have to go online to get your pay stub?*

If you don't have Direct Deposit and get a hard copy check, your pay stub will still come with your check.

- *But the District is moving in the direction of [all electronic communication]?*

Yes.

C. K-5 Time Committee

1. Only 30 surveys regarding use of K-5 Time have been returned so far.
2. Data is being processed

D. K Transition Time 2009

1. Teachers have been excellent in providing data regarding use of time.
 - a. Data validates need to have Transition time to Full Day Kindergarten.
- *Do we have to give them lunch if they are here for only half a day? The end of the day is taken up with lunch and then they go home.*

Yes, by Federal law, we have to provide lunch.

- *Is there any data compiled on the impact of full day?*

That has not been gathered yet. We will be contacting the Steering Committee once we have the data on the Transition Days.

- *I want to thank you for clarifying the time for Minimum Days during Conference Week. The extra 45 minutes is invaluable.*

You're welcome. The district made the mistake of equating Time Banking Days with Minimum Days.

VIII. Supply Donations—Agenda Attachment 4

A. S.O.S “Supply Our Schools”

1. Kick off at Poway Days Festival
 - a. Donation boxes set up at various sites in Poway area
2. Sponsored by Rotary Club, Kiwanis Club, Elks and Soroptimist Clubs
3. All donations going to Poway Foundation for distribution

B. Online donation “Registry”

1. Parents can make donations and designate which school, teacher or department.
 2. Website is still not ready
 - a. Need to establish secure site and encryption for credit card processing
 3. MBMS will be one of two pilot schools.
- *How long will the pilot program last?*

It could be about a month. However long it takes to troubleshoot and find out how well it is working. This site is the result of input from parent and the PTA. Parents wanted to know where and how their donations were being spent and the PTA wants to focus on funding special events.

IX. Health and Wellness Fair: September 22 @ PFT Offices

A. PFT is not endorsing any single program or product.

1. PFT is simply providing a venue for teachers to share ideas around Wellness.

B. Health Net currently provides money specifically for Wellness.

1. Those funds are being used to provide Weight Watchers at some sites.
2. Funds cannot be used to lower premiums.

Meeting adjourned: 5:15 p.m.

Next meeting: October 8, 2009

Submitted by Naomi Lukaszewski, PFT Secretary