

11/8/04 Labor-Management Cooperation Committee

Present: B. Kitchen, B. Ludeman, K. Popa, L. Herbst, C. Vento-Bente, J. Delaney, C. Probst, S. Nass, T. Dayne, C. Lehman, D. Beyer, D. Ziemendorf, J. Butler, D. Linse, J. Miller

1. Report regarding meeting to discuss high school scheduling: Dayne, Probst – Meeting was held to follow up questions & concerns about scheduling at HS level; Probst provided good ideas about taking a team approach to scheduling; Wachholz & Dayne plan to meet with the administrators about how Hale does their scheduling
2. Traveling teachers and the issue of prep time: Probst – As of the last unconfirmed count, we currently have many teachers traveling in the District; creates a problem when traveling occurs between HS & MS because of differing schedules; creates problems due to loss of contractual prep minutes; when scheduling for a position occurs, principals need to schedule with each other so that these differences are taken into account; Dayne will review any teachers' schedules where there is a conflict; it may be helpful to put out a memorandum reminding traveling teachers that they are entitled to their full prep time & that traveling time is not counted against prep time; in addition, they need to get a full duty-free 30 minute lunch period which should not include traveling time
3. The purpose of holding meetings: Probst – The contract defines obligatory meetings; there have been concerns about meetings that appear to be held for the sake of holding meetings; reports have been received about meetings where there is no task for the teachers in attendance to complete; Vento-Bente will follow up on this with Probst
4. Ongoing issues related to target classes: Probst – Vento-Bente provided an update about general target classes at the MS; a meeting will be held with principals to discuss the type of curriculum that is being developed from this point forward; committees will be set up with teacher participants to discuss how students' needs can best be made; the District plans to review the struggles that are occurring, the materials needed, & the focus at each of the individual middle schools & what is germane to each building
5. Reimbursing new teachers for attending inservices/meetings: Herbst – New teachers have been approaching their Building Reps for voucher forms to receive compensations for days they attended prior to the start of the school year; Dayne reported that the newly hired teachers were never told by the District that they were going to be paid for attending meetings prior to the beginning of the school year; that was considered part of a condition of their initial employment; four days are held prior to the official beginning of the school year when all other teaching staff returns; Nass indicated that additional days of orientation for new teachers have always been done and there has been no provision for payment since we are all salaried employees; it was noted that there had been grant money in the past which was used to provide some compensation to new teachers; the new laws (PI.34 & Initial Educator Support Seminars) have established that required meetings need to be held; letters were sent out to mentors which defined units that they would receive; the OOGs were paid for attending a 2-hour orientation to new hires prior to the beginning of the school year; new teachers do not receive payment for pre-employment inservice days; established units for mentoring is on a handout which will be attached to these minutes when they are distributed; Vento-Bente noted that it has been proposed for further discussion during negotiations that money will be used to pay mentors

6. Follow up “break in service”: Dayne, Nass –
a memo dated 11/9/04 has been drafted which explains this fully; if you didn’t make payments into WRS for 20 continuous years as a fulltime employee, you are not eligible for district-paid life insurance after retirement; if someone was on unpaid leave for a period of time that was more than a semester during the past 20 years, that would be considered a break in service; those folks have an opportunity to continue in the plan if they pay for the plan out of pocket after retirement

Nass provided further data about any teachers who were involved in job-share since the 82-83 school year; the plan is to distribute this as the official list until each person on the list retires

7. Unit-related issues: Dayne, Herbst, Ludeman –
discussion regarding ongoing concerns related to units & the process of their approval; a Q&A sheet which recaps this discussion in its entirety will be distributed to Building Reps at tomorrow night’s RA & will be included as a handout which will be attached to these minutes when they are distributed

Next meeting scheduled for: **Tuesday, January 11, 2005 at the Adm Bldg beginning at 4pm**

The meeting was adjourned at 5:41 pm.
Minutes submitted by L. Herbst