

**1/11/05 Labor-Management Cooperation Committee**

**Present: B. Kitchen, B. Ludeman, K. Popa, L. Herbst, C. Vento-Bente, C. Probst, S. Nass, C. Lehman, D. Ziemendorf, D. Linse, J. Miller, J. Butler, K. MacDonald; K. Wachholz**

1. 2005-06 Calendar: Wachholz – District desires to continue the beginning of the school year structure that honors Staff Development prior to the beginning of the year, including Family Fests, organizational planning, & district work & preparation; Sept. 1 falls on a Thursday which has created some issues

Problem 1: School cannot legally begin before Sept. 1; the current calendar has students who would be coming back for just one day before a weekend

Problem 2: Fest Days are not counted by DPI as instructional days.

The first day of school needs to be adjusted by moving a Staff Development day to the beginning of the year to provide for these opportunities; feedback to the Superintendent was positive about the additional day at the beginning of the year to “jump-start” the school year; the District recognizes that they direct the placement of Staff Development days but desires to derive a solution that is mutually acceptable to district staff; the reason for not just making a decision is to recognize how strongly people feel about the beginning of the school year & having enough time to get ready to begin the school year; we would like to have dialogue in order to avoid frustrating as many people as we can

Option 1: Monday, August 29, Tuesday, August 30, Wednesday, August 31 would continue to be preparation days; some of that time would be needed in order to start school on Thursday, Sept. 1; most probably Monday would be teacher prep day, Tuesday would be District day, Wednesday would be District-developed Staff Development & Fests; things would be more structured than in the past, which would allow less time for classroom prep; basically takes out the extra Staff Development day that we had added last year in order to provide for the Fests; the prep time that teachers might have been able to count on that went above & beyond their regularly scheduled day would be eliminated for a majority of teachers

Option 2: Monday, Tuesday, Wednesday would be pre-school Staff Development days; Monday would be building meeting; Tuesday would be district meeting days; Wednesday would be district & building & individual classroom preparation; similar to what has traditionally been done; Thursday would become the Fests/Staff Development day; another day during the calendar would move to Thursday & then Friday would use another staff development day from sometime within the school year; school with children would officially begin on Tuesday, September 6; this options provides a lot of time to get the year off to a good start but relocates those Staff Development days from other times throughout the school year

Option 3: Monday, Tuesday, Wednesday would be pre-school Staff Development days; Monday would be for building meetings & teacher prep; Tuesday would be District Staff Development; Wednesday would be district & building staff development & fests; Thursday would be first day of school for children; students would not attend school Friday September 2<sup>nd</sup> (this will be an unpaid day resulting in a four day holiday weekend); sometime early in September, we would bring that Staff Development day back in order to give people at the beginning of the year the time to get their curriculum & goals ready to go in order to pick up some of those pieces that were unable to occur prior to the students starting; this option relocates that fourth Staff Development Day closer to the beginning of the year; there are potentially some district & building things that could be postponed until that day, which would allow for less stress getting started prior to the start of the school year

Further discussion about which option would be the best for the greatest number of people without starting off a school year that crams too much into a small amount of time; recognition that there is never enough time for elementary folks to prepare; Option 3 was selected as being the best option & will now be brought before the School Board; start of school for students will be on September 1

2. Energy Guidelines: Linse – Agreement with Energy Education Inc.; believes \$2.9 million can be saved over the next 7 years; contract is for 4 years with maintenance beyond the contract with no additional cost; any costs put into the program are guaranteed as savings; an energy policy was adopted by the School Board in December; Administrative Guidelines are a part of this agreement with involvement sought by everyone in the District & were distributed; we are looking for things that are simple in nature; teachers should take reasonable steps in their classrooms to implement the steps; variations within older buildings are recognized & adjustments will need to be made; the District will adhere to commercial building codes; custodians & principals will be integral in assuring the success of the program in the buildings. For those individuals interested, a full copy of the proposed energy guidelines should be available in each Principal's office. The guidelines were distributed at the last Management team meeting.
3. Units Discussion: Herbst – Last night's training sessions were well-attended; some confusion still exists about movement within blocks & the accumulation of 9 units within a 3-year period; need to emphasize that people do not have to be rigid with earning 3 units every year, but can do any combination in order to earn 9 units within a block; not all information is always clear to everyone in a building & we should reiterate some of these types of issues with building administrators, as well as building reps – Herbst will send a list of several items to Wachholz; to further clarify, the purpose of the workshop was to develop an **original** unit proposal & **not** a proposal that was already pre-approved (such as BLT membership or Sally Ride); the actual use of the proposal-sheet was for writing up **new** proposals; those folks have an opportunity to resubmit a proposal if they wish to earn 0.5 unit for the workshop; some of the expectations for specialists beyond their school day can be "tweaked" & made as into an extension of student learning by putting creating a situation that is job-embedded (example: art teacher puts together an art show but then designs a lesson for students to come in & evaluate the art would warrant a unit; the expectation of being an art teacher by itself is to conduct an art show)
4. School day start time for Staff Development Day on 1/24/05: Herbst – 7:30 breakfast will be served; flexibility will be allowed for elementary teachers; there may be child-care or other related issues; articulation from K-10 grade; need to be able to get people to scheduled unit proposal workshops that will start at 3:15; the exact start time will be 8:00
5. Other agenda items:
  - SWSA – Southeastern Wisconsin Schools Alliance: Wachholz – potentially, we have the largest group created for the purpose of advocating for public schools; Wachholz spoke well of the relationship between the school district & the Association for supporting this cause

Next meeting scheduled for: **Tuesday, February 8 at 4pm**

The meeting was adjourned at 5:35pm.  
Minutes submitted by L. Herbst