

### 2/8/05 Labor-Management Cooperation Committee

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

1. Concerns about “retribution against” or “censorship of” teachers by administrators: Herbst – fears have been expressed by teachers that retaliation will be taken against them if they raise questions about units or take issue with unit procedures in their buildings; probationary teachers are afraid that they could jeopardize their position in the District; some were reluctant to speak publicly or even to attend last week’s general meeting because of the perception out there that “everything gets back to the hill”; concerns by Building Reps from several schools have been expressed to members of the Negotiations Team both privately & publicly

Wachholz responded that while we are all dedicated to the success of units, there is an expectation that everyone will work positively to correct the process; Wachholz would like specific examples of any retribution that has occurred so that it can be clarified with those people involved; if there is any incidence of retaliation, the District would also want to know about it

2. Communication Model: Probst – Discussion about concerns expressed in a letter from the Math Department at Hale; they were not given an opportunity to attend activities planned at their building during the recent Staff Development Day because they were required to attend a District in-service on Mathematics Instruction & Articulation; there was no prior discussion with the Department Chairs about any curriculum concerns; this was viewed as bypassing the Communication Model; there is a request for a designated in-service day when all teachers can be doing curriculum-writing so that another Staff Development Day can be designated for professional development activities scheduled at buildings

Vento-Bente listened to the concern & indicated that she will have further discussion about this issue; Probst noted that the Hale Math Dept. drafted the letter to communicate their concern & to avoid a recurrence in the future.

3. Surveys: Wachholz – In the spirit of sharing information about upcoming surveys with the Association as established at a previous Labor-Management meeting, somewhere toward the end of the school year every school will be surveying parents as part of the School Board’s goal; this will be a type of “satisfaction” survey; will be scantron format with opportunity for comments from parents; BLTs will likely be the ones to develop building specific questions.

There have been a number of surveys that have been distributed & sent out to other buildings; this needs to be a mutual piece per our agreement at the table when we established that surveys should be shared at LBM; Nass indicated that individuals have sent surveys out to collect information from colleagues; Wachholz expressed a concern because people who have administered those surveys have sent them out to every building using a District vehicle (the email system); unless authorized by the Association, school email should not be utilized in this fashion. Another issue raised was the use of school time being used to distribute these types of materials. In the spirit of mutual cooperation, Wachholz asked that the Association inform Administration when surveys are administered in schools.

4. Units: Ludeman, Nass – Another listening session was held for our members to discuss ongoing concerns about units; our team has come up with some pretty serious conclusions; we have the ability to construct something that can salvage a fairly volatile situation; the integrity & reputation of everyone here at the table are at stake in this. In recognition that this has been a guided practice year, we really have to take the issues & concerns that have been expressed to heart; the units plan needs to be seriously revised or abolished. We need to go back & determine what the District’s purpose behind the units is; the perception to some is that they appear to be of no benefit to our members; we are having a hard time conveying the District’s message. The message we had been sending was that they were to reward people for the hard work that they have been doing & to meet requirements of PI.34 & ESEA; that is not what has happened. This was supposed to be a simple process; it is not. People no longer trust the process because of the reactions of administrators who have been given the proposals to review & placed more requirements on what is expected; there is also a fear that the approval process is not being handled fairly. The process is too subjective; there appears to be a lack of consistency; units that appear unit-worthy are being denied; it is taking too much time for approval & problems are not quickly resolved; time spent outside of the school day is being emphasized, almost to the exclusion of time spent in school; there appears to be no incentive

for the District to give units. Other concerns have been voiced about what happens when new contracts are issued: will people at the last cell in a block not be given a contract until they have had their units verified? Is there legal recourse for people who are not awarded units, since units are directly related to movement on the salary schedule? It appears that there are many unanswered questions as we continue to move through the process.

Possible remedies sought: Clear definition of what a unit is needs to be established by the entire table; more practice is needed; carryover of units beyond 3 years is needed with an eventual phase-out; reduction of the total number of units (2 per year for a total of 6) must be considered; simplify paperwork & distribute it by a uniform means, rather than the current system of pages & revised pages being sent out here & there; the number of people allowed to approve units should be decreased because there are too many hands in this; units should be equated with university credits; the Association & District should be equal partners in looking at proposals; an additional area called "Community Outreach" should be included

Ludeman recommended that we reflect on this tonight & then attempt to deal with this problem tomorrow at our scheduled bargaining session. Wachholz would like to see these pieces in writing; units are one of the pieces that are on the docket for discussion at Labor Management; the District will need an opportunity to process this information & discuss it; he would recommend that we move forward with the topics outlined in Negotiations tomorrow & then set another date specifically for the discussion of units; it may also be very useful for the District & the Association to construct a "joint survey" that seeks input from all 670 teachers who are in the District & impacted by units

5. WEAC Request: Wachholz – Filming is being done by WEAC in order to get out the message about public education; the final product will be shown on public access television throughout the state; Wachholz, Herbst, & a Hale student have been interviewed & participated in some of the filming that has already taken place; WEAC is looking for several classrooms for more filming & would like to see if the District is willing to do this; the District will cooperate with WEAC, but wants to make sure that signatures have been obtained by those parents who may wish to have their children "opt out" of the filming; FL Wright was discussed as a good location; this is viewed as a very positive activity for all of us
6. Seniority List: Stewart – Inquiries have been made about the status of the seniority list. The District has made significant efforts to have the list up-to-date; a number of teachers failed to meet the requirements for license renewal, despite repeated reminders & being told that the responsibility for doing so is theirs; Nass & Dayne are working on this issue with the last few teachers so the list can be provided in the near future

Next meeting scheduled for: **Tuesday, March 8 at 4pm at Administration Board Room**

The meeting was adjourned at 5:01pm.

Minutes submitted by L. Herbst