

4/13/05 Labor-Management Cooperation Committee

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

1. Planning for submitting units paperwork at the end of the year: Herbst – Flowchart is needed so everyone is clear on what is needed; how is committee attendance for units monitored or verified?; what is the District's expectation for the end-of-year products?; Wachholz will check with Vento-Bente to address this
2. Carryover of units from a shaded area within a lane to an unshaded area in another lane: Lehman – tabled until tomorrow at Bargaining
3. Units Survey Results – Are they available?: Herbst – The statistic parts are available today & were shared by Wachholz; a comments section summary is being completed and will be distributed soon; the percent is the percentage of responses based on the total number of people that took the survey; the valid percent is based on the total number of valid responses to a particular question
4. Criteria for selecting teachers for programs designed to meet AYP: Ludeman – Response to waiver that the District brought forward re: the after-school programming planned for next year; there is a concern that as we move forward in Negotiations discussing ESEA & the ramifications thereof, there may be problems related to not having some type of standard established for the determination of staffing—as opposed to first come, first serve. Wachholz responded that to date, when programs have been started there has not been a large group of volunteers who wanted to become involved; first come, first serve on that particular pilot piece was done in case there were more teachers who came forward than we had slots available; there does need to be a means of monitoring these numbers in the event that at some time in the future there should be a large number of volunteers
5. Sick leave concerns: Nass – This appears to be a computer error that has persisted throughout the year; there does not seem to be consistency among the people who are providing answers to the people who have been out on leave. Dayne responded that a letter is sent to people from Butler which indicates who the person should be contacting (Nicki Hein). Nass indicated that related issues seem to keep coming up. According to Dayne, people should first contact Nicki Hein; if there is still confusion, they should contact Dayne or Butler and not continue to call different secretaries for the information. Attendance print outs are approximately one month behind and are indicated as such on the individual print outs. Pay stubs do not reflect any record of attendance. Wachholz asked that Dayne notify the secretaries to clarify these procedures.
6. Swimming class sizes: Nass – Contractually, physical education teachers in middle and senior high schools should not exceed class sizes of 42 pupils per individual teacher; that limit has not been exceeded. SN indicated there has been a safety issue raised related to the size of swimming classes. (SN)Also, if something happens, what is the District's personal liability for the instructor with respect to negligence? Wachholz stated that the District is well under the state requirements for class size and supervision for our size pools. Linse also contacted the District liability insurance provider who further substantiated this. Some ideas suggested to address this issue included providing student lifeguards who have gone through the training and would be present in every swimming class; another way to address this is to group students by ability grouping, making it easier for one teacher to monitor students who are in the same part of the pool or rotating groups. Wachholz met with a group of involved P.E. teachers this past winter. They discussed a wide variety of options and suggestions as to what could be done internally at buildings to reduce class size. The Hale Principal had discussions at the building level with PE teachers and offered similar options, such as rotation, which did not seem to be well-received at that time. Frustration was expressed by the District that not everyone has been willing to address this issue without personal interpretation. MacDonald received a phone call by a parent on behalf of a teacher; the message that was given to the parent was not accurate. After receiving this call MacDonald spoke to the teacher about the same options and this was not well received by the teacher involved. The District is not interested in directing teachers exactly how the class should be taught, however the District is concerned that people are giving a perception of things that are not completely accurate. Therefore, if this issue continues, the District is willing to be very specific as to how pool classes should be implemented.
7. Contract language p. 30, Item E. 4: Stewart – Indicates that the substitute rate is one-sixth of the MA-step 6 salary; questioned how Payroll people are making this determination. Will be sent forward to Negotiations for Housekeeping; Dayne will investigate further.

8. Parent-teacher conferences in 2005-06: Ludeman – A memo was generated from C&I regarding Parent Teacher Conferences for next year indicating that the time that teachers would be available for conferences will be increased; it is said to be related to the conference compensation day; this would not be perceived as past practice & needs to be discussed further. There was no copy of the memo available tonight, & there was some contradiction regarding the time that teachers are actually expected to be in school; Wachholz felt this could have been written as such in order to be compliant with the waiver for DPI in order to meet the amount of instructional minutes as required by law. This will be revisited at next month's LBM meeting when Vento-Bente will be here.
9. Communiqué regarding negotiations: Herbst – Table was in agreement; there will be a recap of what has been done during Bargaining so far.
10. Continuation of last month's discussion regarding master's program practice and master's program guidelines: Dayne/Butler – Tabled until next month; report will be given on May 10.
11. Course approval sheets for Sally Ride: Butler – Memo was issued April 4 & distributed to all teachers. A question has been raised in the past about whether blue sheets should be completed for Sally Ride classes; people have to complete those forms if they are taking those courses for credit for the purpose of advancement on the salary schedule or for conversion to units. There were a few submissions for credit after the April 4 "Amnesty" date; the group agreed to approve those forms that were already turned in to HR. However, there will be NO further considerations of any retroactive approvals for lane advancement.
12. Other agenda items
 - a. State Budget update: Wachholz – One of the initiatives that came out from a past negotiations was of the District working with the Association to address educational issues; one accepted avenue has been through the use of VOICE; PTA has also joined us in that partnership. We are currently working on a unified stand to deal with the state budget bill; the most recent proposal will be voted on by the School Board at the next meeting. It is very timely for us to get this message out. It looks like there will be a significant push by the Joint Finance Committee to have their work done by the end of May; we will keep a very close watch on this. The Southeastern Superintendents group wants to provide parents with opportunities to come forward; Wachholz would like the Association to discuss what teachers might be able to do to help us identify/recommend parents that would be able to talk about public education articulately in Madison; there are a number of visitations that are occurring where people can meet with legislators in Madison during the day; we need to establish a core group. The Board of Education is taking stands on behalf of our school district & some of the educational issues, although it is important for them to remain non-partisan in order to represent all of their constituents. They have taken a stand in opposition to WASDA & WASB regarding the reduction of SAGE classes; they believe that the bill completely violates the intent of SAGE & will destroy it completely. We are the 12th largest district in Wisconsin & are totally in compliance with the SAGE requirements; we do not want to see this program reduced or eliminated, but want to see it maintained as it is.

Next meeting scheduled for: **Tuesday, May 10 at 4pm at Administration Board Room**

The meeting was adjourned at 5:12pm.

Minutes submitted by L. Herbst