

5/26/05 Labor Management Committee

Present: K. Shepardson, L. Herbst, J. Butler, J. Miller, C. Probst, C. Lehman, S. Nass, T. Dayne, B. Kitchen, D. Linse, K. Popa, B. Ludeman

1. **Update on master's program practice and master's program guidelines:** Probst, Dayne, Butler – The District is always ready to listen, talk and review items. The District maintains their position that they are the “gatekeepers” for determining what are valued accredited master's programs. A memo issued 5/25/05 was presented in response to the Association's request to review MA program approval guidelines; those areas not specifically addressed within the memo will be reviewed on a case-by-case basis. Question #1: Regarding bullet 4 on the memo (At present, content area Masters degree programs will not fall under the revised guidelines unless they are take through a School of Education Masters degree program). This could change in the future, but at present the District has determined that these programs will not be accepted as Masters Degree programs for the purpose of advancement on the salary schedule. Content area masters focus on information in a particular field. A program in the School of Education focuses on the actual teaching of that material & the framework for doing so. It includes theory, methods & research in education. Question #2: Regarding what standards are used for making this determination: The District first considers whether an individual already has an MA in Education. It is not the intent to limit people's opportunities, but the District wants to ensure that methods, research and theory components are included in an initial MA program. Question #3: Regarding how a program taken through the School of Education guarantees the same thing as an MA in Education, & how this compares to a content area master's program. The District knows the established requirements of these programs because they are clearly articulated by the identified universities/colleges in their School of Education program. A content area master's does not include these components. The District will review submissions on an individual case-by-case basis, as articulated in the memo. An individual has the opportunity to choose an MA program knowing in advance the terms of what is acceptable to the District before ever taking a course. Decisions will be based on what is outlined in the memo.

The District has reduced the requirements for employees to meet MA requirements by revising a practice which has existed at least since the time of Dr. Sloan's Superintendence; 30-credit minimums for specific MA programs will now be recognized; the District is well within its rights to establish the criteria for this area; the Association may bargain the impact on employees when there appears to be a negative impact; clearly, this situation is beneficial in comparison with the previously established standards.

Further discussion about bullet 6 on the memo (Retroactive application of these revised guidelines will be automatic on currently approved Masters degree programs taken at any institute of Higher Education listed in #1): This was offered by the District despite not having been discussed during prior meetings with the Association.

2. **Additional revisions to District forms:** Dayne, Butler – The Masters Degree Approval form has been revised to make it clearer to applicants. The Individual Course Approval form has also been revised and is needed for all courses/units taken for salary advancement. This form is NOT needed when courses are only being taken for license renewal (this is between the teacher and DPI). University/college credits have been equated numerically to units (1 credit=1 unit, 2 credits=2 units, 3 credits=3 units). This will go into effect July 1, 2005 as an outcome of the current bargain. With the exception of Sally Ride Summer 2005, this change will NOT be retroactive for coursework which was completed this year. If an individual wishes to receive units for any coursework, the Course Approval form must be completed prior to taking the course; *this includes all Sally Ride courses.*
3. An extensive document which outlines the District's Teacher-Mentor Program was also presented; it gives clear descriptions of expectations for new teachers and anyone involved in the Mentor Program; it should be clear to all that new teachers are NOT paid for Orientation Days held prior to the official beginning of the school year; this is a condition of their employment & a time when they are not members of the Association bargaining unit. A calendar which outlines this year's schedule was included.

Meeting dates for the 2005-06 school year will need to be established.

Minutes submitted by L. Herbst