

1/10/06 Labor Management Committee

Present: L. Herbst, T. Dayne, C. Probst, S. Nass, K. Wachholz, G. Wall, J. Delaney, C. Lehman, K. Popa, K. MacDonald, C. Vento-Bente

Meeting called to order at 4:10pm. Reminder: *There is a need to check the list to see who should receive emails of our monthly agenda. Nass has not been receiving them.*

- 1. Impact of Monday & Friday Staff Development Days:** Vento-Bente – In reviewing this issue with the coordinators, it was taken back to the specialist groups (art, music and PE). They came up with the following option for the elementary level: Days of the week would be referred to as A, B, C, D, E, with A corresponding with the first day of school. This would be rotated 5 days through the entire year. This still needs further investigation at the secondary level. Further discussion about the impact on our traveling teachers who travel between elementary & secondary levels. Also, in the past parents reported that it was hard to remember what week it was & became confused with respect to when their children's instrumental music lessons would be taking place. (Issue dropped)
- 2. Regularly scheduled meetings during teachers' prep periods; follow up from subcommittee:** Ludeman/Probst/Stewart – Association request to postpone until February. District understanding that meetings are to occur. The goal will be for the subcommittee to meet again prior to next month's meeting. Wachholz stated that the meetings at schools will continue during this time.
- 3. Report regarding communication to teachers on submission of Unit verification forms for the purpose of advancement on the salary schedule:** Dayne/Butler – All documents can be found at the WAWM School District website; there are 8 documents listed; they have all been updated as was discussed at the last meeting. (go to Home page, District Information, Curriculum & Instruction, Unit Documentation). It should further be noted that all documents have been also updated at the Association website, thanks to Julie Stringer!
- 4. Units Forms revised:** Dayne/Butler – New pre-approved unit validation form which goes from 0.5 up to 3.0 units was presented. These are also on the website.
- 5. Electronic Courses:** Butler – Hold; February carryover
- 6. Scheduling of Personal Days:** Herbst – Questions have been raised regarding the rationale for regarding the mid-Winter Break day as a formal holiday; would like to have further discussion about why Personal Days are not given to extend the weekend in this instance. The contract refers to being unable to link Personal Days to a "holiday or vacation recess" on page 15; mid-Winter Break is considered a vacation recess; this was originally done to prevent a rush of people from taking the same day off. Further discussion about the Wednesday prior to Teacher's Convention, since Thursday is actually a work day during which teachers are required to either report to work or attend Teacher's Convention. Per past practice, that would also be considered a vacation recess day; this issue will be referred to Negotiations for further discussion.
- 7. Follow up on drug searches & lockdowns:** Wachholz – Periodically in our secondary schools, drug searches are conducted in coordination with the WAPD; they are purposely done secretly; principals are not notified until that morning when such a search is to occur. As differing from how it was done in the past, there is now only one sniffer dog available to the WAPD; the WAPD now works with other police departments in the area out of necessity. Wachholz communicates with the department; they select a date from a list of possible dates; they do not notify the Superintendent until very close to the actual date. The rotation between the three secondary schools (West Milw is excluded, because they fall under West Milw's jurisdiction) is determined on the day of the search; building principals are notified when they are on their way. That is also when a determination is made as to what exactly

will be searched. The District's goal for each of these searches has been both the interior & the exterior of a building; the reason for that is because some illegal items may be kept in vehicles parked on school property. The interior of the school is done first; then, if time permits, they immediately go out & do the exterior before moving on to the next school. This normally will necessitate one lockdown. The interior searches must be completed at all three buildings before lunch hours begin, which poses a challenge when they have a later start time. In the last search, Hale took longer than anticipated on the interior of the search; this caused delays in conducting searches at the other schools prior to the lunch hours. A second lockdown occurred at Hale when they returned from the other buildings in order to complete the exterior (parking lot) of the school. A reason that the entire exterior area is searched and the teachers' lot is not excluded is because students may be parking in the faculty area for the very reason that they don't expect to be searched when parked there. Wachholz is still checking to see how the determination is made whether or not to enter a vehicle; he is waiting to find the exact protocol & will report on this at our February meeting.

8. **Other agenda items:** Wachholz reported on a presentation at last night's School Board meeting; he wanted to recognize the IMC Directors & their leadership at each of their buildings; in particular, he targeted the elementary IMC Directors. As a part of the effort made to bring our IMCs into the 21<sup>st</sup> century, the Directors needed to view things much differently than the way in which they had previously been operating. They have embraced the teaching of technology, the concept of their role as trainers of teachers teaching teachers, learning new things, & the spirit of collaboration as they have worked to integrate technology into the classrooms. Wachholz found this to be a great example of "living what we talk about" by meeting the needs of children. The Middle schools also gave a presentation during which they specifically articulated how they are working to meet the needs of high achieving students. These people are really working hard to do whatever they can for their students. 😊

In an attempt to shorten up School Board meetings, there are now video-taped vignettes which are aired after the board meetings; they address various activities that are taking place in our District & are designed to share how we are meeting the needs of our students. These are on Cable Channel 13.

Next meeting scheduled for **February 14 (Valentine's Day) at 4pm in the Administration Building Board Room.** (Following the established meeting date of the second Tuesday of each month)

This meeting was adjourned at 4:50pm.  
Minutes submitted by L. Herbst