

3/14/06 Labor Management Committee

Present: L. Herbst, T. Dayne, C. Probst, S. Nass, K. Wachholz, G. Wall, J. Luedke, J. Delaney, C. Lehman, M. Kaishan, K. MacDonald, D. Linse, K. Shepardson, J. Butler, C. Vento-Bente

Meeting called to order at 4:09pm.

1. Follow-up on use of prep/collaboration time for meetings with instructional coordinators – Ludeman, Probst, Wachholz, Vento-Bente, Dayne: Subcommittee has held ongoing meetings to discuss this issue; focus has been placed on the middle schools.

WMMS has four house meetings per month; this was established in September; two house meetings with agendas were to be established by teachers; the alternating weeks were to be a time when administrators could attend, but they would continue to provide teachers with an opportunity to bring forth issues to be placed on the agenda. Four monthly house meetings have always been held in the past; the issue now is that the way house meetings are handled is a change from prior years, when all of the meetings were teacher-driven; now two of the meetings are run by administrators; teachers claim that the items that they put on the agenda do not always get discussed. There seems to be some discrepancy between the report given to the District & the one provided to the Association; a handout was provided by the Association which provided an overview; Probst reiterated that the teachers are not taking issue with attending the meetings, but are taking issue with the loss of having teacher-driven meetings as was done in the past; that was the whole reason that the house meetings were originally established. There needs to be a discussion with the administrators, the instructional coordinators, one representative from each house and the Head Building Representative all in the same room in order to clarify how this has currently been structured.

Discussion about how the meetings were first established in 1982 at FLW & what past practice has been meetings held multiple times per month; administrators used to attend these meetings; teachers brought forth the topics that they wanted discussed. Currently, FLW establishes the dates for meetings to be held; is difficult logistically to accommodate everyone on the same day because there are 7 houses that need to be scheduled. Teachers were given a choice of Tuesday or Thursday; previously all meetings had been conducted on Thursdays; the schedule was shared back in August; Delaney wanted to encourage common planning time for teachers. Probst reiterated that the teachers do not dispute that they must hold the house meetings, but it is the how, when, and where that they are taking issue with. Discussion: Consider establishing a "house meeting guidelines"; there is a need to hold meetings & to establish parameters; consider holding separate representative meetings at the middle school in order to establish how these meetings should be held; stated that administrators are equally frustrated with how & when it is best for them to meet with teachers.

Resolution: Before the next L-M meeting, a representative meeting will be scheduled at each MS; in attendance should be a rep from Human Resources, the Association PR&R Chair, the building principal, the assistant principal(s), the instructional principal; the Head BR (who may also be a house rep), & a rep from each house. If the size is too cumbersome, it may need to be broken down by grade level; we want to make sure that we reach a solution that makes sense & considers the long-term situation.

A report back will occur at the next L-M meeting.

Ludeman noted concerns that have been raised at the elementary level & the frustration about meetings being scheduled during prep times occurring in a number of buildings; both sides are in agreement that administrators may call meetings, but they may not be regularly scheduled; part of the reason that there have been scheduled meetings is so that individuals' time is honored & so they can better plan for what is coming; the intent is not to have regularly scheduled meetings.

2. Distribution of individual teacher contracts on March 15 with accompanying letter – Herbst, Dayne: A cover letter has been sent out with individual contracts; refers to the fact that the contract reflects the 2005-06 salary, & that adjustments will be made following the

ratification of a contractual agreement; this includes adjustments that would be made based on teachers' applying earned units and earned MA degree movement; the Association also reported on this at the March RA.

3. **Unit Value of Sally Ride classes that only meet for _ of a week** – Lehman: We currently have established what week-long classes are valued at; it is agreed that those classes that meet for _ week would be equated with 0.5 (1/2) unit.
4. **UW-LaCrosse Master's Program** – Butler: Beginning in August 2006, WA-WM will offer a Masters of Education in Professional Development on site in conjunction with UW-LaCrosse; informational meetings about this program will be held Tuesday, March 21 from 4-5pm at Parkway & Monday, March 27 from 5-6pm at Parkway.
5. **Waiver timeline** – Dayne, Ludeman: If there are any waivers that will be submitted for the 2006-07 school year, schools really need to begin to work through the process now so that both the District & the Association have received those waiver requests by May.
6. **PDP Training Date** – Nass: West Suburban Council is offering a Professional Development Training opportunity for both new licensees & current employees who are thinking about getting into the new process; this will be held Monday, May 1 from 4:30-7:30pm at the UEP Building; flyers will be sent out by the Association; Butler emailed all initial educators with this information.
7. **Other agenda items**
Issue with the wording on evaluations being done at the elementary level- Ludeman: Ratings of teacher performance are being given in areas that have not previously been discussed; some of the items appear to be very subjective. The District would like to have more information about where this is occurring; it may be a one-building issue so further specifics are needed; Ludeman & Wachholz will meet to discuss this further.

Next meeting scheduled for **Tuesday, April 11 at 4pm in the Administration Building Board Room.**

This meeting was adjourned at 5:04pm.
Minutes submitted by L. Herbst