

8/18/05 Labor Management Committee

Present: K. Shepardson, L. Herbst, J. Butler, C. Probst, C. Lehman, S. Nass, T. Dayne, K. Wachholz, D. Linse, K. Popa, B. Ludeman, C. Vento-Bente, G. Wall

1. **Hiring Update:** Dayne – There have been 35 total new hires to date, including one year contracts; additionally, several late resignations were submitted & work is being done to fill these positions; the elementary positions are filled; there are 40 total anticipated new staff members.
2. **Update from the Superintendent:** Wachholz – Wachholz has personally met with/spoken to every new hiree as part of the hiring process; helps him to attach a name with a face; has been a very positive experience.

School scheduling – meetings were held during the summer to address scheduling needs across the District; withdrawals have been reviewed, but many do not occur until the start of school; adjustments will not necessarily take place by Day 1; it will be important to reassure people that adjustments will be made that make sense to administrators, staff members, and to children. Further discussion regarding forms developed by the Negotiations Committee to address secondary overload procedures. A process for resolving concerns regarding potential secondary overloads has been agreed upon.

Staff development – Remember that we have made an effort to establish a 4-day block of pre-school staff development time, with the exception of this year because of the way that the calendar falls; this year we will have 3 days of staff development; the fourth day included in that block is September 19. These four days equate to, but are not blocked into, one full day of record-keeping, one District staff development day, and 2 days for site staff development. The days may not be equated one-to-one, but may be broken down between the 4 days. Buildings holding “Fests” will work this in as part of the site staff development.

The District staff development day will be held on Tuesday. Elementary buildings will have computer training, which is considered a part of the site staff development. The voluntary welcome breakfast will be held in Hale’s Commons; everyone will then move to the auditorium for the presentations at 8:00am. The 8:00am meeting is required for all teaching staff.

This year’s them will be “Celebrate Success”; this purpose is to discuss the many good things happening in the District & the challenges that still exist; focus will be placed on this year’s goals. It appears that the School Board will be maintaining the same 3 goals as last year:

1. Student achievement – AYP
2. Commitment to staff development
3. Work with user surveys at the buildings & communication.

The administration talked to the Board about the importance of focusing on these goals.

There is also a continued commitment to “Children First: Every Child, Every Day, Every Time.” An additional piece has been added: “Touching Children’s Lives and Making a Difference”; this is related to having a positive attitude and taking pride in your work; focus on why we are here & be a person who helps to search for solutions; everyone in the District will be held accountable for this.

At the opening ceremony, the Association will present remarks by the President. A presentation will also be included which has been sponsored through the Wellness Program.

There will be a work session beginning between 10:30 and 11:00am which will involve a continuation of work & goals related to school improvement plans; there will also be time for reflection on the District’s mission, vision, & goals.

Evolving model related to the administrative structure – We need to create the most impact at our sites; need to provide extra support; most critical area is instruction. Changes began during the past year when Central office instructional people were placed at the sites.

Elementary schools received another grant to pay for additional “program” support at the elementary level; aligns directly with the after-school research program to provide support in math and reading. Elementary coordinators include Tracy Fischer-Tubbs, Dawn Van Acken, Mary Gottinger, & Kerry Duerstler, along with the principals at Walker, Longfellow, & Madison who will

double as educational support persons. These coordinators will spend approximately 2 days per week in each school. Teachers who will be providing leadership in these instructional support roles will be in non-evaluative positions. This will provide a unique opportunity during the 2005-06 school year.

Deb Beyer will move to the 50/50 position between the two middle schools. Ron Simonis will remain at Hale & Jerry Braun will move to Central. All three will have the title of "Instructional Coordinating Principal." Kathy MacDonald, Jack Padek, Joan Delaney, and Marge Bozoian will remain Directing Principals of each building. Any administrative position can be evaluative and be a part of the teacher evaluation process; more accountability will be created because of people being right at the site, but placing instructional support directly at the site where teaching and the teaching process occurs should be viewed as both partnership and support.

Wright's administrative staff was reduced by one assistant principal; West Milwaukee's assistant principal will have additional assignments, allowing us to buy back some additional FTEs.

Pupil Services will provide additional support through a multi-categorical model, incorporating psychologists, social workers, & guidance counselors; there will be an adjusted delivery system. Several schools will have someone who is dedicated to working with those who service special needs students.

The Community Services Grant Writing position (Marge Bozoian's old position) will be filled this year out of the Community Service budget. This position was never filled last year.

The resignation of Dan Hardwick lead to the hiring of Rec Department supervisor; this will be a 50% position, reduced from a full-time position and funded out of the Recreation budget.

There are 3 new principals at the elementary level & one new assistant principal at Hale, all filling retirements and one job change.

The former athletic director's position has been combined with a recreation department position; 50% of the funding for this is out of Fund 10 (school fund) & 50% comes out of the recreation fund; the hours for this position will be from noon to 9pm.

Other updates – Every elementary school has a new computer lab; every elementary teacher has a new PC; training will take place on the computers & the new software; the computer commitment will move toward secondary next.

A letter was sent out to every person to get input about grading.

3. Request to re-explain the change that took place adding an additional 30 minutes to high school parent-teacher conferences: Vento-Bente – In equating the amount of hours actually worked during parent-teacher conferences in exchange with a day off, the total came to 7 hours. This was originally reviewed as part of the DPI waiver; it came to the District's attention that inequities existed among schools, & that was what brought about necessary changes to the time spent in conferences; now that time has been equalized across the District from grades K-12.

4. Additional announcement: Vento-Bente – The MIS Department will hold monthly meetings with representatives from each building to expedite dealing with computer glitches.

Next meeting scheduled for **September 20 at 4pm in the Administration Building Board Room**. Thereafter, all meetings will be held on the second Tuesday of each month.

The meeting was adjourned at 3:42pm.

Minutes submitted by L. Herbst