

**Labor Management Committee
February 14, 2006**

Present: K. Shepardson, J. Butler, C. Probst, S. Nass, K. Wachholz, D. Linse, G. Wall, B. Ludeman, C. Vento-Bente, J. Luedke, K. MacDonald, J. Delaney, M. Kaishian, Darlene Ziemendorf, Chad Lehman, Tina Dayne, Kathy Popa
Absent: G. Stewart, L. Herbst,

Meeting called to order at 4:10pm

1. Expectations of teachers and preparation for middle school conferences in communicating teaching and learning to parents and students – Dayne & Vento-Bente

Parents of middle school students who are achieving within D/F ranges are being invited to Parent-Teacher Conferences. This proactive approach is intended to engage parents in conversation on ways that the parent can assist with improving student achievement. The goal for teachers is to identify key learning targets, identify sources of failure and discuss those items during regularly scheduled conference time.

2. District Initiatives and Communication Model – How can we proactively involve secondary teachers in implementation of district initiatives – Dayne & Vento-Bente

This item is an off shoot of an earlier conversation between Chris Vento-Bente, Beth Ludeman and Cathi Probst regarding an interest in involving secondary teachers in the planning phase of District BLT days. The purpose is to improve the connectivity between the District level BLT meetings and implementation/carryover into secondary level building-based meetings. Suggestion was made that the Association might conduct a survey of their members soliciting their expertise and thoughts as to how they might participate in planning staff development at their buildings. The goal is to proactively involve secondary teachers in this process with consideration to the amount of time needed to plan, each individual teacher's level of expertise and the range of 'content areas' that need to be included. CVB is interested in a structure that might involve secondary teachers in a planning committee that would work conjointly with each building's Instructional Principal. *Recommendations: (1) The topic "How to meaningfully involve secondary teachers in the planning and delivery of staff development activities and how to make it work in your school culture," should be placed on the agenda for discussion at the next building BLT meeting in each secondary school. (2) Time will be set aside on the next District BLT day to discuss "How will this work in your building? Who are the players that will be involved?" (3) BL will discuss the value of a partnership (District & Association) in staff development planning and implementation at the next RA meeting. (4) Buildings will develop an implementation plan; the "How will we do this", in preparation for the 2006-07 BLT activities.*

Discussion followed indicating that initial purpose in identifying/soliciting teacher membership on BLT's was to promote and develop teacher leadership with regard to implementing District initiatives. In its origins BLT members were provided opportunities to learn/gain information on specific topic areas. There was a strong educational component. Perhaps there is a need to review the purpose of being a BLT member and a need to make the BLT a more inclusionary process.

**Wachholz requested a follow up on this item at the May Labor Management meeting.*

3. Clarification of district position on attachment of personal days to teacher's convention or mid-winter break days – Ludeman

This discussion was referred out of negotiations for review at Labor-Management. Kurt Wachholz offered the following explanation. When the District established a protocol for requesting personal days there was an effort to be fair and equitable in honoring personal day requests from staff.

Teacher's Convention Day is a professional development day for our staff. The Friday following is an unpaid day for teachers. The District is attempting to live the goal of this 'professional development day' and to that end uses an honor system for reporting attendance. This method has worked well. Attaching a personal day to a multiple day break like this poses a dilemma that is parallel to that which arises when a personal day request is butted against holiday/vacation breaks. The District from a resource perspective (in this case substitute teachers) can not accommodate all teachers. If even ten percent of our staff requested a common day (not including the added need of accommodating sick days, leaves, emergency days, professional/workshop requests or other routine absences) our pool of available substitute teachers would be insufficient to meet the need of covering our classrooms. Therefore in the interest of fairness and having the desire to treat all requests equally, the District is unable to consider granting personal days on the Wednesday immediately prior to Teacher's Convention.

Mid-winter break is a vacation break that is either immediately preceded by a regular work day or followed by a regular work day. Per the negotiated agreement (Article XV(E) Absence for Personal Business, 'Such leave will not be granted on the day immediately preceding or following a holiday or vacation recess or any day in the month of June.' Because of the potential that there could be a large number of teachers making a personal day request for this single day, the District would again be in the position of needing to give all requests equal consideration and would once again be facing the potential dilemma of not being able to access sufficient substitute teacher coverage for our classrooms.

4. Follow-up on use of prep/collaboration time for meetings with instructional coordinators – Ludeman

This item was tabled for future discussion. A subcommittee of Association representatives and District administrators will meet prior the next Labor Management Committee meeting. The subcommittee will review facts and data that have been submitted on this topic.

5. Electronic Courses – Butler

In December 2005 the District was advised that Marion College would be converting its graduate level course offerings into an electronic format in lieu of face to face instruction. This situation had the potential to cause problems for WAWM teachers currently enrolled in a Master of Arts program through Marion. The District has guidelines that establish a minimum number of minutes of 'face to face' instruction per credit hour and limit the number of online credits(3) that can be applied for the purpose of advancement on the salary schedule.

During the months of December and January, the District has worked with Marion College to accommodate the needs of our teachers. Marion's curriculum development and planning committee has reviewed their original decision and has since added course sections that will assist WAWM teachers in meeting District guidelines. During this period, Marion advisors have worked individually with WAWM teachers and reviewed individual course plans at the request of their students. The District has been in communication with Patrice Vossekuil throughout this process and we have been advised that WAWM

teachers who have consulted with Marion advisors will be able to complete their programs on schedule and within District guidelines.

6. Other agenda item

TABOR – Sandy Nass informed the committee that she will be making a tape produced by the Center for Budget and Professional Procedures available to the District.

Adjourn 4:45 p.m.

Next meeting: March 14, 2006 at 4:00 p.m.