

West Allis-West Milwaukee SD/WA-WMEA

Labor Management Cooperation Committee

9 October 2007 4:00 pm

Attendance: Gurtner; Beyer; Wall; Lehman; Ludeman; Nienhuis; Ziemendorf; Sikich; Nass; Probst; Wachholz; Ecker; Vento-Bente; Oberbeck

Meeting was called to order at 4:06 pm.

1. Clarification & Questions Pertaining to Labor Management/Contractual Concerns:
 - a. Unit Subcommittee Update: the subcommittee will meet directly following Labor Management this afternoon and will report back next month.
 - b. Unit Deadlines/Timeline: there have been issues with submission of unit paperwork resulting in individuals not receiving advancement in the published timeframe. Human Resources was not set up for this this year with the transition between personnel in that office, but will be adjusted for next year. All affected parties have been contacted and retroactive checks will be issued by sometime in November; last year this problem was not brought forward.
2. General Discussion:
 - a. Copy Center Concerns: feedback has been received from multiple buildings that with changes in staffing there are timing issues with orders, erroneous orders returning to buildings, and frustration because of running extra sets of copies due to lags. With the retirement of a full-time employee, Ecker thought perhaps cutting in Business Services department might save money and thought there would be less impact on students there versus other places. Fewer concerns are emerging recently, so the problems may be leveling out. The Labor Management group will continue to monitor to assess progress. There was a two week lag for a time, but has now gotten back on track, it is thought. Individuals can call or e-mail the copy center if there are questions. It is advisable to forward orders with as much advance notice as possible. For larger projects, there are not anticipated concerns about the needs not being met; contacting the copy center about these in advance will be extremely helpful so they can best meet the needs of programming in the district.
 - b. Contract on Intranet: both district and association are supportive of the possibility of placing the contract on the District's intranet. The negotiations group will arrive at an agreement via negotiations.
 - c. KEYS 2.0 Update: Wachholz and Vento-Bente will meet with Ludeman later in the month of October, and will report back in November about the District response to this NEA program for school improvement assessment.
 - d. Cooperative Learning Update: the intent from Instructional Services is that the CL cadre will meet in November to move the training model forward. An invitation will be extended to any who have been trained by the Johnsons; further opportunities will be provided in CL to district employees.
 - e. District Climate Committee Update: the District and Association will continue to monitor.

- f. Turnover Update: updated survey to departing employees data was shared (non-retiring teachers); of the teachers who left WAWM in 2007, 32 left for reasons other than retirement/early retirement; 21 of the 32 responded to the exit survey.
 - *4.41 years of teaching experience was the average, with the range being 1-9 years
 - *6 of the 21 said they resigned due to a family move to a significantly distant location
 - *5 of the 21 said they resigned because they took a new teaching position with a higher rate of pay
 - *4 of the 21 said they resigned to take a promotion/move to or into a leadership position
 - *4 of the 21 said they resigned to stay home/child care
 - *1 of the 21 said they resigned because job sharing was no longer available
 - *1 of the 21 said they resigned because of district management and cited specifically the requirements of units to move on the pay scale
 - g. Mentor Program Update: Gurtner and Vento-Bente have been working toward opportunities for mentoring training and a definition for “highly-qualified”, inclusive of minimum requirements/skill set; they will coordinate dates for various components and report out next month.
3. Announcements:
- a. An Association USEFULL workshop has been added on Oct 22 due to the high demand for a Goal Approval Workshop.
 - b. A reception was held in Madison for WAWM’s seven Wisconsin Schools of Promise with State Superintendent Burmaster and First Lady Jessica Doyle. The WMMS Orchestra provided entertainment with Mary Pat Michels directing. Abundant accolades were received for the students and Ms. Michels; it was an exciting day for the district. WAWM has the second-largest (next to MPS who had 8) number recognized.

Adjourned 5:07 pm.