

West Allis-West Milwaukee SD/WA-WMEA
Labor Management Cooperation Committee Minutes
10 September 2007 4:00 pm

Attendance: Wachholz, Ecker, Vento-Bente, Beyer, Gurtner, MacDonald, Weisrock,
Ziemendorf, Luedke, Wall, Sikich, Probst, Nienhuis, Oberbeck, Nass, Lehman, Ludeman

1. Clarifications & Questions Pertaining to Labor Management Concerns:
 - a. Scheduling/Splits/Imbalances: Concerns were brought forward last spring; the intent was to ensure a proactive schedule rather than a reactive model. Communication among administration and departments may aid the situation. Master schedules that are not clarified become difficult for teachers. If enrollment numbers are known in February, are subsequent changes significant? Response: Changes are still occurring as of the date of this meeting, and teachers need to be prepared for arriving students; Wachholz indicated that scheduling is significant for the District, too; that the District wants to assure a quality schedule, but the reality is often variable because the District can't plan "cushions" as used to be budgeted. The District is willing to look at the process, but there have traditionally been bigger concerns and issues when a particular schedule was "set" and then changed because of fluctuations in enrollment. The District likes to set scheduling as early as possible and has increased 12-month administrators to deal with that. The District acknowledges that teachers want to meet the needs of students and understands this to be the reason for the frustration and stress regarding this issue. Kristen Gurtner will bring ideas forward, and communication to the affected teachers will be a strong focus.
 - b. Negotiations: A tentative timetable has established for negotiations. October 5th, 2-4 pm will be the initial meeting at the Administration Building to establish a framework for the process; October 11th from 3:15-6:15 pm at Parkway will be training in the consensus model of bargaining; and October 16th has been established as the first bargaining session with the exchange of proposals. Additional dates will be determined at one of these initial meetings.
 - c. Units: Guidelines and procedures will be posted on both the Association and District websites, with updated administrative responsibilities. Gurtner will investigate the feasibility of electronic warehousing of units documents for the future, per an inquiry from the Association stemming from a question at a secondary faculty meeting. Vento Bente will investigate broadening administrative responsibilities for approval; subcommittee of Vento Bente, Lehman, Gurtner and Ludeman to determine protocol as well as feasibility of Association workshop for units
 - d. Middle School Character Development Program: Oberbeck has discussed this issue with Gurtner; there are concerns about more on teachers' plates; WMMS concern is heightened; many want to make it work, but feel overloaded. The program appears to be going into planning and record-keeping rather than supervising students. FLW is using planning books. If

the program is a District or school initiative, the suggestion was made that it be broadcast over PA system. Beyer indicated that there were binders developed for WMMS teachers, making it a mirror of FLW program, with week-by-week structure; it has been organized to provide the exact program at both schools. The coat-of-arms activity is an exception; at both schools, issue was sense of community/belonging, and the program was designed to enhance this at staff request.

- e. Longevity Pay Change: The agreement bargained was miscommunicated, so longevity has not been paid out in one lump sum. This will begin in one lump sum next year (2008-09). It will likely be on the 22nd check for all. Wall will remind Ecker and Business Dept. of the change in the spring along with dues totals.

2. General Discussion:

- a. KEYS 2.0 Convocation: Ludeman, Vento Bente and Wachholz attended this seminar in early August. The District will determine at the end of September how to move forward with the adoption of this assessment tool for school improvement, which is a product of NEA and its affiliates.
- b. Direction/Focus of Cooperative Learning: As a result of the training with Roger Johnson, the hope is to get one teacher per building trained and build leadership capacity to have teachers train and lead this. The District plans to gather those trained and discuss implementation, with a target of fall implementation of the organizational meetings.
- c. District Climate Committee: Wachholz and Ludeman will further discuss whether there is a continuing need for this and report back next time Labor Management meets.
- d. Turnover: Data has been collected and will be shared with the Association from Human Resources. There is a “bubble” for retirees from the District perspective in the next few years. There will also be a revision of the hiring process.
- e. Physical Therapist, Speech & Language Positions: The District has been struggling to find individuals to fill positions; all are now filled.
- f. Mentoring Program: The Association made a request that the District gather data on the current mentoring program so that it can be determined how to increase the number of qualified mentors who have gone through PDP/PI-34 training. The data to be gathered is on trained vs. untrained mentors currently being utilized and incentives the District might offer to encourage teachers to be trained. This information will be reported out in October.
- g. “I Can Do It!” Feedback: The Association’s feedback from its preservice day with new teachers to the District was valuable, with many positive comments. There were concerns expressed by participants regarding individual contracts.
- h. January Labor Management Meeting Date: The Council will determine at a subsequent LMCC meeting, but prior to January, when and whether the traditional second Tuesday date will be rescheduled or cancelled. The

Association had to move its Executive Board meeting to that date due to the scheduling of Winter Break.

- i. Start of the School Year: Wachholz thanked the teaching staff of the District for coming together for a terrific beginning of the new school year. He remarked on the enthusiasm demonstrated and linked that to the impact educators have on making learning exciting for students. Wachholz reported that he received significantly positive feedback from staff members, much more than in previous years. As for the student start, Wachholz reported that all through the District, it was evident that staff pulled together; that the staff is key in the District's success, and building after building commented on the smooth start to the school year.
- j. Seeking To Understand District Enrollment: Because there are occasionally issues that include misperceptions by school district employees, Wachholz wanted to discuss the issue of residency. The Wisconsin Constitution and Supreme Court, both of which have indicated that a minor may have residency beyond that of parents for school purposes and that there are additional factors that play a role in that determination, determine residency. Among other issues, a determination of homelessness includes many criteria and conditions that must be considered. Additionally, schools may not make conditions of guardianship to deny enrollment.
- k. Problems and Issues Related to Filling Leaves: Outstanding long-term substitute and open positions have remained a concern; the District has had multiple challenges in filling some of these positions, has made multiple attempts and has found individuals to fill them who then have found permanent positions in other districts each of those times.