

Executive Board Minutes
March 15, 2010
Rock Bottom Brewery

Members Present: Courtney Smith, Larry Harrington, Jody Papini, Cindi Leitch, Carlye Holladay, Carol Adams, Brenda Smith, Nicole DiPasquale, Kiersten Martinez, Diane Nyholm, Gwen Marlatt, Joe White, Cheryl Heaton and Rick Umbach

Missing: Mike O'Day and Julie Weatherman

Approval of Minutes:

Jody Papini made a motion to approve the minutes. Larry Harrington seconded it. The minutes were unanimously approved.

Treasurer's Report:

Classified – Carol Adams moved to accept the report. Larry Harrington seconded it. It was unanimously approved.

Certified – no questions were asked about the Treasurer's Report. Courtney Smith moved to approve the report. Cheryl Heaton seconded it. It was unanimously approved.

Membership Report:

Classified - 834

Certified - 2450

General Business:

Negotiations Update: A couple of things are not finalized and we are still discussing many items. The big argument now is how much is going to have to be cut from the budget. Right now we are looking at around 31 million dollars to reduce for next year. The March numbers came in from the state and stayed consistent with that. There are a lot of fights around funding K-12 education at the state right now. As a team we are saying we can plan for 40 million but what are priorities? If we don't have to cut that much what will be coming back? We still could be at 40 million but we are not willing to concede that yet. Furlough Days are still on the table. Three have been proposed but we are not agreeing to that until the final number for budget reduction comes out. That depends upon the state. It will probably not be until May. There is a big discussion about when these days are going to take place. Certified and Classified employees are very divided as to when these days should take place. Last week we looked at the calendar and really tried to put thought into when those dates would be. We have heard from members to at least make sense of the furlough days and when they are put on the calendar. Put them around a 3 day weekend etc... Furlough Days have not

been brought up yet in their negotiations. At high schools we were able to negotiate to continue to teach 5 classes a day, not 6.

Classified negotiations – Work schedules and some seniority language to determine work schedules have been discussed. A vacation system was discussed to determine days. They want to be able to carry over some vacation to the next year. This liability of vacation days also affected the rating of bonds with the district. They will get into furlough days as well as long as some snow day options.

Benefits: Tomorrow a letter will go out with the Health Insurance Proposal. The team did not agree with the proposal and has asked some inequities to be fixed between individual and family payments. There is a proposal to put performance pay into benefits to get dollars back. There is a proposal for minimal increases to the percentage increase to premiums and increase the number of dollars to go into their HSAs.

Teacher Evaluation: Jody reported federal and state laws are changing. Classified evaluation will be discussed as well. Our state is demanding we move to a differentiated pay scale. This would consist of four different levels of pay. We already have Pay for Performance. We are working with teachers and administrators on creating a new evaluation process. AFT National is helping with researchers who are coming out to talk to us and help us create the new plan. 50 teachers met and decided what it meant to be a proficient teacher at those levels. Distinguished and Needs Improvement was also discussed and a rubric was created. Our goal is for teachers to understand what they need to do to move to the next level. The National push is 50% of a teacher's salary must be attached to student growth. At their most recent meeting they discussed teacher effectiveness and student data. They will now find out how these align. They must have something to roll out on July 1st. There will be no money tied to it. It will just be the rubric. It will be evaluated next year. The timeline for finishing is 2013. We are encouraging teachers to give feedback when the document comes out tomorrow.

Community Engagement Committee: The report was given by Gina Ciacciancicio and Amanda Sheets. They attended the Winter leadership Conference for AFT National in Texas. The conference explained how to reach out and get connected with the community. They were able to sit down and learn from others how to build their group of people. The DC3 : The Douglas Connected Community Coalition. Their goal was to build and maintain positive relationships with the community to enhance the investment in our children's future through school funding. They have set up a timeline for their group to be formed and to gain members for the coalition. They have created a survey to gain connections with the community. They will also ask whom the members of the union want the group to communicate and join with to get our message out. This is a very important issue for us. Once survey results are in they will have a lot of knowledge on which to base goals and get connections in the community. This is an outreach committee to work towards whatever is next.

Privatization: In the next few years this will be something we will have to face. In partnering with AFT National and others around the state we will fight to try to stop and slow down the privatization. The district is moving ahead with privatization with nutrition services at the high school level. Andy and Cindi went to high schools to discuss what was happening with their jobs. They are only doing high school at this time.

Superintendent Search: 3 people have been pushed forward and will interview with 3 separate groups. District, Union and Community groups will interview the three candidates this week. The district would like to make the announcement by Friday.

Positions available for Certified on the Executive Board that have never been filled. We can appoint those positions. Brenda recommends at the next meeting we make those appointments.

Adjournment

Keirsten Martinez moved to adjourn the meeting. Cindi Leitch seconded it.