

SEA Meet and Confer Minutes
January 31, 2012

In attendance:

Sherry Celaya
Anne Hanson
Jeff Thomas
Shaun Holmes
Joshua Pantier

Pam Sitton
Chris Hulett
Eric Kurland
David Bernstein
Phil Harding

The team reviewed teacher absence data to date:

Chris Hulett pulled all absences from iVisions, and then filtered based upon our data request. Everything was excluded except General Leave days that were used for any identified reason described as "elective," which will include leave for medical issues or illness. The data was analyzed by date, day of the week and compared to last year to date.

General findings:

- * We have 366 more general leave days to date than compared to last year.
- * Friday absences are down 198.
- * Monday through Thursday absences increased by 564 days.
- * Friday absences decreased on average of 11 absences per Friday.
- * We reviewed how many teachers feel about the policy, that it is identified as a very important issue in the Meet and Confer survey from last fall.
- * We have another set of data that will be presented to Meet and Confer from the Sick Leave Bank Committee.
- * The Sub-Committee will bring back a recommendation to Meet and Confer on Feb. 22.

We have different opinions on what the data is telling us and will continue to seek common ground to work on this issue. Additional data will be analyzed and presented to the Meet and Confer Team.

The attached minutes are unchanged and accurately reflect the meeting of Tuesday, January 31, 2012. Since then, the data on absences in reference to the Black Out Policy has been revised as the original numbers listed above were not accurate.
Additional Data Requests

- * What is the actual TOA sub cost reduction for TOAs that have subbed?
- * Class size reduction costs for elementary K-5? 1, 2, 3?
- * Step cost for next year
- * FTE for last year and this year

* Certified scattergram

Special Education Issues:

PANDA and Special Education issues will be on hold pending a review by the consultants hired by the District and their recommendations (May 2012).

Pre-K Committee:

These recommendations will be reviewed at a future Meet and Confer Meeting.

Ad Hoc Committee Report Out (Staffing Criteria Worksheet or 'Purple Sheets') The Staffing Criteria Worksheets have been finalized for 2012. Here are the changes from last year to this year:

"Purple Sheet"

2010 pts

2010%

2011 pts

2011%

Chng

Chng%

Evaluation

30

26.1%

32

29.1%

2

6.7%

National Board Certification

5

4.3%

2

1.8%

-3

-60.0%

Charros

5

4.3%

4

3.6%

-1

-20.0%

Title I

5

4.3%

5

4.5%

0

0.0%

Teaching Experience*

30

26.1%

32

29.1%

2

6.7%

Education

10

8.7%

10

9.1%

0

0.0%

PD Credits

10

8.7%

10

9.1%

0

0.0%

Certificates

10

8.7%

10

9.1%

0

0.0%

Specialized Trainings

5

4.3%

0

0.0%

-5

-100.0%

Professional Contributions

5

4.3%

5

4.5%

0

0.0%

Total

115

110

* 2 points per year. 3 points for years 4 and 5 each. 32 possible.

* Evaluation: 4 points for Accomplished or Distinguished. 2 points for Approaches. 0 points for Unsatisfactory. 32 possible.

* National Board Certification: Reduced from 5 points to 2.

* Charros Scholarship Teacher: Reduced from 5 points to 4.

* Teaching Experience: Increased point values for years 4 and 5 to 3 points each. 32 possible.

* Specialized Trainings: Removed - This is now reflected in professional development

* New Total: 110 points

List of Issues (Not in any particular order of priority)

* Pre-K Committee Recommendations

* Department Chair - clean up TEA language

* Compensation

* Insurance

* Sped Department Chair

* Pay for Performance Plan (end of second year, redesign?)

* PANDA

* eLearning/AOI

* Professional days (add?)

* Impact of legislative restrictions on Classroom Site Fund (Prop 301)

* PDAC Recommendations to update language

* Other TEA language cleanup

Next Meeting:

February 22 - 3:30 p.m. - 5:30 p.m.

Additional Dates:

Location at the SEA office at MDA

March 23 - 3:30 p.m. - 5:30 p.m.

April 25 - 8:00 a.m. - 3:00 p.m.

May 16 - 8:00 a.m. - 3:00 p.m.