

ECASD Handbook Advisory Committee Meeting Minutes

Monday, February 13, 2012

Room 123C (BOE Gym) Begin: 6:02 p.m. **End:** 8:05 p.m.

Facilitators: Michelle Golden, Deb Schultz, Ron Heilmann

Absent: Cory DeWitt

Observers: Chuck Gumness, James Martin, Julie Lowy

Welcome (Deb)

- Thank you to members who attended Board Meeting on 2/6/2012—greatly appreciated
- Recap BOE meeting tonight
- Discuss a second survey for all employees regarding hot button issues
- Small group and large group review
- Introduce Parts V and VI (will distribute at BOE 2/20/12 meeting)
- March 12—4:00-8:00 p.m. with a dinner?
- Updated timeline includes BOE meeting change to 3/26/12—HAC meets also at that time; will keep both meetings going
- Issue raised on 2/27/12 meeting date—High School parent/teacher conferences until 7:00 p.m.; maybe have meeting from 7:00-9:00 p.m.? (discussion did not change this; still 6:00-8:00 p.m.)

Update/Discussion from 2/6/12 BOE Meeting (Deb)

- BOE have “guiding principles” regarding issues involving the Handbook; our committee will also use these principles for guidance
- Management Rights:
 - Limit contracting out to short-term needs; not contract out for full-time permanent positions
 - Board wants to be notified any time before contracting out would happen
- Definition of full-time employee:
 - Some think of 40-hour/week as a declaration of hours teachers already work
 - Heard the BOE say keep the core hours (teachers 7.25 hours/day); teaching staff already working 40+
 - BOE not trying to add extra onto staff
 - Group being affected is teaching staff; morale will take a hit; comparing apples to oranges; foundation is faulty; language should say “teachers should be in buildings core hours (36.25) but realize put in 40 hours.”
 - Some current employee groups have paid lunch and paid breaks and teachers do not
 - Much discussion time spent on 40 hour work week; fear is what will be “assigned” for the extra time
 - Additional clarity can be structured in 2, 3, 4
 - We will define what full-time means for benefits in later sections
- Sick Time Accumulation:
 - Average healthy person does not use 12 sick days per year; concern is when a surgery or extended illness happens, or pregnancy
 - Let’s not change current system if it works and is not being abused
 - Young female staff looks at it as punitive; fewer sick days available (proposed 10 days for school year staff)

- Extended sick leave gone, why? Short and long term disability available so why have 30 extended sick days—discussion focused on other options that are available
- Can we donate sick days? Huge time commitment to track
- 10 month vs. 12 month pay
 - Nightmare to give choice; would add another position to payroll
 - Blend current and new system; maybe 15th and 30th
 - Payroll is structured around a specific set of task every two weeks
 - What are other districts doing? Check out other districts to see what works

Small Group Review (Michelle)

- Intended 15 minutes in small group to wrap up Part I
- Group wanted to move on; enough discussion on Part I

Large Group Discussion (Michelle)

- Group wanted to move on; enough discussion on Part I

Survey Draft Review and Discussion (Ron, Deb, Michelle)

- Ron drafted a second all staff survey; committee reviewed and discussed
- Some changes made to survey; goal is to get survey out tomorrow (Tuesday, 2/14/12) and close by Friday (2/17/12)

Introductory Discussion—Parts V and VI (Ron, Deb, Michelle)

- Increments changed—what has happened to consistency?
- When/how are increments updated? How are increments determined?
- At will employment has changed; eliminating on-staff preference is changed
- Evaluation is needed; want feedback to improve
- Proposed longevity elimination needs further discussion
- Continuity of program is compromised with proposed changes
- Feels lousy; no respect for past practice; consider something in place and working

Recap/Prep for Next Meeting (Deb)

- Continue to focus on Parts V and VI on February 27, 6:00-8:00 p.m.
- March 12 meeting will concentrate on Parts 2, 3, 4—employee group breakout sessions from 4:00-8:00 p.m.