



TALC Negotiations Minutes March 27, 2009

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TALC Team: Donna Mutzenard, Mark Castellano, Leah Allen, Jerry Buonocore, Dr. Liz Cooper, Jack Edmonds, Roberta Hill, Nathan Pugh, Steve Solak, Martha Simmons, Bob Scoppettuolo, Annie Spielmaker

Facilitators: Patti Elkin, Shellie Halstead, Marsha Bur, Sara Kohlhauff, Neketa Carthan

Recording Secretary: Linda Jo Sanders

Agenda

Check In
Minutes
Schedule for the Day (lunch/breaks)
Teacher Planning
Schedule/Block vs 6 periods
Building level calendars/Scheduling of faculty meetings
Recruitment
Teacher Retention
District Surveys

Check In

Name
How are you
Time Constraints: 4:00, 3:30
Elephants
Who's missing? Ron, Georgianna, Ami, Carl, Annie, Liz

Expectations:

Productive Day ### ### ////
Continue-Great Work ### ////

3/23/09 Session Minutes approved

Teacher Planning

Story

- Budget has caused district to look for options
- Budget → have to do things differently
- 5.01 (b) contract language re: planning needs to be looked at
- Contract calls for the planning period to be equal to student period (secondary)
- Elementary planning is different than secondary
- Elementary planning is inconsistent across district
- Often morning and afternoon time is planning and things interfere with that
- Planning time during the day is frequently taken for meeting with students
- 9 day rotation – adversely impacted planning time
- Successful teachers need time to plan
- Successful teacher don't know when to say “no”
- Contractually we need to provide a set planning time (elementary)
- Flexibility is restricted by legislative mandates
- 314 million \$ for class size
- Successful teachers often go well beyond their contractual hours
- Teachers should not be expected to burden cost
- As professionals, can't shortchange kids
- 7 period day is about 15 million \$ cost to secondary (middle/high)
- The School District of Lee County has mission statement: World Class Education
- Limited resources limit what we are able to do
- Students have to compete globally
- Only Sweden outspends US in education
- Teachers don't short change kids-politicians do
- Our job –do the best we can with what we've got
- 3rd elephant in the room- the legislature
- We need to find solutions to make it work with what we've got
- The associations have been working to get Tallahassee to “wake up”
- Principals paramount responsibility to preserve teacher planning
- Class size has taken away flexibility
- Class size makes teachers teach same number of student in more periods
- Middle school students now need to earn credits
- Dramatic way in how we do business
- 1968 – 30,000 teachers in Citrus Bowl – this year 6,000 in Orlando
- SPALC unit taken a “beating” past couple years
- No other variable that impact students more than the teacher
- We have mounted massive efforts to inform people and legislature
- 6 community forums scheduled 3 held so far
- Average attendance at forums is 50
- We are fighting against general apathy & economy
- New section on website on how to contact legislature

Teacher Planning

Story cont'd

- Superintendent in Tallahassee talking to legislature
- Discussions held talking about keeping cuts away from classrooms
- Could have to cut 70 million
- Schoolhouse/People are 70% of budget
- Could cut everything downtown and not equal 70 million
- Departments taking another 10% cut - people
- Try to put as much in resources to schools as possible
- Departments taking 25% cut to everything else
- Elementary planning is not a monetary thing
- Elementary planning taken away during day for meetings
- Middle school math example 146 students total
- More people out there that don't "get it"
- Hard decisions need to be made
- Voters of state are "hurting" students
- If we solve the problem what happens next year
- Teachers are losing jobs
- Teachers do everything they can do with less
- Problem with parents getting the message
- This hasn't hit home with parents
- Categorical – looking for flexibility with those \$
- If class size is by school – save \$3 million
- Required textbook adoptions require \$ be spent on textbooks
- 12.8 million – possible capitol \$ flexibility
- Move Building Supervisors into capital budget – save operational budget \$
- Unspent supply money recouped
- Similar cuts in HR & Curriculum
- Summer school reductions save \$
- Unfunded mandates by State –AIP's, etc.
- Inservice budget -\$1.00 per child-eliminated
- School supply budgets-cut 50%-\$23,000 down from \$70,000 4 years ago
- 6 period day-affects instructional forces at secondary-will have to cut 50% of elective teachers
- Stimulus budget for FL-ineligible because we have cut so much in past
- History of lobbying by district has been met with disinterest on part of legislators
- Class size-at this point is not door-by-door – must be 18-22-25 at school level
- District has met all requirements of class size every year
- \$314 million more to comply just in Lee County
- More being spent statewide
- Class size is really affecting out budget
- District paramount duty is to provide our best for children

Teacher Planning

Story cont'd

- School is all the stability some students have
- Have to balance budget-need to look at what can be preserved
- Salary is not 70% of budget
- Higher part of budget is capital budget
- Perception is everything
- People believed we did our best for them perception has changed
- Teachers gave back one step to district
- When teachers give something back we help school district
- Administrators lose 1 week
- Need to hear what other units are deciding about salary cuts
- Need to hear School Board condemn legislators actions
- Education globally is surpassing us because people don't care in US
- Responsibility needed to improve education-not funding
- Teachers bear the brunt of fixing education- funnels down to them
- Budget – district has tried to communicate thru forums
- If community involved-more flexibility with budget
- Things have to be done differently and it will hurt everyone electives are positive experiences for kids
- In order to get kids ready (in high school) need to intensify math curriculum due to mandates
- Over past 3-4 years all areas cutting: secretarial, security (non-classroom)
- 6 period day will affect students negatively
- Shock value may work but kids will lose being prepared and it may not work (perception)
- Have to be proactive to insure that cuts are not permanent changes to kid's education
- Job loss is devastating-many people affected in our area
- We are stuck with results of what legislators are doing – education not funded prisons are
- Public education is not valued
- County is full of professionals who have taken cuts in hours, pay
- Last year teachers gave up a step-administrators didn't receive raise
- Negative effects of legislation communicated by Dr. Kuckel and Dr. Browder
- Steven Teuber also lobbying strongly for education in Lee County
- ESE funding – not categorical – not part of bill association with categorical
- Class size amendment and highly qualified teachers have contributed to student success
- Teacher wages and planning time are the result of teachers and administrators who have gone before us

Teacher Planning

Story cont'd

- If we make changes for 1 year only may not work for 4x4 scheduling
- Decisions we make today may impact us for years by default
- When a teacher gives up planning time they give up a portion of their pay (perception)
- Whatever happens to budget affects the classroom
- Waiting on results of waiver for stimulus \$
- Florida has done everything it can to move forward on waiver
- Administrators asked to work with worst case scenarios when working with DRA's
- Teachers believe there are some days with no break due to scheduling changes

Interests

- Fairness
- Student achievement
- Morale
- Health
- Equity
- Manageability
- Consistency
- Affordability
- Retention
- Health
- Ratifiable
- Data driven decision making

Caucus

Pep talk – clarification of options – direction of where we're going also clarified

Teacher Planning

Options

1. ~~Six period alternating block
(teach 3 periods per day middle period covers lunch, planning, study hall for students (90 minutes)~~
2. Secondary planning period language (5.01 (b) mirror elementary (250 per week – 30 minutes continuous per day)
3. Elementary planning period language mirror the secondary
4. Limit required meetings to 2 per month (non student contact hours)
5. Status quo
6. Build in a duty-free lunch and planning period for all teachers
7. Limit the time (length) of meetings
8. Eliminate supervision of breakfast for elementary school teachers (during planning time)
9. Article 5.01(b) starting at line 21 - Elementary teachers shall have planning time totaling ~~not less than~~ 60 minutes per day to include 2 minimum of 30 continuous minutes per teacher per day except in those cases as referenced in 5.01 (d) and 5.03
10. strike out “or other similar activities” 5.01(d) line 34
11. if option 10 then change to “or special school assemblies” 5.01(d) line 34
12. Option 9 and include (line 16-19) “When a teacher and the District mutually agree that the teacher will teach through the teacher’s planning period, the teachers work day will be extended by an amount equal to the instructional period. The teacher will be compensated at the teacher’s regular rate”.
13. Align elementary and secondary school language
14. Secondary planning period language (5.01 (b) mirror elementary (250 per week – 30 minutes continuous per day)/class period

TALC Caucus:

Need to be done to move forward – discussion is about the 09-10 school year ready to talk about options

Management Caucus:

Discuss options put forth and how they impact different levels (elementary, middle, high)

Straw Design A

Option

2. Secondary planning period language (5.01 (b) mirror elementary (250 per week – 30 minutes continuous per day)

4. Limit required meetings to 2 per month (non student contact hours)

Teacher Planning

Straw Design B

4. Limit required meetings to 2 per month (non student contact hours)
7. Limit the time (length) of meetings
9. Article 5.01(b) starting at line 21 - Elementary teachers shall have planning time totaling ~~not less than~~ 60 minutes per day to include 2 minimum of 30 continuous minutes per teacher per day except in those cases as referenced in 5.01 (d) and 5.03
10. strike out “or other similar activities” 5.01(d) line 34
11. if option 10 then change to “or special school assemblies” 5.01(d) line 34

Straw Design C

2. Secondary planning period language (5.01 (b) mirror elementary (250 per week – 30 minutes continuous per day)
4. Limit required meetings to 2 per month (non student contact hours)
8. Eliminate supervision of breakfast for elementary school teachers (during planning time)

Straw Design D

4. Limit required meetings to 2 per month (non student contact hours)
7. Limit the time (length) of meetings
- ~~9. Article 5.01(b) starting at line 21 - Elementary teachers shall have planning time totaling not less than 60 minutes per day to include 2 minimum of 30 continuous minutes per teacher per day except in those cases as referenced in 5.01 (d) and 5.03~~
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Check Out