

LECTF – November 7, 2016

In Attendance: Vicki, Anthony, Kim, Amanda, Katherine, Melissa, Matt, Jessica

Motion to approve the minutes from October 10. Kim/Vicki Approved

- Melissa and Matt signed the minutes.

Melissa reported on the changes to the Licensed Employee Job Description from Joint Relations Committee. The wording changes will appear in the document once it finishes the editing phase. The job description will be included in the crucial policies review at the beginning of the year.

Katherine mentioned the difficulty in searching for specific items in the policy manual online. There was a discussion about the difficulty and how it could be improved.

Anthony presented the survey results. He sorted the data for question #9 and provided the sorted data to the committee members. There was a discussion about the data provided in the survey. The committee will send employees a statement about the survey results so that employees know the committee read the data and is responding accordingly.

Committee members shared their insights from the survey results-

Melissa identified her biggest theme: overworked. Other things that are mentioned: more pay, retirement benefits, restoration of steps/lanes, paid time off. Minor things were general communication, general building concerns, and being micromanaged.

Amanda identified her themes: lack of elementary prep time, bus duty, employees feeling like they are being held hostage, the administrators (good and bad), insurance, and training.

The rest of the committee agreed that the major and minor themes had been identified.

Discussion about insurance costs. Melissa explained the rising costs of insurance costs due to the Affordable Care Act (ACA) and increased usage by employees. It was suggested that the Insurance Committee should do a survey and/or provide more information to employees.

Vicki and Melissa recommended bringing back "Ripples and Currents," a monthly publication that the district used to send out to communicate important tidbits. She also shared that the crucial policy review is not working.

Melissa added that the New Teacher Induction is not meeting the needs of new teachers. Anthony suggested that if we are making changes, now is the time to communicate that to all people. It was suggested that the crucial policy review be spread out to monthly reviews.

- The JRC could come up with monthly topics.

The committee broke down the major/minor themes and determined if they could address those issues or if they need to be referred to another committee. There were discussions about each theme.

LECTF

Overworked/Underpaid

Better Retirement

Restoration of Steps & Lanes

Paid Time Off

Lack of Prep Time

Professional Development (adding days)

Refer to Another Committees

Building Conditions (Auxiliary Services/ Facilities Committee)

Communication (JRC)

Micromanagement (Cabinet with consultation from JRC)

Administrators Influence Quality of Work (Cabinet/ JRC)

Insurance (Insurance)

Training for New Employees (JRC/ Curriculum)

Jessica reminded the committee that they brainstormed ideas for compensation in the early stages of the LECTF meetings which could relate to the themes gathered from the survey.

Anthony suggested that if there is a dollar sign attached to one of the themes, we should prioritize it. Matt asked about sharing these themes with employees. The committee determined that it is too early to share the information and that they would like to be able to offer a solution when the information is widely distributed.

Melissa suggested that the themes have already been prioritized. She mentioned the proposed salary schedule changes and asked for money figures to be attached to a proposal. Matt said he will do that. Melissa also suggested that John Larsen participate in the financial conversation.

Matt is going to make two scenarios for the single salary proposal: 1) If everyone got their current step and increase, plus one. 2) Restoration of employees' steps and lanes for all three years.

Vicki suggested using our current salary schedule and adding longevity steps. Melissa will put that together. Matt's concern is not paying beginning teachers enough and giving something to 4-5 year employees.

Melissa shared that when boundaries are changed, feedback is sought. She suggested that we put together some options and then ask employees for feedback.

Katherine asked about the data for how many employees leave within their first five years of teaching. Anthony will bring this data for next time.

There was a passionate discussion about the importance of the LECTF process, timelines, and the desire to recommend a quality product.

Next Meeting:

November 28 (Jennifer)

December 19 (8:30-3:00ish) JEA will provide munchies, everyone buys their own lunch

** John Larsen will be invited to be available for the December 19 retreat.