

Virginia Public Schools
VEA Meet & Confer Committee Meeting
Thursday, March 19, 2015
3:30 p.m.
School Board Room

Virginia Public Schools Mission Statement

“Committed to excellence in academics and extracurricular activities fostering high academic achievement and enabling lifelong learning, preparing students to be engaged citizens ready for their future.”

Meet & Confer Committee Members:

District: Sony Pineo, school board member; Greg Manninen, school board member; Deron Stender, Superintendent; Mike Krebsbach, Parkview Principal

VEA: Julie Sandstede, Bobbie Spry, Stephanie Lutzka, Kate Larabee, Stephanie Aho

Guest: Bill Hafdahl

MINUTES

- 1.0 The meeting was called to order at 3:33 by Sony Pineo.
- 2.0 Julie S. motioned and Stephanie L. second to approve the December 7, 2014 minutes. Motion carried.
- 3.0 District Meet & Confer Items
 - 3.1 Employee Absences:
 - 3.1.1 District informed the VEA of the shortage of substitute teachers and the district’s position for personal leave. Personal leave will be approved when a substitute is available.
 - 3.1.2 Employee absences are significantly up this year with an average of 400 employee leave requests per month.
 - 3.1.3 District asked the VEA to be patient with the leave process and substitute shortage.
 - 3.2 Labor & management expectations, roles, process, and communication:
 - 3.2.1 District asked the VEA to identify issues affecting moral?
 - 3.2.1.1 VEA said teachers feel burdened with new mandates, testing, lack of support, and expectations for student achievement.
 - 3.2.1.2 New staff is experiencing challenges in education.
- 4.0 VEA Meet & Confer Items:
 - 4.1 Substitutes:
 - 4.1.1 VEA asked for standard response on how personal leave will be addressed.

- 4.1.1.1 District indicated leaves are handled on a case-by-case basis.
- 4.1.2 VEA indicated issues affecting substitutes:
 - 4.1.2.1 Pay.
 - 4.1.2.1.1 District indicated Virginia is a leader in substitute compensation.
 - 4.1.2.2 Prep time: expected to cover other classes during prep time.
 - 4.1.2.3 TRA: TRA is not offered through TOC and this can affect TRA service credit.
 - 4.1.3 Bullying and harassment procedures:
 - 4.1.3.1 VEA expressed concern over parent bullying and harassment of staff.
 - 4.1.3.2 Asked how the district addresses issues.
 - 4.1.3.2.1 District addresses issues on a case-by-case basis.
 - 4.1.3.2.2 If an issue occurs outside of school, staff should contact law enforcement and inform their building principal.

4.2 Staff Development:

- 4.2.1 VEA requested that staff development committees be reestablished.
 - 4.2.1.1 District is in the process of reviewing the staff development policy and will address the staff development process.
- 4.2.2 VEA requested training for PLC's and district wide implementation.
 - 4.2.2.1 District is not opposed to PLC's but is concerned about adding one more expectation onto staff.
 - 4.2.2.2 District has concerns over staff buy in and successful implementation.

4.3 Email groups/lists:

- 4.3.1 VEA asked for the email groups.
 - 4.3.1.1 District will provide the email lists.
- 4.3.2 VEA asked if email is monitored.
 - 4.3.2.1 Email is not monitored, however, the district has the right to view employee email.

5.0 Superintendent Stender will send out a Doodle poll to determine the next meeting date.

6.0 Meeting adjourned at 5:20 p.m.

Respectfully Submitted: Deron Stender