



WDEA's meeting with the Superintendent on Tuesday, December 16th, 2008 is summarized below.

POLICY AND REGULATION

◆ Duty Regulation

Dr. Cook spoke with representatives of the Washington Principal's Association (WPA). She will be having further conversation during a January principals' meeting.

◆ Potential Reduction in Force (RIF)

WDEA emphasized several issues of fairness around the possibility of a RIF. For example, we feel that if contract employees are RIFFED, WDEA feels it should include all contracted employees, not just smartschoolsplus. Although we are aware that other contract agencies often provide employees who are hard-to-hire, we believe that changing economic times and the realities in both other school districts and other employers may change the pool of candidates applying for those positions. IBN will consider the RIF policy and regulation as part of its work.

WDEA also asked about WESD's intention regarding recruitment and letters of intent in light of a possible RIF.

Dr. Cook assured WDEA that current recruitment activities are restricted to hard-to-hire positions such as special educators and speech and language therapists. In the Spring, WESD will only offer Letters of Intent for hard-to-fill positions. The number of letters of intent will also be restricted to match the number of currently contracted employees.

◆ Staff Discipline and Ethics

Dr. Cook is continuing to work with Governing Board member interests in these areas. She is working toward conceptual agreement to focus on positive behaviors, rather than a list of prohibited behaviors. She supports WDEA suggestion of Professional Expectations. She intends to share a draft early in 2009.

◆ Personnel (G) Section of the Policy and Regulation Manual

WDEA inquired about Dr. Cook's intentions regarding the remaining policies and regulations that have not been reviewed and revised as appropriate.

Dr. Cook intends to hold a number of Governing Board study sessions after the new Board takes office and elects officers. She will be gauging the new Board's interest in regard to revising policy and will apprise the WDEA of the direction of the new Governing Board once they give her clarity on the matter.

WORKING CONDITIONS

◆ Debrief the Roll Out of Recent District Initiatives: Leave Presentations, Employee Self-Service Site, ELD Objectives and Mandatory AZ Department of Education Professional Development Survey

WDEA thanked Dr. Cook for encouraging principals to plan collaboratively with their staff to accomplish these necessary tasks in an efficient and mutually agreeable manner. We did share some isolated concerns where employees were being asked to spend duty free and preparation time as well as where there were directives rather than consensus.

Dr. Cook is excited that schools are pulling together to take care of necessary business in ways that make sense for each site.

WORKING CONDITIONS (Continued)

◆ Paper Rationing

WDEA asked if there has been any district directive regarding the rationing of copy paper. In addition, we asked if the Governing Board has a pending action related to paper usage.

Dr. Cook stated the only directive has been a request for principals to observe paper usage. There is no intent to ration paper. The purpose is to help ascertain the costs of the new reading adoption in relation to increase paper and copier costs. Gathering this information will assist in future decisions regarding consumables.

Dr. Cook did share that the Governing Board recently revised its copier lease. The reason for this was an approximate \$1 million dollar savings over the next five years. In addition, all schools will receive new copiers. This will include larger machines for our schools with greater student enrollment. Dr. Cook also assured us that the warehouse has plenty of paper. If a school has exceeded their budget, principals can request paper from contingency funds.

PROCEDURAL

◆ Request for Proposal: Medical/Dental Network

WDEA asked for clarification regarding this RFP.

Dr. Cook explained that we are completely self-funded so this RFP is not in relation to our current plan design, but strictly related to the network of providers. Our consultant, Segal Group, informed the Employee Trust Board that they need to go out for bids at this time. The Trust Board will review proposals in January and select a network thereafter.

Dr. Cook also shared that the trust is healthy at this time.

PENDING ISSUES

- Duty Regulation: Discuss Revised Draft
- RIF Regulation: Continued Discussion of Implementation/Procedures
- Professional Expectations: Review Draft
- Personnel (G) Section: Update on Direction from New Governing Board

S.E.C.

The S.E.C. is published by WDEA for the benefit of all Washington District Employees as a summary of meetings between the Superintendent and members of the WDEA Executive Committee on Solving Employee Concerns. Contact your WDEA Building Representative if you need a concern addressed.

*Editors: Nina K. LaPine, WDEA Area Delegate
Dr. Susie Cook, WESD Superintendent*