



# The VOICE

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## District Adopts WDEA Endorsed 301 Money Distribution Plan

At the November 8th Board Meeting, Dr. Bailey made a presentation on the recommended method for distributing our 301 money. After the presentation, several board members brought forth concerns about how to distribute the money. Should it be tied more to individual performance? Should it be tied to teacher attendance? Should it be tied to student performance? To address some of the concerns brought forth by the Board Members, the Performance Pay for Certified Teachers Committee met again to discuss some options. The WDEA representatives on the Committee made it very clear that teachers did not want more paperwork, they did not want administrators to have sole power over who would receive the money, they did not want the money tied to student performance, and they did not want it tied to teacher attendance. The Committee members worked over several days to gather feedback and create a plan that was fair to all teachers.

At the December 13th Board Meeting, Dr. Bailey presented the Committee's revised recommendation for distributing our 301 money. This plan was WDEA approved. In order to comply with teacher contracts and Governing Board Interests, the WDEA endorsed a two part plan. As stated in the contracts signed this summer, we can receive \$2200 at the year's end. This money is earned, as always, by compliance with School Improvement Plans at each school site. The second part of the plan involves using a rubric to self assess the level of work achieved on each person's Individual Growth Plan or on developing a plan (for new teachers or teachers that recently completed a plan). Each person who chooses may select the rubric that matches his or her stage in developing the Individual Growth Plan and submit it to receive any 301 monies remaining after everyone gets the contract-stipulated \$2200. Future recommendations regarding 301 money will be made by the IBN team.

At the meeting, several WDEA members and WDEA Executive Board Members were present. Our presence at the meeting and insistence in the Committee meetings made the new plan possible. In an age where many districts are tying 301 money to individual and student *performance*, our district will continue to tie it to school wide and individual *effort*. If not for your membership, our district could easily have fallen in step with other districts. If not for our collective vigilance and quick action, teachers would have had a significant change imposed on them in the middle of a contract year. Thank you for your support, whether at a Board, Ten Minute, or Representative Council Meeting, or even just staying informed. When we all stand together, our efforts are never in vain.

## What is IBN?

Some of you may be wondering ... what's IBN. IBN stands for Interest Based Negotiations. It is the process used by our District to negotiate salary and benefits for employees. Unlike traditional bargaining, IBN is not an adversarial process that depends on proposals and counter proposals. Instead, IBN starts by looking at the story behind the issues. The primary topics we address are salary and benefits, but other concerns may be identified when the IBN survey is analyzed. In relation to salary and raises this might include things like we no longer offer a retirement incentive or that some surrounding districts offer higher salaries for similarly qualified individuals. The story also might include contextual factors like a decrease in student enrollment in WESD or the state budget deficit. As you can imagine this can be a time consuming activity because it includes not just facts, but emotions and perceptions.

Once the story is on the table, the team identifies interests. These are broad concepts we intend our options to address. They might include things like competitiveness as well as things like recruitment and retention. Not only do we consider employee interest, but also the interests of the Governing Board. You may be surprised to know that the lists typically are VERY similar.

At this point, IBN starts to work on designing options to solve the issues at hand. In our current structure, this time intensive work is performed by Task Forces. Task Forces include IBN team members as well as other interested employees or those that offer special expertise to guide the discussions. For example, the Guest Teacher Task Force includes representatives from Human Resources and our Substitute Coordinator, Laurel LaPierre. Eventually, the Task Force will bring forward potential options for consideration by the whole IBN Team. The IBN Team discusses options and may request further refinement from the Task Force. Finally, IBN will endorse an option and put it forward as a recommendation to the Governing Board.

A vital component to the improvement of IBN's operation last year was the inclusion of the Superintendent, Dr. Cook, on the IBN Team. As a direct employee of the Governing Board she provides updates to them throughout the process. This can answer many of their questions and ensure that they understand the thorough deliberations that go on within the IBN Process. The conclusion of IBN happens in the Governing Board room. The Governing Board must take action on IBN's recommended package in order for the terms to take effect. Last year, the Governing Board endorsed the entire package with no modifications!



# The Voice Continued



## Congratulations National Board Earners!

The WDEA would like to congratulate the following people from our district who have recently earned their National Board Certification. Thank you for all of your hard work and dedication to students!

Craig Archer, WDEA Member	George Bellew
Robin Crow, WDEA Member	Mary Brontsema
Joslyn Brown, WDEA Member	Marna Coldwater
Donna Hicks, WDEA Member	Karen Konetzni
Lori Fox, WDEA Elections Chair	

## December Representatives of the Month

Meet Holly Sladewski and Ray Surls!

Holly and Ray are co-reps at Mountain View School. No matter what the situation, they work together to make sure all of the members at their site have the information they need. Ray attends the Representative Council Meetings and Holly passes out all of the mail that comes in for members. Recently, when informed of the 301 money situation, Holly and Ray worked together to make sure their members were informed of the issue. On short notice, they organized a Ten Minute Meeting for members that was incredibly well attended.

Thanks for all you do for members Holly and Ray!

Submitted by Sara Hester, WDEA Voice Editor

## IBN To Date

IBN started with two days of intensive training on December 5<sup>th</sup> and 6<sup>th</sup>. This year WDEA has once again brought an experienced team to the table. Nina LaPine, Seith Lewis and Suzanne Yeknik are serving as teacher representatives. In addition, we have classified members serving, such as Norma Balderamma. We also have the President, Mindy Whalen, in attendance as a non-voting member and Darrin Squire as a trainee for participation in next year's IBN process.

All of us are working on one or more Task Forces. Seith and Nina sit on the Raises, Compression and Longevity Task Force along with Building Representative Carolyn Hines. Norma and Darrin sit on the Anomaly and Stipend Task Force along with Building Representative Helen Ciba. Seith and Norma also serve on the Survey Task Force and Suzanne and Darrin also serve on the Communication Task Force. Last, but certainly not least, Mindy Whalen sits on the Leave Task Force. All Task Forces began work in early January, with the exception of the Leave Task Force which had been meeting prior to IBN training.

At the meeting on January 17<sup>th</sup>, we received a preliminary budget presentation from Cathy Thompson, Director of Business Services. We also shared and discussed information about state finances as well as from the Health Insurance Committee and Trust Board. In light of the current financial status in both our District, due to a decrease in student enrollment, and the state, due to budget deficits, the IBN Team spent time considering not only our worst fears, but our best hopes. Then we settled down to the task of sharing the work to date for each Task Force. During this discussion, IBN decided to add a Task Force: Working Conditions. Since the Governing Board wants a recommendation from IBN regarding 301 Performance Pay for the 2008/2009 school year, IBN members will be considering this topic as well.

Given the challenges facing the basic compensation groups, IBN discussed the need to potentially work beyond the already scheduled meetings. We intend to use our remaining dates to address compensation. The meetings are scheduled for February 4<sup>th</sup>, February 27<sup>th</sup> and March 12<sup>th</sup>. Our intention is to ensure that a package goes to the Governing Board in late March or early April. This will allow the District to issue contracts early and be looking for the best new employees. Other areas of consideration that have less direct or no financial impact will be addressed later in the Spring, but still with the intention of bringing forward recommendation before the conclusion of the 2007/2008 school year.

If you have any questions or concerns regarding IBN and the issues we will be addressing, we encourage you to contact us!

## Calendar

### Dates:

February 9	Teacher Recruitment Fair	February 11-15	Parent/Teacher Conferences
February 14	Governing Board Meeting	February 18	No School/President's Day
March 3	Read Across America Day	February 26	Representative Council Meeting