

Labor Management Meeting

October 4, 2011

Mission Statement: We commit to build and foster a climate of joint cooperation and accountability where people are treated with dignity and respect.

Present:

Bernard Caldwell
Marcia Cussen
Michele Evans
Nancy George
Corey Grubbs
Pam Jackson
Dan Nero
Christen Sedmock
Lynne Watson

Federal Mediator: Carolyn Brommer

Chairs: Greg Schumacher and Debbie Wensel

Carolyn Brommer reviewed commitments of successful Labor Management Committees.

Ground rules will be reviewed at the next meeting.

Good news was shared by Nancy George and Michele Evans re: administrators and Family Fun Day.

Number of days before grades and interim reports are pulled electronically

To avoid miscommunication, the message to teachers will be "Grades will be pulled for the report beginning on Date A and ending on Date B." Teachers are reminded 3 days before and pulled on the fourth morning by 8 a.m.

Procedure when a member is verbally/ physically assaulted

Ken Kendall will draft a procedure to present at the next Labor Management meeting.

Investigatory interview procedure re: outside agencies and law enforcement

Law Enforcement--When law enforcement officers come into a building to meet with a teacher, coverage should be arranged for the teacher and the officer(s) must meet the teacher in a private room. Principals will be informed and members will receive information from CPEA re: this procedure.

Outside Agencies--Teachers will be told that each time that they are unexpectedly interrupted by an outside agency, they should report to their building rep or CPEA. Interruptions by outside agencies will be reviewed at the next meeting. Results from the CPEA tally re: interruptions will also be reviewed at the November meeting.

Complaint procedures for parents, students, staff, and agencies

Procedure for Parent Complaints--When parents complain to principals about a teacher, the teacher will be notified as soon as possible, normally no longer than one work week.

Procedure for student complaints-- the teacher needs to be notified about credible complaints in a timely fashion, normally within a work week, so that the problem may be resolved.

Staff to staff complaints—Conversation between Labor and Management took place at the beginning of this school year re: specific issues, and it has been addressed.

Outside visitor policy for schools and classrooms

Signs will be revised stating that all parents and visitors will follow the policy. The status of the signs will be reviewed at the November meeting.

Staff needs to be sure to follow procedures on reporting anyone without a visitors pass.

Principals and PACE will inform staff.

Parent handbooks will be updated.

Next meeting November 2.

Labor Management meetings will begin with Good News.

Agenda

- Good news
- Gradebook problems re: grades disappearing when student schedules change
- Ken Kendall will review a proposed policy for when staff has been physically or verbally assaulted.
- Data from CPEA teacher negotiation surveys re: interruptions from outside agencies
- Status of parent/visitor signs