

**Labor Management Meeting
December 1, 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	Nancy George	Christen Sedmock
Marcia Cussen	Pam Jackson	Kathy Steward
Michele Evans	Dan Nero	Lynne Watson

Absent: Corey Grubbs

Carolyn Brommer, Federal Mediation

Greg Schumacher and Debbie Wensel, Chairs

Good news

Our continuous levy passed and Issue 2 was defeated.

We thank the Technology Department for 2 emails to staff which were clear and non-techy in their explanation re: issues affecting the school system.

Procedures for resolution of grade disparities between general education and special education teachers

In response to the November meeting's minutes, Val Pack spoke about some of the issues between gen ed and spec ed teachers re: grades.

In the IEP, the modifications may state reduced work in order to reduce work. However, other parts of the IEP (goals and objectives, etc.) should also be considered when grading work.

It was decided that each building should develop a protocol for resolving communication (including accountability) and disputes re: grades between gen ed and spec ed grades. Through the protocol, the Special Ed teacher has input when there is a disagreement with general ed teacher re: grades.

Some of the following tools may be included:

- "Dispute Panel"
- Department Chairs act as mediators
- Principal works with teachers to resolve disputes
- Communications Protocol—2-week check-ins by EMIS teachers via email.
- A "checklist" clarifying responsibilities may be given to gen ed teachers. This is included in intervention specialist's Department notebooks.
- At elementary, as part of collaborative planning—spec ed teachers may check in with gen ed teachers for 10 minutes

Principals and CPEA Building Leaders will be notified about the need to develop a protocol at their December meetings. Protocols should be developed by the end of the semester.

There was a question about why both teachers' names in an inclusion class are not listed on the report cards. This is done in other school systems. Fred Dawson stated that ours is a generic report card and that extra names may cost the school system more money. Debbie Wensel will follow up on the possibility of putting both teachers last names on a report card.

The agenda item re: Labor Management Ground Rules/Protocol was tabled until January.

January Agenda

Follow-up re: resolution of grades between gen ed/special ed teachers