

March 30, 2011

Teacher Librarian/DTEA and HR Meeting

Objective: try to answer as many questions as poss, talk through process and time line, and share what we know today, how this works with our contract, and the two articles at play (and another that may)

Janelle Foss, recruiter

Nicole Stone, recruiting manager

Mark Hinson

Amie Baca

Yvonne Bradford

Julie Bowline

Kim Ackerman

-Each elementary will be .5, so that means 16 full time TL (each at two schools)

-When talking about contract, which articles impact the process. One is Article 12, transfers and reassignments. Directs process for non-renewal or probationary, process for transfers, etc. That is what we follow. Has worked well for a number of years. Diff is Article 12, through transfer and reassignment process, every non prob teacher has a job, has a home.

-Article 10 is one we only go into for process if, when looking at vac and # of teachers, if we have a non prob teacher that could only do TL, and they could lose his or her own job. Then we look at all TLs K-12. No job because of single endorsement but non prob. Then, everyone becomes part of the mix. Right now, we use Article 12 until we need someone that needs a job/home and have to look K-12. **We have to let the Article 12 process play out before we know if we'll need Article 10. The impact then is district wide for TLs.**

-Article 10 would be district wide since TL cert is K-12.

-**First**, we have to ask for volunteers. What does that mean? Have second endorsement? Want to volunteer to go back or into classroom. (Don't want split school, less seniority and want to preserve position in district, want a leave of absence, normal attrition, intent to retire, etc.) We'll get an e-mail asking to volunteer by **this Friday, April 1, 2011**. This is for non prob.

-**Second**, we look at staffing. Is someone going on leave, changing grade levels, retiring, etc. Staffing from all teaching across the district is sent to HR. With # of reductions across the district, many levels and departments will be affected. Also

looks at enrollment changes. Do we have to go back to schools and ask them to non-renew more prob teachers to make room for non prob teachers. We are a little different since we know our group while schools are still doing staffing sheets. Why it's important we share our intent and volunteer if we decide to.

-Amie: 16 people will be TL placements and 16 will be other placements.

Appendix E will guide that. Endorsement, hire date, degrees, etc. That is how we get ordered. On Monday, April 4, we'll get an e-mail with everyone's name and hire date. There's clearly a group of people in the top 10. There's another group that is really close to that, and that group will come in and go through appendix E. That will help delineate people. If you volunteer to come out, Appendix E will only be for those who are left. Appendix E tells us who the reduction is only. Once we figure out placement, then we may have to look at Article 10 and do Appendix E district wide with everyone left.

-We don't go to middle or high until we know If we have to go to Article 10.

-**Yvonne** We want to ensure you have a job and not create chaos across the district. We can hypothesis all day. Let's get the ball moving and see what it will look like. If we have to, we can come back again.

-Mark-Top 16, once we know all volunteers, will have ownership to TL positions. You can keep your own position for the .5 to start with. Seniority is driving factor in Appendix E points. If one is a 2000, and one is a 1995, there's no reason to do Appendix E. Appendix E helps filter beyond seniority. If you are within a year or two of service date, that is when Appendix E works to show who have priority.

-If you want to retire or go back to classroom, you are off the list. Then we will move down the list.

-**Amie** If you have questions, thinking of retiring, contact Amie and Yvonne, and they'll make it a priority if you call them this week to make a decision by **Friday**.

-This can all change. What we know April 15 may be different May 15 if someone chooses to do something else.

-What we know...Current school plus new school. We look for a match for other half. We look at current school and what it looks like, free and reduced lunch, collection size...what makes sense in that process to find a matching half. If one is at a large school, high poverty, is it fair to give another large school, high poverty? No.

-**Amie** Schedule will not be dictated by district. It's up to principals at two schools.

-Only arrangement we wouldn't support is splitting two schools in the same day. Other than that, it's fluid and flexible.

-What we know...other areas of endorsement. Have looked at CDE. If **you are in process, let HR know so they are aware.**

-**Amie** If you are part of the top 16, there will be something like a job fair (speed dating). Principals will be -with, and HR will get all of that. This meeting is just non probationary and need to be placed.

-Vacancies will be placed in district only (unless the positions are those that always have openings...SSN, SLP, etc.) Other positions will be held to place non probationary staff.

-**Yvonne** From personal experience, Nicole and Mark do a great job trying to make a fit for the school, the teachers, etc. There's a lot of anxiety about being put where you don't want to go, but there was never really any of that. Hardest part is waiting.

-**Amie** If there is an in building posting, you are allowed to apply for those on your own. If you are qualified to teach 3<sup>rd</sup>, and there's a 3<sup>rd</sup> grade opening, you can apply for that.

-If there's a break in service, you get credit for most recent hire date. You could eventually get credit for years teaching to include those years of service from the first time.

-How does all this affect the .5 middle school people? .5 at middle and .5 elementary. Reduction is at elementary. We still have ownership at middle school because there's no reduction there...unless we have to do article 10. We are owed a 1.0...so we have to wait and see how it will play out once we know more.

-**Yvonne** If you see list on Monday, and I see I'm towards the bottom, do I apply in district or go through the district process. It becomes your choice?

-What about K-8? For this reduction, they are considered part of this reduction. Decision made by superintendant.

-**Amie** As my understanding, they also looked at numbers. K-8 numbers in population.

-What about those 4 years with the same years of service? There's a range close to the cut off. That group will meet and look at Appendix E.

-Why not .5 TL and .5 class like with MS? The numbers...this is the first time we may have to go into Article 10. There are so many needing placements. The objective is to focus on jobs as of right now. It's due to volume.

-**Yvonne** We are in a funding crisis. Others are losing jobs. We know the pride you take in your jobs, and it's heartbreaking, but there's no easy answer. It can't even be, "What's best for kids?" This isn't best for them, but we have to go through the process.

-Clerk time? District issues as part of the budget some media clerk time. Clerk time is provided by the school above and beyond that.

-Incentives for retirement? Not at this time. An incentive was put forward last year, and it really didn't change much. Talk with Amy and Yvonne.

**-Amie** If the district offers a job for you, and you think, "I don't want that," then the district has met their obligation. It's up to you to find a job then or be out of a job. If something posts in June and you apply and get it, that's fine. If not, and you have placement still, that's good.

**-Amie** Volunteering really comes into that top 16. If you were hired in 2007 and there are tons in 1993, you pretty much are volunteered.

-Decision come in with, "I don't want to be split." Or, "I don't want to deal with this anymore. I'm going back to the classroom."

-As of today, we don't have part time openings, so that's why we can't just do .5 and that's it. If we start half timing it, we may not have a 1.0 for someone that needs one. We have to let this play out first before we start looking at that.

-That 1.0 is like a job share, but it's just split between two schools.

-What if money comes back? What does that mean? The state may not finish budget until May. Lots will happen between now and then. \$77 million accounting error...does that get to go back to Education? What does that mean? The budget keeps changing. If the financial picture changes, Chris said if we receive money back, he will look at trying to reduce the reduction to teachers. Does that mean classroom, media, primary vs. high? Not sure... Also depends on how much money. \$10 million is one time use, so we are already \$10 million in the whole for the following year.

-This is a state funding issue. The district isn't squandering money. It's a revenue issue. Our per pupil funding compared to other states...something is wrong.

**Yvonne** Based on that, write letter of your personal story to your state representative state legislature so they can know the impact of their decision to real people. It will take those kinds of actions in as many arenas as possible to make a difference.

-We want to keep people. We've put a lot into ELL training and other and want to keep our staff. That is why jobs are not being posted outside of district.

-Job fair is for all non prob people in the district...not just TLs. This is for those individuals that keep their half time job and will be matched with another job...speed hiring is a way to bring all non prob teachers into one place at one time. Then, you share which you love, which you like, and which you don't want.

-Probationary are reduced if there are no vacancies for which they qualify for. But, we encourage them to hang in there and get them to talk and interview for openings as they come up.

-Only a handful of TLs are media certified only.

-Top 16 keep the position at their school.

-Send decision to Nicole Stone if you are volunteering something. Don't respond unless you are volunteering for something.