

Constituent Communication

Hello Teachers,

In my continued effort to promote transparency about the representational decision making at UHS, here are the notes from yesterday's Site Council meeting. I have much more detailed notes should anyone wish to ask me for further information. After mentioning these reports to other faculty members, some teachers asked to be added to this notification. If you know of any other teachers that would like this (admittedly math/science focused) update, let me know and I will pass it along.

This was a tough meeting. I continued to try to voice the opinions/concerns that were shared with me, even if I don't personally agree with them. I believe that is my responsibility as your faculty representative. Not all of the site council members share that view, but if you select me to continue to represent you on Site Council, this will be my stance.

4-10-2018 Meeting

Call to Audience:

Kerry Balzer and Ashley Sherry spoke to the need to fund the 1.0 FTE for English out of RBF money to preserve the current staffing in English department, not lose a teacher.

Agenda and Minutes were approved with minor changes. I asked that the postponed item about stakeholder communication from January be reinstated for the May meeting.

Discussion and Action Items:

SCPC Update: continued TUSD public outreach. Supported March for Education at festival of books. Last meeting dominated by discussion of TUSD plan to introduce ExEd students into mainstream classes. Reiterated that this would be a co-teaching situation. TEA President spoke to group saying that TEA does not currently support a teacher walk-out or strike, but may change as situation develops. TUSD called on community members for review of the new GSRR (student rights and responsibilities) booklet.

UHS feedback on GSRR: All TUSD Site Councils were also asked for feedback on GSRR. From UHS admin; the way it is written works pretty well. Most changes are about getting treatment for alcohol or drug abuse in addition to the school punishment. Two formal recommendations came from SC:

1. Formal request for proofreading the document before it is released.
2. Formal request to include punishment mitigation if treatment/counseling is also assigned.

Approval of Chelsea Smith to fill vacated BOOST teaching position: passed unanimously with no debate

Election of New Site Council Members: Discussion item about how new members for SC are selected. Teacher selection is guided by policy (the vote at today's meeting that Leiba has organized.) Discussion was mostly from students that are concerned/upset about the new Student Council procedure for selecting representatives. They made comments about the "fairness" of the new procedure. In the end, the UHS constitution dictates that Student Council gets to set its own rules, so unless there is a constitutional change, this is in the Student Council's hands.

RBF Funding discussion:

General discussion: This is going to be **WAY** too long to give you an exact play-by-play. There was almost a full hour just of discussion. I'm going to try to boil each one down to the pro side, the con side, and the vote:

1. 1.0 FTE to be held in reserve in case freshman enrollment is low enough to require .2 cuts from each department:
 - a. Pro: If this money is held aside, no cuts would be required due to lower than expected student enrollment.
 - b. Con: This is non-continuing funding; this may only prolong the delay before inevitable cuts are required.

- c. Vote: Unanimous approval
- 2. Purchase of 10 laptops to complete the funding for 1 COW: ELIMINATED BY UNANIMOUS CONSENT
 - a. Another funding source was identified for this money, this line item was eliminated and that money rolled into the “teacher bonus pot”
- 3. College Board Springboard materials and training
 - a. Pro: Unified Pre-AP materials available for English Department to use with underclassmen.
 - b. Con: Expensive, and some students were doubtful of efficacy
 - c. Vote: Passed 19-4 (I voted yes, as this was part of the original proposal that received overall faculty consensus.
- 4. Bonuses for non-teaching staff (approx. \$500) each
 - a. Pro: Support the support staff
 - b. Cons: none were discussed
 - c. Vote: passed unanimously (support representative abstained)
- 5. 1.0 FTE to English to prevent the DIT of a current staff member
 - a. Pro: Keep English class sizes smaller, retain UHS faculty community, prevent English teacher burnout
 - b. Cons: **(I personally spoke to all of the concerns that were brought up in Sci Dept Meeting, and those voiced by math teachers in the last few days.)**
 - i. Admin’s procedure for RBF budget approval was circumvented
 - ii. This would keep ENG class ratio at current while other depts rise to 33:1
 - iii. This is asking for UHS staff to “pay for” the 1.0 FTE out of their possible bonus money (roughly \$1000 per teacher earning bonus)
 - c. Vote: Passed 20-3 **(trying to vote representationally, I voted no trying to reflect the opinions that have been voiced to me in math/science)**
- 6. Approval of all remaining funds to be distributed as Teacher Bonuses (distributed either to all teachers if AP money does not materialize or only to those whose AP money does not exceed the baseline payout if AP money does happen). There was debate as to whether or not teachers could vote. TUSD legal said no, TEA legal said yes. Two votes were taken, one with teachers, one without. Both yielded the same results.
 - a. No cons were discussed
 - b. Both votes passed with ZERO no votes. Some teachers continued to abstain.

At this point it was nearly 6:00pm and all further action items were postponed or sent back to IC to be submitted at a later date. Even this did not happen without debate. Even the motion to adjourn was sent to a roll call vote. It was a long night.

Please let me know if you wish to see any of my other notes from the meeting.

Have a great day,
Mike

OFFICIAL MINUTES

**University High School
School Council Meeting Minutes
Tuesday, April 10th, 2018: 3:30 p.m.
UHS Library**

- I. Approval of the Agenda
 - a. Lefevre b. Standridge
- II. Approval of the January 22nd Minutes
 - a. Standridge b. Peters
 - b. Correction to the Minutes
 - i. Youngerman: Change IV.b.i. to read "\$20, 400"
 - ii. Castillon: Correct 4.b.c. Karlowicz resignation as parliamentarian
 - iii. Schmidt: Stakeholder communication issue postponed from January meeting to be set on May agenda
 - c. Approval of the Minutes, correcting 4.b.c. Karlowicz resignation as parliamentarian: 21 aye, 0 nay, 2 abstain
- III. Call to the Audience
 - a. Kerry Balzer and Ashley Sherry addressed the need to retain teachers, as all departments are losing FTC, as the class sizes over 33-34 students affect reading skills, test scores, student attrition and teacher burnout.
- IV. Discussion and Action Items
 - a. SCPC Update: Jacob Olanik reported on the public outreach March for Education in concert with the Tucson Festival of Books. Noted the TUSD plan to integrate Exceptional and Special Education students in classrooms use the co-teaching model. Reported that Michael Conrad addressed GSRR feedback re plagiarism and Jason Freed's assessment of the state of education Arizona. Mr. Olanik was re-elected secretary.
 - b. Acceptance of SY 2018-19 GSRR
 - i. Traquair ii. Muluneh
 - 1. Cislak explained changes in the treatment or punishment for students caught with drugs or alcohol.
 - 2. Meg Tully urged students to provide their thoughts about the GSRR.
 - 3. Castillon suggested proofreading of the letter for students.
 - 4. Standridge recommended counseling instead of punishment.
 - 5. Cislak noted that UHS students have more Level I violations, few of level 4 or 5.
 - 6. LeFebre noted that the site administrator can raise the level of the violation, but must get permission.
 - 7. Tong noted that in some situations we cannot return students to class.
 - 8. Cislak: we have until 5/9/2018 to make changes.
 - c. Approval of new BOOST Teacher, Chelsea Smith
 - i. Peters ii. Yell
 - d. New Student Council members for 2018-19 must be selected/appointed by May 8.
 - i. Frankel: to amend the process of selection, we would have to amend the constitution to change the name from SAB to Student Council.
 - ii. Tong: Student Council isn't representative of the student body.
 - iii. Youngerman: This year, for each class, students have applied and will be interviewed. Two will be selected for each of the four classes freshmen through senior.

- iv. Castillon: posters have incorrect information.
- v. Frankel expressed concerns about process.
- vi. Traquair: 2 members of School Council are present, and are urged to vote their preferences. Students cannot have private meetings on campus.
- vii. Meg Tully: the process is governed by Roberts Rules of Order.
- viii. LeFebre: None of the students who are running have been on Site Council
- ix. Meg Tully: This is why the School Council president serves in the following year. Two seniors will attend the last meeting of this year, in accord with the Arizona Open Meeting Law.
- e. Approval of Allocation for Results Based Funding
 - i. Yell ii. Peters
 - ii. Yell: Suggestions that will help the school as a whole, but will affect the funding of individual teachers: a “Sophie’s Choice”
 - iii. Bacalia: Based on enrollment (305 students, not 300) and .8 contracts instead of 1.0 contracts. Teachers with .8 contracts could go elsewhere if they want. All teachers get paid per section, or we get bonus funding from AP scores, divided among bonus eligible teachers. This would mean a minimum of \$91,299 with because we don’t know how much to expect.
 - 1. TUSD finds all at 1.0 now. No emergency funding.
 - 2. COW of 30 computers out of bonus
 - 3. Springboard: we have nothing in writing. Looking for funding.
 - 4. Non-teaching staff \$10,000.
 - 5. 33-1 enrollment in English Department
 - iv. Tobin: Can you specify the amount of funding for each teacher? Teachers who aren’t teaching AP courses are reducing the total monetary compensation.
 - v. Schmidt: Measure funds not as dollars, but as a percentage of the available funding.
 - vi. Lefevre: What are the materials for Springboard?
 - vii. Hughes: Springboard is a College Board pre-AP curriculum.
 - viii. Karlowicz: A COW would cost \$7,000. We have no funding for this from TUSD.
 - ix. Schmidt: #5 is not an original proposal; it reduced teacher bonuses by 1/3.. Teachers feel that option #5 bypassed the process and was not discussed in all department meetings.
 - x. Cislak: This came up in the last 2 weeks. Instructional Council decided to bring options #6 in Site Council.
 - xi. Votes on the Allocation for Results Based Funding Options
 - 1. Options #0 (All items not approved will roll over into teacher bonuses)
 - a. 1.Cislak, 2.Yell
 - b. Aye 20 , Nay 2, Abstain 1
 - 2. Option #1: Approval of 1.0 FTE to use to round out teacher contracts to 1.0 FTE if necessary – applied to different departments.
 - a. 1. Standridge, 2. Cislak
 - b. Youngerman friendly amendment: Chang 300 to 305
 - c. Aye 23, Nay 0
 - 3. Option #2: Request from \$5,000 from UHSFAA
 - a. Gebert amendment: eliminate #2.
 - b. Aye 20, Nay 0
 - c. The motion for amendment passes
 - 4. Option #3: Springboard
 - a. Tong amendment: if any funds are not used, they should to Site Council

- b. Aye 4, Nay 18, Abstain 1: The amendment fails.
 - c. Voting to approve Option #3 as written:
 - i. Aye 19, Nay 4
 - ii. The motion passes
 - 5. Motion to extend meeting to 6:00 p.m.
 - a. Standridge b. Peters
 - b. Aye 23, Nay 0
 - c. The motion passes
 - 6. Option #4: as written
 - a. Aye 21, Nay 1, Abstain 1
 - b. The motion passes
 - 7. Option #5: \$59,900 for FTE to retain all staff after move to 33-1.
 - a. Motion: Clarify as \$55, 900 with additional FTE to retain all staff.
 - 1. Standridge 2. Herring
 - 2. Aye 20, Nay 3
 - 3. The motion passes
 - 8. Option #6: Teacher Bonus Minimum
 - a. Motion: to approve the remainder of the RBF monies on teacher bonuses.
 - 1. Bacalia 2. Youngerman
 - b. Amendment to motion giving UHS administration the power to determine the equitable distribution of funds allocated and the dates of allocation.
 - c. Amendment passes by voice vote
 - d. Roll call vote on Option #6
 - i. Vote of all present: Teachers: Aye 9, Others 8, Abstain 3
 - ii. Vote without teachers: Aye 13, Nay 9
 - iii. The motion passes
- V. Motion to refer Agenda Items F, G, H, and I to Instructional Council
 - a. Castillon Amendment to pull Item I and discuss now
 - i. Aye 2, Nay 17
 - ii. The motion fails
 - b. Vote to refer Items F, G, H, and I to Instructional Council
 - i. Aye 11, Nay 6
 - ii. The Motion passes
- VI. Motion to Adjourn
 - a. Tobin b. Karlowicz
 - b. Roll call vote
 - i. Aye 12, Nay 5
 - c. The motion passes