

Labor Relations Meeting Minutes 3/24/23

Present: Nicole Walsh, Nelson Rivera, Dr. Solek & Ronke Stallings

Items Discussed:

1. Administrators on leave and in good standing need access to professional development.

Superintendent agrees and will work with the AFSA president and HR to make this happen. A meeting will be held next week. The professional development will most likely need to be virtual and may not include all activities based on logistics.

2. One AFSA member serving in an undefined role.

Superintendent agrees that this member should have a defined role and is working on it. No specific date given for resolution.

3. Disparity of workload among different administrative teams/buildings.

AFSA presented data to support that the workload among buildings varies and it is not just about the number of students in the building. The Superintendent agreed to look at this problem across the district and include quantitative and qualitative data factors.

4. AFSA requested onboarding time twice a year for new administrators.

Superintendent agreed that is important and will work with the AFSA president on the details. AFSA is requesting one date in April.

5. The snow day and late closing of executive office buildings created a problem for many schools. The give back day on the last day of school is problematic for many reasons related to closing out the school year. AFSA is requesting flexibility on the give back date. It also doesn't provide any benefit to AFSA members since it is possible already to telework in the summer.

Superintendent stated it may be difficult to move that date but will continue to think about it. Will discuss this further with the AFSA president.

6. Grading for long term vacancies. The new guidance creates a conflict of interest for administrators. Since we are the decision makers on graduation, appeals, etc. Administrators cannot also be the staff doing the grading. AFSA offered several possible solutions including teachers on admin duty and PLCs to grades. Another possible solution suggested is to hire AEP tutors to plan and grade in these situations.

The Superintendent agreed this is an urgent matter and supports the AEP for grading idea. A meeting will be held next week with other stakeholders.

7. Long term vacancies. Trying to offer solutions, AFSA suggested looking into the position state substitute teacher. This is already a job classification in other state agencies and could attract more candidates for long term assignments.

Superintendent will investigate this position more along with other possibilities including a per diem step one for substitutes that serve in the long-term vacancies after a certain amount of time.

8. Recent stipulated agreements may have unintended negative impacts on buildings. AFSA wants to help with possible solutions, but everyone needs to be at the table.

Superintendent is aware and working towards this goal.

9. Superintendent is requesting AFSA to consider best methods to provide input on the next Superintendent. One method could include focus groups.

AFSA will discuss this and is looking forward to providing input on this matter.