



# August Stewards Plus Meeting Minutes

## Minneapolis Federation of Teachers, Local 59

August 29, 2007

### **ATPPS Update - Lynn Nordgren**

Lynn reviewed the email that ATPPS participants received. The pay increases will be reflected on the second or third paycheck in September. The process is being streamlined and soon it will be possible to enter all information on the eCompass site. Watch for more information to come.

Each site can earn up to 3 PGCs for being union steward. Co-stewards must split the 3 PGCs. The recommended number of stewards per site is 1:30 members. Stewards that did the survey for ATPPS last spring will get their scores in school mail. Surveys will not be returned, however, to protect anonymity of respondents. Here is how the PGCs were distributed:

1. Site representation at 7 out of 10 meetings equaled 1 PGC. (If multiple stewards, each steward needs to attend 4 or more for partial PGC.)
2. Returned staff steward survey and got a 50% response rate equaled 1 PGC. Returned 33-50% of the surveys back, equaled  $\frac{1}{2}$  PGC.
3. Attended 2-3 of the trainings, equaled 1 PGC. Attendance at 1 of 3 trainings equaled  $\frac{1}{2}$  PGC.

Do not do you PDP until the end of September when the eCompass program is up and rolling. It will then go directly to your ATPPS record.

A survey was distributed to the stewards to get information back to PLT about how the relationship is at each site.

### **Steward Elections, Responsibilities & Training Opportunities - Janet Kujat & Brionna Harder**

What are the jobs of a steward? Members are looking to Stewards to be Problem Solvers, Communicators, Organizers, Site Leaders! The number one thing a steward should do is establish a direct communication line with



the union members at the site. The second thing a steward should do is develop and maintain a working relationship with the site administrator.

Be sure fax in your current staff list to Mary as soon as possible. The fax number is 612-529-0539.

Each site should hold the yearly election by September 19. Many sites have new staff. Ballots were distributed. Each person running for steward should be given a chance to give a brief reason why they want to be steward. Only members can vote. New stewards should be in place by the September Steward's meeting. Current stewards should not be charge of the election. Collection and counting of ballots should be done by a neutral staff member.

PLT (Professional Leadership Team) is a group of teachers, principals and administrators that meet once a month to discuss issues in the district. One issue discussed was improving the professional working relationships between the steward and principal. There will be joint training on how people can get these communication and problem solving skills. The stewards will be invited to the October principal's meeting. The principals will then come to Local 59 for an additional meeting.

### **Negotiations Update - Rob Panning-Miller**

We are doing interest-based negotiations. Two tentative agreements have been reached, Technology and Behavior. The big issues that make this difficult are Transfer and Reassignment and Realignment. Both sides want to end the instability with each side having different opinions on how to do that. There has only been general talk about the budget. A sub-committee is going to take a deeper look at the numbers. Two sub-committees are dealing with Special Education and ELL. It will probably about 2 months before the contract negotiations are finished.



### **Staffing/Realignment Update - Mike Leiter & Bonita Jones**

The placement committee began their work on August 13. There were 250 people at the in-person placement session. Some of the PE positions were unclear to HR. 60 teachers were identified for realignment but only 29 were actually realigned.

145 probationary teachers were laid off in May. 47 tenured teachers were laid off on July 24. 19 have been recalled. 28 are still on the recall list. There is a 2 year recall right.

Teachers can sign up for the sick leave pool the first 30 days of each new school year. Teachers only have to sign up once. When you sign-up, you donate one day. Call benefits to sign-up. Do it before September 27. It pays at 80% of your pay until LTD kicks in after 90 days.

### **Housekeeping/Q&A - Rob Panning-Miller**

August 30 is the Boom Island Rally. Volunteers are needed to run the MFT booth. Volunteers needed between 3-4 for set-up and 4-7 at the booth to hand out giveaways.

Rob would like to visit all the sites this year. Arrange for a time to have him attend a union meeting at your site.

The Health Insurance sign-up will take place in October. Be sure to watch for more information. Your current plan is in effect until the end of the year.

MFT Union calendars will be out to the building shortly.

There has been some discussion about extended time. See page 8 in the contract. Job-embedded professional development is good, but extending the day once a week is not occasional. If you run into problems at your building, call the Mike or Bonita. (612-529-9621)



Steward meetings are held on the fourth Wednesday of the month.

Next Stewards Plus Meeting:  
2:45 or 4:45  
Wednesday, September 26, 2007