

Prince William Education Association

THE ADVOCATE

Meet and Confer 2010-2011 Results

The PWEA Meet and Confer team meets yearly with the PWCS administrative team for the purpose of discussing areas of concern and advocating for employees. Members of the PWEA team were Jim Livingston, Chair (Parkside MS), Gail Hasbrouck (Parkside MS), Ron Kostrzebski (Hylton HS), Amanda McCulla (Tyler ES), Riley O'Casey (Bull Run MS) and Christy Sullivan (PWEA Staff Liaison). Below are the results from this year's Meet and Confer sessions.

HIGHLIGHTS:

Employee Assistance Program: After several years of discussion through the Meet and Confer Process PWCS, as part of a comprehensive Wellness program, will be implementing an Employee Assistance Program (EAP) for all employees effective July 1, 2011. The EAP provides the confidential ability to talk to someone about their feelings or about what is happening in their personal or professional life. The program provides support to employees by offering face to face counseling sessions and help with work/life options (family concerns, elder care resources, child care resources, balancing stress, abuse, financial counseling, legal counseling, etc.) Everything is confidential. This program is about providing options for employees when in need. Please look for more information in The Communicator in the coming months!

Calling System for Substitutes: PWCS is currently exploring the implementation of a calling system for substitutes. Many members have expressed concern over the current systems in place at our schools including limited time frame to call in and the lack of available substitutes. The PWEA Meet and Confer team took up this issue and PWCS has heard you! Stay tuned for more information!

Planning Time: Regulation 602-1, "Elementary Instructional Day," provides for a daily unencumbered 45 minute block of planning time within the instructional day for all elementary teachers. Regulation 562.01, "Certificated Personnel: Planning Time," provides for 250 minutes of planning time per week for full time secondary teachers. As a result of block scheduling, this may work out to 500 minutes every two weeks. Except in unforeseen circumstances, this time should be used for individual and team planning. It is recommended that teachers at any level meet with their building principals (**or contact PWEA**) to address concerns related to unencumbered planning time.

Duty-Free Lunch: Both VA Code §22.1-291 and Regulation 561.01-1, "Certificated Personnel: Duties and Responsibilities" specify that it is the responsibility of teachers to supervise students on the school grounds and during lunch periods but not to include the duty-free lunch, except in emergency situations. It is recommended that teachers meet with their building principals (**or contact PWEA**) to address concerns related to this issue and that a reminder of this right be communicated to all principals.

Sign-Out and Sign-In Regulations (during the work day): Regulation 506.03-1, "Employee Rights," allows employees the privilege of leaving the work place for a limited period during work hours with the knowledge and permission of their supervisor. This limited period may be used for a duty-free lunch or for medical, professional, or personal leave issues. A duty-free lunch, except in emergency situations, is mandated by Virginia Code and is not considered a leave issue.

Extra duties Outside of the Contract Day: It should be noted that many schools compensate teachers for certain approved duties, other than direct instruction of students, outside of contractual time.

Set-Up Time Prior to Students Returning for a New School Year: During previous Meet and Confer sessions, one full day or two half days of uninterrupted time for teachers to prepare their classrooms for the approaching school year was

agreed upon. Principals will be reminded of this agreement by the appropriate Associate Superintendent and asked to communicate this to grade level and department chairpersons.

Association Rights: Presently, Regulation 593.01-1, "Professional Rights and Privileges," addresses teachers, their authorized representatives, and their professional associations. Classified employees who are members of these professional associations will be added to the regulation. This regulation will be revised and updated during 2010-11.

WE WILL CONTINUE TO PURSUE:

- Differentiated salary scale for Teacher Assistants – In a better budget year, the Superintendent will look at this issue again. In the interim, please look at the Tuition Reimbursement Program that is available for Teacher Assistants and support employees.
- Competitive salaries – Data is currently being reviewed and despite the financial challenges, PWCS is proud of the fact that not one of its employees was reduced in force during 2008-2009, 2009-2010 and 2010-11. There will be no reductions in force for 2011-12. PWEA will continue to fight for competitive salaries for all employees.
- Class size – PWCS will continue to make all possible efforts to increase the number of teaching positions per 1,000 students.

PWEA will continue to advocate for higher salaries for employees. Although we believe the salary increase should be higher, PWEA spoke up for you and as a result PWCS employees will now receive a 1% COLA in addition to a 1.35% bonus to be paid out over the course of the year. An additional \$200,000 has been allocated for tuition reimbursement for both certified and education support professionals. PWEA successfully fought off the initial proposal that new employees pay the 5% VRS contribution.

According to The WABE (Washington Area Boards of Education) FY 2011 Guide, PWCS has the largest class sizes and the lowest cost per pupil. PWCS ranks 8 out of the 8 school districts in the report (Alexandria, Arlington, Fairfax, Falls Church, Loudoun, Manassas City, Prince Georges, and Prince William). This is not something to be proud of and we will continue to work together for change!

PRINCE WILLIAM COUNTY BUDGET PROCESS

Basic Steps to Budget Process:

The Superintendent presents a proposed budget to the School Board. The School Board holds budget work sessions and a budget hearing prior to their adoption of a budget. The adopted budget is then forwarded to the Board of County Supervisors. The School Board does not have tax-levying authority. The Board of County Supervisors advertises a tax rate, holds budget work sessions and hearings and then adopts a balanced county budget.

FY 2012 PWCS Revenue Sources:

- County Transfer 44.6% : Taxes levied by the County including real estate, personal property, BPOL, utility and local sales taxes; excludes dedicated fees/revenues/grants; subject to County-Schools revenue sharing agreement; based on projected and then adjusted to actual in following fiscal year
- Federal Aid 3.8%: Federal Stimulus Funds; includes Impact Aid, IDEA and categorical grants
- Sales Tax 8.1%: One cent of the state sales tax is designated for education
- Beginning Balance 3.3%: Includes funds set aside in FY 2012 to support ongoing reserve funds
- State Aid 39.8%: Standards of Quality (SOQ) Programs; Incentive-Based Programs – lottery; K-3 class size, At-Risk, SOL remediation; Categorical Programs – Regional Special Education; homebound; ESL, etc.
- Other 0.4%: Tuition; Fees – Drivers' Education; student parking, etc.; out-of-county tuition

For more information, contact the PWEA office at 703-361-2444 or email Christy Sullivan (csullivan@veanea.org).

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