

Site Council Meeting Minutes
February 28th, 2018

Present: Principal Norma Gibbs, Area Superintendent Lucila Davila, Maria Cecilia Laden, Kenji Okumura, Laurie Hahn Ganser, Jacques Capesius, David Schladetzky, Jennifer Planting, Emily Fitzgerald, Ashley Rudolph, Mary Daub, Lizz Done, Edie McDonald, Gina Marie Theesfield

Introductions

Principal Gibbs presentation: Principal Gibbs feels anxiety about the collective bargaining process underway right now. Numerically, our budget will be \$47,000 less next year. Not a lot for a budget this size, but still significant. Tough decisions will need to be made. Small Class sizes will be a priority.

Council reviewed enrollment estimates for Fall 2018, School Allocation, and 2018-19 Salary Averages.

The overall picture remains much the same with regard to ELL, Free and Reduced Price Lunch, etc..

Questions: If it is only \$47,000 less, what is the source of anxiety? Principal Gibbs: Salaries go up. The other option is freeze salaries and then you would have unhappy teachers. I am not even going to go there. Kenji - what is the projected hit in the budget if we factor in the raises in salaries? Norma - If we keep the commitments that we made and to our values, I went through and laid out what it would cost to accomplish this. This will be in documents that we are going to review.

Ms. Done: Looking at the numbers in teacher payscale. If the new contract has a raise, does the budget go up? Principal Gibbs: No. The budget stays the same. Sra Laden: How can we make decisions on the budget with the questions marks around salaries? Area Superintendent Davila: Tomorrow there is a mediation with the union and so that perhaps we will have a contract ratified. The buildings will get the average teacher full pay amount of \$96,000, roughly. If the contract comes out at \$100,000, that would be \$4000 more per teacher. For Whittier for example, we would have to put aside \$83,224 dollars to cover the gap that the salary increase would generate. This money would be like a safe harbor that keep other priorities untouched. Area Superintendent Davila does not anticipate having a salary increase greater than 2.5%.

Principal Gibbs: Next year our ELL staff will be fully funded. The ELL team will be at 4.5 with one of these positions partially dedicated to coaching other teachers. Last year, ELL teacher salaries had to be taken from other allocations. Next year, Whittier will not have to do it.

Emily Fitzgerald: How is it that we are only down this amount. The impression earlier was that we were going to be down a lot more. Principal Gibbs: Next year we are going from 3 SPEN classes down to 2 SPEN classes, but the number on the School Allocation Memo is indeed low.

School Psychologist and Nurse are funded through Central Office, so for that reason they are not on the spreadsheet. Hi Five is 1.2 FTE and the reason for the extra .2 hours is to accommodate for Hi Five prep time (Specialists) SPEN Social Worker will be coming in as a .4 FTE., prep .2.

Moving on to budget priorities. Council reviewed SY 17-18 Priorities. Ms. Daub: Are we going to add anything to this list? Principal Gibbs: Could be. We currently have a big gap in early literacy and early math. It was clarified that in fact \$150,000 has to be put aside for salary increases, including specialists and ELL, etc...

Ms. Rudolph: The Advanced Differentiation Specialist at present is at District meetings quite often. Is it possible that we could use that position for direct instruction with students? Ms. Davila - Those meetings are also for Professional Development. David Schladetzky: I agree with Ms Rudolph that there is too many meetings and that is ridiculous. Kenji: Funding for the line item for Advanced Differentiation does this help the students who are in the red? Resounding No from the First and Second Grade teachers. Ms. Done: there is currently no support for teachers in the early grades to help students who are falling behind. Laurie Hahn Ganser: Sees the value of both Advanced Differentiation but also the need to support students that are falling behind. Principal Gibbs: At Whittier, the definition of Advanced Differentiation is expanded to include students who are indeed talented, but don't necessarily qualify according to COGAT. This means that a more diverse group of students receives Telescoping with Ford, for example.

Question: How many students in 1-2 are behind? Teachers: As high as 57%. Ms. Dominguez: Is it possible to rework the position so that it becomes a "Differentiation Specialist", rather than just an "Advanced Differentiation Specialist" and be equipped to work with all learners. The current AD Specialist, for example, does have that skill set. Principal Gibbs: The team made up for the Climate TOSA, ADS and IBC are counseling each of the grade level teams. Third grade is exemplary, fourth and fifth are getting there.

Ms. Daub: The team that is mentioned is good, but there is still a gap in terms of needing more direct contact with students who are struggling. What is really needed is a staff to work with students. Sra. Laden: Does Colleen work with students? Gibbs: Can we just stop the Colleen-bashing. Sra Laden: Rather, let's refer to position - does the current position of Advanced Differentiation Specialist work with students. Ms. Rudolph: she does not. Until just the last few weeks she has begun working with some small groups. Next year will the ADS position be coaching? Principal Gibbs: Next year, the ADS position will be 50% student contact, and 50% coaching and this is per the superintendent directive to have all TOSA's work with students.

Kenji: So there is a plan to work with the students in red? (Answer unclear)

David Schladetzky: The position represented by Mr. Campbell will be reduced? Principal Gibbs: No. Kenji: Mr. Lee had a goal of having all of the telescoped kids return into the classroom and do the telescoping math in the classroom. That is positive given that Mr. Lee is working to bring the class all along together. Principal Gibbs; that model is ideal because it reflects when the classroom is socially emotionally healthy and the climate is calm.

Laurie: Spanish Language Program: does the FTE cover both Spanish for native speakers and beginners? Principal Gibbs: It covers both. Laurie: If we have such a diverse language population, is that equitable? Principal Gibbs: The Spanish Language Program benefits everyone. All students receive Spanish regardless of what language they speak at home. All IB PYP Schools worldwide need to have a foreign language. We have Spanish. We do have a research proven reason to continue literacy in Spanish. Ms. Done: Is our language instruction

going to change given that our Somali population is growing? Discussion ensued around this topic, including the possibilities of exploring more Somali language instruction in the future.

Next Steps: Will there be another meeting on the subject of next year's budget? Ms. Davila reports that March 16 is the deadline for Principals to submit their budgets to the Area Superintendent. Discussion around day of the week. Committee decided on **March 7** for more discussion around budget ahead of the budget submission

Ms. Daub: Is there a guarantee that if we are wanting to prioritize students that are in the red.

Gibbs: In the end, you are advising me, but I am the one who is going to decide. I am not going to dump a human being if certain people don't feel that the person is valuable. I can't guarantee that these recommendations will be fulfilled because I still have to look at seniority. I have made the commitment to the TOSAs will be .5. WE will have to see if these people want to stay, If I tell them that now they have to be .5 teaching struggling second graders, then they might hightail it out of here. If we put these new demands on them, we might lose them. No new positions will be added. Some of the teams are exemplary - other teams are mean. They are not welcoming. If they don't want to welcome the support, and if they are mean to new people that are there to help, then that help will go other teams that are more welcoming.

David Schladetzky: Remember that you work for me. I am the customer here. Who is suggesting that you are going to can someone? Principal Gibbs: Staff needs to be more welcoming. Staff issue, not parents here. Staff need to remember our own essential agreements around Social Emotional Learning. Some staff don't respect me during staff meeting. They sit in the back cutting and prepping while I am trying hold my meeting. How do you think that makes me feel? I am so sorry that the parents here have to hear this. I am speaking to the staff here.

Members noted that time had come to adjourn and meeting dispersed.

Submitted by Jeff Carlson