

PROFESSIONAL ISSUES

January 18, 2011

New Business

1. Provide information on subs requested for September.
2. A new SSD audiology center has opened up in Hazelwood. How is this being funded and why hasn't this information been shared with the staff? There are 2 centers at Litzinger, 1 center is at Hazelwood Learning Center (opened on September 10), and the last center will be moved to the new Ladue Early Childhood Center in May, 2011. Since the beginning of the 2010 school year through Dec 16th 2841 students had received services from audiology. SSD does not pay to lease the space at Hazelwood; they consider it a service to the community and provide the space free of charge.
3. Mr. Cary stated that we were not spending any more money on Aimsweb, yet there is ongoing mandatory training by our facilitators. Where is this money coming from if not from SSD. Mr. Cary stated at this meeting that Aimsweb training needs to continue since this is what the partner districts are using.
4. Lisa Harper in Business & Finance has informed people that their mileage checks are to be held for 10 days after board approval, according to district policy. Is this correct? SSD doesn't hold for 10 days for BOE approval. SSD holds all accounts payable checks for 10 days prior to mailing them. A check listing is sent to the Board weekly for their review. Board policy DK addresses this issue but it doesn't specifically say 10 days.
5. It is rumored that CO will be remodeled. Where is the money coming from to remodel the bottom floor of CO? SSD used stimulus money to complete a study of efficiency, but there are no plans for remodeling of CO.
6. How many people have enrolled in the Valic 403B plan since its inception last year? As of 12/31/2010 there were 404 enrollments to Valic. Prior to Valic SSD had 648 participants.
7. Teachers are being told to go to trainings at the last minute when there is a scheduled work days. This is a violation of our JR. (Ritenour, Rockwood).
8. How are cuts to staff being determined? Some teachers have been told by their AC's to have 1 teacher per 25 students as an average. This seems very unfair given the intensity of some of the students' disabilities. There are teachers such as therapeutic teachers who do not have a caseload which would skew the average. Lynn Midyett has developed a formula for determining caseloads. This formula does take into consideration planning time, RTI time and is also weighted to include the more intensive minutes student s are serviced. SLP's are designated to have a caseload of 45.

Old business

1. Testing at the Tech schools and other partner district school is becoming overwhelming. The Tech schools are giving the Star, Work Keys (3 parts) 3-4 times a year plus the TSA. The partner districts are spending 4 days teaching and 1 day doing testing/progress monitoring. SSD is looking to find a test that can be used to predict the MAP scores for students.
2. I had many complaints about the time it takes to do testing on students instead of teaching. Some have reported that it takes a day out of their week just to do testing. What can be done so that students are getting their instruction? Mr. Cary is aware of the time involved in testing and progress monitoring, but SSD needs to follow what the partner districts are doing.

3. What has happened to the Transition questions that were given to Don Bohannon to check into? [Don will get information to SDNEA President.](#)

PROFESSIONAL ISSUES

November 23, 2010

New Business

1. Going green is causing problems within partner school districts. Example: When a student moves into a district no student files are being sent. The teacher has to print the eval and IEP from the school site. Diagnosticians are having the same problem for their paperwork. This is causing the partner districts to use their money for paper, ink etc. [Mr. Cary has not heard of any districts complaining](#)
2. Provide information on subs requested for September.
3. To many new programs are being implemented requiring teachers to be out for training. (CCI, Literacy ELSB, Smart Board, assessments for second quarter) [Mr. Cary is aware of the new programs and trainings and will review if anything can be changed.](#)
4. Testing at the Tech schools and other partner district school is becoming overwhelming. The Tech schools are giving the Star, Work Keys (3 parts) 3-4 times a year plus the TSA. The partner districts are spending 4 days teaching and 1 day doing testing/progress monitoring. [Mr. Cary will discuss this matter with Lynn Midyett.](#)
4. Retired SLP's are being told that they can not sub. [SLP's can not sub for 30 days after they receive their first retirement check. SLP's will have to apply for sub certification through DESE's website.](#)

Old business

1. What is the Job Money going to be used for this year? [Mr. Cary does not have any information at this time.](#)
2. I had many complaints about the time it takes to do testing on students instead of teaching. Some have reported that it takes a day out of their week just to do testing. What can be done so that students are getting their instruction? [Mr. Cary will discuss this issue at the next Directors meeting for their input.](#)
3. Students in the Community Based Transition Service program have not been receiving their services. Out o 29 sites only 6 sites have been contacted by SLP's to give services. High School SLP's were to be giving services to students in the transition program, but SLP's have not been told or those who have are at the elementary levels and have no materials to services these students. [Mr. Cary stated that all students were receiving services at this time](#)
4. Do you keep data on how many subs are provided for SSD teachers by the partner districts that we have agreements with? If so can you share that information with SDNEA? [Don Bohannon is still trying to get this information, but since they keep data differently he may only be able to get a total number of subs for the month, not broken down into categories. We have agreements with Brentwood, Ladue, Maplewood-Richmond-Heights, Parkway, Pattonville, and Ritenour that will provide subs for SSD teachers and then bill SSD for the sub.](#)

PROFESSIONAL ISSUES
SEPTEMBER 21, 2010

New Business

1. When will there be subs for SLP's? These positions are rarely filled and the SLP's are told that they are to find their own subs. No subs to cover when SLP's are out of the building. Don Bohannon said that the best pool for subs is from the retired SLP's, but most of them are taken up by long term absences. The district has investigated using an agency, but the cost is too high. Don Bohannon will look into using floating subs.
2. When is SSD going to roll out the "GLE aligned IEP goal bank"? Why haven't these been released county wide? We are emphasizing CCI (continuous classroom improvement) and funding another IEP program...what about the GLE.CLE aligned goals? This will be brought back next month when Lynn Midyett can address concerns.
3. The Lawson is not working on MAC computers. What about the security issues if you do not use your own home computer? Since districts, including SSD record each key stroke the system is not secure. People have called payroll to ask for a hard copy of their pay stub and were told that they need to come into the Payroll Department to get a copy. The problem is that most teachers can not get to CO by the time people in payroll leave. Also, many people complained that they were not told when paperless pay stubs were going to take place. They feel that there was a lack of communication. There is software that can be installed on a MAC that would allow access to retrieve payroll information. Ask the technology person at your school about installing the software. If this is not possible the other option could be that SSD has computers in HR that teachers can use to access their payroll stub. SSD CO is open late so access should not be a problem. If teachers still have problems then they should call the help desk. If all else fails then a call to payroll would be acceptable to request a hard copy to be mailed to your house.
4. What is the Job Money going to be used for this year? Mr. Cary will investigate and bring information to next meeting. There is conflicting information and at this time it is not known when the money will be available or how it is to be used and when it has to be used.
5. What has happened to the Efficiency Committee? Lynn Midyett will address at next meeting.
6. I had many complaints about the time it takes to do testing on students instead of teaching. Some have reported that it takes a day out of their week just to do testing. What can be done so that students are getting their instruction? Mr. Cary will discuss with Lynn Midyett and have her address this issue next month.
7. How many teacher level staff was hired for this school year? What is the accurate total count of teacher level staff that the district employees? It appears that we cut 55 positions, but have hired many more than 55 people. The district hired 80 new teacher level staff to replace retirements, resignation and terminations. Don Bohannon will bring back next month the exact number of teacher level staff.
8. Students in the Community Based Transition Service program have not been receiving their services. Out of 29 sites only 6 sites have been contacted by SLP's to give services. High School SLP's were to be giving services to students in the transition program, but SLP's have not been told or those who have are at the elementary levels and have no materials to services these students. Mr. Cary is looking into this problem and will have information for the next meeting.

9. Kronos is being used by the diagnostic subs to clock in and out at school, but they are not able to clock their hours of report writing at home. What can we do? **Diagnosticians will fill out a paper time sheet.**
10. It was reported to me that the new copiers that the districts are using are able to keep a copy in their memory of what was photocopied. If this true, then how does it affect confidentiality? **SSD's newer copiers do have a hard drive, but the agreement with the company that services the copiers provides for the hard drive to be spiked (destroyed). Also, the hard drive keeps information for 30 days and then writes over the information. SSD has bought software that will delete the information on the older copiers that they use. This may be a problem in partner districts, but SSD can not control their use of copiers. Most districts should have in place the same agreement that our district has with the company that provides the service. Partner district will have the same concerns that SSD has about confidentiality. Teachers in partner districts should ask their principals about the confidentiality of the copiers.**
11. Do you keep data on how many subs are provided for SSD teachers by the partner districts that we have agreements with? If so can you share that information with SDNEA? **Don Bohannon is still trying to get this information. We have agreements with Brentwood, Ladue, Maplewood-Richmond-Heights, Parkway, Pattonville, and Ritenour that will provide subs for SSD teachers and then bill SSD for the sub.**

OLD BUSINESS

1. Provide SDNEA data on subs requested for August.
Don Bohannon presented information that shows the sub fill rate for the all districts was at 61.5% and 38.5% not filled, but Don feels that this information is not accurate because of the way the partner districts who provide subs give their information.

PROFESSIONAL ISSUES

October 19, 2010

New Business

1. In our SW Ethics Training yesterday we went over Board Policy on social networking. There was a change in Board Policy as of January 26, 2010 that included social networking with students and parents. Here is the paragraph that includes that portion under Section G – Personnel; GBCB – Staff Conduct. We asked the question about giving parent's your personal cell phone number for communication, and the response that we received was no that parents should be calling you via district phone system, and that you should not be texting parents.
Refrain from electronic communication with students or parents via e-mail, instant message, text message, or similar electronic medium, unless using the District's electronic communication system to do so or unless a familial relationship exists between the District employee and the student. Refrain from communicating with students via social networking Internet sites, unless such communication has been first approved by a building administrator or unless a familial relationship exists between the District employee and the student.

Definitions for purpose of this policy:

- ! Texting – send a text message to somebody on his/her cell phone or pager or e-mail
- ! E-mail – a system for real time communication
- ! Instant messaging – a system for real-time text communication on the Internet.
- ! Social network internet site – web-based sites in a public domain

2. Provide information on subs requested for September.

Old business

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2. When is SSD going to roll out the "GLE aligned IEP goal bank"? Why haven't these been released county wide? We are emphasizing CCI (continuous classroom improvement) and funding another IEP program...what about the GLE.CLE aligned goals? The GLE's will be included in the new Exceed program.
3. What is the Job Money going to be used for this year? Mr. Cary does not have any information at this time.
4. What has happened to the Efficiency Committee? Lynn Midyett will be continuing to have this committee meeting. and is in the process of setting up a meeting.
5. I had many complaints about the time it takes to do testing on students instead of teaching. Some have reported that it takes a day out of their week just to do testing. What can be done so that students are getting their instruction? Mr. Cary will discuss this issue at the next Directors meeting for their input.
6. How many teacher level staff was hired for this school year? What is the accurate total count of teacher level staff that the district employees? It appears that we cut 55 positions, but have hired many more than 55 people. The District has hired as of 9/15/2010 121 new teachers. (4 ABA teachers; 8 School Psych Interns; 1 Facilitator; 4 nurses; 3 OT's; 2 PT's; 5 Social Worker; 11 SLP's; 9 School Psychs; 73 teachers)
7. Students in the Community Based Transition Service program have not been receiving their services. Out o 29 sites only 6 sites have been contacted by SLP's to give services. High School SLP's were to be giving services to students in the transition program, but SLP's have not been told or those who have are at the elementary levels and have no materials to services these students. Mr. Cary is looking into this problem and will have information for the next meeting.
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