

OCASA Survey of School-based Administrators 2007-08

- Dr. Jenkins suggested having a broader base for respondents and that it was fine to send the survey to all administrators. She suggested working with the District office in formulating the items so that the wording is scientifically based and clear. She also suggested informing the respondents why the information is being gathered and how it is going to be used.

OCASA 2008-09 Budget Recommendations

- Of the budget requests that OCASA made, the principals were allowed flexibility in response to budget issues. Most central office departments were cut a bit more than 7%. The superintendent has said that if additional money comes from the state, it will go to the schools.
- The productivity of employees decreased when there were four-day workweeks. Then employees (mostly maintenance) wanted overtime because schools weren't ready to open by August. When the thermostat was increased one degree, it didn't give a saving because schools increased the hours of a/c operation. A four-day workweek is the superintendent's prerogative. There is a possible three-week window for schools to choose a week to completely shut down this summer. Dr. Gledich and Mr. Proie are looking at the cost effectiveness. The OCASA Board urged her to get information to schools as soon as possible because employees are making vacation plans right now.
- The use of vans for small groups of students is too expensive. They cost more to run and maintain than the shortened buses used now.
- When Facility Use was done completely by schools, the insurance was not followed up on. The OCASA Board informed Dr. Jenkins that the school has to pay the actual instructor or custodian's salary although renters are charged a uniform fee and the school has to make up the difference. Joe McCoy will discuss the unique situation with Vo-Tech centers with Dr. Gledich.

CTA-OESPA Issues

- Requiring teachers to supervise in the hall during class changes, etc.--if contract language is not drafted specifically, the understanding is that this is still student contact time and teachers respond to the directives of the principal.
- Dress Code—this is already at the principal's discretion and will be supported by the District office.
- CTA-OESPA want directives to have a shelf life and not transfer to another school. Dr. Jenkins says this is not going to be approved by management.
- Teacher sick leave—if an employee leaves the District's employ and then comes back to the district, the employee's sick leave left from the previous employment will come back to the employee after five more continuous years of employment with the District. This has been ratified and taken to the School Board.
- Classified probationary period if placed at another school—There is contract language now that a classified employee can be fired within 120 days of hiring with no cause and a year with cause. Seventy-four employees not in a probationary period had to be replaced with more senior employees who lost positions at their school. An effort was made to connect them to a like position but the District's responsibility was to connect them to a position.
- Teachers are not in a RIF state.
- The \$33 million reduction in education funds does not mirror revenue estimates. The governor was given permission to take from "rainy day" funds to make up the difference.