

**PARADISE VALLEY UNIFIED SCHOOL DISTRICT
INSTRUCTIONAL SUPPORT SECONDARY
Dr. John Weimer – Assistant Superintendent**

**Summer School/Online Salary Committee
Minutes – September 24, 2007 – 2:30 p.m.**

Meeting called to order at 2:45 p.m. – IS Conference Room

In Attendance:

Chair: Dr. Weimer

Members: Roberta Araza, Julie Baumgartner, Cindy Daly, Marc Dembowski, Michelle Foster, Jean Scharrer

Guest: Pat Sweeney

Absent: Jane Tate

Scribe: Carol Reiley

- I. **Introductions** – Dr. Weimer opened the meeting by welcoming each member and thanking them for their willingness to participate. Dr. Weimer went around the table and had each person present introduce him/herself by name and district position.

- II. **Charge of Committee** – Dr. Weimer briefly explained PVUSD committee protocol and noted that all decisions are to be made by consensus. He also informed members that all meeting dates and minutes would be published on our district website under committees. He stated that with member permission each member and his/her email address would also be listed. Patrons are invited on the website to email members with input. At each meeting members will be invited to share any pertinent information from stakeholders not on the committee.

This committee came about when two problems became apparent. The first issue is pay for summer school teachers and the second issue is how our district pays teachers for online course instruction. Whatever is decided by the committee on each issue will then be submitted to the bargaining team for a decision. We will address the summer school issue first and then the more complex issue of salaries for online instructors. We will be offering online instruction after school hours beginning second semester, thus the urgency of the committee.

- III. **Roles/Timeline/Ground Rules**

Dr. Weimer briefly addressed the roles of the committee and asked for volunteers for each. Carol Reiley will be the scribe. The time keeper must keep an eye on the clock and keep the committee on track. On each agenda Dr. Weimer will estimate the time needed for each item. He will then adjust those times within the meeting as needed. Marc Dembowski volunteered for the role of timekeeper. The next roll is that of keeping the committee on track and proceeding on schedule and following committee protocol. Cindy Daly volunteered to be the process person.

Dr. Weimer estimates that this committee can conclude business with four meetings providing each member does a little reading in between meetings and comes prepared. Jane Tate is absent today (attending a conference) but will have handouts at the next meeting. The group was in agreement regarding a fifth meeting should the need arise. The next two meeting dates will be October 8 and October 29. The fourth meeting would typically fall on November 12th with this schedule, but that is a recess day. Dr. Weimer proposed meeting on Tuesday, November 13th or the following Monday on November 19th. The committee agreed to give feedback on preference for the fourth meeting at our next session.

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Ground rules were agreed upon as follows:

- All participants share equal responsibility.
- Meeting time will be 2:45-4:15 p.m.
- Decisions will be reached by consensus of the members present.
- If any member doesn't agree with decisions or statements, he/she must explain the points of disagreement.
- All members will come prepared to all meetings.

IV. **Issues** – The committee identified pertinent issues under each of the two committee topics:

Summer school salary issues:

- Equity (among subject areas)
- Competitive tuition
- Contract vs. hourly pay
- Instructional time
- Bargaining agreement (.0011 x base)
- Sub pay
- Total cost of summer school (Jane Tate will bring information to the next meeting.)

Online Salary Issues

- Equity (among subject areas)
- Competitive tuition/salaries
- PLATO vs. Distancia
- Course enrollment (teacher/student ratio)
- Number of courses taught simultaneously
- Amount of onsite classroom work (e.g. exams)
- Contract vs. hourly pay
- Grading student work
- Teacher training
- Highly Qualified teachers
- Define professional day
- Length of contract
- Online during school year vs. online during summer school

A discussion ensued regarding these categories and agreement was reached to address each. The topic of credits was suggested and Dr. Weimer informed the committee that a separate group oversees credits.

V. **Plan for Next Meeting**

At our next meeting we will tackle the topics listed under summer school salaries. We will bring to the table tuition amounts and instructional times from neighboring districts. Jane will be ready with the total cost of summer school. Review each summer school salary item and come prepared with comments.

VI. **Homework**

There is no specific preparation for next meeting other than Jane and Cindy bringing information previously mentioned.

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VII. Conclusions

Everyone was invited to participate in a brief round table regarding today's meeting and any suggestions/changes for next time. Dr. Weimer began by noting his concern about the 1.5 hour timeframe. We may need two hours. If we extend the time the trade off would be completing business in four meetings rather than five. He will plan next week's agenda for 1.5 hours and see how that time allowance works. The round table proceeded and each member expressed interest about these two issues and enjoyment in today's participation. Comments included:

- This process (summer school salaries, online salaries) needs to be tightened up a bit.
- Parents are hungry for online courses and so are students.
- I like the focus rather than scattered ideas with too many hands in the pot.
- We need to work hard to get the communication piece working.
- Eager for students to be successful.
- We need to gather information from every avenue available.
- Thanks for the opportunity to bring information to the table and learn at the same time.

Meeting adjourned at 4:10 p.m.