

West Contra Costa USD Labor Management Solutions Team
Joint Communication – Meeting June 4, 2015

Organizations Represented: United Teachers of Richmond, Public Employees Local One, School Supervisors Association, West Contra Costa Administrators Association, WCCUSD Board of Education, District Superintendent

Current issue: Torklakson put a moratorium on CAHSEE for 2015-16. This is the test in Math and English that students have to pass in order to graduate. Concern for students who are supposed to graduate this year but have not passed the test and were planning on taking the test in July.

California Labor-Management Symposium

- The symposium provided an interesting starting point for conversations about potential areas of work for WCCUSD such as Peer training for classified employees, PAR for teachers, the development of LCAP, site level collaboration among principals, teachers, staff, students and parents.
- The attendees learned about interesting research that looked at the number of interactions between union leaders and administration at the school site led to better student outcomes.

Safety--The District Safety Coordinator, Libby Montes Nation gave an overview.

- At the end of May, the Safety Coordinator finished visits to all of the school sites. The next step is to rewrite all the Safety plans this summer.
- A variety of training is planned including Restorative Justice training for CSOs, First Aid and how to diffuse potentially violent situations.
- There is a plan for developing an Emergency Operations Center at Sylvester Green Academy
- Programs for students include the Pillowcase Project, All Ready project and starting with Lupine Hills, developing 4th and 5th graders as student leaders for emergency and disaster preparedness.
- Teachers are required to be emergency workers by law. One issue is how to keep safety training current.
- The group discussed examples of city police departments working with WCCUSD schools such as the City of Pinole, which used retired police officers looked at safety at schools and monthly meetings in El Cerrito with police and principals.
- Some principals have raised the issue of potentially violent parents. There will be training on how to diffuse potentially violent situations.
- When an incident occurs at a school site, the role of the Safety officer is to serve as a liaison with outside agencies such as police and fire in the event of an incident. Post incidents resources include the Community Engagement Officer and for staff there is the Employee Assistance Program.

Communication-- Marcus Walton gave a communications overview.

In Communication schools, you learn that you need seven or eight positive stories to counteract one negative one. Actually, you need 100 positive stories to counteract one really negative one.

- Current WCCUSD communication tools include Twitter, Facebook, the District website, The Reporter, Mass communications through Blackboard – robo calls and most importantly, face-to-face communication – all staff need to be ambassadors for the District

- Some current needs are better internal communications. There will be a new section on the District's website.

What can we do now?

- When we have a difference in opinion, do it in a way that does not reflect negatively on the District. Don't make it personal. Try to solve problems internally and direct complaints to staff in the District who can resolve them.
- Share positive stories--This time of year, there are so many positive stories with graduations and other end of school activities. Forward these stories and pictures to Marcus and he will try to publicize. Tag the WCCUSD Facebook page.

Plans

- There are plans to develop a District wide communications plan including a protocol on communications for events that happen on a regular basis such as open enrollment and the summer program and coordination of all school site websites through the Communications Director. A website template will be developed for school site use including space for teachers to have pages.

Summer School Assignments

There is the perception among CSOs that seniority is not being followed. The group agreed that the perception of unfairness is a critical concern and must be dealt with, even if the perception results from a lack of understanding of the collective bargaining contract. Local One and Human Resources met following the meeting to address and resolve the concerns.

Tentative Agenda -August 13, 2015

- o Classified training date
- o October training date
- o Trainings in August
- o Placements
- o Class size
- o Debrief Summer School
- o New Teacher orientation
- o District LCAP

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