

West Contra Costa USD
L-M Solutions Team Meeting Joint Communication
November 15, 2016

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

Post-Election

The passage of the District's parcel tax by more than 75% of the voters was celebrated.

Following the presidential election, the superintendent and District staff have been busy reassuring students and parents in the wake of the recent presidential election. United Teachers of Richmond (UTR), partnering with the Mindful Life Project and the RYSE Youth Center, is sponsoring an event to talk about how the national election results are affecting our students and educators in the District. It is scheduled for Monday November 21st from 5:30 PM to 8:00 PM at the RYSE Youth Center located at 205 41st Street, Richmond.

The superintendent visits every campus in the District

As of November 15th the superintendent, Matthew Duffy, has visited every school site in the District. He has been getting to know staff at the sites and learning about the District's educational programs. He will lead a workshop on classroom management at the New Teacher Gathering on Saturday, November 19th at De Jean Middle School.

School Board Retreat.

Two newly elected school board members, Mister Phillips and Tom Panas, will join sitting board members, Madeline Kronenberg, Liz Block and Valerie Cuevas and the superintendent will participate in a retreat sometime in December, to define WCCUSD's values to ensure that District programs are aligned with our values.

Fostering Collaboration Throughout WCCUSD

Giving stakeholders a say and inclusive decision-making has been a stated goal in the District for some time. This commitment is reflected in the existence of numerous committees and the involvement of a wide swath of stakeholders. And yet, there continues to be a sense that decisions are made without the input from the sites. For example, although the decision to provide a notebook to every student in the district had representatives from various stakeholder groups, the roll-out of the notebook distribution caught some school sites by surprise. There were many questions such as what will be the policy regarding taking the notebooks home? What are the student responsibilities regarding use of the notebooks? Will the parents have access to the notebooks? What are staff responsibilities and expectations on using the notebooks in the classroom? What are work impacts on District staff? Many of these questions were raised by the bargaining groups in the L-M Solutions Team. Representatives from several bargaining units met with Superintendent Duffy to address these questions. Another issue was raised about the District's Safety program. Some teachers have stated that they are still not certain what to do in the case of various kinds of emergencies and asked that more specific protocols be developed.

A discussion topic that will receive focused attention in the coming months on the Labor-Management Solutions Team is how to bring collaboration to the school sites and carry that throughout the District in decision making. Individual members of the L-M Solutions Team have been tasked with researching the existing committee structure in the District, analyzing the roll-out of the notebook distribution, and examining two school sites that have shared decision-making. The two Board representatives sitting on the L-M Solutions Team will report back on the work the Board does at the retreat on defining the District's values.

Questions Generated By Previous Joint Communications

Superintendent Duffy will look into a question raised regarding the District's policy regarding the maintenance and use of printers at the school sites. This question came via UTR as well as directly from staff. Asst. Supt for HR, Ken Whittemore will look into what information can be printed on paychecks.