

SOLUTIONS TEAM JOINT COMMUNIQUE

November, 2013

In February of 2012, the leaders of the four employee Labor Unions and Associations, District leaders, and two school board members came together to talk about ways to work together in behalf of what eventually became Measure K. In doing this, it became apparent that the group, now called the Solutions Team, could have a larger impact on the organization.

Since then, the group has been meeting every three to four weeks to work on issues that affect all the employees in the district, influence the culture, improve working conditions, and define the educational experience for the students.

Our mission is to:

Respect, acknowledge, and partner with each other by:

- *Building trust and establishing a true partnership*
- *Improving labor relations, communications, and site understanding of the processes*
- *Minimizing misunderstandings, disagreements, and conflicts*
- *Improving the systems and standard operating procedures of the District*

Team meetings provide a forum for communication and collaboration. We have worked to systematize the employee discipline process, created a separate Joint Health and Benefits Committee whose purpose is to gather and provide health care information (first focusing on the Affordable Health Care Act) to all bargaining units and the District, and identified ways to improve smaller processes such as substitute coverage and online applications where appropriate. Other issues to be discussed include:

- The use of social media
- Safety
- Catastrophic leave

Members include:

Local 1: Julio Arroyo, Matt Mason

SSA: Mary Jones, Sandy Falk

UTR: Diane Brown

WCCAA: Sharon Fogelson, Sharon Lambie

District: Bruce Harter, Ken Whittemore

Board: Todd Groves, Madeleine Kronenberg

Cathy Stevens is the facilitator for the group.

We plan to provide these updates each quarter. If you would like to know more or if you have ideas for us, feel free to contact us at solutionsteam@wccusd.net.