



Asociación de Maestros Unidos
“Doing What’s Best for Students and Fair for Teachers and Counselors.”

AGENDA
SITE REP COUNCIL MEETING
January 11th, 2016
5:00-7:00

- I. Call to order –the meeting was called to order at 5:02pm.
- II. Roll Call-30 AMU site reps/e-board present.
- III. Approval of agenda: agenda approved at 5:03.
- IV. Approval of December minutes: minutes approved at 5:03pm.
- V. Reports (please see attached)
 - a. Workday: stipends were not paid out. Seems like a SOM issue. Some members their flex spending account didn’t carry over. Some people who have money divided into separate accounts the money went to the wrong account. In Workday the stipends will be labeled with what it is for. People are also paid the wrong amounts or got checks who should have gotten direct deposits.
 - b. Calendar Survey: the survey went out today. We are looking into a “fall break” either in October or November (full week off). People asking to reduce All Green Dot Days. Please encourage members to fill it out.
- A. Executive Board Reports
 - Salina Joiner-President
 - Danielle Parker-Treasurer
 - i. Shirts: shirts are in. After the meeting site reps can assembly line and pick up their site shirts.
- B. Committees
 - a. Negotiations: first session is the 19th. We need members’ personal emails, so make sure to get those. Both groups have given their Sunshine Letter. The entire contract is up for re-negotiation, but we have specific articles we would like to focus on.



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- b. Sustainability Committee: advisory, evaluations, teacher-admin relationships, and PD. Ralph Bunche has been seen as a “model advisory”. However, the teachers end up doing a lot of prep and work for advisory and believe it should be recognized as a prep. When we send out the second survey try to space it out so that it isn’t set at the same time as multiple other surveys. Is there research to back up advisory? Schools that successfully implement advisory have great results. However, it feels like GD isn’t approaching advisory in the most beneficial way. At Henry Clay they purchased Second Step Curriculum (Social Emotional). At Inglewood they have Curriculum Skills as a 7th period and they still have advisory once a week for about 45 minutes. At transformation schools there are so many other things that are taken on that advisory is not sustainable. The lessons are very cookie cutter and there are so many SPED students/ID that it does not seem beneficial. Advisory seems to look very different at every school site. Watts advisory is 3 times a week for 80 minutes. It is very burdensome and there is not a lot of buy in. At Pat Brown it is similar (70 minutes). It is a huge discipline issue. It is at the end of the day and consists of a lot of lecture. There are programs that are available so that we don’t have to reinvent the wheel, but no one takes on the time and effort to find what is out there. At Jefferson admin plans once a week a social thing, another day is technology and the other day is a physical activity. NEXT STEPS: Advisory committees meeting to share best practices/what works for their sites. Advisory committees should have 4 teachers (1 from each grade level). Treating it as a prep (because it is one).
- c. See attached reports for more information.

VI. Unfinished Business- None

VII. New Business

- MOU- Evaluation
 - Motion to pass pilot observation MOU between AMU and Green Dot Public Schools, which states that teachers who have already completed one Observation



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Cycle and received Summative Scores in the fall will not participate in a second observation cycle in the spring.

- Salina shared the information from the November Evaluation Survey data (teacher and admin). In all of GD 90% of teachers (464) have completed the fall semester evaluation. 7% (38 teachers) are incomplete. 2% (12 teachers) are incomplete because of missing informal in BB. Group 2 teachers have done better this year than they did last year. L
- Development Plan Eligibility: For teachers that have less than 2 years of GD service, last year 30% were eligible for a development plan (2014-2015), this year 22% are eligible.
- The idea for the MOU came from the evaluation committee meeting and then was brought up by CDJ. Salina visited Kayla’s site and saw this first hand at Henry Clay.
- Will there be a consequence for admin if they do not reach these deadlines/complete the informals?
- Locke wants a differentiated evaluation system. Transformations schools should have a different evaluation system. Teachers are afraid that their rating will be dependent upon one score. Protect the language in the contract of a teacher getting threes when an admin doesn’t follow the timelines.
- This all emanates from management’s perspective of what good teaching is. We need to not be reactive. What is best for teachers? What can help them grow and develop?

Called to question at 6:20pm. Motion passes. We will vote on the original motion (stated above in red). 1 was opposed. No abstentions. Motion passes at 6:21pm.

VIII. Announcements/Updates/ General Discussion Items

- A. Incentives for Transformation Members: teachers have said that it is “not about the money”. Paying them more money will not keep them there. Class sizes are something that could possibly appeal to teachers at these schools. A lot of the issues are outside of the classroom so smaller class sizes won’t actually help that. Additional prep time would be beneficial to teachers at trans schools. At the middle school level, smaller class sizes would be beneficial. It is good for teachers and is WHAT IS BEST FOR KIDS. Why pay so much for Read 180 and then not implement it the way it is supposed to be (class size should be 18 and we push it to



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27)? Could we as an organization put pressure on government officials to make class sizes smaller (org committee)?

IX. Adjournment: Motion to close the meeting at 6:46. Motion passed.