

**Arcadia High School
School Site Leadership Team
Wednesday, October 28, 2015 Conference Room A-1
Minutes**

Meeting called to order at 3:04p.m. by Barb Young

In Attendance: Brent Forsee, Joan Petersilge, Janet Baker, Jennifer Flores, Barb Young, Phuong An, Sharon Sandoval, Debbie Young, Michael Lamb, Ashley Novak, Travis Chen, William Kyi, Jeannie Ackerman, Anna Cheadle, Vicky Stiles, Kathy Yamane, John Tung

Thank you to Barb Young and Jeannine Ackerman for snacks.

Joan passed around notebooks about SSLT; responsibilities, Appendix E, and the WASC report to members.

Minutes of October 14th, 2015 have been approved electronically by the SSLT membership.

1. Training for SSLT Members (Consensus Building)

- Last time, Joan suggested that since SSLT is supposed to be monitoring the implementation and training of consensus building, but since not one person has been trained, perhaps SSLT should be trained first. Is there support for this? Barb says there is 2 things that we should be considering —if for some reason no one should be trained, issue then how is the contract being followed, but that's not this group's responsibility.
- Jeannie says I think we should be trained so that we understand the concept
- Jennifer Flores, parent questions WHY. When you say, being trained-does that mean shared decision making? Has the model never been followed?
- Joan Petersilge states that for 10-15 years, mid 90s, the persons: administrators, ATA leadership, superintendent trained in Consensus Building have slowly dissipated from the school. The model hasn't been implement in that many years, perhaps it is time for SSLT to be trained. Turnover in staff; most of us do not understand how it works.
- Discussion from Joan -When consensus building was implemented: a slight historical account of when SSLT in years past was trained in consensus building- it worked! and Items that were passed which may have never been passed, such as the electronic portfolio program, Academic Mentor Program, 2 WASCs evaluations where the staff banked minutes.
- Sharon Sandoval replies - but as a group last year 2014-15, SSLT did do consensus building. PERHAPS it is NOT SSLT that needs the training but it is ATA that needs to work on consensus training. Perhaps SSLT should suggest to the ATA, especially since Appendix E is on the teachers' contracts.
- Any thoughts from the rest of the group? Jeannie-well Appendix E and consensus building is in our contract; SSLT should ask ATA what have you have done about it?

- Brent: Agrees with all of this, but this part of the contract has been suspended in negotiations this year, because there hasn't been done for 20 years. No one is doing the training. One year hold, so that they can update the language of this portion of the contract. JOAN—They are negotiating the contract, since it wasn't being followed and the District wanted this stricken from the language, so they wouldn't be held on any of grievance since it wasn't being followed. The superintendent was responsible for this being followed through—ATA is responsible for this followthrough also.
- Brent: thinks that it is either an us problem or a procedural problem. If it is a procedural problem then all the other schools should be trained also.

ACTION ITEM: Send to back to ATA teachers, high school bargaining team, [Joan read about the Superintendent's role pg 129. : "needs to negotiate for the site": The Appendix E language was suspended this year to figure this out. This is Site based according to Joan. We should wonder if the training is engagement for the entire community or just Arcadia High School. In the past the high school had it's own training separate from other levels. It was not district wide. Joan doesn't know if the training for Elementary and Middle School was combined or not.]

2) Stipends (district is increasing negotiated stipends by 3%)

- Discussion material: Do we increase all persons receiving stipends by 3% across the board or do we add stipends to groups who are doing gratis work)
- Ashley Novak says in the past John Tipton, (2001) Assistant Principal/"Faculty Congress" calculated stipends with the formula including #of hours outside the classroom and number of students. Matrixes hasn't changed.
- So Faculty Congress is not us.
- Jeannie did an informal survey about stipends and came up with 3 constants: 1) they don't get paid enough 2) work too hard 3)not fair Please remember some stipends are contractual stipends. Jeannie thinks a committee should be formed with ATA, District, and Admin to look at all of the stipends and the formula. Joan agreed.
- What are we being asked to do here? Create a new formula?
- BRENT: during the summer there was a negotiated raised of 3%-A) Shall we raise everyone B) there are some groups who are not getting stipends. [in actuality this 3% is not a lot}
- At the moment,-highly effective groups- Link Crew, AVID, SMW advisors do not get stipends. Are there any other groups whom don't receive stipends that should? ATA already negotiated these raises.(Don't forget this has not been announced in a staff meeting)
- should SSLT ask the staff about stipends? Contentious subject. Isn't SSLT reps elected? Isn't SSLT supposed to make the decisions? Remember a few years ago, this is parallel to when the schools took furlough days to save others. This negotiated stipends are coming from the district. So SSLT should be the body that decides who will get the stipends.

- The contract states that Faculty Congress should review stipends. Faculty Congress no longer exists. SSLT is not Faculty Congress so we cannot act on this.
- SSLT did not reach consensus other than to seek information from the staff about who currently gets stipends and which groups or individuals do not.

ACTION PLAN: Ashley Novak and Joan Petersilge will survey staff and make a recommendation to the “Congress” or whoever. -New Groups getting money- (craft the language)

- **Brent Forsee will talk with high school representatives to rectify the language of the contract. [(re: Faculty Congress) =committee appointed by SSLT] Brent will propose this in negotiations. How often committee should review stipends.**

3) ESLRS (Expected Student Learning) or now SLO (Student Learning Outcomes)

Discussion material: With WASC coming up, this needs to be discussed. “Arcadia High School will graduate:” It wasn’t discussed at the last WASC evaluation. Department Chairs have already discussed this material. Mike Pasqua, WASC Chairperson would like SSLT needs to look. Overall feeling that it is okay- HOWEVER SSLT thinks that we tweak to add technology, real world skills (i.e. finance, loans), kids think that we should add real world skills-to all classes, more than finance, time management, practical life management, working intra/interpersonal skills, collaborating across diverse cultures, function ethically in society.

ACTION PLAN: Reevaluate-Send this back to Department Chairs, ?Where is the Rubric? What is the assessment through the 4 years. (What happened in the last WASC evaluation) The students need to be the ones that understand what they should be. Each department should evaluate how they are contributing to the SLO.

4) WARNING BELL for Lunch Dismissal

Discussion: There used to be a 2 minute bell prior to the dismissal of Lunch Period AKA the “Trash Bell”. i.e. J Building: Students now just get up at the bell and leave their trash to go to class. (perhaps it should be music?? “Clean up, clean up”)

ACTION PLAN: Can we propose to the person who adjusts the ringing of the Bells- to insert an indicator 2 minutes prior to the End of Lunch Bell to give the students a moment to collect themselves and their items/trash. SSLT students to craft the music.

Meeting adjourned: 3:59 p.m

Respectfully submitted,
Kathy Yamane,
Recording Secretary

NEXT Meeting: November 18, 2015

