

WARREN COUNTY SCHOOL DISTRICT
Office of the Superintendent

Memorandum

**To: Members of the Board of Education
Mr. Arthur Stewart**

From: John Grant

**Subject: Personnel Committee Request for Administrative
Feedback on the Half-Day Release Time for the WCEA
President**

Date: May 11, 2006

At the Personnel Committee meeting on April 24, 2006, the Committee heard a presentation from Claudia Solinko on the Warren County Education Association's request for release time for the association president. The Board is being asked to support this position in philosophy and financially (\$60,205 / 2 = \$30,103).

The Committee requested feedback from the Administration on this matter and they also requested feedback from the Association. The Administrators were asked to complete a Zoomerang survey on this topic and the enclosed information is for your review prior to the Personnel Committee meeting on May 30, 2006. Please let me know prior to this time if you need additional information.


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Survey Results (Included Responses)

WCEA President Release Time

Report created on: Thursday, May 11, 2006 10:59:00 AM

The results of your survey are displayed below. If your survey includes text responses, click the "View" button to read individual results. To exclude a particular response, click the Included Responses button. You can then view the set of individual responses that are currently included and select those you wish to exclude. Results below contain only Included responses

[EXCLUDE BLANK RESPONSES](#)

Launch Date 05/03/2006 - 10:21 AM

Modified Date

Close Date

Email Invites 0

Visits 36

Partials 0

Completes 28

Go to Individual Complete Responses:

☐ Show respondent's emails.

[INCLUDED RESPONSES](#)

[EXCLUDED RESPONSES](#)

Included Respondents: 28

Excluded Respondents: 0

- ☐ Cross Tabulate
Cross reference multiple questions
- ☐ Download Results
Receive results in spreadsheet format

Responses: ☒ Completes only ☐ Partials only ☐ Completes & Partials

Have you had WCEA professional issue contact with the WCEA
1. President this 05-06 school year?

Yes

No

	Number of Responses	Response Ratio
Yes	14	50%
No	14	50%
Total	28	100%



Please check all of the following that you have worked with the
2. WCEA President on during the 05-06 school year.

Improve levels of interaction and cooperation between the Association and the school district (i.e. being available to the district superintendent, directors, and administrators, for the purpose of solving problems).


Keep the membership informed as to district policy and contractual issues via a monthly newsletter and / or informational meetings.

Increase Association visibility to the public (i.e. Read Across America).



	Number of Responses	Response Ratio
Improve levels of interaction and cooperation between the Association and the school district (i.e. being available to the district superintendent, directors, and administrators, for the purpose of solving problems).	5	42%
Keep the membership informed as to district policy and contractual issues via a monthly newsletter and / or informational meetings.	0	0%
Increase Association visibility to the public (i.e. Read Across America).	0	0%

New mechanisms for collaboration with other community organizations (i.e. education coalitions).	0	0%
Identification and development of new leaders.	0	0%
Improve organizational structure, processes, or procedures.	0	0%
Assist in program planning for teacher staff development.	1	8%
 Other, Please Specify 	8	67%

Please give very specific information on items in number two that you checked that you have
3. worked on with the WCEA President.

 17 Responses

Can you recommend the continuation of half day release time for the
4. WCEA President for the 2006-2007 school year?

	Number of Responses	Response Ratio
Yes 	2	8%
No 	23	92%
Total	25	100%

 15 Responses

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Survey Results (Included Responses)

[REPORT OVERVIEW](#)

WCEA President Release Time

Questions that required written responses are displayed by individual query. The "Report Overview" button or "Back" button will return you to your survey results.

Each individual respondent is referenced under the # column.

Please check all of the following that you have worked with the WCEA President on during
2. the 05-06 school year.

#	Response
1	Address competencies with a struggling WCEA member
2	She comes in to survey for or creat issues.
3	Provide copy of data.
4	meetings to discuss teacher /association/ issues
5	Working with a teacher on Corrective Action
6	Indirect involvement. See below.
7	If I knew, I would tell you.
8	Teacher Improvement Plan

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Survey Results (Included Responses)

[REPORT OVERVIEW](#)

WCEA President Release Time

Questions that required written responses are displayed by individual query. The "Report Overview" button or "Back" button will return you to your survey results.

Each individual respondent is referenced under the # column.

Please give very specific information on items in number two that you checked that you have
3. worked on with the WCEA President.

#	Response
1	Two conversations early in the year about general problems and complaints. Unaware of results. Failure of position to assist in clearing up issue on business curriculum writing. Confused issue with direct involvement of BOE and their investigators by intentionally avoiding administrative conversation on the issue. Has avoided all conversation with superintendent since then.
2	WCEA president attended a post observation conference for a struggling teacher.
3	Went from teacher to teacher during classes askin for points of complaint. Business teachers jumped in to feather their positions on curriculum
4	Mrs. Solinko keeps a spreadsheet of information on WCEA members. She requested a copy of the districts database to update / replace her records, so a report, to her specification, was created and extracted.
5	I have had no reason to work directly with the head of the WCEA for grant-related projects in 2005-06.
6	The President of WCEA will request a meeting to discuss issues coming to her from the membership.
7	I was working with a teacher on his Corrective Action Plan. The Association President became involved. The teacher went on a medical leave and so the process was halted.
8	none
9	a specific teacher issue
10	I have only had indirect involvement with the WCEA president, via communications with principals when problems or concerns have arisen. I feel there has been a lack of proactivity on the part of the association at times, where the various problems or difficulties could have been handled at the building level rather than at the association level. In my opinion, teachers should first begin at the building level with their principal prior to communicating first with the association.
11	Check with Mr. Stewart, he probably knows more than I do.
12	Mrs. Solinko came seeking agreement on an issue. We were able to come to a compromise that met both sides. Two days later, she sent me an email saying she had "changed her mind." I find her to be indecisive after the fact. Since this incident, several of my colleagues have shared similar situations with me.
13	To my knowledge, the WCEA president has not been in WAEC. I have no recollection of meeting with her during this school year. I did meet on an issue during the spring of 2005 concerning a transfer of a special education teacher to WAEC from Market St. In that case, the teacher was assigned to her choice, SSELCL
14	The WCEA President was involved in a grievance filed by an unsatisfactory teacher.
15	The issue of promoting WCCC programs during staffing and student scheduling
16	Nothing
17	Faculty members were going to the Union President rather than going to the Principal first.

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WCEA President Release Time

Questions that required written responses are displayed by individual query. The "Report Overview" button or "Back" button will return you to your survey results.

Each individual respondent is referenced under the # column.

Can you recommend the continuation of half day release time for the WCEA President for 4. the 2006-2007 school year?

#	Response
1	If continued, clearer expectations and evaluation criteria must be developed for appropriate accountability to BOE.
2	My experience with the WCEA was a positive one. She was appropriate and helped the teacher to see that the observation was warranted and help was needed.
3	Waste of money...
4	I have not had to deal directly with the WCEA president this year. I have had teachers that have come to and said that they do not feel that they are getting responses back from the president in a timely fashion or at all. If the president has a half-day to do this, I would think this would not be a concern. Therefore, I question the effectiveness of the half-day release time.
5	Issues that should have been addressed at the building level administration went directly to school board members and solicitor which is in direct conflict of why she was given the time off in the first place
6	From my point of view, any interactions that my office would require with the WCEA President could be handled via email, phone call, or brief meeting after school.
7	During these severe economic times this is an added expense to the district
8	I don't feel I have the District-wide perspective to make that call.
9	I have no basis to recommend.
10	I only recall 1 minor issue that came up this year. It was resolved following a phone call from Mark Eberl letting me know what the problem was - it wasn't even a breach of contract it was simply an overload of duties on an itinerant teacher. The teacher never came and spoke to me about it. If she had I would have made the change sooner and it would not have even gone to Mark Eberl (through Claudia) I feel it more beneficial to have a building rep who has a good rapport with the teachers and administrator and problems be discussed at the building level prior to it even becoming an union issue. It should only be taken to the union when the resolution to the issue is not agreeable to both the administrator and teacher - good communication is crucial to resolving and preventing problems. In my situation and probably in most - the union is used because for whatever reason the teacher does not want to discuss the problem and possible solution with the administrator. The president is used because it is convenient - if the president's time was limited the teachers would need to resolve some of these problems on their own.
11	The only thing I see is negative questioning email. Looking for problems, not trying to solve problems. Her comments never have any data back up. Opinions only, never fact. Doesn't make an effort to try to solve problems.
12	She is not out there solving issues. She is out there dropping issues on others and saying "fix it."
13	I have seen no benefit or additional contact by union representatives with this released time.
14	I had no direct contact with the WCEA president this school year. I believe some release time is needed, but 1/2 day 5 days a week might be more than is necessary.
15	It is not clear to me how one could justify this release time.

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