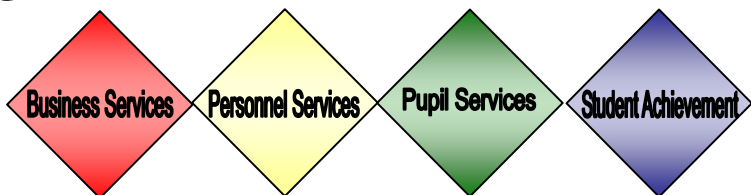




School District of New London



MONTHLY UPDATE

By: Bill Fitzpatrick
District Administrator
Date: September, 2011

NLEA Grievance

The NLEA grievance related to layoffs has been resolved. The specific language related to layoffs was followed. After significant input from classroom teachers, it is the Board's desire and management right to achieve the following operational program in each of the elementary schools provided they are not prohibited by the terms of the Collective Bargaining Agreement.

1. Provide a common 90-minute Reading block at each grade level K-4.
2. Provide a common 90-minute Math block at each grade level K-4.
3. Incorporate an intervention block during the instructional day.
4. Provide adequate and consistent collaborative planning and preparation time for each grade level team when possible.
5. These goals are also desired in grades 5 and 6 but may be altered or modified to the unique needs of the Intermediate School.

Due to this instructional design, the teaching of Art, Music, Physical Education, Health and Classroom Guidance instruction are by default restricted to specific times of the day and week in those grades.

Nothing in the CBA prohibits this and in fact, discussions during previous negotiations supports the desire to provide reasonable and adequate prep time by scheduling Music, Art, Phy Ed, and Guidance specialists to achieve this goal.

There are several other significant facts in addition to the drastic reduction in funding for schools that have caused the layoff decisions that were made.

1. The district has experienced a significant decline in student enrollment over the past several years. We have been graduating classes of over 200 and replacing with kindergarten classes of 140-150. Therefore we have fewer sections at the elementary grade levels and now at the high school. Fewer sections mean fewer teachers.
2. Last year fifth grade classes were transferred to the Intermediate School

3. The High School will be going from a seven period day to an eight period day. This affects the number of sections assigned to teachers as well as the start and end times for those sections.

Although not all parties were made whole, we have mutually agreed to the resolution of this grievance.

Support Staff Arbitration

A WERC Arbitrator met with representatives of the Support Staff Union and the District on August 30 to resolve a year-long dispute related to transfer and posting of positions. The matter was settled without an arbitration hearing. Both sides agreed to draft a letter of clarification which confirms the following transfer process. If the incumbent employee's hours are the same, but the location of the incumbent employee's assignment changes, then prior to the change in the incumbent employee's assignment location the administrator will meet with the affected employee and the Union representative. The administrator shall provide the affected employee and the Union representative with the reasons for the change in the employee's assignment location. The administrator reserves the right to make the assignment change at his/her discretion following the meeting with the affected employee and the Union representative.

AESOP (Automated Substitute Placement & Absence Management System) Initiated

WHAT IS AESOP? Aesop completely automates the process of substitute placement and absence management for over 2,400 school districts worldwide. As Software-as-a-Service (SaaS), Aesop does not require any hardware, software, or phone lines at the district. Instead, integrated phone and internet technologies allow all personnel to access the service anytime, anywhere.

HOW DOES AESOP WORK? Teachers register their absences at any time over the phone or internet. **Substitutes** can proactively search for and accept jobs through the phone or internet, plus receive automatic notification of open positions. **Administrators** stay informed through extensive reporting, including a custom report writer, and can

use skill-matching and preference lists to ensure qualified substitute placements.

WHY AESOP? By automating sub-calling, Aesop replaces the need for live personnel to spend hours calling substitutes. Aesop also saves hours of data entry time by integrating with just about any HR and payroll application. With absence data tracking, principals can improve teacher accountability and reduce absenteeism, saving on sub pay and teacher class coverage costs.