



action now

SAISD Police Department

www.SanAntonioAlliance.org
210-225-7174

A publication of the *San Antonio Alliance of Teachers & Support Personnel*

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Weekly meetings for offline consultation items end for now

The weekly meetings with Chief Rendon will end for now since the offline issues that had been pending are now at an impasse. This means that both sides of the discussion were unable to agree on a recommended solution. "We have brought our issues, concerns, and proposals forward, and the Chief has made it clear that his mind is made up and everything will remain *as is* with the operations of the department. We will now report the status of our consultation issues to the board members and go from there," Alliance representative Tony Martinez stated. The regular monthly consultation meetings will continue.

According to district policy DGB (Local) :

Minutes of each meeting shall be kept for presentation at later meetings, for review and appropriate action.

Reports of the subject matter and results of such meetings shall be made to the board by the Superintendent.

The district administration and Alliance leadership will present a full report at the next scheduled Board meeting. For information call the Alliance office and find out when, where and what time the next board presentation will be. It's important for the school board members to see employees getting involved and showing support for the issues.

These issues have now reached what is called an impasse, so the job of the Alliance representatives continues on, either directly problem solving with the Board members or ultimately in filing a grievance. The team has decided to continue problem solving with the Board members. "The morale of the department and district employees has been so low this year, that I think our employees deserve yet one more opportunity at problem solving, so that the board too, can make a better more informed decision, before settling on these issues," said Rachel Martinez, Alliances Executive Vice President. Mrs. Martinez and most of the team members have been working on these issues for a few years. "In the past, these issues were always pending and many promises were made. I commend the chief on dealing with this head on and making his decisions promptly, it allows us to follow through with the needed process to move on."

Staffing and Officer assignments

As reported in the last Action Now for the Police department, "Providing a safe and secure environment for all our students and staff members is our number one goal." However, a shortage of manpower, retention and recruitment has left the district in a priority mode for staffing and assignments. While the Chief has stated that he has been working on an Officer Retention Strategic Plan with Superintendent Dr. Duron, and plans to soon be presenting this to the school Board for approval, the Alliance Reps. at their weekly meetings presented the Chief with a copy of Austin's' ISD Consultation document showing an approved pay increase of up to \$5200.00 per officer for this year. To report, the discussion has covered competitive pay with other districts as well as certification pay for our officers.

Currently the Alliance Reps. are asking you for you to help by contacting them to provide information regarding these issues. Additionally, they need information from administrators, campus staff, parents and key community members. They need to compile any and all inadequacies and/or successes with the current assignment plan. This information will be shared with the Chief in order to provide input from all stakeholders before his plan is presented to the school board.

Professional Learning still the leading concern

After meeting with the District's consultation team, professional learning for support personnel is one of the top issues for this year and will be the first consultation item to be discussed.

Consultation began with training for the Alliance's and the administrative teams. was delayed this year because the Alliance's team and the administrations teams started the year with interest based negotiation training. Then the teams prioritized the issues that the employees submitted as top concerns for the year.

In December's meeting the top issues for classified support personnel and the administration were as follows by department division:

Food Service-Leadership training for managers, equipment upgrade, professionalism in the workplace.

Transportation- Training, better facilities/safety, vehicle replacement, customer service.

Plant Maintenance- Training, vehicle replacement, energy conservation, customer replacement.

Custodial- Schedule flexibility, training, equipment upgrade, attendance, staffing efficiency.

Police Department- Staffing/budget, vehicle replacement, employee morale, training.

The Paraprofessional unit departments were sub-divided for clerical, which includes secretaries, attendance clerks, data clerks. These were the clerical and the instructional paraprofessionals top issues:

Clerical- Roles/responsibilities, compensation/pay, attendance, training.

Instructional- Compensation/pay, training, subbing issues, dignity and respect.

Coincidentally, last year, one of the Alliance's consultation teams' biggest victory for Consultation were to provide quality Professional Development through the creation of two committees, one for Classified Employees and one for Paraprofessional employees. For classified a professional learning survey from the district went out in January, for Paraprofessionals that survey just went out last week. So, please make sure to fill those surveys out. If you did not receive your district employee survey please contact the Alliance office for your copy or email Deirdre Dwyer at ddwyer@saisd.net. "I believe it's evident," said Terry Armstrong, Carpenter and Alliance consultation team member, "Support Personnel now understand the value of having skills and training to work smarter."

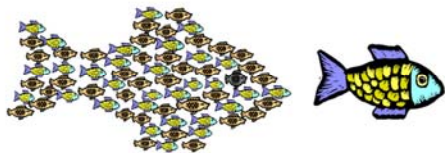
Join the Alliance Family

For a membership form, see your Alliance Rep or click here:

http://www.sanantonioalliance.org/Documents/MembershipForm_2007-08.pdf

Just complete the form and return it to the Alliance office via "pony" mail or via US Mail to San Antonio Alliance, 120 Adams St, SA, 78210.

(Under the Alliance by-laws, any SAISD non-administrative employee or other non-administrative individual whose position is directly or indirectly funded by SAISD is eligible for membership in the Alliance. Individuals who are employed at the level of assistant principal and above, and individuals who are employed at the level of assistant director and above are excluded from membership.)



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