



**Red Clay Education Association**  
RCEA/DSEA/NEA  
4135 Ogletown Road, Newark, DE 19702  
Website: <http://redclayea.org>

*RCEA Representative Council*  
*Monday, November 21, 2011*

### ***Minutes***

Meeting began at 4:35 with introductions of Executive Board. Present were 59 members (included Executive Board, Building Reps and members who were invited by building representatives to attend this meeting)

President Kaplan set the ground rules of this being a meeting of solutions and not complaints

***Budget Presentation:*** Laura Staropoli presented. Questions were asked and answered. All present were given copies of the budget. This is the first reading and the vote for the budget will be taken in December

***Negotiations:*** President Kaplan presented tentative agreement to Rep Council. Description of MOU regarding the planning time being used for PLC was also discussed. Question was asked whether or not this PLC planning time would have to have substitute plans for the period. Needs clarity in regards to relief time from duty, etc. We would like to modify by developing a team that includes administration with a designated member from faculty. Discussion that this “plan” would be developed before the last teacher day of previous year. Point made that it is not team collaborative planning. Unanimous survey of those present that everyone believed that the response should be “no” to the MOU regarding the taking away of individual planning period in the amount of 45 minutes. This will require the negotiations team to return to the table.

***PLC Discussion and Brief Summary:*** members filled out survey

***Walkthroughs:*** intent of the walkthroughs was to create a database that would be team or subject based with no names. There is a concern that these walkthroughs have become part of the evaluative tool. This has become a collection of data that becomes a pattern for evaluation. Taking a small snap shot in the middle of a lesson when there is no feedback is not accurate because there is no feedback from the teacher. In addition, students are being asked what they are doing in class which does become very disruptive. Make sure that when you are formally evaluated that there is evidence in regards to what was actually observed.

What do we take to liaison..... concerns: names are on observations, names should be taken off of these observations, have become intrusive about how not to disturb classes.

Also need for a ***gatekeeper*** that not all is presented at once.....example: Nov 17 district wide/state wide meeting that affected all middle schools with a very large of substitutes.

Rep Council was then asked to complete a chart about activities or initiative that has begun within the last two years. We then broke into groups by school that are led by members of Executive Board. Members were asked to put down the new initiatives that we have been asked to implement. The thought was to see what we can take off our plates.

What can be taken off our plates? Will there be an evaluation on PD 360?

The message is stealing time from our students.....that is all in a nutshell.....

This is what needs to be presented to district and Board of Education.....

When the call to action comes.....will you be committed to bring a friend or two to the Board of Education meeting????? Stay Tuned.....

Meeting adjourned at 6:20 PM

Respectfully submitted

Vicki Seifred

RCEA Secretary