



# The Professional Committee



*ProCom is a joint committee of  
the Lincoln Public Schools and the Lincoln Education Association*

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ProCom Minutes  
September 26, 2007  
LEA Office  
Unapproved Draft

**In Attendance:**

**Association:** Jenni Absalon (Maxey), Doreen Ainslie (Mickle), Marcia Benner (Lincoln High), Matthew Hoffman (North Star), Arlene Rea (LEA), Jim Rea (LEA), Daniel Ross (Calvert), Resa Wiltse (Meadow Lane).

**District:**

Dr. Nancy Biggs (LPSDO), Bill Bucher (Lux), Dr. Susan Gourley (LPSDO), Dr. Pat Hunter-Pirtle (Lincoln Southeast), Dr. Marilyn Moore (LPSDO), Dennis Van Horn (LPSDO), Ruth Ann Wylie (Riley).

**Guest:**

Pat Shafer

LEA President Arlene Rea and LPS Dr. Nancy Biggs began the meeting at 4:20 p.m. Each member introduced themselves. Dr. Pat Hunter-Pirtle is new to ProCom. The Minutes from May 10, 2007 were approved as printed. Dr. Biggs reviewed the procedures that ProCom has used since its formation: 1) Anyone can talk and it is not a position or proposal for either side; 2) Collaborative, not adversarial; 3) To reach a decision, we must reach consensus; 4) Confidentiality; 5) Minutes (review between each meeting); 6) Memorandum of Understanding.

All documents from the 2006-07 ProCom meetings were distributed.

Dr. Gourley outlined why Pat Shafer joined ProCom as a guest. ProCom is charged, by the current negotiated agreement, to issue a report to members regarding workload by January, 2008. The District and the Association believed that writing the report during ProCom meetings would not be possible. Neither did they believe that Nancy and Arlene would have the time to write the report. They agreed that they should retain someone who would know the workings of the district and yet could be objective. They asked Pat Shafer and she accepted the task of writing the final report. The District and the Association are supplying her with all the documents that both have presented at ProCom. Both the district and LEA have agreed that it will be a report that will include possible resolutions to the workload concern.

Ms Shafer requested to meet both LEA and the District separately during the month of October. Then she would meet with the whole committee on the established ProCom dates of November 1, December 6 and January 10 to ask more questions if needed, review the draft report and revise as necessary.

Jim Rea explained that the process is as important as the product. The District and the Association have made great progress today by accepting Pat Shafer as the writer. Few districts can boast that the District and the Association collaborate, rather than take sides, to resolve issues. LPS ProCom is unique on a national level.

Ms Shafer posed some questions for LEA and LPS to consider during the October meetings: 1. What is the work of teachers intended to accomplish? 2. What parts of the current teacher work load contribute most/least to what is intended

to be accomplished? 3. What is at stake for you (district or association) if the perception of excessive work loads can not be changed? 4. What would be the benefit/s of successfully persuading teachers that their work load has been eased? 5. What do you know about the differences among buildings regarding the perception of teacher work load? About the reasons for any differences in perceptions among the staffs of different buildings?

Ms Shafer encouraged dialogue and conversation between LPS and LEA. She stated that members of ProCom have the answers. Pat will help or facilitate our work to discover the answers and assist us where to go next.

Dr. Biggs asked the question, "How do we work out a way if "new" things come out?" Ms Shafer responded that new things may surface in November when we meet, but we will have to understand what the data means with the "human element."

Mr. Rea reiterated that the members need to see that we have a goal of issuing the report and that if we aren't completely done by January, we will continue until the report is complete.

Meeting adjourned at 5:09.