

FEA Representative Council Minutes
Oct. 27, 2004

Present:

Tom Avvakumovits, President Jessica Branco, Vice President
Greg Merrick, Treasurer Jan St. Clair, Secretary

Site presidents: Peggy Kahn, CHS Laurie Turner, FHS
Jan St. Clair, HHS, Mike Williams, LHS Jon Fey, MVHS

State Council Rep: Carl Schmidt

Negotiating Team: Jon Stark (and Danny Beaudry)

Representatives:

Kristin Kempe, Jason Heskett, Carmen Kinkade, Paula Schineller, Deborah Kumar Somsack Chaitesipaseut, Sonia Dass, Rmarie Salisbury for Rich Steffen, Cheryl Vettel, Debbie Curley, Kathleen Whitney, Erin Ronan, Charles Moser, Amanda Day, Debbie Schmalz, Travis hambleton, Emmett Powers, Ed puccinelli.

President Tom Avvakumovits submitted a proposed time frame in order to stay within our allotted time.

Secretary's Report: Jan St. Clair

Minutes of Sept. 15, 2004, were approved.

Treasurer's Report: Greg Merrick

Greg presented the August and September financial report, explaining items with negative numbers which indicates we went over budget in that category. We had to make an additional infusion payment due to a missed billing.

September financial report looks good.

District office did not deduct the proper dues for about 50 of our members. Greg has emailed each of those members and explained that the corrections will be made in the next paycheck.

Negotiating Team stays well under their budget and are to be congratulated for saving the association money.

They also meet after school hours unless there is an emergency,

State Council Report: Carl Schmidt

Carl distributed the State Council Report. He is on the Curriculum committee so S.C. county will be represented.

Teachers have a vital role in developing curriculum.

Pg. 2 -- Political Action -- CTA has endorsed measure L, O , and P.

Provident is our official credit union. They are willing to come down for a new teacher orientation.

Enclosed is a state council bulletin, including an explanation of how our dues are calculated.

There is a STRS Bulletin for each site that each site president will take back to school.

Vice President's Report: Jessica Branco

The social last week was a great success.

Teacher Celebration is May 20, 2005.

Negotiations Report: Jon Stark

Short term contract: what we can put together soon.

The rest of the year will be spent working on a long-term contract.

The team is working to fold into the CBA the MOU's that were negotiated over the last four years, including language on transfers, maternity leaves, placement on the salary schedule, teachers with a 6th section to teach, and summer school.

Team is fine-tuning the 12.2 part of the contract for setting the standards of computing the Protocol in paying teachers in the future.

Short term – they are hoping to get language for the GRT's.

Long-term: How the Protocol works and recorded in a form so the members can understand how it works.

Beyond that, it will be getting the CBA in an electronic form.

Question on Library Tech Teachers as to a job description for them

Job descriptions for them are done by the district, not in the CBA.

FEA is open to having a discussion with the LTT's in the future to ensure that the CBA addresses their needs.

Question: How many times will a waiver be voted on by this body before it is put into the contract? A waiver must be approved, then renewed before becoming permanent.

It is never put in the contract as long as it is done by only one school.

A signed contract does not change the waivers currently in existence.

President's Report: Tom Avvakumovits

• Health & Welfare

Tom provided a report of the Health and Welfare committee, which examines where we are in an on-going basis to ensure we have the best benefits for our membership. The committee reviewed the benefit with VITA last week.

Tom reviewed our benefit package and a proposal for controlling costs. This was presented to the Representative Council via a powerpoint presentation with a handout. If you would like to look at the information given out to the Reps, please check out:

Benefits information: www.chs.fuhsd.org/staff/~ta/fea/health04.htm

Plan if agreed by Rep Council:

Site informational meetings with a membership vote in December.

Questions – Responses:

Retirees who are already retired and who retire in 2005 would be “grandfathered in” because none of these retirees would see any of the benefits of this savings, so spouses will not be charged for them.

There is no incentive for someone to leave in order to get cash. There is no cash option. Hence there would be little impact to the size of our pool.

Instead of taking a salary increase with the savings, we would actually be mitigating increases in order to avoid future out-of pocket costs if possible.

Spouses who might get layed off by industry would have the right for 2 years under COBRA, so they could “jump in” to our benefits at the open enrollment period.

This does not create an incentive for the “healthy” to leave and only the “sick” to stay. Hence, no “death spiral”.

Health care costs have risen much higher than salaries.

Small group discussions:

What concerns should the committee foresee in H&W in the future?

Small group reports:

-Out of service provider -- Blue Cross pays 100% of their rates. We could lower that to 80% and save more money in the future.

- Effect of Measure L: Members will get restored to the 2003-04 salary schedule, recovering the 4.9% . If Measure L does not pass, \$3 million will have to be cut, which could mean as many as 50 teachers, This would be the district’s decision as to teacher cut backs and/or program cuts.

- Could couples who both work in this district go on single coverage?

If this can be done, it would save about \$4,000 per married employee working in the district.

- This would avoid “caps” on benefits which would be created if benefits were put on the salary schedule.
- Other districts have caps and in some cases only pay for the member. The member has to pay for spouse and children.
- This will save more and more money over time.
- Difficult to isolate one group within the membership.
- Show us the savings of not charging for children.
- Is there a way to graduate the cost of spouses for the 2006-07 retirees?
- For spouses who are unemployed, the additional cost might be a struggle.
- Everyone is paying for the spouses currently.
- Can we align open enrollments of FEA and an outside company so a spouse remains covered?
- Prescriptions and outside providers should be addressed.

Motion by Carl Schmidt for H&W committee to create a plan to bring this proposal to the membership.

Seconded

No additional discussion

Motion passes unanimously.

• **Psychologists Concern**

School psychologists presented concerns to the council regarding the negotiating team’s proposal concerning Article 12.7 in the CBA.

Summary of the Psychologist position:

This article gives the psychologists a 10% additional salary above the standard salary schedule.

Concerns:

- Process of negotiating a salary reduction to psychologist.
 - There should be feedback to the rep council and to the membership.
 - The selected group should be told of this and asked to speak to the team/rep council. The psychologists learned of this casually.
- With only seven of them in the district they feel they do not have a voice.
- The proposed change would mean that future psychologists would be hired without the additional 10%. This would create a two-tiered system, and would create an equity issue.

-Research by psychologists: FUHSD are the lowest paid of the surrounding districts. How will we attract and keep high level psychologists in the district?

SJ Unified has not been able to fill vacant positions, etc.

-One role is assessing students; if assessments are not being done, the parents may pull their child out and place them in a residential program that costs the district thousands of dollars, so we are saving the district money.

-Psychologists are driven by legal deadlines. We do not get ERAPs and cannot get a sub if we have to be off-campus. If IEPs are overdue.

-Psychologists have a higher market value. Will they come to the district if they are being paid below market standard and less than other districts.

Negotiating team response:

-The negotiating team does not decide anything. This is a proposal until it is decided by the rep council.

Many processes go on. The team represents the entire membership.

Direction is to make the maximum funds available for all members.

We are in deep financial difficulty.

All members' jobs are of equal dignity. We do not rank value among members.

Psychologists have the same duty day and work 184 days. They get paid for experience, masters, doctorates, and currently they get 10% more than the teachers.

In order to equalize that, we could do a number of adjustments, but decided that none would be fair to the current psychologists.

So, the proposal protects the current psychologists, but any future hires would be on the same salary schedule as teachers.

The only problem is recruiting. That is not the duty of the FEA. The question is should we decide if a future unknown psychologist will be worth 10% more salary.

Response by Psych.: additional bonus is not unique in other districts.

Question: How is a different teacher/student ratio equal?

Response: No matter the ratio you teach at, all teachers are of the same value.

Question: Cup. Elem. has a different salary for their psychologists.

Yes.

Question: Should the psychologists be in the admin. Unit (FMA)?

Psych. Response: There are already existing differences amongst the bargaining unit. The non-classroom union member has a different job.

Psych. Response: Psychologists are the "gatekeepers" who can respond to legal reports and can therefore save the district money.

End of question session.

The process will continue with the negotiating team bringing forth proposals to the Rep Council for discussion.

- **Measure L Parcel Tax**

Admins are calling parents for donations to run the campaign.

There is a critical mailing that needs to go out this Friday.

Since we would face serious lay-offs if Measure L does not pass, the following applies.

CTA has donated \$6000 toward Measure L campaign.

Motion by Carl Schmidt

From our reserve accounts each member be issued a rebate of dues in the amount of \$50. Members would be free to use those funds however they wished. Representative Council recommends that members donate said funds to support the passage of ballot measure L.

Seconded

Process: Tom would send out a mass email asking teachers to let him know if they do not want to donate to the fund. Multiple emails would go out to ensure everyone knowing.

Our reserves are \$139,000+, so funds are available.

Concern over why this situation exists.

Call to end the discussion

Passed

Motion Passed.

- Next Rep Council meeting, originally scheduled for November 24th, has been postponed to December 1.

A special rep council meeting may be needed to review the proposed contract.

Recommendation: move the rep council meeting to Dec. 1, for the November meeting. Keep the Dec. 15th meeting on your schedule and we will decide later.

Site Reports

FHS: Laurie Turner

Tutorial is folded into the schedule due to safety reasons and police recommendation.

Homecoming is this week.

CHS: Peggy Kahn

Spirit Week is this week.
New AP had an open house; well-attended.
DHS has lots of new puppies.

MVHS: Jon Fey

Camp Anytown was held over the weekend.
Elections were held for their fifth rep – Sheila Altman
Laurie Graham will be an alternate.

LHS; Mike Williams

Charles Moser is the new rep.
Marie SanAntonio retired and had a lovely event.
Homecoming debriefing will be held to discuss the extensiveness of Spirit week.

HHS: Jan St. Clair

The Nov. and Dec. faculty meetings will have discussions of how Tutorial is handled since it has morphed into something different than we originally planned.
Culinary Club is selling cookies to raise money.
Donna Hope is new AP.
The ODD COUPLE is currently running.

The next Rep Council meeting will be Wed., Dec. 1, at 3:45 p.m.
The next Exec Board/Health Benefits committee meeting will be Nov. 10 , 3:45 p.m.

Respectfully Submitted,
Janet W. St. Clair, FEA Secretary