

FEA Representative Council Minutes
November 8, 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

Negotiating Team: Jon Stark and Danny Beaudry

Representatives: Kristin Kempe, Jason Heskett, Jay Lawson for Carmen Kinkade, Paula Schineller, Deborah Kumar, Somsack Chaitesipaseut, Sonia Dass, Rich Steffen, Cheryl Vettel, Lisa Ehresman, Debbie Curley, Kathleen Whitney, Charles Mosher, Amanda Day, Jessica Banchieri, Debbie Schmalz, Sheila Altmann, Maria Autran, Travis Hambleton, Emmett Powers

Secretary's Report: Jan St. Clair
Minutes of Oct. 27, 2004, approved.

President's Report: Tom Avvakumovits

• **Parcel Tax**

We need 2/3 to pass the measure. Ballots are still being counted.

• **Donation Report**

369 Teachers and one student advocate donated to the campaign, raising \$18,500.

Political contributions are not tax deductible.

• **H & W**

When the CBA proposal process has been completed, we will have site meeting (hopefully providing lunch), providing information and answering questions about possible changes in the health and welfare benefits.

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• **Introduction to the new Contract (Jon Stark)**

Overview and introduction of team members.

Current CBA has been in effect for four years, MOU's have been reached during that time.

1. We need a new contract.

2. The district needs a current contract to take to the county to assure their funding. This requires incorporating the MOU's, incorporating the GRT's (currently not in the contract), and fine-tune language.

CBA is proposed, effective through June of 2005.

Process:

Present the proposal

If approved by Rep Council, the proposal will go to the membership for a vote.

Lunch meetings are scheduled for Tues. and Wed. at the sites.

Proposals will be available to members on-line.

Voting would take place next week, Mon. & Tues., Nov. 15 & 16.

Summaries provided for the council's discussion.

- **Psychologist's concern recap - Sheila Altmann**

1. Comparison table of Santa Clara County presented.
2. Summary of concerns of psychologists

Discussion and questions on psychologist's issue.

- **Negotiating Team's view recap – Jon Stark**

Summary response of team's goal in making proposal.

Motion by Charles Mosher to keep the existing CBA language regarding psychologists. (12.7 in the CBA)

Seconded

Friendly amendment by Cheryl Vettel - to revisit this issue for the long-term CBA. (accepted)

Yes – 14 No – 7 abstain 6

- **Rep Council discussion and vote on psychologist item on proposed contract (Tom Avvakumovits)**

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- **Negotiating Team review of contract proposal for the new CBA**

Future CBA's will be available on-line with new expiration dates.

Summary of changes available to reps. Jon reviewed the changes and reasoning for it.

- **Clarifying questions from rep council**

- **Motion** by Peggy Kahn to send the proposed CBA to the membership for ratification.

Seconded

No further discussion

Motion passes

Upcoming Meetings

Wed., Nov. 10 - no meeting

Wed., Nov. 17 – H & W/ Exec Board 3:30 p.m.

Wed., Dec. 1 – Rep Council meeting (in lieu of November's meeting

Wed., Dec. 15: Rep Council meeting 3:45 p.m.

Respectfully Submitted

Janet W. St. Clair, FEA Secretary