

FEA Representative Council Minutes
December 15, 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

State Council Rep: Carl Schmidt

Representatives: J. Gilmore, Jason Heskett, Carmen Kinkade, Paula Schineller, Deborah Kumar, Somsack Chaitesipaseut, Sonia Dass, Marie Salisbury (for Rich Steffen), Cheryl Vettel, Lisa Ehresman, Debbie Curley, Kathleen Whitney, Erin Ronan, Charles Mosher, Amanda Day, Debbie Schmalz, Sheila Altmann, maria Autran, Travis Hambleton, Emmett Powers, L. Graham (for Ed Puccinelli)

I. Secretary's Report: Jan St. Clair

Minutes of Dec. 1, 2004, approved.

II. Special Report: Nancy Braughton & Joann Martinez

Tom introduced our guests who will address the concern of credential renewal.

New legislation has created concerns over credential renewals.

District just completed a credential audit. One dilemma is how to notify teachers of their need to renew credential. Mandate came from the stat: A teacher with an expired credential cannot be in the classroom or be paid. The county will hold paychecks of those teachers without a current credential that has been registered at the county. Credential renewal dates occur all through the year.

Suggestions were requested as to communicating to the teacher of an impending renewal date. However, it is the teacher's responsibility to renew their credential on time.

Nancy shared a "credential verification notice" that teachers will receive, listing all the credentials they have and when dates of expiration. Twice a year, these would be sent out. This would assist teachers in keeping track of their deadlines.

A "Notice of Expiring Credential" would be sent closer to the date of expiration.

The credential information is in the district data base.

The district must have the registered, renewed credential. It may be renewed by the state, but the county does not know unless the teacher takes it to the county for their stamp and then takes it to the district.

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Credential Renewal, cont.—

Questions/comments

•What is the process of renewing?

1. after applying to the state, the teacher receives the credential in the mail. Apply early because it insures time should other details arise in order to complete the renewal.
2. After receiving the new credential in the mail, the teacher takes it to the county office of education to register it.
3. Teacher takes the registered credential to the district office.

• Suggestions were given by the reps as to communication to teachers about renewal requirements, e.g. presentation in fall at teacher meetings, or checkout in June. "Credential Verification" and "Credential Renewal Notice" could be attached to paychecks. (Response: May not be possible since the county controls the paychecks, not the district.)

Nancy – When a teacher is close to a credential expiring, the principal is involved and teacher is reminded.

The use of the new forms will also serve as reminders for renewal of Emergency Credentials and other adjunct credentials that may have a different expiration date. Joann and Nancy are constantly cross-checking lists from state and county.

Comment from rep -- these forms are a great improvement in helping notify teachers, but it is the teacher's responsibility to read their email notices and keep track of their credential expiration dates.

The district is making new efforts to assist the teacher. The county will not pay a teacher whose credential is not registered with them, even if the teacher has received completion notice from a university or the state.

The reps and Tom expressed appreciation for Nancy and Joann's efforts in assisting teachers to stay current with their credentials.

III. Treasurer's Report: Greg Merrick

No report today since the monthly report has not returned from the accountant. More next month. We are definitely solvent.

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IV. State Council Report: Carl Schmidt

• STRS concerns

Carl shared an article about STRS that suggests a problem with funding.

Facts:

STRS is 80% funded. This is the normal level of funding. If a shortfall occurs, the state has to pick it up. We are not at-risk of being insolvent.

FUHSD has been through a lot this year financially. Teachers need to know that there is no problem with STRS and CTA and local associations are not supporting the notion of a two-tiered system as expressed in the article.

V. Vice President's Report: Jessica Branco

May 20, 2005, is the Teacher Celebration Dinner at Lou's Village.

VI. Negotiations Report: Jon Stark

Team has had no meetings with the district. Jon is writing contract language during this time. The process will begin for the next contract.

President's Report: Tom Avvakumovits

• Negotiating Proposal Process

Question: How can the rep council participate in submitting proposals for consideration in negotiating a new contract?

Tom presented a proposal in writing for this process and asked for feed-back. He will then take it to the negotiating team for response and then come back to rep council for ideas in getting this out to the membership.

Small group discussions took place. Followed by sharing of ideas.

(List of suggestions recorded for future discussion.)

- **H & W update**

On Thursday, Dec. 16, all the site presidents will email Tom the results of their balloting on the H&W proposal to charge \$1,000 a year for spouses.

If it passes, it would start at the Sept 30, 2005, paycheck.

2005 retirees will not be affected by this if it passes.

Subsequent retirees would pay for spouses according to current language. This includes registered Domestic Partners per the CBA.

Site Reports

CHS - Peggy Kahn

The Children's Party was last Wed., including a Santa arriving on a fire truck.

Their Holiday breakfast was this morning.

Sheila Chen article was in the paper (a student at CHS).

Staff gathered food and clothes for a family whose house burnt down and raised \$2500.

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Site Reports (cont.)

LHS: Mike Williams

LHS is having their finals this week. Vacation is their break between semester.

MVHS: Carl Schmidt for Jon Fey

MVHS has been balloting today.

FHS: Laurie Turner

PTSA put on a fabulous breakfast for the staff as a way of thanking them for helping pass Measure L.

HHS: Jan St. Clair

Code Red training last Monday. Drill will be in January.

Holiday breakfast is Thursday.

Holiday schedule debut is Friday, getting out at 2:05 p.m.

From the President:

In closing, it has been a tough year for reps. with many votes on serious issues. Tom gave a sincere thanks to the reps for the passion they bring to the work they do for the association.

From the Secretary:

On a personal note (since I write the minutes), on behalf of the council, I want to extend our appreciation for the sincerity and tireless effort with which Tom accomplishes the difficult work of the FEA President.

Upcoming Meetings

Wed., Jan. 12: Exec Bd. Meeting, 3:30 p.m.

Wed., Jan. 26: Rep Council meeting, 3:45 p.m.

Meeting adjourned at 5:10 p.m.

Respectfully Submitted

Janet W. St. Clair, FEA Secretary