

FEA Representative Council Minutes
August 19, 2004

Present:

Tom Avvakumovits, President Jessica Branco, Vice President
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, Deborah Kumar, Somsack Chaitesipaseut, Sonia Dass, Rich Steffen, Cheryl Vettel, Lisa Ehresman, Debbie Curley, Kathleen Whitney, Erin Ronan, Miguel Alderete, Amanda Day, Jessica Banchieri, Maria Autran, Travis hambleton, Emmett Powers, Ed Puccinelli

Secretary's Report: Jan St. Clair

Minutes of June 2, 2004, were approved.

Jan requested site presidents to provide a staff list at the next Rep Council meeting.

State Council Report: Carl Schmidt

Sept. 16 & 17, is the first State Council meeting.

Let Carl know if you have issues you would like brought up.

One concern is that we are getting value for the dues we pay to CTA.

President's Report: Tom Avvakumovits

• **FEA President's Goals**

1. Educating the members about issues.
2. Ratify a new Collective Bargaining Contract
(We are close with a few issues to resolve.)
3. Assist teachers in helping to pass the Parcel Tax in order to improve our financial situation.
4. Find a way to save money on our health benefits without lessening their quality.
5. More site visits to communicate directly with the members.

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• **Calendar Discussion**

June 2, 2004, the Rep Council voted to adopt the calendar change, a legal and properly taken vote. However, Tom outlined several concerns about the process. Tom would like to take this issue to the membership.

Motion by Carl Schmidt

That Rep Council rescind the decision made to change the calendar, made at the June 2nd, 2004, rep council meeting.

Seconded

Discussion

During the discussion, Tom provided a printed handout of feedback that members had expressed about the June 2 calendar vote.

Motion fails 11 – Yes 14 – No 2-abstain

• **Salary Rollback**

Last May, the district budgeted a \$3 million shortfall. Property Tax revenues came in lower (+.3).

The master schedules are very tight. The district has done a good job of placing the student increase into existing staffing (fewer FTE's than last year.).

Each bargaining unit will have a 4.8 to 5.0% roll back. It will be a 2.3-2.5% less than last year's salary schedule we were on through May, prior to the retroactive pay.

Step and Column increases will take place as usual.

Tom will provide an approximate percentage impact we had by taking a higher student/teacher ratio.

Any additional money (e.g. the parcel tax) will restore the old salary schedule. However,

The roll back is based on all elements of compensation. Each unit can decide how to take that reduction. FEA will have to go through a decision-making process to decide how to cut the money from our total compensation elements. (This is covered in the MOU regarding the new 12.2 language passed at the June 2, 2004, rep council meeting.

All employees are taking a salary reduction, including the Superintendent.

Tom will be discussing with the negotiations team the actual numbers involved in this rollback so the decision-making process can begin.

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• **Parcel Tax**

Measure L will be on the November ballot. It will raise \$5 million a year if it passes by a 2/3 vote. The district is raising money to run the campaign. Public funds cannot be used in a campaign. Measure L would be a \$98 a year tax per parcel.

Tom will ask the members to assist in getting the parcel tax passed if FEA chooses to endorse the Measure L.

Discussion ensued regarding teachers already “taking a hit” in salary, more students, etc. The public needs to know that the teachers are taking a salary cut. Other cuts need to be visited. Without the parcel tax revenue, we are likely to suffer severe RIF’s next year.

A parcel tax must define how it will be used. Measure L specifies it will preserve core academic classes, maintaining the teaching staff, and programs needed to prepare students for college; no money will go to administration and all money will stay within the district.

In order to get money from CTA, FEA must formally endorse Measure L.

Motion made by Carl Schmidt for FEA to endorse Measure L parcel Tax.

Seconded

Discussion

Motion passes.

- **FEA meeting calendar** - Tom distributed a list of dates for the Rep Council and Exec Board meetings for the '04-'05 school year.

School Calendar

Motion by Tom Avvakumovits to take an informal written survey at each school as to the members’ opinion of changing the calendar.

Seconded

Discussion ensued.

Friendly amendment to change the survey to a binding vote.

Amendment rejected.

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Danny Beaudry will provide information to sites to assist in taking the survey. Tom and Danny will provide the written survey form. Representatives will meet with their constituents to discuss the survey and answer questions. Important that the surveys are consistent at each campus.

Motion Passes.

- Discussion by School Groups:

What specific things will your school FEA team do to serve your school’s membership this year? How will you communicate issues? What specific things can Tom A. do to facilitate your goals in this regard?

Tom asked the site presidents to meet with their rep team and decide on constituency groups. Send them to Tom by the end of next week.

Site Reports

CHS: Peggy Kahn

Thefts occurred over the summer.
10 new teachers.

FHS: Laurie Turner

18 new teachers.
Teachers will be issued ID tags.

HHS: Jan St. Clair

Theft of AP's lap top. Guidance/Master Schedule info on it.
New principal – Graham Clark
19 new teachers
Opening with one AP vacancy.

LHS: Mike Williams

LHS has had several thefts also.

MVHS: Travis Hambleton for Jon Fey

12 new teachers.
New principal, April Scott.
Construction still goes on.

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Next Exec Board Meeting is Sept. 8, 2004

Next meeting will be Sept. 15, 2004, at 3:45 p.m.

Meeting adjourned at

Respectfully Submitted

Janet W. St. Clair, FEA Secretary