

FEA Representative Council Minutes
Sept. 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 Jon Fey, MVHS

State Council Rep: Carl Schmidt

Negotiating Team: Jon Stark (and Danny Beaudry)

Representatives: Jason Heskett, Kristin Kempe, Carmen Kinkade, Paula Schineller, Danny Beaudry (for Laurie Turner), Somsack Chaitesipaseut, Sonia Dass, Debbie Kumar, Marie Salsbury (for Rich Steffen), Cheryl Vettel, Debbie Curley, Lisa Ehresman, Erin Ronan, Kathleen Whitney, Miguel Alderete, Amanda Day, Jessica Register, Debbie Schmalz, Maria Autran, Travis Hambleton, Emmett Powers, Ed Puccinelli

Secretary's Report: Jan St. Clair

Minutes of August 19, 2004, were approved.

Treasurer's Report: Greg Merrick

Greg provided the Adopted Budget and reported moving one of our accounts in order to increase our interest earnings.

State Council Report: Carl Schmidt

Kerry looks strong in Calif., as does Boxer

CTA is endorsing the following only:

Prop 72 – health care for employees of small businesses

Prop 63 - mental health initiative

Request has been made to CTA for funding to support Measure L locally.

Vice President's Report: Jessica Branco

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

Next Social will be in October. Jessica will provide flyers to the site presidents.

Rep Coun. Mins. 9/15/04 pg. 2

Negotiations Report: Jon Stark

• Salary Rollback

Next meeting tomorrow. District/Team wants a CBA signed as soon as possible.

Since paychecks must be issued, FEA needs to finalize the language for the rollback.

The current CBA allows a 30-day window to negotiate an alternate way of dealing with a cutback. Current language calls for rollback based on Total Compensation, which includes medical benefits.

The team has proposed a 4.9% on all pay items, but not on the medical benefits. This will save members having a percentage of the value of their benefits (approx. \$10,000) included in the rollback.

Motion by Carl Schmidt to accept the rollback proposal as presented by Negotiating Team co-chair, Jon Stark.

Seconded

Discussion

Before paychecks are issued, we will receive the salary schedule that paychecks will be based on.

The proposal requires the district to review the rollback amount in January, 2005, in case the amount of the rollback was excessive. Barring catastrophic happening, the proposal requires district to plan their budget to reinstate the rollback money.

The proposal also protects us from another rollback in 2005-06 school year, barring unforeseen circumstances.

Danny will send a current salary schedule as of last June. The rollback schedule will follow subsequently.

If the district can foresee budget problems, they must take action. This gives us more protection than in the past.

Motion passes

Rep Council Mins. 9/15/04 pg. 3

President's Report: Tom Avvakumovits

• **Parcel Tax = Measure L**

Steve Rowley and Admin group have visited all sites.

FEA members concerned that parents are not feeling the pain of the budget cutbacks, but rather it is primarily the staff (salary cut, etc.).

Tom wrote an excellent letter to Board member Barbara Nunes regarding this.

He referenced areas that fall to the Board when making decisions such as program cuts, etc., that would affect students. The concern is what plan the Board has in place to make parents aware of our situation in the hope of passing the parcel tax.

Barbara responded: Letters are going out, outlining what the district is facing. (First one does may not reference the staff pay cut.) Further mailers will follow. Letters are from our Superintendent and from one of our feeder district's superintendent jointly.

Sept. 20th, phone banking begins. Calendar will be set up. Each site is asked to provide one enthusiastic teacher who will spearhead their site's involvement in the Measure L campaign. Phone banks provide scripts to the callers. Each school will have a specific night to provide callers, but a teacher can go to any night.

The district has a professional company directing the campaign. Tom has been interviewed by two school newspapers and the Sunnyvale SUN.

Members can use the district email to contact other district employees regarding participation in the campaign.

- **Calendar Survey Discussion**

Tom emailed the results of the surveys on the Calendar change.

Small group discussions followed, addressing the following:

1. Describe your interaction with your constituents while passing out the surveys.
2. Given the survey data, what is the prudent course of action?
The comments are there, so the issue is not the validity of the comments, but rather their implications for rep council action.

Discussion following small groups:

Rep Council Mins. 9/15/04 pg. 4

Motion by Greg Merrick to rescind the June 2, 2004, calendar decision.

Second

Discussion

Comments include the following concerns:

- *Question of whether concerns are over starting early and having finals in December, or just having finals in December ala the Lynbrook model.
- * The survey percentages do not support making the change of calendar at this time, even though there is a plurality of support.
- The impact on families of teachers might require more discussion.
- Belief that a good enough job has not been done in discussing at most of the sites and around the community.
- Will it be harder to make decisions in the future if we rescind?
- LHS community liked the finals in December. Much discussion was involved at LHS, but did not include discussion of starting school early..
- There is no guarantee that the feeder districts will also change their calendar if FUHSD starts.
- Board approval has not taken place.
- Even if rescinded, the topic can come up again.
- Process concern: stand by decisions.

- Representatives must weigh what their constituents believe and also what the large picture brings.
- If the members had voted on this subject, would we be in this situation now?

President's reflection:

There is an issue of unity. There is a high degree of anxiety in a time when we are anxious about rollback, Measure L, etc. The calendar is causing more anxiety.

The waiver expects a significant majority to make a change to the CBA. We would hold the same standard for the calendar.

We have an "expected" calendar, if not a negotiated calendar.

It is better to err in re-looking at a decision rather than stick to a decision that was unwisely made.

The top 3 concerns are addressed by the LHS model. We owe it to the membership to allow that discussion.

It is inadvisable to take this to a vote. A vote that results in the same percentages as the survey will leave us in the same lack of consensus.

As to re-looking at our decision, it means we are addressing their concerns.

Rep Coun. Mins. 9/15/04 pg. 5

Motion by Jan St. Clair to call for the question.

Second

Discussion

Motion passes

Roll Call Vote

Motion to rescind June 2, 2004, decision passes

7- no 23 yes

Motion by Carl Schmidt to put the Calendar to a membership vote with a simple majority to pass within 30 days.

Seconded

Discussion

Motion by Jan St. Clair to call for the question.

Seconded

Motion passes

Friendly amendment to wait to vote until after the election in November or within 60 days.

Amendment accepted.

Friendly amendment that it be a 2/3 majority to pass a calendar change.

Amendment not accepted.

Roll Call Vote

Motion Fails no - 16 yes -- 13

Motion by Jan St. Clair to direct the negotiating team to pursue a traditional calendar.

Seconded

Discussion

- Who has done this in the past? Negotiating team.

Motion withdrawn with discussion taking place at the next rep council.

• **FEA Lunches**

Tom will contact the site presidents with regard to the faculty lunches.

Rep Council Minutes 9/15/04 pg. 6

Site Reports

FHS: Danny Beaudry for Laurie Turner

Successful Back to School night.

They have identification badges. Kids want them, too.

Watermelon Run was a great success. Tom was the fastest FEA Exec Bd.

Member in the race. Bravo, Tom.

LHS; Mike Williams

Back to School Night was highly attended.

They have had more thefts of computer equipment.

Miguel Alderete announced that he will resign as Rep.

HHS: Jan St. Clair

Back to School night is Sept. 29

Yearbook program will be saved by having an ROP Technical Writing course so the students will get credit.

MVHS: Jon Fey

MV still needs another rep.

CHS: Peggy Kahn

All are busy with classes.

Back to School Night is yet to come.

Next Exec Board Meeting is Wed. Oct. 13, 2004, 3:45 p.m.

Next meeting will be October 27, 2004, at 3:45 p.m.

Meeting adjourned at 6:05 p.m.

Respectfully Submitted

Janet W. St. Clair, FEA Secretary

