

Teacher Celebration Dinner will be on May 19th at Mariani's on the El Camino.

VI. Negotiations Report: Jon Stark

- Team is dealing with a contractual way to pay the Athletic Directors, whose compensation structure was inadvertently omitted in the past several CBA's. The language will be worked out, but in the meantime, they have agreed to a method of paying them for this year.

- Issue when a dept. is owed a section, but no one wants to take on that additional section. What should the remedy be for the extra burden taken on by the segment of the bargaining unit? The Negotiating team is exploring an option that would provide some professional development dollars to the department which is contractually understaffed. Any new language in this arena will be brought back to Rep Council for review.

VII. President's Report -- Tom Avvakumovits

- CTA Phone banking opportunities

Tom read a letter regarding phone banking against the propositions. This is a "get out the vote" phoning. Help is needed with the phoning. The Campbell CTA office at 866-9494 can be called to find out about phone banking at a time that is convenient for you. If you can help, give them a call.

- Health Care update

Currently, health care cost per member is about \$10,700 a teacher. Our VITA broker has negotiated with Blue Cross and the increase will be very low and possibly zero this year. Kaiser, Delta, and VSP renewal numbers will come about later. Note: the good news about the Blue Cross renewal is completely independent from the spousal contribution plan change.

In addition, our approved spousal contribution plan change is yielding better financial benefits than previously expected. When Tom A presented the proposal to the membership last year, the "more aggressive estimate" was a savings of close to \$400,000. As the preliminary numbers are coming in, the figure is slightly in excess of \$500,000. Actual dollar amount will be known once all the billing is audited, and the figures are agreed upon.

Any additional compensation will be quantified sometime this academic year. We have to add costs, including FTE's, premiums, etc., and then we can determine the amount available to members. The distribution will be done per the voting done in Sept. per proposal.

- Salary Comparison data

Tom shared data he received at a CTA Presidents meeting about our recent salary increases (decreases) relative to other districts in Santa Clara County.

VIII. New Business

- "On Board" a brief introduction of an idea -- Ed Emling

Ed suggested that it would be a good idea to mentor new teachers with regard to what FEA and CTA does for them.

Tom will schedule a discussion for next time.

IX. Site Reports -- site reports are an opportunity for site to share contractual concerns at their specific site.

LHS: Mike Williams

Nothing to report contractually.

MVHS: Jon Fey

There is a parent who is pursuing legal means in an attempt to get the District to change their student's grade. The District and FEA have been very supportive of the teacher, and will continue to back the teacher 100%

Extra duty supervision—in process of reviewing the CBA with the administration to go by the contractual language.

HHS: Jan St. Clair

Staffing is being balanced for Science, math, and English.

CHS: Peggy Kahn

Concern about Board adopted eligibility requirements for performing arts students, GPA, etc.

FHS: Laurie Turner

Nothing contractual today.

IX Good of the Order: An opportunity to share non-contractual related activities, anecdotes or other items of interest.

LHS

Homecoming was great!!

MVHS

Homecoming is this week.

Scott Marshall is being honored at the Foundation Dinner for keeping the computers going at MV.

50 students went to Camp AnyTown

HHS

Challenge Day: Students and teachers met with leader from the Challenge Day program to work on feeling of inclusion.

Group of teachers and administrators are in Chicago at an Algebra Conference.

CHS

Tyler Strong – student athlete was recognized for overcoming cancer.

FHS

Special schedules next week to work with students who have not passed the Exit exam.

Bob Stahl has been diagnosed with terminal lung cancer. He was the one who coordinated the planting of the red and white tulips at Fremont. The big planting is Thurs., Nov. 10th from 11:30 to 4:00 if anyone wants to help.

TO KILL A MOCKINGBIRD student play is this week.

Upcoming Meetings

Exec Bd. Meeting, Nov. 9, 2005, at 3:45 p.m. at FEA office.

Rep Council meeting, Nov. 16, 2005, 3:45 p.m. at FEA office.

X. Adjournment

Meeting adjourned at 5:15 p.m.

Respectfully Submitted

Janet W. St. Clair, FEA Secretary