

FEA Representative Council Minutes
March 23, 2005

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

Negotiating Team: Jon Stark

Representatives: Laurie Pines(sub for Kristin Kempe), Carmen Kinkade,
Paula Schineller, Deborah Kumar, Sonia Dass, Rich Steffen, Cheryl
Vettel, Lisa Ehresman, Debbie Curley, Kathleen Whitney, Erin Ronan,
Mike Williams, Charles Mosher, Amanda Day, Jessica Banchieri, Debbie
Schmalz, Sheila Altmann, Maria Autran, Emmett Powers, Ed Puccinelli

I. Secretary's Report: Jan St. Clair

Minutes of February 16, 2005, approved.

II. Treasurer's Report: Greg Merrick

Greg presented the January Balance Sheet.

III. State Council Report: Carl Schmidt

- CTA strategy has been to engage the governor whenever he appears in public. He is trying to publicly show the unions as negative and special interest. "Teachers" are being shown in some TV ads as supporting the governor.
- CTA is asking for an increase of dues of \$60 a year for 3 years.
How does this body feel?

---Council responses:

-Concern that governor is going after the @% contribution by the state to our pension fund.

There are other attacks being made.

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Responses to CTA dues increase, continued:

- Double the amount of dues increase and go to war against the governor.
- Governor did not keep his promise to return the \$2 billion he borrowed last week. We are owed about \$5 billion total.

Could we put out a fact sheet to clarify the advertisements that are confusing this issue.

- Is there assurance that the increase will be used to “battle” the governor’s initiative?

It will be used, but there is no guarantee as to the effectiveness.

Next month on April 27th, Bob Nichols, our Regional Director, will be at the Rep Council meeting. He will have a more accurate view of this. Council will be able to ask questions.

- Comment that CTA is run inefficiently and would not want to give them more money.

Advisory vote was taken to assist Carl in how to vote as our representative at the State Council meeting. In a show of hands, more Reps recommended a “no” vote.

IV. New Business:

Stipend proposals by Jon Fey, Ron Freeman

Tom invited the band directors and the athletic directors to present to Rep Council since both groups have submitted proposals to the negotiating team.

• Presentations

Background by Jon Fey:

Music Dept. gets two stipends. MV has used it for the Marching Band director. The other stipend is for the Color Guard. There are assistants who are considered “walk-on coaches”. They are fingerprinted and tested for TB as “volunteers” and are paid for by the Booster clubs.

The district policy is that one may not work with students independently unless they are a credentialed employee. That means the band director is the supervising person and must be there for 10-12 hours a week to be there to “watch” the “walk-on work with the students. The district will not change their policy on this.

Proposal: Three additional stipends to be added for an assistant band director (B-stipend for one year), one percussion assistant for the full-year, and one marching director (category A full year).

Reason: The additional time being added to the band directors in order to maintain as much of their program they can.

This would allow the assistants to be considered a true “walk-on” and enable them to work with students without the presence of the band director.

Athletic Director Proposal -- Ron Freeman

Currently sports has 47 stipends per school. Seven new sports have been added, as well as enrollment increasing in our schools.

Consequently, the 47 stipends have been split or the sport has been taught by a "volunteer" in order to cover all the sports.

The district policy became the same issue for sports. Unless it was a district-paid stipend to a "walk-on", the volunteer could not work with students independently. These would be "A" stipends per season.

- **Clarifying questions**

Questions/Comments:

- The stipends are part of the protocol.
- What is rationale for district-paid people being the only ones who can work with students? Part of the district's issue is equity amongst the schools. Some schools may be able to raise more money for a volunteer to coach than another school.
- Adding 3 stipends would be about \$3,000.

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Questions/Comments on Stipend Proposals, continued:

- If one sport is not being offered, the stipend can be used for one of the other sports. Principal has discretion over that.
- "Walk-on" coaches are paid by the district but do not have to be certificated.
- 65 new stipends would be generated. Approx. \$200,000. Where will this end?
- Sports have been trying to get stipends to match the number of sports for 15 years.
- Music teachers have asked to have their 40:1 reduced so they can have small ensembles.
- If you offer the sport, there should be a stipend. Over half our coaches are walk-on, so this should be out of FEA and thrown onto the district.

- **Small group discussion**

Tom will compile the comments from the small group discussion and provide them to the representatives.

Reps are asked to talk to their constituencies as to their opinions of the increased number of stipends.

V. Vice President's Report: Jessica Branco

- **Social**

The social is tomorrow at BJ's Brewery, 3:15 – 6-ish.

- **FEA Celebration Dinner reminder**

Dinner is May 20, 2005. Site presidents are asked to confirm the list with their staff.

- **Health Care Spousal coverage forms**

Site Presidents will put these in boxes tomorrow.

All members, whether they have a spouse or are not will need to sign the forms.

Forms need to be returned to the site presidents by Friday, April 15, before Spring Break.

Other questions are answered on the form.

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Spousal coverage, continued:

Children and the FEA member are not affected by this change. Only the additional \$100 a month for 10 months applies to the spouse.

If spousal coverage is waived, the spouse may not rejoin the policy until the normal open enrollment period unless other specific conditions exist. Federal law is explained on the form.

The important issue is that your spouse does not "break coverage" either with the FEA plan or with one you have gone on independently. See the form.

Clarification: the CBA definition of "domestic spouse" requires that they be registered with the state.

Questions can be directed to Jessica Branco or Tom Avvakumovits.

VI. Negotiations Report: Jon Stark

-- The team members have each held a consultation day at their respective sites to get member ideas and questions for the new contract. Topics include equity in co-curricular assignments, transfer policy, class sizes, department control over section scheduling, and so on. The team will be considering each of the ideas in due course.

--. We are in discussions with the district to determine what items could or should be taken "off the top" from the district revenue and cost figures before protocol computations are done. The intent is to cope with costs that are unpredictable and largely outside of our joint control. Currently, special ed costs are treated this way. The district has proposed others, such as utility costs (inspired by the wild swings in cost during the recent CA energy price crisis/Enron scandal). As usual, some are more agreeable than others.

-We are in discussions about setting a new "base" for the protocol. Our compensation increases are determined by comparing a prior year's costs and revenues to the current year's costs and revenues. That has worked well in the past when each year was much like the prior year. However, this has been an unusual year. Because we are not applying the protocol this year, and because our "cost" to the district was artificially down due to the 4.9% salary reduction, we need to establish a new set of base values to compare against in the future. In anticipation of the effects of the new residency policy, we are also attempting to provide protection against variations in enrollment having a negative impact on compensation

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Negotiations report, continued:

-- We are in discussions about modifying and updating the current stipend structure. The list of coaching stipends in the contract does not match the reality of the positions currently supported, and that should be fixed

The working relationship with the district is much stronger and cooperative.

Questions from council:

-what is the process for a member who does not feel heard?

If submitted a proposal, it goes to team. It can then go to rep council.

- the district is listening to FEA with regard to any surplus of special Ed funds.

- this CBA allows the district to have as much as 3.5% in reserve.

Rules for going to 4.5% are being negotiated.

VII. President's Report: Tom Avvakumovits

• Re-registration update

over 1,000 families did not respond to any one of five notifications that it was required. The district is working on this at each school.

• Restoration of course offerings

FEA is concerned about adding new courses that would negatively affect the compensation available to teachers. The district has proposed bring back Math Statistics and AP Music by paying it from summer school money and offering it from 4-6 p.m. It could be part of the teacher's assignment. Details still need to be worked out before final approval.

• FEA/psychologist sub-group meeting

3 psychologist and 3 FEA members will meet to discuss the process to present to Rep Council.

• April Rep Council meeting --

Several votes may take place:

-stipends

-site waivers (due by April 1 for consideration at the rep council meeting.

-psychologists

- CTA Region Director Bob Nichols will be here at the next meeting.

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Site Reports

LHS: Mike Williams

14 students took the Chemistry Olympiad.

They had 14 projects submitted to the Science Faire.

Teacher of the Year is Charlotte Kruk.

FHS: Laurie Turner

Career Fair was successful.

Faire will be in April for lots of fun.

Teacher of the Year is Marcia Lewis.

MVHS: Jon Fey

"Every 15 Minutes" was today; very moving.

Memorial Service is tomorrow.

Letter was given to parents.

Student death occurred recently. The Student Advocates were stellar in assisting students in coping with this.

No cell phone tower will be erected at MV.

Teacher of the Year is Jimmy Carlstrom

CHS - Peggy Kahn

Teacher of the Year is Elizabeth Rochin

The new "Bouldering Wall" is ordered for the PE dept.

Manzanar Musical is coming in May.

Articulation with Hyde was successful.

Chemistry Olympiad test was taken today.

HHS: Jan St. Clair

Evaluation issues are aplenty. Tom is assisting in talking to the district as well as a letter to the principals stating that the Prob l's need to be notified in a timely manner.

Staff had a very successful golf tournament.

Athletic Boosters Raised about \$50,000.

Day on the Green will be held soon.

FBLA swept the competition.

Larry Vosovic has been voted one of 8 teachers as "Best" by KTVU.

Robotics Club is competing this week-end.

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Upcoming Meetings

Wed., April 13: Exec Bd. Meeting, 3:30 p.m.

Wed., April 27: Rep Council meeting, 3:45 p.m.

Meeting adjourned at 5:30 p.m.

Respectfully Submitted
Janet W. St. Clair, FEA Secretary