

FEA Representative Council Minutes
April 27, 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

Kristine Kempe, Jason Heskett, Carmen Kinkade, Paula Schineller, Deborah Kumar, Somsack Chaitesipaseut, Sonia Dass, Rich Steffen, Cheryl Vettel, Lisa Ehresman, Debbie Curley, Kathleen Whitney, Erin Ronan, Charles Mosher, Amanda Day, Jessica Banchieri, Debbie Schmalz, Sheila Altmann, Maria Autran, Travis Hambleton, Ed Puccinelli

I. Secretary's Report: Jan St. Clair

Minutes of March 23, 2005, approved.

II. CTA special report -- Bob Nichols, Regional Director

Bob shared a handout of the Governor's proposals. Collectively, they would eliminate any need for Collective Bargaining. They would literally make it impossible to negotiate salaries and benefits.

Merit Pay -- if this goes through, the "merit" would be judged on the basis of their students' test scores.

Pension proposal – the Gov. has set this one aside (for now). The proposal was hastily written.

Permanent Status – gov.'s proposal would allow a teacher to be dismissed with two unsatisfactory evaluations in a row. It eliminates other negotiated employment conditions of dismissal.

The proposal would make it very difficult for CTA to collect dues from its members, creating mountains of paper work.

If he doesn't get this through the legislature, he has said he will take it to an election in 2006.

Combat pay -- gov.'s proposal for teachers who teach in low-performing schools. This is a very insulting term placed on the dedicated teachers who teach in these schools.

The governor is proposing changes to “improve” education, but he has taken away \$2 billion from education.
The gov. is fund-raising from wealthy folks (about 15 of whom gave him half a million in one evening).

CTA has been working with advertisements. They have been expensive. Hence, to continue the battle, CTA is asking for an increase in dues of \$60 for three years. CTA will use the money to pay off a loan they are taking out to pay for a campaign against the governor’s proposals. If the debt is paid off before the three years is up, the additional dues assessment would be discontinued.

CTA is working with school boards, administrators (ACSA), and other groups that have come together to fight what’s going on to threaten public education and teachers’ association.

Question/response:

The CTA State Council is the policy-making body for all associations, so all teachers would have the additional \$60 assessment in dues if the State Council passes the proposal.

Using the money effectively -- the current commercials by CTA have been an effective beginning. The gov. tried to get a restraining order against them, but no judge would even touch the request.

The signature gathering folk for the governor are paid “gatherers”. Encourage your friends not to sign it.

Info -- Bob Nichols convinced CTA to give us double the amount (\$6,000) in support of Measure L last fall.

III. Call for informational campaign organizers –

Tom Avvakumovits

CTA is willing to fund concerted action in order to help us to get out to the local level.

Tom would like one or more teachers to be “organizers” for concerted action at our schools. Tom will be sending an email requesting volunteers.

IV. Old Business

- **Review of Article 12.7 (Psychologist Pay) –**

Tom Avvakumovits

This is a revisit of the issue of the additional 10% pay received by the school psychologists. It was tabled last fall and a subcommittee of 3

psychologists and 3 FEA members was formed to gather data about school psychologists' pay.

The data was sent out to the rep council yesterday.

Proposed process by Tom A. -

- vote to change or not to change the current 12.7 language

- if vote to change passes, there will be a vote on three options that Tom A briefly highlighted.

- If no option gets a majority, there will be a run-off of the two highest vote getters.

Tom A. asked if there were any objections to the process. No objections were expressed by the council.

Comments by Sheila Altman (psychologist and subcommittee member)

- salary data presented (see pink sheet). In 7 out of 8 districts, psychologists are paid higher than teachers.

The psychologists have been paid more for 20 years.

Comments by Jon Stark--

Regarding the job market, the teachers are paid lower than other districts, too. The masters and doctorate stipends were added after the additional pay for the psychologists was in place. With the addition of the MA and doctorate stipends, the 10% bonus was overlooked and became an unnecessary holdover in the contract.

The work done by each of the members of FEA, whether teacher or psychologist, is important and noble, and we all belong to the same union without distinction among us.

Comments by Carl Schmidt (subcommittee member) –

- All of the unit should be raised.

Question - Could the psychologists withdraw from FEA?

Yes, through PERB who would need to approve it.

However, the psychologists are part of our bargaining unit and that's what we need to work from.

Motion by Jon Stark to direct the negotiating team to make changes to the 12.7 language, psychologist pay.

Seconded

Discussion

Motion passes 20 yes 11 no

Process continues:

Three options proposed by the subcommittee were discussed:

Option A: requiring an 8-hour day, as opposed to a 7.5 hour day that teachers are contracted for.

Option B: extending the work year from 184 days to 194 days for the psychologists.

Option C: grandfathering current psychologists at their current pay; all psychologists hired under new CBA will be placed on the teachers salary scale without the additional 10%.

Discussion of options, questions, clarifications ensued.

Motion to end discussion passed.

Balloting on Option A, B, and C took place.

Results of balloting:

Option A – 14

Option B – 8

Option C- 8

Since there was no majority, nor was there a clear “top-two” A second ballot will be needed. The second ballot had a place to mark second choice. Tom A made it clear that since the first vote was inconclusive, that the second vote was considered the valid vote. If the same situation arose, we would look at the second choices to determine the top two for run-off. Tom asked if there was any opposition to the process. No opposition was voiced.

Run-off ballot:

Option A –12

Option B- 8

Option C - 10

Since the second ballot did not show a majority for any of the options, there was a run-off among the top two options A and C. Tom A asked if there was any confusion about what the reps were voting on. No confusion was reported.

2nd Run-off ballot to select between the top two options:

Option A* - 13

Option C* – 17

Option C Passes and will be negotiated by the team for inclusion in the next CBA if agreed to by the district.

*since the run-off ballot was prepared ahead of time, the ballot was labeled option X (for option A) and option Y (for option C). This was clearly explained and written on the white board.

V. New Business

- **Stipends Proposal**

Motion by Jon Fey to direct negotiating team to add one additional category A stipend called “assistant Band Director” at each site.

Seconded

Discussion

Clarification: money would come out of the protocol if district does not agree to take up the cost. At that time, the membership would have to vote on the issue as part of the proposed CBA being presented by the team next month.

Concern expressed that it would be voted on as part of the full CBA rather than a separate issue.

Question: would a non-FEA member have access to this new stipend being paid by FEA? Team is looking into it.

Voting: Yes – 9

No - 21

Motion is defeated.

Motion by Jon Fey to add four athletic stipends per site, unspecified.

Seconded

Voice vote – Motion fails.

•Waivers

• LHS – Mike Williams

none today.

• HHS - Jan St. Clair

If the teachers vote to have their SSD Days on August 15 & 16, and prefer to have their “day off” in March, HHS will be requesting a waiver at the May meeting.

*** MVHS -- Jon Stark**

MTTHF has had the same starting time for the last year per their waiver. MV is requesting a renewal of the waiver, making it permanent.

Waiver voted unanimously.

VI. Treasurer’s Report: Greg Merrick

Greg will have a proposed budget for next year and a report for the month of March.

VII. State Council Report: Carl Schmidt

Carl shared the latest report of the CTA State Council:

- He proposed reinstating the Teacher Tax Credit
- The Governor’s popularity is going down.
 - CTA wants to make Gov.
 - No Merit Pay for teachers (who would determine)

- Do not eliminate the defined benefit retirement program for teachers (STRS).
- Day of the Teacher – proposal to wear a tee shirt that is identical all across the state and the county.

Motion by Carl Schmidt to buy the tee shirts for our members to support the concerted action on the Day of the Teacher. The cost is approximately \$1800. It would come out of our reserve fund which is already higher than the recommended amount.

Seconded
Discussion

Motion passed

- **May 25 – Action Day for a Better California**

Will be held in Sacramento from 4:40-6:30 p.m.
Next State Council meeting is in June.

VIII. Negotiations Report: Jon Stark

Actuarial study done by district to project the financial responsibility to retirees. The amount fluctuates.

We currently have two options: one for medical coverage for 5 years, and one for \$9,000 pay in lieu of medical coverage.

Team would like to make the financial predictions more steady by eliminating the possibility of a retiree switching options.

IX. Vice President's Report -- Jessica Branco

- * **H & W Update**

Spouse election medical forms have been turned in and given to our broker VITA. Site Presidents are asked to continue trying to collect any forms that had not been turned in.

- **Celebration Dinner**

May 20th at Lou's Village. Site Presidents have

X. President's Report: Tom Avvakumovits

- **NCLB Requirements**

the Federal "No Child Left Behind" law mandates that all teachers can prove subject matter competency in the federally defined core areas. Each core teacher is required by law to complete a form and sign it stating their compliance with the requirements. Our HR department is going through each teachers files to make sure that each of us in compliance. The District's HR department is doing everything possible to make this as easy

as possible for the teachers- filling out most of the forms ahead of time. After the file review is complete, members of the HR department will go to the schools and provide each teacher with their form. Some may be totally compliant and they will simply just sign the form. Others may have to provide additional documentation (e.g. college transcripts). Finally, our HR department would like to add that this process is NOT something anyone is embracing as reasonable or desirable – it is, however a federal requirement that the District is attempting to make as easy as humanly possible.

- **Upcoming Concerted Action**

- **May 11th – Day of the Teacher**

- **T-Shirt proposal – action item**
See above.

- **May 25th rally in Sacramento**

- CTA will provide a bus to take teachers to Sacramento.

- They would need to leave about noon, so teachers would need to take a couple of hours of P-3. Tom is working with the superintendent for organizing coverage. More details to follow in a Tom A correspondence.

Site Reports

CHS - Peggy Kahn

SSDD will be Tues. Aug. 16th and Oct. 10.

Student won a Mandarin contest.

Kris Harper, band director, is moving to Rocklin,

MVHS: Jon Fey

Everything is great.

LHS: Mike Williams

We're cool.

FHS: Laurie Turner

We're hungry.

HHS: Jan St. Clair

We're cool , too.

Upcoming Meetings

Wed., May 11: Exec Bd. Meeting, 3:30 p.m.

Wed., May 18: Rep Council meeting, 3:45 p.m.

Meeting adjourned at 6:00 p.m.

Respectfully Submitted
Janet W. St. Clair, FEA Secretary