

FEA Representative Council Minutes  
May 18, 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, Sonia Dass, Rich  
Steffen, Cheryl Vettel, Lisa Ehresman, Kathleen Whitney, Erin Ronan,  
Charles Mosher, Amanda Day, Jessica Banchieri, Debbie Schmalz,  
Sheila Altmann, maria Autran,  
Travis Hambleton, Emmett Powers, Ed Puccinelli

**I. Secretary's Report: Jan St. Clair**

Minutes of April 27, 2005, approved.

**II. Treasurer's Report: Greg Merrick**

March statement and proposed budget for next year.

Explanation: The budget will reflect a deficit. This is a result of declining numbers of members (we have less FTE's than two years ago), but with no decrease in expenses. The deficit – approximately \$12,000 – will be made up by our reserves, which is still higher than what CTA recommends i.e. we're still being fiscally prudent.

Discussion: Possibility to pay CTA increase (about 9\$ per month) out of the reserves? This was deemed difficult because we have no control over how CTA chooses to raise dues (other than one vote by our CTA state council rep).

Suggestion of taking the hit in the monthly dues – a dues holiday for the last month of the year. An admittedly wild idea (by the rep who suggested it), it would affect this year, not next year. This would deplete our reserves by about \$34,000, and possibly create a payroll challenge for the business office.

We are spending down our reserve in a prudent manner. Even though CTA is increasing dues. We have no control over them.

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**Motion** by Carl Schmidt to accept the budget as it is written.

Seconded

**Motion Passed**

**III. State Council Report: Carl Schmidt**

Dues increase is for the next three years - \$6 a month in addition to the CTA indexed amount. This money will go to fight the Governor's Initiative campaign. He has a video from CTA – about 8 minutes – to explain the purpose of the raise. Carl also needs the final number for the bus.

#### **IV. Vice President's Report -- Jessica Branco**

Dinner is Friday!!!

#### **V. President's Report -- Tom Avvakumovits**

- Black t-shirts were a great success on the Day of the Teacher. Mercury covered the issue. Students were asking questions which were positive. Wear your shirts on the bus.
- Teacher home-buying opportunity. An organization wants to help gov't employees find housing. Workshop to be advertised later through Human Resources. Thanks to Jason Heskett and Travis Hamilton we have a new website – [www.feamembers.org](http://www.feamembers.org).
- Tom has appointed Jon Fey to chair a committee to review the FEA Constitution and By-Laws. Tom will work with Jon in establishing a committee.

#### **VI. Negotiations Report: Jon Stark**

Summary of the next CBA was presented.

The CBA has been in an on-going process of “cleaning up” language to eliminate redundancies and clarify the language so everyone can read it easily.

#### **Other topics in summary of proposed CBA:**

- Increase hourly wage to \$30; comes out of a principal's budget and does not impact the protocol computation.
- Review of staffing issues when individual classes become overly populated, e.g. 40 students in a 32.5 ratio section. This will bring about a review by the district and FEA.

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- Copyrights for teacher's material; not automatically owned by district.
- Stipend issues:  
Stipend for media coordinator in CBA needs to be addressed.  
Sports has teams that didn't exist before, so 3 stipends not being used will be changed to sports that are currently viable at the sites. One site has gymnastics that can be covered by a principal's discretionary stipend. There are still the same number of stipends as before – the contract now more accurately reflects current practice.
- Future psychologists will receive the same salary as teachers. Current psychologists continue to receive the extra 10% of their salary.

- Retirees will choose Option 1 or 2 without option of changing during the 5 years of benefits i.e. once an option is chosen, one cannot change their mind a few years down the line (this protects FEA and helps accurately predict retiree benefit costs)

Returning retirees to a teaching position will be assigned unpaid cocurricular duties.

Early notification bonus increased to \$1,000, paid by the district.

- District obligation to monitor residency requirements.
- Bringing back courses that had been dropped, e.g. AP Statistics, can be part of a teacher's assignment, allowing for duty time outside the contractual duty day.

Jon will have the proposed CBA on line district web site. There will be a pdf file for the current CBA and a pdf file for the proposed CBA.

As long as there is an electronic version available, the district does not have to print a paper copy . However, there will be several paper copies at each site.

**Motion** by Peggy Kahn to send the proposed CBA to the membership for ratification per Tom's proposed timeline.

Seconded

Discussion and explanation of the process:

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**Timeline:** Members will receive a summary of the changes in the proposed CBA. Each site will have a meeting for questions and discussion. The balloting will begin June 1 and

continue through June 3. The voting is for the entire proposal.

**Concerns and Comments:**

Too rushed to vote in the last weeks of school.

Members were told that they would be voting on a proposed CBA because the current CBA is for only one year.

Downside of delaying:

Topics that are not currently in the CBA and would be delayed.

The Board is anxious to have a long-term CBA in place so they can plan, budget, etc.

This is longer than we usually have to review a proposed CBA.

Preference to take care of it now since the beginning of the year is busier.

The beginning of the year is too busy. Members are anxious to see the proposal and get on with the vote.

Many of the issues have already been discussed all year and it would be good to have the \$30 hourly in place and the review of the master schedule. (e.g. science dept. concerns at several sites).

The negotiating team is willing to have additional meetings during the two-week period before voting.

The calendars will be included in the proposal. The “expected” calendar is applied for subsequent years.

The salary schedule is subject to revision, so it is typically not included in the CBA. However, the mechanism for determining salaries is in the CBA and the schedule will be published on an on-going basis.

Multiple meetings and vote by mail perhaps June 30<sup>th</sup>?

Prefer to take it to a vote in case the membership does not ratify the proposed CBA. That gives us the summer to “fix” what the concerns are.

As a rep, everything has been done to get the information out there.

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Finish it by the end of the year, even if we extend into finals week.

If members don't like to vote at this time, they can vote no.

Tom visited LHS and talked to several teachers and they did not feel rushed about the voting.

Discussion ends.

### **Motion Passes**

**VII. Site Reports** – site reports are an opportunity for site to share contractual concerns at their specific site.

#### **CHS - Peggy Kahn**

There may be similar issues regarding the master schedule as applies to science and specialized credentials.

#### **MVHS: Jon Fey**

Supervision issue – club advisor – in the past it has been a “wink, wink” situation, but now a paid certificated employee must be there.

#### **LHS: Mike Williams**

Possible upcoming waiver for a part-time teacher to be a dept. chair. Master Schedule is being built solely by an AP. Science teachers are concerned because their credentials are specialized. This year is different from previous practice when the DCs created the master schedule

#### **FHS: Laurie Turner**

Vote was taken to have SSDDays in August.

There was mention of moving the late start days to Friday

#### **HHS: Jan St. Clair**

Faculty is in the process of voting for the SSDDays and electing next year's FEA Reps and Site President.

We are considering requesting a waiver to have our “day off” in March instead of Oct., depending on the results of the voting.

**Upcoming Meetings**

Wed., June 1: Joint Exec Bd/ Rep Council meeting, 3:45 p.m.  
This is the first meeting of the new term for reps.

Meeting adjourned at 5:15 p.m.

Respectfully Submitted  
Janet W. St. Clair, FEA Secretary