

FEA Representative Council Minutes
January 25, 2006

Present: Tom Avvakumovits, President Jessica Branco, Vice President
Greg Merrick, Treasurer Jan St. Clair, Secretary,

State Council: Carl Schmidt

Site presidents: Peggy Kahn, CHS Laurie Turner, FHS
Jan St. Clair, HHS, Mike Williams, Jon Fey, MVHS

Negotiating Team: Jon Stark

Representatives: Kristin Kempe, Jason Heskett, Carmen Kinkade, Kyle Fitzpatrick, Deborah Kumar, Kristine Nethers, Ed Emling, Rich Steffen, Cheryl, Lisa Ehresman, Ben Clausnitzer for Erin Ronan, Brittany Stevens, Kimmie Marks, Kyle Howden, Debbie Schmalz, Sheila Altmann, Travis Hambleton, Emmett Powers

I. Secretary's Report: Jan St. Clair

Minutes of December 14, 2005, approved.

II. Treasurer's Report: Greg Merrick

Greg presented the November, 2005, balance sheet.

III. State Council Report: Carl Schmidt

State Council is this week-end.

Carl will submit the following motion at the State Council meeting:

That the California Teachers Association adopt a policy opposed to the teaching of the concept known as "Intelligent Design" as science. This shall not be construed to impose a prohibition against discussing Intelligent Design in any classroom, which may hinder free discussion, infringe upon academic freedom and institutionalize censorship.

CTA is sponsoring "Read Across America" on Thurs., March. 2

IV. Vice President's Report -- Jessica Branco

The next FEA Social will be in March.

May 19th is the Teacher Recognition Dinner.

V. Negotiations Report: Jon Stark

- Jon attended a joint meeting of association presidents.
- Sick leave "banking" is being discussed. It has been done in other districts. A proposal will be forthcoming.
- Use of P-III Days -- there is a concern on the part of the district about the use of these days. Discussion will continue between the district and FEA.
- Feb. 17th is the date that the Chief Business officer Jeff Kiehl receives the county revenue numbers that go to our district. Once this number is known, we will be able to calculate the amount of any raise that may be forthcoming. In the arena of health care, Tom personally audits the reports from Blue Cross and Kaiser, with the help of Vita to ensure their accuracy.

- As a result of concerns brought about from various FEA members, the FEA negotiating team expressed some concerns to the district regarding the evaluation process . The district will meet with our negotiating team.
- \$10,000 staff development fund for unavoidable breach of class size provision (action item)

Motion by Carl Schmidt:

Remedy for unintentional breach of class size ratio by the District

If, despite good faith recruiting efforts, the District is unable to find qualified staff to permit compliance with the required staffing ratios for a given department, the remedy shall be as follows. The sum of \$10,000 shall be made available to the understaffed department to fund professional development for unit members in that department. The department in question shall determine how the funds are to be apportioned; however, to ensure that such funds shall be used only for professional development each proposed use must be approved by the site Principal in advance. The funds will be available through the academic year in which the understaffing occurred, and if not yet exhausted, through the following year; any funds unused at the end of that following year shall revert to the District. It is expected that any professional development activity undertaken in accordance with this section shall be wholly funded by the funds described above and shall not require use of any other or additional District monies.

Seconded

Discussion—responses:

This would occur only when there is not a teacher to take the section(s) owed the specific dept.

The intent is to hire certificated staff. If not possible, then it goes to money for certificated staff development.

Staff development may be used for the current year and the next year.

Consequently, it can be used during the school year or during the summer.

Money spent will be part of the bargaining unit expense for that year.

Motion Passes

VI. President's Report -- Tom Avvakumovits

• Discussion Establishing a common threshold for approving a site-specific CBA waiver

Tom proposed that a "significant" threshold to approve a waiver be two-thirds of those voting at any given site.

Reps had small group discussions and reported main points of their discussion.

Tom requested that reps bring this up for discussion within their constituency. More discussion will take place in future rep council meetings. The council is very supportive in establishing a number for all sites to use when passing a waiver.

• Other items of interest

The Extra-curricular committee is reviewing the stipend schedule. It is composed of representatives from the district and FEA members from the various activities that are on the stipend schedule. First meeting is Friday, February 3.

As mentioned earlier, Feb. 17, Jeff Kiehl (district financial officer) will receive revenue numbers from the County.

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

MVHS: Jon Fey

DC's are meeting tomorrow to discuss possible CBA language regarding department chairs.

CHS: Peggy Kahn

No problems

HHS: Jan St. Clair

Concerns remain over evaluation practice by the district.

FHS: Laurie Turner

FHS has started 2nd semester with all new students.

A process has been established to determine if they want to move to a different schedule. Newer teachers are interested in the district offering a Health Course and CPR for their credential requirement.

Questions from newer teachers about how health care is offered in retirement.

LHS: Mike Williams

Debate about when grades are due under their waiver which has finals given before the Holiday vacation. It was resolved that the grades are due in January with the rest of the district.

Student Body (ASB) has decided that it would be good to bring back the Pledge of Allegiance on Fridays. This is allowed in Ed Code. Staff met to discuss this, and students discussed concerns of staff. Leg. Council decided to go ahead by a 71% vote. LHS could not attend the CPR class because it was offered on the January Teacher Workday when they have a full day of classes.

IX Good of the Order

Reps shared various news items.

Upcoming Meetings

Exec Bd. Meeting, February 8, 2006, at 3:45 p.m. at FEA office.

Rep Council meeting, February 15, 2006, 3:45 p.m. at FEA office.

X. Adjournment

Meeting adjourned at 5:00 PM

Respectfully Submitted

Janet W. St. Clair, FEA Secretary

