

FEA Representative Council Minutes
February 15, 2006

Present: Tom Avvakumovits, President Jessica Branco, Vice President
Greg Merrick, Treasurer
State Council: Carl Schmidt
Site presidents: Peggy Kahn, CHS Laurie Turner, FHS
Mike Williams, LHS Jon Fey, MVHS
Negotiating Team: Jon Stark

Representatives: Peggy Kahn, Kristin Kempe, Jason Heskett, Carmen Kinkade, Laurie Turner, Deborah Kumar, Kristine Nethers, Ed Emling, Rich Steffen, Cheryl Vettel, Lisa Ehresman, Graeme Logie, Erin Ronan, Mike Williams, Brittany Stevens, Kyle Howden, Debbie Schmalz, Jon Fey, Sheila Altmann, Supriya Moore for Maria Giannini, Travis Hambleton, Michelle Balmeo and Ed Puccinelli

I. Secretary's Report: Tom Avvakumovits on behalf of Jan St. Clair

Minutes of January 25 , 2006, approved.

II. Treasurer's Report: Greg Merrick

Greg presented the December, 2006, balance sheet.

III. State Council Report: Carl Schmidt

- Gold multiple-paged handout.
- Highlighted important items
 - Request by some FEA members to have CTA sponsor a proposal to oppose the teaching of *Intelligent Design*. Issue has been given to curriculum and instruction committee. Co-Sponsored by Los Angeles school district education associations (UTLA).
 - Preschool for All Initiative is being discussed.
 - State elections are approaching. CTA has made endorsements. CTA does not support Deborah Bowen, as CTA wants to interview her opposition.
 - Calls for recommendations for the High School Restructuring Task Force--- what needs to be done to restructure CA high schools?

IV. Vice President's Report: Jessica Branco

- The next FEA Social will be on Thursday, March 23, 2006.
- May 19th is the Teacher Recognition Dinner.

V. Negotiations Report: Jon Stark

Current language regarding personal leaves was handed out. Highlighted section:
Personal necessity leave shall be limited to circumstances significant in nature which the unit member cannot reasonably be expected to disregard. Absences pursuant to this leave provision normally necessitate the unit member's immediate physical presence elsewhere and involve matters

which cannot be accomplished at any other time.

- District has expressed a concern that P-3 days are occasionally used in a manner that is not consistent with contract language. There have been parent complaints about their children's teachers returning from a week off while school was in session.
- Current P-3 language does not allow district or administration to check certificated staff members' use of P-3's. The District has initiated a proposal that states that periods in excess of three days taken consecutively would require stated reasons for absences and prior approval from principal. In exchange, district will remove restrictions regarding when teachers may take P-3's.
- Some minor clarification of P-3, P-2, and the fact that all of this is counted against ten days of sick leave.
- Discussion Ensued:
 - Former Negotiating team member and current FHS site president Laurie Turner offered some history. P-3 placed in contract so that teachers could use P-3's for whatever purpose they deemed necessary.

Some other comments by various representatives included:

- May inhibit school's efforts a required staff development that takes place during the first few days of the new school year. Agrees with Laurie's caution that principal's approval would inhibit teacher's ability to take time off.
 - How does this impact comp time? Can a teacher's accumulated comp time still circumvent the district's current attempt to stop P-3 abuse?
 - There are those teachers who have legitimate reasons for using P-3 days that recur every year (mother whose child does not have common Spring Break tries to accumulate comp time so that she is able to be home with her child during the break, which happens every year).
 - Does not want to protect those who are abusing the P-3's, but concerned that all FEA is being penalized for the abuse committed by a few.
 - Cautions that principals could play favorites. How do we guard against inconsistent regulation?
 - The exchange for our being able to take P-3's any time of year (even around exam times) is not enough flexibility to compensate for making the principals the final arbiter on extended P-3's.
 - Worries about the fact that administration proposed this due to their feeling that they did not have enough control.
- Reps will discuss the proposal with their respective constituency to foster discussion and to gather feedback in time for March Rep Council Meeting.

VI. Old Business: Waiver Approval Motion—Tom

- Handout distributed with proposal to standardize the CBA waiver approval process.
- In the past, a waiver needed to be approved by "a significant majority" of the affected membership; this proposal seeks to clarify that into a "2/3 majority of ballots cast"

- During the March meeting we will conduct a vote on 2/3 majority requirement for all contract waivers
- Representatives should also elicit discussion and feedback regarding this in time for March's Rep Council meeting
- Tom to email a more polished version to all reps so that they may have uniform wording.

VII. New Business

Science Department Class Size Cap Proposal: Laurie Turner

- Distribution of Science Class Size Proposal to limit Science classes to no more than 36 students, while maintaining the current 32.5 average.

IMPORTANT NOTE: *This proposal would be for the FEA rep council to direct the FEA negotiating team to negotiate for this provision. If motion passes Rep Council, the District would still need to agree to it before it becomes enacted.*

- Small group discussion of issues
- Thoughts and Concerns share out:
 - Group #1
 - Saw as a very minimal request.
 - Focus is safety.
 - In future may be able to address similar concerns for other courses such as industrial technology and P.E.
 - Group #2
 - Valid reasons for it, but can produce a slippery slope (other departments may call for it).
 - Is there a difference in safety among the different science classes? Can we propose this only for chemistry?
 - What is the date we need this as far as our schools' looking at department numbers?
 - Group #3
 - What if that 37th student arrives? Does the cap mean he/she does not take a science class?
 - Agrees with others that safety should be priority b/c lawsuits are real.
 - Group #4
 - Very comfortable with this proposal.
 - Some concern about the small classes being cancelled. No room for absorbing a few students here and there.
 - Group #5
 - Agree that Negotiations Team should go forward with this because of safety concerns
- Next steps: Tom will create an electronic packet for reps about the issues.
- Reps are to talk with constituents about this matter as well as the earlier two (P-3 language and 2/3 vote for waivers). Manner in which those discussions occur is left to the discretion of each rep.

VIII. President's Report –

- During the March meeting, Rep Council will vote on three issues:
 - Science proposal: ONLY to direct Negotiations Team to proceed with it. This vote does not immediately enact change. Our body must obtain agreement with district before anything can happen. We will have time for discussion in large group during the March meeting.
 - District-proposed change to P-3 language
 - 2/3 vote for waivers to pass

- Salary increase
 - FUHSD Chief Business Officer Jeff Kiehl will obtain financial figures from the county soon (February 17). Negotiations Team will receive those numbers the first week after vacation. Tom will then send out an *Advocate* that will explain any increases we may have to use for salary, in the manner upon which we previously voted. Of course, any member of Rep Council may move to go through the voting process again. If a person desires this, please notify Tom before the March meeting.

- Paid Co-curricular Duty subcommittee update
 - Committee has met twice. They are targeting a proposal to be presented to Rep Council at the April meeting. FEA members include: Joe Kelly, Craig Ellegood, Sharon Prefontaine, and Byron Lee. District members include Al Montgomery, Mike White, and Nancy Braughton-Fisher

- PAR Joint committee
 - Composed of five teachers and four members from administration. Tom met with current PAR members to see if they wanted to remain on the committee. FEA recognized Peggy Kahn for her years of service as chair of this committee. The following FEA members were nominated to make up the joint committee: Chris Kennison (FHS), Michele Avvakumovits (CHS), Christy Heaton (HHS), Amanda Day (LHS) and I-Heng McComb (MVHS).

- Motion to approve: Cheryl Vettel
- Seconded: Jon Fey
- Motion carries

- School Board Report
 - Kathryn Ho taking three-month leave of absence, leaving only four members.
 - School Board topic: Should a student who has fulfilled all other graduation requirements, but have not passed the California High School Exit Exam (CAHSEE) be allowed to participate in his/her class commencement ceremony?

NOTE: this is not a matter in which FEA has any say in whatsoever; However, board member Barbara Nunes specifically indicated that she would welcome opinions from the community.

- Discussion ensued – a sampling of the comments include:
 - The results for the last chance of passing are not delivered until after commencement. This may be a reason to allow these students to walk (give them the benefit of the doubt).
 - If timely reporting of scores is the issue, then we need to hold the appropriate party responsible for this. Students may not take a high school diploma as seriously if they are allowed to walk when they have not passed the CAHSEE. If we want students to take the diploma and the test seriously, allowing students to walk with a failed test will defeat our efforts.
 - Is it a commencement? Is it a time simply to obtain a diploma? We need to explore the real meaning of the ceremony. As it stand now, students cannot walk if they have not fulfilled all the requirements for graduation.
 - Denying students who have failed the CAHSEE, but who have fulfilled all other graduation requirements the opportunity to walk in commencement may incense parents enough that the parent community may be inspired to do something about the CAHSEE requirement.

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

- **FHS: Laurie Turner**—Schedule process moving forward. Committee meeting to hash out details
- **LHS: Mike Williams**—None
- **MVHS: Jon Fey**: None
- **HHS: _____**—Concerns remain over evaluation practice by the district.
- **CHS: Peggy Kahn**—**Waiting for waiver approval of final exam schedule before holiday break. Need to wait for decision about the 2/3 vote requirement for waivers**

X. Good of the Order

- Reps shared stories, news items about the goings-on at their respective schools
- **Upcoming Meetings**
 - Exec Bd. Meeting, March 8, 2006, at 3:45 p.m. at FEA office.
 - Rep Council meeting, March 22, 2006, 3:45 p.m. at FEA office.

XI. Adjournment

Meeting adjourned at 5:06 PM

Respectfully Submitted

Lisa M. Ehresman, FEA Representative, HHS on behalf of Janet W. St. Clair, FEA Secretary