

FEA Representative Council Minutes
August 30, 2006

Present:

Officers: Tom Avvakumovits, President

Jessica Branco, VicePresident Ben Clausnitzer, Treasurer

Jan St. Clair, Secretary; Carl Schmidt, CTA State Council Representative

Site presidents: Jason Heskett, CHS Laurie Turner, FHS Jan St. Clair, HHS Kyle Howden, LHS Jon Fey, MVHS

Negotiating Team: Jon Stark

Representatives: Kristin Kakes, Jeff Rosado, Deborah Kumar, Dan Amezquita, Nuria Mora, Rich Steffen, Craig Tuana, Rani Bandermann, Debbie Curley, Angie Esswein, Graeme Logie, Gary Yoshida, Debbie Schmalz, Sheila Altmann, Maria Giannini, Travis Hambleton, Emmett Powers, Ed Puccinelli, Supriya Moore; Brittany Stevens

I. Secretary's Report: Jan St. Clair

Minutes of May 24, 2006 approved.

II. Treasurer's Report: Ben Clausnitzer

Ben distributed the last balance sheet. The Teacher Recognition Dinner was the big event in the budget. FEA also contributed to the August BBQ for the district.

III. State Council Report: Carl Schmidt

Race for Governor will be the big item at the Sept. State Council meeting. Carl will invite the vendors for our benefits to our first social so members will be able to ask questions.

IV. Vice President's Report -- Jessica Branco

We will be having a social in October; date to be announced.

We were under budget for the Recognition Dinner.

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V. Negotiations Report: Jon Stark

New Team member – (see approval under President's report.)

Modifications for the CBA have been incorporated into the CBA on the FEA website: www.feamembers.org

Goals:

- Extract all wisdom from Danny Beaudry since she is now a consultant for the team since she has retired from teaching.
- Monitor the co-curricular sign-ups were done properly.

- Review the class size ratio.
- Have district report on residency issues.
- Monitor the tax figures for new revenue.
- Work to be sure the evaluation process is done properly
- District may have concerns too

New goals:

- Minimize the impact on FEA unit in the consequences of the change of superintendent.
- Monitor the new position at Homestead of “Dean of students”, which was agreed to as a pilot program for one year.

Conditions: Provide transition path for future admin.

Two positions at HHS only; teaching one class per semester.

Deans are not members of FEA. No impact on FEA employment level. Deans attend many of the same functions that teachers do (e.g. collaboration time, Back to school night). Deans will not evaluate teachers. Review will be done by the usual FEA procedure to determine if this position is something to be continued in the future, and possibly expanded to other sites.

VI. President’s Report -- Tom Avvakumovits

- August 22nd School Board meeting:

Closed Session Board decision to terminate the superintendent immediately.

FEA Concerns: Rowley’s term in the position was characterized by a very positive relationship between FEA and the District. One of Acting Superintendent Polly Bove’s major concerns will be to try and mitigate the fiscal impact any potential litigation concerning Dr. Rowley’s termination will have on employee compensation.

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(8/22 Board meeting, cont.)

Questions/comments:

There will be an investigation to determine the reasons behind the resignation of two MV teachers-- Catherine Ho and Homer Tong will select who will do the investigation.

Future litigation as a result of Rowley’s termination remains to be seen as the situation unfolds.

--Group discussion & report: council got into school groups and discussed reaction at each site to the Superintendent’s termination.

Discussion was followed by reporting out of concerns.

Summary of concerns:

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- Does a three member majority on our board have this kind of power? There is a 3 to 2 voting pattern that is fairly consistent.

- There is concern that the action harms the standing of the district in the community.
- What is the financial impact on the staff and schools?
- Concern over the “shuffle” of administrators that may occur when there is a change of superintendent.
- Was it a decision made in the students’ best interest as opposed to the personal interests of three board members?
- Why was the decision made?
- What can we teachers do about it?
- Monetary impact is wide-spread concern.
- Many said there was No reason to think Steve was doing anything but a good job.
- How much more negative press will litigation bring forth?
- What were the hidden details that led up to this?
- Perhaps FEA should endorse school board candidates.
- We don’t know how much this may impact our lives, so we’re concerned....

Additional concern voiced: A general concern has been expressed about how well reports by teachers of cheating incidences are being handled. Suggestion to find out if this is as big an issue at other schools as it is at MVHS.

- Fiscal outlook

The District’s fiscal outlook is uncertain at the moment. Property tax revenues have increased, but we don’t know exact numbers. We have an increased student population so expenses have risen. Medical premiums for Blue Cross will be very high. We’ll know more in December. Kaiser has not reported yet. We are hopeful that there will be a small raise, but we will not know for sure for several months due to many variables that are still unknown.

- Class size

Two schools have very high class sizes.
Goal: Monitor science enrollment to see if we can achieve a cap of 36 in science classes without imposing it contractually.

- Role of an FEA rep

Primary role is to communicate the opinions and feelings of their constituents. Tom would like each Rep to make at least one personal contact a semester to each of their constituents. Tom requests that constituency assignments be made and that the site president email these to Tom.

VII. New Business

- School Board Candidate Forum – Carl Schmidt

Carl would like to invite the board candidates to address the rep council on pre-determined questions.

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(Board candidate Forum, cont.)

Sept. 21 (Thurs.) is the proposed date. Members can email questions to Tom or Carl to help create the questions.

Questions should be mailed to Tom or Carl by Sept. 7th.

- Approval for negotiating team member -- Tom A.

Cathleen Farrell, the SpEd lead Resource teacher at HHS and then went to CHS. She is recognized as a leader campus-wide.

Motion by Jan St. Clair to have Cathleen join the negotiating team.

Seconded

Motion passes unanimously.

Danny Beaudry will continue as a consultant on the team. A Fremont rep will be named shortly.

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

LHS: Kyle Howden

Request for waiver to change the first SSDD from Oct. 9th to Oct. 16th.

There is concern that the 9th is a district-wide coordinated day. LHS is going through the contractually delineated waiver process and will have a staff vote. They will need 2/3rds vote to apply for the waiver.

MVHS: Jon Fey

112 FEA members this year.

Wants more structure for Prob I & II to feel secure and have their rights protected. Jon is working with admin and DC's .

Concerns over student discipline. Supervision assignments were done well.

CHS: Jason Heskett

Supervision duties sign-up went smoothly.

Constituent list is also completed.

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(Site Reports, cont.)

FHS: Laurie Turner

We're good.

HHS: Jan St. Clair

Section allocation: possibility of 1-2 sections in English and 4-5 in Math. Other departments are being monitored. Graham Clark continues to be supportive and inclusive of the FEA representation in contractual issues. We are off and running for our WASC report.

IX Good of the Order

Reps shared various news items.

Upcoming Meetings

Exec. Bd. , Sept. 13, 2006, 3:45 p.m. at FEA office.

Rep. Council, Sept. 27, 2006, 3:45 p.m. at FEA Office.

X. Adjournment

Meeting adjourned at 5:20 p.m.

Respectfully Submitted

Janet W. St. Clair, FEA Secretary