

FEA Representative Council Minutes
November 15, 2006

Present:

Officers: Tom Avvakumovits, President
Jessica Branco, Vice President Ben Clausnitzer, Treasurer
Jan St. Clair, Secretary

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

Negotiating Team Jon Stark
State Council Rep: Carl Schmidt

Representatives: Kristin Kakes, Nuria Mora, Stacey Morse, Dan Amezquita, Debbie Kumar, Rich Stephen, Rani Bandermann, Debbie Curley, Angie Esswein, Lis Clausnitzer for Graeme Logie, Gary Yoshida, Brittany Stevens, Ken Iams, Kathleen Loia, Maria Carter, Travis Hambleton, Supriya Moore, Emmett Powers, Ed Puccinelli, Denae Moore

I. Secretary's Report: Jan St. Clair
Minutes of October 25, 2006 approved.

II. Treasurer's Report: Ben Clausnitzer
Ben presented the budget/balance sheet for the month of September.

III. State Council Report: Carl Schmidt

Four key issues:

1. State teachers' retirement system, currently funded at 87%, making it "underfunded".
Intent is to keep the same benefits for current and retired members, but possible future increased contribution by teachers and districts.
There is not a move in the legislature to convert to a defined contribution program in the legislature.
2. Health care costs are increasing around the state, creating a burden on many school districts. CTA is considering a "single-payer" system as a potential solution

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3. Changing student enrollment across the state:
 - demographic changes and intrastate movement
 - some school consolidations and closures, beginning at the elementary school level

-may result in staff imbalances; some CTA members and ---Districts are seeking stare funding to temporarily cover the costs of overstaffing and avoid layoffs

4. CTA is experiencing a decline in membership (again, driven by demographic changes) and seeking ways to reverse the trend

Other issues:

Advocating for college for all students is not realistic. Need to bring back vocational classes in schools.

IV. Vice President's Report -- Jessica Branco

May 18, 2007 at Marianni's will be the Teacher Celebration Dinner.

V. Negotiations Report: Jon Stark

- Clarification of language - units credited toward salary advancement (action item)

Jon presented copies of the "old" language and the "revised for clarification" language. Paragraph 6 of the new language provides the greatest amount of clarification as to units qualifying for advancement on the salary schedule.

Motion by Carl Schmidt to accept clarified language.

Seconded

Discussion

Friendly amendment to change "may" to "shall" accepted.

Motion passes

- Years of Service clarification

75% taught of the school year constitutes a full year of service. HR is interpreting that as 75% with a single employer.

Team has discussed this with the district and will have further discussion.

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- Residency Reporting

CBA requires checking on residency continues each year. The district has continued their efforts and increased efforts in the boundary areas within the district. The district reports to the Board. There is also a "Tip line" at the district.

- Duties of club advisors

Concerns over activities planned off-campus, after-school hours, and whether the advisor is required to be present at all such events. District is exploring this in conjunction with looking inot booster groups who plan after-hours activities. The teacher club advisor needs to know ahead of time what the expectations are.

- Job posting

District is supposed to post it on each school's bulletin board.

District would like to do this electronically.

Team is sorting out how to do this; possibly on the web site where interested people could access the information, especially for internal postings.

The current Edjoin listings for our District, linked from our District's web page, were shown for Rep Council to view, which included a new posting for Guidance Counselors.

Discussion of possible solutions/concerns.

- Library Media Teacher

Team is talking about clear expectations for this position, so that CSEA tasks are not overlapped.

- Summary Evaluation forms for non-classroom members (action item)

Jon presented possible evaluation forms from the district for the LMT, school psychologist, and speech pathologist.

Motion by Carl Schmidt to authorize negotiating team to discuss and finalize evaluation forms with the district, ensuring that members affected by this process have had input.

Seconded

Discussion

Motion passes

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- LHS admin-initiated waiver
Large group discussion

Under the CBA, the LHS semester ends before the holiday vacation but grades are not due until the 3rd Tuesday in January. LHS admin has brought a proposal forward to have the grades due on the 2nd Tuesday of January. This could potentially have effect on the rest of the district through pressure to move up the date at other schools to match.

Moving end of semester to December was originally an effort to decrease stress on students, but not increase stress for teachers. What benefit is it for teachers to move up the grades being due from the 16th of January to the 9th of January? Later grade submission could cause issues for Gov. class failures as to what class to take for the Spring; suggestion was made to use senior failure notification process similar to that used at the end of the year. Schools with semester ending in January currently have less time to prepare grades than LHS. LHS will need to go through their internal process and have a vote on this admin-initiated waiver request (Rep. makes no recommendation to LHS for which way to go on this waiver).

VI. President's Report -- Tom Avvakumovits

- Feedback from previous meeting—Tom provided feedback on whether FEA should have speakers present political issues to Rep Council.

- Update on the implementation of recent CBA modifications

- HHS Dean of Students position
 - There is very quick response on disciplinary referrals. The deans teach one course each.
 - Teaching 7th period is a disadvantage because many disciplinary situations occur during 7th.
 - interest in having this revenue neutral i.e.. However, the Board may be reluctant to add more administrator positions.
 - Concern over cost to FEA* and teaching assignments being done by administrators.
- This was done to save money.

**note: The Dean position doesn't cost the FEA bargaining unit any money*

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- HHS staff development funds for understaffed depts.
 - English -- all money is now encumbered
 - Social Studies -- \$1665 remains
 - Science -- money has been spent, but accounting has to catch up with the bookkeeping. They are planning further collaboration activities.
 - Physical Ed. -- \$8400 remains

- Guidance

State money is coming for guidance (\$71 per student). Certain Guidelines need clarification from the state. Focusing on students who have not passed CAHSEE will be one stated focus.

- Health Care

Premium costs are increasing. The health committee will meet the end of November with VITA representatives to discuss the ramifications. CTA, ACSA are addressing the possibility of a single-payer system for health care. Tom will be attending a meeting sponsored by these organizations in December.

- EL—Concern about EL coordinators as to their duties, need for release period(s), status (DC?) Tom and negotiating team member Cathleen Farrell will be getting feedback from the EL coordinators.

- Maintenance/facilities issues

If there are maintenance issues that seem to go unresolved, please email Tom and he will expedite communication to the powers to be.

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

Site Reports

MVHS: Jon Fey

All is well.

FHS: Laurie Turner

All is well.

CHS: Jason Heskett

CHS will be piloting an open/closed tutorial.

Admin has asked the site president to join their admin. meeting once a month.

LHS: Kyle Howden – Teacher called in that he was tied up in traffic and was 30 minutes late. He was docked an hour of pay. Tom will look into this.

HHS: Jan St. Clair

WASC: Chairman of the visiting team met with Lisa Clausnitzer, our coordinator.

IX Good of the Order

Reps shared various news items.

Upcoming Meetings

Exec. Bd./Medical committee , Nov. 29, 2006, 3:30 p.m. at FEA office.

Rep. Council, Dec. 13, 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