

FEA Representative Council Minutes
December 13, 2006

Present:

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

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

Negotiating Team Jon Stark
State Council Rep: Carl Schmidt

Representatives: Kristin Kakes, Nujria Mora, Stacey Morse, Jeff Rosado, Dan Amezquita, Debbie Kumar, Rich Steffen, Kristine Nethers for Craig Tuana, Sara Moreno for Rani Bandermann, Debbie Curley, Angie Esswein, Erin Ronan for Gary Yoshida, Brittany Stevens, Ken Iams, Kathleen Loia, Debbie Schmalz, Sheila Altmann, Maria Carter, Travis Hambleton, Supriya Moore, Emmett Powers, Ed Puccinelli, Denae Moore

I. Secretary's Report: Jan St. Clair
Minutes of Nov. 15, 2006 approved.

II. Treasurer's Report: Ben Clausnitzer
Ben presented the Balance Sheet for October, 2006.

III. State Council Report: Carl Schmidt

1. Health care costs are escalating. We're living longer and options are being investigated.
2. The STRS retirement fund is underfunded. Choice is either to reduce benefits to retirees or start asking for increased contributions from active members. The decision is that of STRS Board. We are a defined benefit program so our benefits are guaranteed. CTA's position is to maintain the benefits as they are. How long that can be done is unknown.

IV. Vice President's Report -- Jessica Branco
May 18, 2007 is the Teachers' Celebration Dinner.

V. Negotiations Report: Jon Stark

1. Team has received the scattergram to determine the upcoming financial picture. There are many inaccuracies the team will have to work out

2. A member has proposed that we have language to protect teachers in coaching positions. Currently we do not have protections for co-curricular positions.

3. It is still not resolved as to how the district will keep track of teachers years of service who have taught at multiple schools.

4. Evaluation discussions is ongoing. Training is occurring to get all administrator/evaluators on the same "page". There are other issues concerning the "Meets standards" rating. It's being treated as a "grade" instead of just meeting standards which is a minimum expectation.

The question of what type of evaluation would mean you are not renewed, etc. There is consideration of removing the boxes with the MS, PS, etc. That would remove the "grade" concept the admin. tends to lean toward. All teachers should be an MS if they have a job in this district, so this should not be an issue. The district is making a good effort to train evaluators to make the process consistent.

5. Action item

The coaching stipend schedule and requirements was recently changed to take it out of our contract and put in the purvue of the district.

Members have pointed out that some of the coaching positions have become year-round activities with their own competitions, etc. This is particularly true of the Spirit Advisor.

Motion by Carl Schmidt to give the negotiating team direction to negotiate with the district to change the Spirit advisor stipend from a "B" stipend to an "A" stipend.

Seconded

Discussion

Motion passed

VI. President's Report -- Tom Avvakumovits

- A radical proposal

Suggestion that Salsbury (aka refrigerator) be stocked by both FEA and SEA instead of worrying about whose shelf is whose.

- Health care

VITA has reported our new rates from Blue Cross and Kaiser.

Rates are determined by the number of claims, reinsurance or pooling charges, and the cost of administering our account. (Reinsurance is where a claim goes after \$75,000; it does not go against our experience.)

We have gotten \$108 for every \$100 of our premium.

This doesn't include administration (18%)

Anticipated medical inflation (10%0

Medication use has stabilized

Blue Cross wants 38.5% increase
Kaiser is increasing 23.5%
Delta Dental increasing 5%

This represents an average of 35% increase or about \$3500 per member or about 6% of an average salary.

5/12ths of this increase will be reflected on this year's revenue allocation formula because our renewal month is February.

Good news – we are still safe from going negative. District revenues have increased by 4%.

In health care, there is an 86-14 rule

Meaning – 86% of care is consumed by 14% of the population.

So – 86% of us consume \$134 a month

14% of us consume approx. \$5100 a month

How does one contain costs?

- Only insure those persons needing coverage (Leave spouses on their employer's plan)
- Avoid siphoning "young, healthy" employees into fixed premium HMO options
- Utilize sound disease management techniques
- Educate your employees and reward them for good utilization

What can be done?

- With VITA's help, we can lower the Blue Cross increase from 39% to 25% -- great negotiating.
 - However, we must institute plan design changes
 - Office visits (\$15=20)
 - Adopt perhaps a 100-70 (network vs. out-of-network plan)
 - other minor changes
- Our plan was written 25-30 years ago. Procedures and conditions exist now that didn't exist then.
- Any changes would go into effect Sept. 07

Next Steps:

- Educate the membership
- Tom will do site visits with a VITA rep to the sites.

Discussion and comments.

Tom assures us that decisions will be made cautiously with much discussion in Rep Council and with the membership.

Tom showed a film about a single-payer health program. There is a state-wide move to pass the proposed Kuel Bill for a single-payer health insurance program. The film was provided solely for information.

Site Reports

HHS: Jan St. Clair

Nothing today.

MVHS: Jon Fey

Meeting with Admin. about when grades are due since MV is giving finals before the holiday vacation. The waiver contract language was reviewed and the issue is settled.

FHS: Laurie Turner

Nothing today

CHS: Jason Heskett

Harry Bettencourt will begin as 2nd semester principal. CHS is going to go to one day closed tutorial/one day open tutorial.

LHS: Kyle Howden

Nothing today.

IX Good of the Order

Reps shared various news items.

Upcoming Meetings

Exec. Bd. , January 10, 2007, 3:30 p.m. at FEA office.

Rep. Council, January 24, 2007, 3:45 p.m. at FEA Office.

X. Adjournment

Meeting adjourned at 5:30 p.m.

Respectfully Submitted

Janet W. St. Clair, FEA Secretary