

FEA Representative Council Minutes
January 24, 2007

Present:

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

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

Negotiating Team Jon Stark

State Council Rep: Carl Schmidt

Representatives: Nuria Mora, Stacey Morse, Dan Amezquita, Debbie Kumar, Rani Banderma, Debbie Curley, Angie Esswein, Lisa Clausnitzer for Graeme Logie, 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 December 13, 2006 approved.

II. Treasurer's Report: Ben Clausnitzer

Ben presented the November and December Income/Balance sheets.

III. State Council Report: Carl Schmidt

State Council meeting is this week-end.

Those running for positions on the state council will be discussed.

Health care

STRS pension

Career & Technical education – new money is available as an encouragement from the state to bring back vocational classes since not all students will go on to college. This goal has been defined but the process has not been detailed. Courses may be within schools or private vocational school, etc.

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IV. Vice President's Report -- Jessica Branco

May 18, 2007, is the Teacher Celebration Dinner.

Jessica is planning a social for March and will have details next month.

V. Negotiations Report: Jon Stark

- There will be some interruption in the flow of the process in determining the new revenue. There have been circumstances beyond anyone's control (e.g. family illnesses to key district personnel). Nonetheless, we are moving forward in finalizing financial data.
- Team will research a comparison of our district compared to others in terms of dollars spent per student.
- Scattergram has been received which the team uses to study the demographics of our staff, e.g. how many teachers are in each column and experience level. From this the team can compute the cost to the association for salaries.

The most recent budget report the District has shared shows a 4% budget increase. However, before determining a salary increase, other expenses must be determined, e.g. off-the top expenses like added personnel due to enrollment growth, energy costs, and our own unit's increased expense such as health care increases.

- The negotiating team is looking at cheating policies at each school to ensure that they are consistent with our CBA and with the California Ed. Code.

VI. President's Report -- Tom Avvakumovits

• Health Update

Blue Cross will negotiate an increase of 25% (instead of 39%) with changes in the basic plan. VITA will be meeting with BC at the end of this month to know specifically what changes would need to be made in order to have only a 25% increase.

BC has a right to dictate what the terms of our policy will be. Nonetheless, we will have to know what changes might be before we agree to them. Usage drives the amount of premium increase.

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Kaiser would have to mimic any changes in BC because we cannot have one policy "richer" than the other. Next meeting, Tom hopes to have details for discussion. The Health Care committee will meet for discussion.

• CTA presidents meeting report

Yesterday's meeting was about the state's revenue projections for revenue limit (ADA) districts which doesn't significantly impact our Basic Aid district. The general picture was not very positive for revenue limit districts. Our district's life blood is local property taxes.

One of the concerns expressed by more than one local association president (not FEA in this case) is that teacher induction requirements are becoming so difficult that it is not enhancing the prospects of teacher retention. Recruitment and retention is a major issue in the county. For example, according to the East Side Teachers association president, there are only 100 students in the SJSU

secondary teacher program. These concerns will be discussed at the next all-day Presidents meeting in March.

- **Future agenda items**

- **Superintendent visit at February meeting**

- Polly Bove sent a thank you letter for FEA's contribution to her welcome reception. Polly will come to the Rep Council meeting in February.

- Trustee Bill Wilson visit March meeting**

- Bill Wilson will be at the March meeting if our agenda is not too full.

- **Block or percentage if there is a salary increase**

Reps are asked to check with members for opinions on the process for determining how we allocate any potential raises. For the past several years we have had a "block vs. percentage" vote. Email responses to your negotiating team member at your site and to Tom are welcome if you have an opinion on this process.

Any increase would be retroactive to last Sept. and would be added to the salary schedule. (note: this year's increase will likely be greater than 0%, but less than 4% -- see *negotiations report above for notes on District budget and revenue allocation reference*)

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Site Reports

LHS: Brittany Stevens for Kyle Howden

Waiver Request: Request is to move grade entering deadline for semester 1 to the second Tuesday in January i.e. approximately one week sooner) The proposal came from LHS principal. Process on how the waiver/discussion/vote was presented. The current language allows LHS teachers to turn in their grades at the same time as the usual end of second semester in January. (LHS semester ends in December.)

The vote occurred last week, requiring a two-thirds "yes" of those voting. 68.3% were in favor of having grades due the first Tuesday after the first week of school following the Holiday Break in December.

Motion by Sheila Altmann to accept the waiver.

Seconded

Discussion

Motion Passed

CHS: Jason Heskett

Nothing today.

MVHS: Jon Fey

Discussion will take place within a task force and the administration to begin discussion of the issue of when grades are due.
Evaluation process still has issues.
Staff needs to have efficient communication of due dates, e.g. IRC 125 forms, be sent to staff.
Academic Code of Ethics (what is cheating?) needs to be discussed and confirmed.

FHS: Debbie Kumar for Laurie Turner

A group of teachers at Fremont wants to revisit their schedule. A committee met today for discussion.

HHS: Jan St. Clair

Survey from our Faculty Senate at the behest of the principal/district to change our late start day from Monday to Wed.

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Just to confirm -- if the survey shows support for this, it would require a vote of the FEA membership at HHS since our waiver is permanent Block Schedule with late start on Monday, followed by four block days.

IX Good of the Order – an opportunity to share non-contractual activities, anecdotes or other items of interest.

Upcoming Meetings

Exec. Bd. , February 14, 2007, 3:30 p.m. at FEA office.
Rep. Council, February 28, 2007, 3:45 p.m. at FEA Office.

X. Adjournment

Meeting adjourned at 5:10 p.m.

Respectfully Submitted
Janet W. St. Clair, FEA Secretary

