

FEA Representative Council Minutes  
February 28 , 2007

**Present:**

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

**Site presidents:** Jan St. Clair, HHS Kyle Howden, LHS  
Jon Fey, MVHS

**Negotiating Team** Jon Stark

**State Council Rep:** Carl Schmidt

**Representatives:**

**I. Secretary's Report: Jan St. Clair**

Minutes of January 24, 2007 approved.

**II. Special Guest -- Polly Bove, Superintendent**

Superintendent Bove talked about the following issues, taking questions and comments from members of the Rep Council:

- NCLB modifications are being considered for the state of California that would be more effective. Board member Nancy Newton presented this information in Washington, DC.

- Litigation regarding our former superintendent:

Mark Davis is now the attorney working on the case, so since Mark is a liability attorney with our insurance company, some of the expenses will be covered. The results of any negotiations in this case will be made public.

- Board is uncertain regarding filling the position of Deputy superintendent, and two other positions are currently uncovered, information about revenue will not be available until March 8<sup>th</sup> when the district will be able to show actual numbers to the FEA negotiating team.

- Growth in the district through 2010 to 11,000 students; modest growth in property taxes, but not as much as our growth in number of students. It is anticipated to hire 30-40 new teachers for next year. The hiring faire is coming soon.

Rep Council Minutes 2/28/07 pg. 2

- The search for a new principal for CHS is on-going nationally.

- Proof of Residency will be enforced on into the future. Incoming 9<sup>th</sup> graders and one other grade year are scrutinized carefully. There is an increase in 4<sup>th</sup> & 5<sup>th</sup> grade enrollment in the elementary district that the district will follow and have access to their database.

- The district will propose a plan to get all teachers certified in CLAD credentialing. It will be expected that all teachers have a CLAD credential.
- Growth of cities has an impact on the schools. Due to this, there will probably be a need for expansion at Fremont and Homestead.
- The Board will be deciding if students who do not pass the CAHSEE will be allowed to walk in graduation.  
The other issue is what to do to enable these students to pass the test and receive a diploma. Discussions are on-going for possible programs.
- The cost of allowing students to double-up, increasing the number of sections per school, is financially prohibitive.
- The district has been expanding ROP classes across the district. However, a cap is established.

## **II. Treasurer's Report: Ben Clausnitzer**

Ben presented the January Income/Balance sheets.

## **III. State Council Report: Carl Schmidt**

- Request on behalf of FEA concerning the teaching of "intelligent design" has been reworded and presented to the State Council.
- CTA Update: Aspen Report is bipartisan with an executive report providing input to the issue of No Child Left Behind.
- Social Security Offset- teachers and spouses of teachers lose some of their social security benefits when they retire.  
Legislation is being sponsored by both parties.

Rep Council Minutes 2/28/07 pg. 3

## **IV. Vice President's Report -- Jessica Branco**

- May 18, 2007, is the Teacher Celebration Dinner.
- The next FEA social will be March 15<sup>th</sup>, at BJ Brewery.
- Report on CTA's involvement with "California One Care" –  
This is a grassroots movement with support from the nurses' association. The state would be the "middleman," providing health care for everyone. (single-payer concept in current legislation). CTA is involved in this movement.

## **V. Negotiations Report: Jon Stark**

- March 8 the team will get data on revenue.
- They are looking at raising the daily summer school rate.
- The district must maintain a reserve of 3%. Falling below this causes legal problems. 5% reserve is advantageous to the district and its employees in

several ways, e.g. bond rating. The district would like to use some one-time reimbursement money partially to bring the reserve to 5% and partly to use another part to establish a fund to off-set some of our health care costs. This would be advantageous for all.

The team would like authorization from rep council to negotiate this issue:

**Motion** by Jon Fey to negotiate with the district to raise the reserve under the conditions described above.

Seconded

Discussion

Friendly amendment to have the team negotiate as much independence and flexibility as possible in the matter of distribution of this money.

Amendment accepted.

**Motion passed**

## **VI. President's Report -- Tom Avvakumovits**

### **• Health Care Costs update**

Health care renewal cost is very high. Blue Cross started at a 38% increase and has gone to 25% increase with some plan changes.

Rae Lee and Alison from VITA met with the Exec Bd/Medical committee. Blue Cross will allow us to renew at 38% with no changes to our coverage.

Changes being considered include office visits, increased deductibles, emergency room visits and co-insurance

Rep Council Minutes 2/28/07 pg. 4

The Medical committee/Exec Board will meet again on March 7. Tom will meet with VITA on Monday and Friday of the same week. This is an endeavor to get specifics in order to bring them to the membership.

## **Site Reports**

### **CHS: Kristin Kakes for Jason Heskett**

Harry Bettencourt is serving as interim principal.

With an AP leaving on maternity leave, two teachers are taking over duties and remaining partly in the classroom. One will eventually be a full-time administrator until June. This arrangement ends in June contractually.

### **MVHS: Jon Fey**

They are looking at their waiver to have finals before the Holiday vacation in December.

### **FHS: Jessica Branco for Laurie Turner**

They still have the on-going conversation on their current schedule.

### **HHS: Jan St. Clair**

Truancy Abatement program is in place.

We're ready for the WASC visiting.

**LHS: Kyle Howden**

Sydney Marsh has been moved to an AP position.

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

**Upcoming Meetings**

Medical Committee/Exec. Bd. , March 7, 2007, 3:30 p.m. at FEA office.

Exec. Bd., March 14, 2007, at FEA office.

Rep. Council, March 28, 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