

FEA Representative Council Minutes  
April 25 , 2007

**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, Stacey Morse, Jeff Rosado, Debbie Kumar, Rich Steffen, Craig Tuana, Rani Bandermann, Debbie Curley, Angie Esswein, Graeme Logie, Lisa Clausnitzer for Gary Yoshida, Brittany Stevens, Ken Iams, Kathleen Loia, Debbie Schmalz, Sheila Altmann, Maria Carter, Travis Hambleton, Emmett Powers, Bonnie Belshe, Denae Moore.

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

Minutes of March 28, 2007 approved.

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

Ben presented the balance sheet for March , 2007.

Tom and Ben will meet on the budget for next year to be presented to Rep Council in May.

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

Carl submitted a new business item that was passed with regard to science curriculum "standards should be based on research accepted by the educational and scientific communities at large." This is In response to a concern over the teaching of "intelligent design" in science classes.

CTA has become a co-sponsor of the single-payer health plan initiative in Calif.

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

Teacher Recognition Dinner is May 18, at Marianni's.

Reservations have been distributed to site presidents and are due back to Jessica by May 11. Dinner is at Marianni's.

Rep Council Minutes 4/25/07 pg. 2

**V. Negotiations Report: Jon Stark**

• **Credits on the salary schedule**

Team brought forth the District proposal to clarify the language as to what units count for salary advancement. Both the District and the FEA neg team want to ensure that units that go towards the future requirement of being EL compliant by

2009 be units that would count on the salary schedule. Part of the proposal also included limits in certain categories for units.

The conditions would be forward looking only. No one would have units deducted or be put back on the salary schedule.

Tom divided us into small groups for discussion of this.

To see the proposal handed out to reps, click here:

[www.chs.fuhisd.org/staff/~ta/fea/unitsproposal.pdf](http://www.chs.fuhisd.org/staff/~ta/fea/unitsproposal.pdf)

### **Notes from discussions:**

Good to encourage teachers to go back for units.

Concern over limit of 15 units of undergrad work.

Should there be unlimited units?

What are the standards for the pre-approval process?

Why are we negotiating? Should FEA set the standards or should their be agreed upon standards between the district and FEA?

Should we count all units for going back for another BA with undergraduate work?

Perhaps we should give the district a rubric with good examples and bad examples.

Could there be a case where more units are earned because more than one course is taken at the same conference?

Should the teacher need to send a course description with the request for pre-approval?

Is it possible to have course work approved if you have already taken it?

An opinion was given that 15 units for non-college units is reasonable because it moves you over an entire column.

What about units in your subject area, can it exceed 15 units?

Perhaps we can sunset in 2009 the clause about EL compliant units.

A rep asked how much money goes towards step and column increases each year. Answer: The total effect of step and column movement can change from year to year, but recently this movement represents about \$1 million each year.

Rep Council Minutes 4/25/07 pg. 3

- EL Coordinator -- team is discussing the language to make the language and the practice match.
- Teachers on Special Assignment -- Team will negotiate language as to how the TSA's are treated contractually. The proposal will be brought to the rep council.

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

### **A. Dean proposal**

The district would allow up to two deans to exist at each site, adding only one more site next year. Rep Council's questions were taken to the district and Tom emailed answers to the council.

**Motion** by Jon Stark to approve the proposal to have Deans of Students at any site wishing to structure their admin. team with them. (piloted at Homestead 06-07)

Seconded  
Discussion

Comments from HHS reps -- generally, with the Deans focused on discipline issues, response to teachers are quick and efficient.  
All the discipline issues are channeled to one Dean, e.g. all 9<sup>th</sup> to the same Dean. Consistency level is high for students, teachers, and parents.  
Deans each teach one class that would otherwise be taught by an FEA member. With the growth in number of teachers hired currently, this has not had a negative impact since teachers who have worked full-time have continued to do so. This would be a concern should this not be the case.  
The contractual point that the dean position has no negative impact on the dollars allocated to FEA was reiterated.

**Motion passes.**

B. Salary advancement units  
See negotiations report.

C. other items – CTA meeting attended by Tom.  
NCLB definition of “highly qualified.” There is overwhelming concern, especially in SpEd. SpEd teachers are “highly qualified” in one subject area. However, they must address other subject areas due to scheduling, etc. This has been a past practice, but is not NCLB compliant.

Rep Council Minutes 4/25/07 pg 4

Strike in Hayward\* -- Tom emailed the president of Hayward, but has not received a response yet on how other locals can be of assistance. The CTA group would like FEA to do a presentation on Revenue Sharing.

*\*addendum: the strike has been settled so this point is now moot.*

## **VII. New Business**

### A. Waivers

#### 1. Fremont –

**Motion** by Jessica Branco to approve a waiver for a year-long A/B schedule to begin the fall of 2007.  
(73.5% in favor at FHS of the new schedule.)

Seconded

Discussion

**Motion passes.**

Jessica commented that there will be more discussion by FHS staff on some continuing concerns.

#### 2. Monta Vista –

**Motion** by Jon Fey to renew their waiver which moves finals to before the December vacation. (84% approved; would make it a permanent waiver.)

Seconded  
Discussion

**Motion Passes**

3. **Motion** by Kathleen Loia to conduct an annual survey of the FEA membership for input on the areas of the Collective Bargaining Agreement.

Seconded  
Discussion

Friendly amendment to make it processed by the negotiating team.

Discussion

Friendly amendment to remove the previous friendly amendment and return to the original amendment.

**Motion Fails.**

Rep Council Minutes 4/2507 pg. 5

## **VII. Site Reports**

### **CHS: Jason Heskett**

What parameters does the district use in assigning instructional assistants to performing arts department? Student numbers? Number of teachers?  
Tom will send a question out for the site presidents to look into.

### **MVHS: Jon Fey**

DC's are starting a discussion of the process of signing up for the non-paid extra curricular duties.

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

Nothing today.

### **FHS: Laurie Turner**

Nothing today.

### **LHS: Kyle Howden**

How are Library Techs and Guidance Counselors evaluated?

The Rep Council has authorized the negotiating team to develop language and is in current practice.

**President:** Tom Avvakumovits – made an appointment with an LHS representative to discuss ways to create a survey for the membership with respect to contractual concerns

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

**Upcoming Meetings**

Exec. Bd., May 2, 2007, at FEA office.

Rep. Council, May 23, 2007, 3:45 p.m. at FEA Office.

**X. Adjournment**

Meeting adjourned at 5:50 p.m.

Respectfully Submitted

Janet W. St. Clair, FEA Secretary