

FEA Representative Council Minutes  
May 23 , 2007

**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

**Negotiating Team** Jon Stark

**State Council Rep:** Carl Schmidt

**Representatives:** Kristin Kakes, Nuria Mora, Stacey Morse, Jeff Rosado, Dan Amezcua, Debbie Kumar, Rani Bandermand, Debbie Curley, Angie Esswein, Graeme Logie, Gary Yoshida, Debbie Schmalz, Sheila Altmann, Maria Carter, Travis Hambleton, Supriya Moore, Emmett Powers, Bonnie Belshe, Denae Moore.

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

Minutes of April 25, 2007 approved.

**IA. Special Guest -- CTA Staff member, Bill Empey**

CTA has mailed 60,000 postcards regarding No Child Left Behind.

It represents an effort for legislation to "Erase, Rewrite and Reauthorize" this legislation, making some very needed changes.

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

- Ben presented the current balance sheet.
- '07-08 Budget –Ben summarized the proposed budget changes, presenting a balanced version. Included in it is reducing FEA dues by \$15 to balance the \$15 increase by CTA and NEA. Thereby, the members will not see a difference in the amount deducted from their pay warrants. This benefit to the members will be taken from our reserve account. It was pointed out that about 75% of our dues go to CTA/NEA, and our local FEA receives only a small amount from the monthly deduction we all pay.

**Motion by Carl Schmidt** to approve the proposed '07-08 budget.

Second

Discussion

**Motion Passes**

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

- Adult Ed is currently not represented by any organization. They are currently mounting a campaign to become part of the American Federation of Teachers (AFT). The Adult Ed staff has voted several times in the last ten years with regard to unification with FEA, but the vote has failed due to the differences and

difficulty of having a contract that would cover their needs. A separate association with AFT would better meet their needs.

- Carl went to the Legislative Breakfast in which several students attended. The students were very impressed with our teachers and many of the adults attending were very impressed by our students.

- New Business Item for State Council as a result of the CNN article entitled “Push to achieve tied to suicide in Asian-American Women.”

Carl will submit a proposal that CTA initiate a dialogue with the Calif. Department of Education, California Federation of Teachers, appropriate health care professionals and other members of our community to address the issue of suicide among Asian American women, especially between the ages of 15-24.

**Motion by Tom Avvakumovits** to endorse this item as presented.

Seconded

Discussion

**Motion Passes**

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

The Teacher Celebration Dinner was a grand success. We are currently within budget.

Upcoming election of FEA President, Vice President, and State Council Representative. Voting will begin on June 4<sup>th</sup> – 6<sup>th</sup>.

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

- **Salary advancement units**

The district has agreed to drop the limit of 15 undergraduate units.

Clarified that it is 2 units per conference.

They will also clarify the process of applying for approval of units.

**Motion by Carl Schmidt** to approve the new language as presented by Jon Stark,

Seconded

Discussion

Motion Passes

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- **Other for discussion**

- Retirees coming back to teach: There is a provision in the CBA to allow retired teachers to return to teach classes. The details of this situation were negotiated, limiting a returning retiree to the column one level of pay. FEA’s interest is first to provide employment and to maximize salary to current members. Retirees are not members of FEA so they do not pay dues. STRS may lift the “staying out a year” or not making more than \$27,000 the first year of retirement. Discussion may continue in the future.

- Teachers On Special Assignment

The team will have language to present to Rep Council in the fall.

Current language allows teachers to perform non-teaching tasks that does not involve evaluation of teachers. The team is seeking to clarify the language and insure that the practice matches it.

- Evaluation consistency: the district has agreed to establish a consistent definition of evaluation terms. They will in-service all administrators on this. Post observation conferences will occur in a timely manner (e.g. 10 days) or the observation will be re-done.

Consistency of what the evaluator expects the teacher to provide for their evaluation will be developed.

One of the duties of an administrator who was recently hired will be to coordinate these concerns regarding evaluation.

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

- H & W information

VITA and Tom are helping to craft a letter that the District will send out for members/retirees with regard to the changes in health care options as of Sept. 1.

- Other items of interest—

This is the last meeting of the year. Traditionally, the June meeting was the first one with the newly seated Rep Council. We will move the June meeting to August 29<sup>th</sup> as we did this last school year.

- SSDDays - There is enough money for two days. The proposed days be Wed., Aug. 22 and Monday, Oct. 15. The state has changed the funding scheme for these days. The principals requested that the Aug. 22<sup>nd</sup> day be for the sites. The Oct. 15<sup>th</sup> day would be for course-alikes to get together.

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The CBA had negotiated March 17 within the SSDD configuration. This would now be a day off.

**Motion by Travis Hambleton** to accept the proposal of the district.

Seconded

Discussion

**Motion passes**

## **VII. Site Reports**

### **CHS: Jason Heskett**

Request for waiver to move their tutorial to After 1<sup>st</sup> period.

Motion by Jason Heskett to approve the waiver.

Seconded

Discussion

Motion Passes

New principal is Kami Samaniego.

### **MVHS: Carl Schmidt for Jon Fey**

They have received the Distinguished School Award.

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

Homestead will have to delay submitting its waiver request until the August meeting due to a voting procedure technical goof-up.

**FHS: Laurie Turner**

Waiver Request: Laurie presented some minor modifications to their change of schedule waiver that was approved in April.

Scheduling of classes is now in the process.

Their collaboration day will be Friday.

**LHS: Kyle Howden**

Nothing contractual today

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

**Upcoming Meetings**

Rep. Council, August 29, 2007, 3:45 p.m. at FEA Office.

**X. Adjournment**

Meeting adjourned at 5:45 p.m.

Respectfully Submitted

Janet W. St. Clair, FEA Secretary