

2009-2010 Rep/Exec Meetings & Conferences

Representative Council Meeting 2009-10 3:45pm-5:15pm FEA Office

September 23
October 21
November 18
December 9 (Run by Brittany)
January 27
February 24
March 24
April 21
May 26
June 2 (only if needed)

Executive Board Meetings 2009-10

3:45pm-5:15pm FEA Office

September 9
October 7
November 4
December 9 (Run by Brittany)
January 13
February 10
March 10
April 7
May 12
June 2 (only if needed)

Upcoming CTA Sponsored Conferences – FEA HAS BUDGET TO SEND REPS!

***If you wish to attend, let Jon Fey, treasurer know and he'll set it up.
Go to CTA.org for more info**

CTA Region I Leadership Conference
Creating Opportunity Through Crisis
October 2-4, 2009
Santa Clara Marriott

The Gay, Lesbian, Bisexual, Transgender Issues Conference
Oct 16-18, 2009
Hotel Zoso, Palm Springs

Secondary Literacy Summit IX
December 2-3, 2009
Hilton Orange County, 3050 Bristol Street, Costa Mesa, Ca 92626

Good Teaching Conference - NorCal
January 22-24, 2010

Urban Issues Conference – San Jose
February 26-28, 2010

CTA Presidents' Conference – Asilomar
July 19-23, 2009, 2010

Summer Institute – UCLA
August 1-6, 2010

FEA/District Negotiations Process
August 26, 2009

How to raise a contract issue? – prepared by Jon Stark, Negotiating Team Chairperson

Each year we get questions about how to bring up a topic for consideration in negotiations. Although you are free to contact any Rep or officer of FEA, we suggest that you contact the negotiating team member at your site as a first step. Your team member will bring the issue before the rest of the team. The team will consider the matter, agree on a recommendation as to what to do about it, and inform you of our thinking. Sometimes the suggestions are matters that are already underway, or that have been recently considered and will be pursued soon, or would create a conflict with other portions of our contract, or have been recently considered and rejected. By coming to us first, we can tell you if the matter has been previously considered and/or why we think the matter should or shouldn't go forward, and perhaps help you refine or develop your suggestion. We will proceed with Rep Council and/or the District if we think the suggestion should go forward. If not, and you disagree with our reasons or recommendations, you can still ask your Rep to bring it up before Rep Council, but it will be with the benefit of having heard the pros and cons offered by the negotiating team.

Your current Negotiating Team members are:

MVHS - Jon Stark LHS - Darryl Haywood FHS- Tracy Fritz
HHS – Erin Ronan CHS - Chin Song

*Some additional thoughts from the FEA President. I recommend also Ccing your Site's President so that they are in the loop on the types of contractual questions being asked of our Negotiating Team. Often times, Site Presidents, members of the Executive Board, will bring these items up at our monthly Exec meetings. If you would prefer to request a Rep or Site President to bring the question/proposal to a Rep Council meeting, the Rep Council can ask the Negotiating Chair, Jon Stark, to discuss the item at an upcoming FEA Negotiating Team meeting. Please note, the Negotiating Team does not make any official decisions without Rep Council approval.

FEA Bylaws:

FEA/District Negotiations Process
August 26, 2009

Article X – Negotiating Team

10.1 General Provisions

- 10.1.1 Team members shall be nominated by the President and approved by the Representative Council.
- 10.1.2 Vacancies created by resignation or inability to serve shall be filled by nominations from the President with subsequent approval by the Representative Council.
- 10.1.3 Responsibility and authority for directing the bargaining process on behalf of the Association is vested in the Representative Council.
- 10.1.4 A member of the Negotiating Team may be removed by a 2/3 majority of the Executive Board

10.2 Duties of the Negotiating Team

- 10.2.1 To represent and to bargain for the bargaining unit [FEA]
- 10.2.2 To report its activities to the Representative Council in such form and with such frequency as the Council may require.
- 10.2.3 To disseminate information on a regular basis to the Representative Council and the general membership.
- 10.2.4 To survey members to determine appropriate items for contract proposals.

10.3 Limitations

The Negotiating Team may reach tentative agreements with the Board's representative(s) [district negotiating team]. Such agreements shall not be binding upon the Association until such agreements have been ratified by the membership.

*Some additional thoughts from the FEA President.

- 10.1.1 The current team was already in place and when I took office in July, I decided not to make any changes with the current team, so Rep Council did not need to re-approve the current team.

- 10.1.3 makes it very clear that Rep Council is the authoritative body for FEA. Any items that change the CBA that the team negotiates with the district does not go into effect without Rep Council approval (10.3 Limitations). [Some of the team's work involves cleaning up lackluster language; that is not typically voted upon as the intent of the language is not altered, but merely put into more cohesive and understandable language.]

- 10.2 The Negotiating Team reports regularly via Rep Council meetings to Rep and via the minutes to the general membership. When an topic arises that requires further explanation or involves a whole membership vote, the Negotiating Chair is asked by the President to disseminate further information. That information, and it contents, is always requested by the President and often also Exec before being disseminated to the membership.

Process

FEA/District Negotiations Process
August 26, 2009

FEA member initiated proposal

1. Member pitches proposal to Negotiating Team Member, A Rep, or even Rep Council
2. The matter is then discussed and investigated. If ultimately the proposal for consideration is officially “motioned” and then seconded at a Rep Council meeting, then official discussion begins on the issue. Often, a motion will be tabled so that Reps may have time to get feedback on the said issue and then the vote will actually take place at the next Rep meeting. *For clarification, only members of Rep can make “motions” so if a non-Rep FEA member has a proposal, they need to have a Rep motion on their behalf.
3. Non-Rep FEA members may make presentations regarding their proposal at any Rep Council meeting. (in 07-08, Music teachers spoke to their proposal at a Rep meeting.) They just need to request to be put onto the meeting agenda.
4. If an issue needs further clarification to the general membership, the President or designee may make specific site visits in order to have more discussion, gather input, or help present proposal.
5. A vote takes place at a Rep meeting. If a proposal (motion) is approved by Rep Council, it means that the Negotiating Team is now authorized to negotiate that item with the district.
6. Once the Negotiating Team hashes out the Rep approved item with the district, the Negotiating Chair will bring back the latest form of the item for Rep approval. If Rep Council does not approve of the negotiated terms, they can send back the item for further negotiations.

District Initiated Proposal

1. The district will bring all items it wants to the negotiating table with FEA’s Team for consideration.
2. The Negotiating Team will work through the pros and cons of any item the district brings forward and will “filter” out anything that is not properly fleshed out, or is not worthy of FEA consideration, before that item reaches Rep Council.
3. Items that our Negotiating Team brings from meetings with the district to Rep Council have often been worked out to the extent that the Negotiating Team deems that the given item is worthy of consideration by Rep Council, or the general membership depending on the topic.
4. The Negotiating Team does not take an official stance, as a team, on any issue that it brings to Rep Council. It is not one of their prescribed duties. Any information disseminated by the Negotiating Team to Rep or the general membership is not ever done with the intent of persuading one’s opinion one way or the other.
5. If the Negotiating Team brings an item from the district to Rep, it means it is an official proposal from the district, essentially a motion, that Rep Council must vote upon (some issues like money are full membership votes). Steps 4-6 in the above FEA Initiated Proposal process is followed until the issues conclusion.
6. Just as in step 3 above, a non-Rep FEA member may address Rep Council on a district initiated proposal.