



## LEA Representative Council Agenda 09.16.04

Welcome (3:45PM)

Additions to Agenda (3 minutes)

Approval of Rep Council Minutes (3 minutes)

06.03.04

Norms: Sharon Abri (20 minutes)

An overview and discussion of the use of norms at the LEA Rep Council meetings followed by a motion to adopt the norms for LEA Rep Council meetings.

Meeting Procedures: Keith Pickering-Walters (5 minutes)

Presentation on Robert's Rules of Order

Committees & Liaisons: (10 minutes)

- Committee Rolls and Sign-Ups
- Grievance & Mediation
- Communications
- Contract
- Political Action
- Social
- By-Laws (short term)
- Liaisons with other groups

\* Motion to direct exec board to apply for membership into the Livermore Chamber of Commerce

\* Sign up sheets are on clipboards on tables. Please sign up to chair or participate in at least one committee. Bring back information about committees to sites inviting members to participate on committees.

Site Issues: (5 minutes)

Extended Kindergarten and Increased Instructional Time in 3<sup>rd</sup> Grade.

\* Motion to direct the grievance committee to calculate school schedules in all grade levels and compare number of instructional minutes, number of prep minutes, and length of work day between all sites and levels to be analyzed for the possible creation of a grievance.

Negotiations: Terri Nighswonger (10 minutes)

Demands from District:

- Cap Health Care Benefits at \$10,000 per employee. (No, you don't get to keep the extra if you have a cheaper plan.)
- Freeze in salary step. (That can be up to a \$2,000 loss EVERY year that you teach from now until retirement.)
- Eliminate the Health Care Trust for all new employees. (That means all NEW teachers aren't in the Trust and they WON'T get their money placed back on the salary schedule. It also means that the money won't be in the trust when we need it-it will be all used up.)
- Place retirees in a separate rating pool for health care benefits. (That could cripple retirees who would face a HUGE increase in their health care premiums while on a fixed income. Do you think they'd credit the savings to the active employees?)
- Eliminate the Option 1 retirement incentive for all employees after Feb 1, 2004. (Teachers would have the choice to work until age 65 to keep their benefits or pay for their own health care until they're eligible for medi-care.)

\* Simple vote to demonstrate to the negotiation team and contract committee where the members stand on these five issues. What are your priorities?

\* What activities would you like to see the contract committee coordinate?

\* Negotiation Team Appointments: New members are needed for the negotiation team. If you are interested in being trained to become a negotiator, please contact Terri Nighswonger: [vicepresident@livermoreteachers.org](mailto:vicepresident@livermoreteachers.org)

Information Gathering: (10 minutes)

- \* Short brainstorm on topics or ideas to survey.
- \* Motion to direct communications committee to gather information from the membership through surveys and present data at the next rep council meeting in October.

Political Action Committee Report: (5 minutes)

- Information on Measure D can be found at:  
[www.yesforlivermoreschools.org](http://www.yesforlivermoreschools.org) Informational packets will also be available at the Rep Council Meeting.

\* Motion: The Political Action Committee recommends that the LEA Rep Council endorse Measure D: Livermore Parcel Tax.

Treasurer's Report: Kathleen Real-Goucher (10 minutes)

- Review of Proposed and Final 03/04 LEA Budgets. Please review attached documentation showing: proposed and final 03/04 budgets, proposed 04/05 budget, transaction summary report, transaction detail report, net worth report, investment income report and dues income report.

\*Motion to approve the proposed and final 03/04 LEA Budgets and supporting documents.

- Review of Proposed 04/05 Budget

\*Motion to approve the proposed LEA Budget and supporting documents.

Feedback from Site Reps: (5 minutes)

Thumbs up/down on the following actions that LEA has done since the start of summer:

- Newsletter (Printed)
- CTA Calendars
- Membership
- LEA Updates (e-mail)
- Site Visits
- Presence at Board Meetings
- Website

Request from LHS Boosters for Support Through Ad-Space: (5 minutes)

\*Motion granting or denying request to support LHS Boosters through the purchase of an ad-space on their Sports Poster.

Informational items that are attached:

- LEA Proposed & Final 03/04 Budgets + Proposed 04/05 Budget
- Parliamentary Procedures: A primer
- 06.03.04 Rep Council Minutes
- LEA Bylaws