



## LEA Representative Council Minutes 09.16.04

Welcome (3:45PM)

Additions to Agenda (3 minutes)

Political Action Report moved up.

Approval of Rep Council Minutes (3 minutes)

06.03.04

Kevin Cotton moved to accept the minutes. Sharon Abri seconded. The motion passed unanimously.

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.

Additions: timed agenda's. Noah moved to accept the draft norms. The motion was seconded. It was unanimously accepted.

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

Keith presented a sheet identifying the duties of each of the committees listed above.

Reps were asked to sign up for committee work according to their particular interest. We are encouraging other teachers to join these committee too.

- Social
- By-Laws (short term)
- Liaisons with other groups

\* Motion to direct exec board to apply for membership into the Livermore Chamber of Commerce Al Burnell made a motion that we join the Chamber. The motion was seconded and unanimously passed.

\*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.
  - A motion was made to ask the grievance committee to look at the minutes of the kindergarten and 3 grades. The motion was made and seconded. It passed unanimously.

Croce and Rancho School teachers are being told to do traffic duty both in busy parking lots and on main streets in front of their schools.

A coaching issue from Granada was presented with J.V. water polo. This needs to go to the negotiating team.

Sheltered classes are an issue with too many students in the classes. Is this legal?

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:

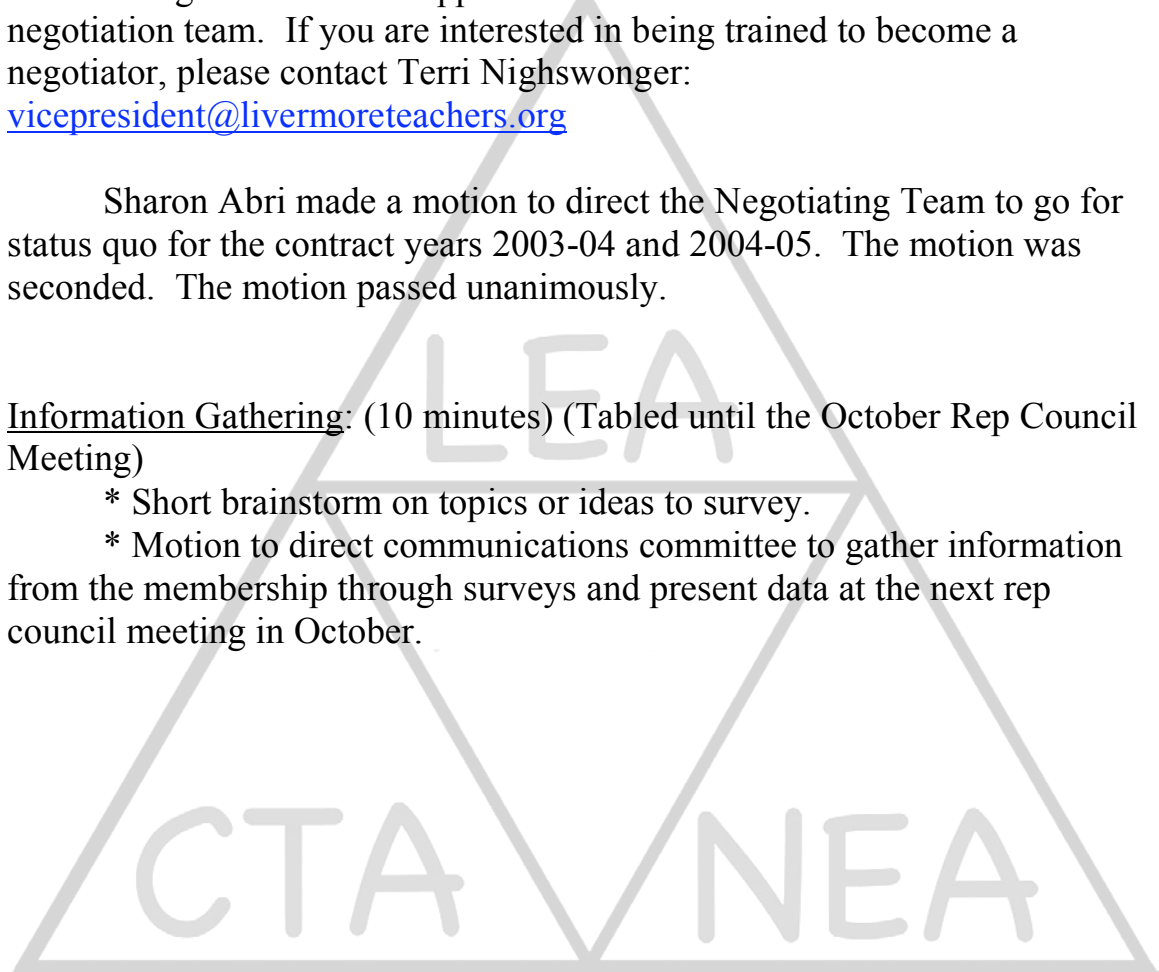
[vicepresident@livermoreteachers.org](mailto:vicepresident@livermoreteachers.org)

Sharon Abri made a motion to direct the Negotiating Team to go for status quo for the contract years 2003-04 and 2004-05. The motion was seconded. The motion passed unanimously.

Information Gathering: (10 minutes) (Tabled until the October Rep Council Meeting)

- \* 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. Cecelia Sadler reported about Measure D. The language is specific to seven needs for the schools. A committee audits how the money is being spent so that the money is used only for the identified needs. The Bond is for five years. Schools and teachers have been asked to participate in phone banking.

. A motion was made by Cecelia Sadler; the motion was seconded and passed to support Measure D. Measure D would like us to financially support the measure. We can ask CTA to donate to the measure through their political P.A.C.. Tom Anderson asked for a friendly amendment to set the donation from LEA at one thousand dollars. We will encourage all teachers to participate in phone banking. The motion passed unanimously.

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

- 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.

Motion was made to accept the 03-04 budget and the 04-05 budget proposal. The motion was seconded and passed unanimously.

Feedback from Site Reps: (5 minutes) (Tabled until the October Rep Council Meeting.)

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)  
(This was tabled until the October Rep Council meeting.)

\*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

Membership: Pam Brekas

Pam passed out the new membership cards and asked any changes of schools, people who have left the district, changed names etc. be noted on the cards and returned to the site rep so that they can be returned to the LEA office. Our data base will be updated from this info.

A motion to adjourn on time at 5 PM was made and seconded. It passed unanimously.

Karen Framsted  
LEA Secretary

